

Professional Gender Equality Index 2021

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 2021¹.

For the year 2021, Neoen SA has achieved an overall score of 98 points out of 100, compared to 92 out of 100 in 2020.

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 38/40 ;
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 10/10.

¹ The period considered is from January 1, 2021 to December 31, 2021.

² For company with less than 250 employees.