

WOMEN-MEN EQUALITY INDEX

The gender equality index is established from the assessment of 4 indicators:

- The pay gap, (Score out of 40 points)
- Individual increases, (Score out of 35 points)
- The proportion of female employees increased upon return from maternity leave, (Score out of 15 points)
- The number of employees of the under-represented sex among the 10 highest paid. (Score out of 10 points)

Each indicator is evaluated according to a number of points and the accumulation of these points gives a result **between 0 and 100 points** corresponding to the company's index. From **75 points** out of 100, the company is in compliance.

The reference period is the calendar year. Certain employees are excluded from this calculation, namely apprentices, professionalization contracts, expatriate employees, trainees, etc. To establish the comparison and the study, the salaries are reconstituted in full-time equivalent over the annual period. On the other hand, severance pay, retirement, seniority bonuses, overtime and additional hours are excluded.

As of **December 31, 2021**, the TISSOT Industrie workforce had **81 employees** (after excluding apprentices, professionalization contracts, expatriates, etc.), including 72 Men and 9 Women.

1. **Pay gap between women and men:** For the year 2021, this indicator is incalculable due to the fact that valid staff does not represent at least 40% of total staff.
2. **Difference in individual increase rates including promotions between women and men:** In this case, the indicator is calculable and generates 35 points because the rate is less than 2%.
3. **Percentage of employees who benefited from an increase in the year following their return from maternity, adoption or parental leave:** This indicator is incalculable for the year 2021 because no employee has been on maternity/adoption/parental leave.
4. **Number of employees of the under-represented sex among the 10 employees who received the highest salaries:** No woman is represented in the 10 employees who received the highest salaries in 2021, the score is 0 out of 10.

The final score of the index is obtained by the sum of the number of points obtained for each of the 4 calculable indicators. In our case, a total of **35/45** for the year 2021.

It is impossible to evaluate the index with the 2 remaining indicators because the theoretical maximum number of points of the remaining indicators is less than 75.

	CALCULABLE INDICATOR <i>0 = NO - 1 = YES</i>	INDICATOR VALUE	POINTS OBTAINED	MAXIMUM NUMBER OF INDICATOR POINTS	MAXIMUM NUMBER OF POINTS OF CALCULABLE INDICATORS
COMPENSATION GAP	0	INCALCULABLE		40	0
DIFFERENCE IN RATE OF INDIVIDUAL INCREASES	1	2	35	35	35
PERCENTAGE OF EMPLOYEES INCREASED ON RETURN FROM MATERNITY LEAVE	0	INCALCULABLE		15	0
NUMBER OF EMPLOYEES OF THE SEX UNDER REPRESENTED AMONG THE TOP 10 REMUNERATIONS	1	0	0	10	10
TOTAL CALCULABLE INDICATORS					45
INDEX ON 100 POINTS			INCALCULABLE		100