

## Professional equality index 2023 : **89 / 100**

Percentage of female employees  
increased upon return from  
maternity leave

**15 / 15**

Difference in rate of  
of promotions

**10 / 15**

Difference  
in pay gap

**39 / 40**

Difference in rate of  
individual increase  
(excluding promotions)

**20 / 20**

Number of employees of the under-  
represented gender underrepresented  
among the 10 highest earners

**5 / 10**

## Gender representation for the year 2023

Among all members of  
governing bodies :

**23% MEN**  
**77% WOMEN**