



INDEX OF PROFESSIONAL EQUALITY BETWEEN WOMEN AND MEN

In accordance with the provisions of Article D.1142-5 of the French Labor Code, Ekinops has published its professional equality index between women and men.

This overall index is 54/100 for Ekinops SA and 59/100 for Ekinops France SA for the year 2023.

The Ekinops Group is constantly working to improve gender equality in terms of both the number of women in the company and the gender pay gap.

For **Ekinops SA**, the indicators calculated for this index are:

- The gender pay gap: 11 points
- Gap in the distribution of individual salary increases: 35 points
- Number of female employees receiving raises upon return from maternity leave: N.A. (no maternity leave in 2023)
- Parity among the 10 highest paid employees: 0 point

A gender equality agreement was published on February 9, 2021 on the website of the Directions régionales de l'économie, de l'emploi, du travail et des solidarités (DREETS) in France.

For **Ekinops France SA**, the indicators calculated for this index are:

- The gender pay gap: 19 points
- Gap in the distribution of individual salary increases: 25 points
- Number of female employees receiving raises upon return from maternity leave: 15 points
- Parity among the 10 highest paid employees: 0 point