

Professional Gender Equality Index 2022

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 2022¹.

For the year 2022, Neoen SA has achieved an overall score of 100 points out of 100, compared to 98 out of 100 in 2021.

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 40/40 ;
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, 2022 to December 31, 2022.

² For company with less than 250 employees.