



WORKPLACE GENDER EQUALITY INDEX

Inspired by the French Law of 5th September 2018 to provide to anyone the liberty to choose one's professional future, the Professional Equality Index enables companies to measure the pay gap between women and men and highlights areas for improvement on which to act when these disparities are unjustified.

The Index, out of 100 points, is calculated on the basis of 4 indicators:

- The gender pay gap, for comparable positions and ages.
- Gap in the distribution of individual pay rises,
- The number of female employees receiving a raise after returning from maternity leave,
- Parity among the 10 highest earners.

In the event of insufficient results, the company must implement corrective measures to improve itself and reach the target within the next 3 years.

The index result for the MBWS Group company concerned is as follows for 2023:

- For MBWS France SAS in 2023 : 93/100
- For MBWS France SAS in 2022: 85/100
- For MBWS France SAS in 2021: 76/100
- For MBWS France SAS in 2020: 77/100
- For MBWS France SAS in 2019: 94/100

MBWS France SAS is again above the required threshold and is therefore not exposed to any penalties, nor to any obligation to publish an action plan in this respect.