

## Gender Equality Index

Sia Partners reports an overall Gender Equality Index score of 85/100 for the year 2021. The Gender Equality Index is mandated by the French law on professional agency, effective from September 5, 2018. This law most notably seeks to eliminate the pay gap between women and men in France.

This score is calculated from the 5 indicators below.

	Indicator	Sia Partners' Score	Points possible
1	Gender pay gap	35	40
2	Difference in the rate of individual salary increases between women and men	20	20
3	Difference in the rate of individual salary increases between women and men	15	15
4	Percentage of employees who returned from maternity leave during the reporting year and received a raise upon their return	15	15
5	Number of employees of the underrepresented gender among the ten highest paid employees	0	10
	Total	<b>85</b>	100

### Clarification on the methodology:

The reference period is the fiscal year of Sia Partners (from July 2020 to June 2021).

Indicators 2, 3 and 4 are calculated on the basis of employees eligible for a raise or promotion during the reference period (at least 1 year of seniority before the end of the reference period and excluding the notice period before departure).