



Technology for a sustainable world

## PROFESSIONAL EQUALITY INDEX 2023

February 2024

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 2023 professional equality index is 86/100.**

		<b>2023 Score</b>	<b>Scale</b>
Indicator 1	Gender Pay gaps.	36	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.	5	10
TOTAL		86	100

#### **Prior to the calculation of the indicators**

- Scope of the analysis: GTT SA
- Reference period considered: calendar year, from January 1st to December 31th, 2023

Number of employees considered for the calculation: 382



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### **Indicator 1: Gender pay gap. Our score is 36/40**

The differences mainly concern engineers and managers over the age of 30.

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

Of the 380 employees considered for this indicator, 314 received an increase at the annual salary review, i.e. 83%.

### **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 2023.
- Promotions from supervisor to Manager status: concerned two women in 2023.
- Automatic change of Managers coefficient: 92 people, including 20 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 5/10**

In 2023, 3 women are among the 10 highest earners.

As the index obtained in 2023 is higher than 85 points, the Company is not obliged to set and publish targets for the progression of each of the indicators of the Index, nor is it obliged to publish, through external communication and within the company, the measures for correction. This score, which is in line with expectations, is the result of the measures implemented by GTT to maintain internal equity, in particular by monitoring the indicators of the gender equality agreement.