

**PROFESSIONAL EQUALITY INDEX 2021**  
February 2022

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This index allows companies (with more than 50 employees) to assess the level of equity between men and women out of 100 points, based on the following criteria: the gender pay gap, the difference in the rate of individual increases, the difference in the rate of promotions (only for companies with more than 250 employees), the number of employees increased following their maternity leave and the parity among the 10 highest salaries.

**GTT's 2021 professional equality index is 94/100.**

		<b>2021 Score</b>	<b>Scale</b>
Indicator 1	Gender Pay gaps.	39	40
Indicator 2	Increase rate differentials.	20	20
Indicator 3	Promotions rate differentials.	10	15
Indicator 4	Percentage of female employees who received a pay raise after returning from maternity leave.	15	15
Indicator 5	Number of employees of the under-represented sex among the 10 highest earners.	10	10
<b>TOTAL</b>		<b>86</b>	<b>100</b>

**Prior to the calculation of the indicators**

- Scope of the analysis: GTT SA
- Reference period considered: calendar year, from January 1st to December 31th, 2021
- Number of employees considered for the calculation: 391

**Indicator 1: Gender pay gap. Our score is 39/40**

Globally, there is no pay gap between men and women at GTT, either by age group or status.

**Indicator 2: Increase rate differentials. Our score is de 20/20**

Of the 391 employees included in the analysis, 304 received an increase during the annual salary review, i.e. almost 80%.

**Indicator 3: Promotions rate differentials. Our score is de 10/15**

The analysis focuses on people who had a change in status or coefficient during the year.

Therefore they are:

- Promotions from employee status to supervisor status: included one woman in 2021.
- Automatic change of Managers coefficient: 65 people, including 10 women. The collective agreement for metallurgy executives provides that the coefficients change every year for the PI position, then every 3 years for the PII position. To date, GTT cannot change this mechanism.

**Indicator 4: Percentage of employees who had a raise following their maternity leave return. Our score is 15/15**

100% of employees returning from maternity leave received an increase.

**Indicator 5 : Top 10 highest salaries. Our score is 10/10**

In 2021, 4 women are among the 10 highest earners.

As the index obtained in 2022 is higher than 85 points, the Company does not need to consider corrective measures in conjunction with the CSE.