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## Gender Equality Index KB SF 2024

The law for professional equality between women and men promulgated on the 5<sup>th</sup> September 2018 aims to put an end to unjustified wage gaps within three years. To reach this aim, one of the measures is the creation of an indicator : **the gender equality index**.

The gender equality index is based on the calculation of 4 indicators :

- the gender pay gap,
- the gap between the individual increases rates,
- the percentage of female employees who have benefited of a wage increase in the year following their return from maternity leave,
- the number of employees of the under-represented gender among the 10 employees with the highest wage.

The result must be published annually on the company's website.

It must also be annually communicated to the work council in the Economic, Social and Environment Database (BDESE) including all the calculation's details to understand the methodology used to compare remuneration and, if applicable, the reasons why an indicator could not have been calculated.

Finally, all information must be declared to the services of the Ministry of Labour (the DREETS).

The KB SF's gender equality index score for 2024 is 93 points out of 100 :

- Indicator 1: Gender pay gap = 33 / 40
- Indicator 2: Difference in individual rates of increase = 35 / 35
- Indicator 3: Percentage of female employees who received an increase in the year following their return from maternity leave = 15 / 15
- Indicator 4: Number of employees of the under-represented gender among the 10 employees with the highest salaries = 10/10