

Gender Equity Index 2022 for Industeel France *(as per French laws)*

Index category	Industeel France 2022 equity index	Maximum equity index value
1-M/F salary equity	38	40
2-M/F salary increase equity	10	20
3-M/F promotions equity	15	15
4-Salary evolution post maternity leave	15	15
5-Nr o minority gender in the top 10 remunerations	0	10
GENDER EQUITY INDEX	78	100