

storengy

Professional Equality Index

Reminder of the context

In accordance with the provisions of the Avenir Law of 5 September 2018 aiming at eliminating pay gaps between women and men, companies with at least 50 employees must:

- **Publish annually an index** of professional and salary equality between women and men based on the **previous year's data (2020 data)**
- **Calculate this index on the basis of 5 indicators:**
 - Indicator 1: Gender pay gap in a comparable situation **(score out of 40 points)**
 - Indicators 2 and 3: Gender pay gap in individual increases/promotions **(out of 35 points)**
 - Indicator 4: Percentage of employees receiving a raise after returning from maternity leave in compliance with the law (%) **(out of 15 points)**
 - Indicator 5: Parity among the 10 highest paid employees **(out of 10 points)**

How the indicators are calculated

Reference period: From January 1st to December 31st, 2020

Employees considered:

- **Employees on permanent and fixed-term contracts**, excluding:
 - work-study students and professional training contracts,
 - trainees,
 - temporary workers,
 - impatriates, expatriates and all employees made available by an external company,
 - employees **absent for more than half the reference period**
 - corporate officers

The index is calculated by 10-year phases and classification level

Determining remuneration

In accordance with the decree, we have reconstructed the remuneration in full-time equivalent from the average gross remuneration, employee by employee.

To determine total remuneration (used for indicators 1 and 5), the elements taken into account are:

- the basic salary including the thirteenth month for employees who receive it,
- the actual bonus paid during the reference period,
- any individual exceptional bonuses,
- benefits in-kind/recurring bonuses subject to managerial validation.

Consequently, the following elements are excluded from the calculation of the total remuneration:

- bonuses/retirement/termination payments,
- bonuses linked to a service hardship (linked to the position and not to the employee),
- overtime and complementary hours,
- profit-sharing, matching contributions and participation,
- Performance shares and stock options,
- Collective remuneration elements not subject to managerial validation: recurring or "one-shot" social benefits such as birth and marriage bonuses, family surcharges, mobility bonuses of any kind, etc.

Index of Storengy SAS 2020 and 2021

	2021
Index published by Storengy SAS	86

	Maximum number of points	2021 Score
Indicator 1- Gender pay gap	40	36
Indicators 2 and 3 combined - Individual increase/promotion gap	35	35
Indicator 4- Percentage of employees receiving a raise upon return from maternity leave in compliance with the law	15	15
Indicator 5- Number of employees of the under-represented gender in the 10 highest earners	10	0