



Technology for a sustainable world

PROFESSIONAL EQUALITY INDEX 2025

Mars 2026

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 2025 professional equality index is 82/100.

		2025 Score	Scale
Indicator 1	Gender Pay gaps	37	40
Indicator 2	Increase rate differentials	10	20
Indicator 3	Promotions rate differentials	15	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		82	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, 2025
- Number of employees considered for the calculation: 472



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Indicator 1: Gender pay gap. Our score is 37/40

The differences mainly concern engineers and managers aged 30 to 39 and those aged 50 and over.

Indicator 2: Increase rate differentials. Our score is de 10/20

Out of the 472 employees considered for this indicator, 372 received a salary increase during the annual salary review.

Among the 100 employees who did not receive a salary increase, 54 were not eligible due to having less than one year of service, in accordance with the 2025 salary policy. Among them, 21 were women and 33 were men. Proportionally to the eligible population, salary increases were awarded to 85.8% of men and 85.2% of women.

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

The analysis covers employees who moved to a higher internal classification level (job classification).

This represents 16 men promoted versus 8 women, i.e. 6.2% of women within the female population compared to 4.66% of men within the male population.

A gap in favor of women of 2.29% allows the maximum score to be achieved.

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 a salary increase.

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

In 2025, 2 women were among the 10 highest earners.

INDEX OUT OF 100 POINTS: 82

As the index obtained in 2025 is below than 85 points and higher than 75 points, the Company is required to set and publish improvement targets for each of the index indicators that did not obtain the maximum score.