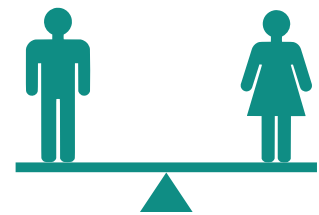


Calculation of the Gender Equality Index

Women and Men



Updated on 26 February 2026

INDEX 2025	Calculable indicator (1=Yes, 0=No)	Indicator value	Points scored	Maximum number of points for the indicator	Maximum number of points for calculable indicators
1- pay gap (as a percentage)	1	3,38	36	40	40
2- Differences in individual pay rises (in percentage points)	1	3,9	20	20	20
3- differences in promotions (in percentage points)	1	5,4	15	15	15
4 – Percentage of employees who received a pay rise on returning from maternity leave (%)	1	100	15	15	15
5- Number of employees of the under-represented gender among the 10 highest-paid employees	1	1	0	10	10

Total number of calculable indicators: 86 INDEX (out of 100 points): 86