

Index of professional equality women-men at MoldTecs Laval

	Points obtained	Maximum number of points for calculables indicators
1 - Pay gap (in %)	39	40
2 - Individual increases (in %)	20	20
3 - Promotion spreads (in %)	10	15
4 - Percentage of employees received a raise when returning from maternity leave (%)	15	15
5 - Number of employees of the under-represented sex among the 10 highest earners	5	10
SCORE INDEX	89	100

As part of our commitment to professional equality between women and men, we have obtained an overall score of **89/100 on the Professional Equality Index**. This result reflects the actions implemented within the company to ensure equal treatment in terms of compensation, career development, salary increases, and promotion. It also reflects our vigilance in ensuring equal access to positions of responsibility and recognition of skills.

Aware that professional equality is a major issue and a lever for sustainable performance, we are continuing our efforts to continuously improve our practices and strive for ever greater equality for all our employees.