

## 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, (including promotions for companies with fewer than 250 employees) (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, employees absent for more than 6 months, interns, etc. To establish the comparison and the study, the salaries are reconstituted in full-time equivalent over the annual period. However, severance pay, retirement pay, seniority bonuses, overtime and additional hours, profit-sharing bonuses, etc. are excluded.*

As of **December 31, 2023**, the TISSOT Industrie workforce had **73 employees** (after excluding apprentices, professionalization contracts, expatriates, etc.), including 63 Men and 10 Women.

1. **Pay gap between women and men:** For the year 2023, this indicator is incalculable due to the fact that the valid workforce does not represent at least 40% of the total workforce and that the groups do not include at least 3 men and 3 women.
2. **Difference in individual increase rates including promotions between women and men:** 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:** The indicator is incalculable for the year 2023 because no employee has been on maternity or adoption leave...
4. **Number of employees of the under-represented sex among the 10 employees who received the highest salaries:** No women are represented in the 10 employees who received the highest remuneration for the year 2023: the score is 0 points out of 10.

The final index score 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 2023, the index is therefore **incalculable**.

*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	0	40	0
DIFFERENCE IN RATE OF INDIVIDUAL INCREASES	1		35	35	35
PERCENTAGE OF EMPLOYEES INCREASED ON RETURN FROM MATERNITY LEAVE	0	INCALCULABLE	0	15	0
NUMBER OF EMPLOYEES OF THE SEX UNDER REPRESENTED AMONG THE TOP 10 REMUNERATIONS	1		0	10	10
TOTAL CALCULABLE INDICATORS			<b>35</b>	<b>100</b>	<b>45</b>
INDEX ON 100 POINTS			<b>INCALCULABLE</b>		<b>100</b>