

Concerning the “professional equality” index, the level of overall result obtained by the company **Saint-Gobain Sekurit France** for the period from 01/01/2021 to 12/31/2021 in application of articles D.1142-3 and Labor code is 81/100.

This overall result was calculated using the following indicators:

- Pay gap between women and men: 36/40
- Difference in the rate of individual salary increases between women and men: 20/20
- Difference in promotion rate between women and men: 10/15
- Percentage increase upon return from maternity leave: 15/15
- Number of employees of the under-represented sex among the ten highest paid: 0/10

Concerning the “professional equality” index, the level of overall result obtained by the company **Société Verrière d’Encapsulation** for the period from 01/01/2021 to 12/31/2021 in application of articles D.1142-3 and Labor code is 92/100.

This overall result was calculated using the following indicators:

- Pay gap between women and men: 38/40
- Difference in the rate of individual salary increases between women and men: 35/35
- Percentage increase upon return from maternity leave: N/A
- Number of employees of the under-represented sex among the ten highest paid: 5/10

Concerning the “professional equality” index, the level of overall result obtained by the company **Saint-Gobain Sully Aerospace** for the period from 01/01/2021 to 12/31/2021 in application of articles D.1142-3 and Labor code is 86/100.

This overall result was calculated using the following indicators:

- Pay gap between women and men: 36/40
- Difference in the rate of individual salary increases between women and men: 20/20
- Difference in promotion rate between women and men: 15/15
- Percentage increase upon return from maternity leave: 15/15
- Number of employees of the under-represented sex among the ten highest paid: 0/10