

Professional Gender Equality Index 2020

In accordance with Law n°2018-771 of September 7, 2018, known as the French Avenir Law which aims to eliminate the gender pay gap, Neoen SA has calculated its professional gender equality, for the year 2020¹.

For the year 2020, Neoen SA has achieved an overall score of 92 points out of 100, compared to 84 out of 100 in 2019.

The index has grown significantly in 2020, reflecting the implementation and monitoring of the salary policy.

This index is calculated based on **4 indicators**², measured according to a scale of points defined by a decree:

1. gender pay gap - the achieved score is 37/40 ;
2. annual pay-rise gap - the achieved score is 35/35 ;
3. pay-rises on return from maternity leave - the achieved score is 15/15 ;
4. presence of women among the company's 10 highest earners - the achieved score is 5/10.

¹ The period considered is from January 1, 2020 to December 31, 2020.

² For company with less than 250 employees.