

Gender equality index at EPEX SPOT

New publication in line with French law

As of 1st March 2020, EPEX SPOT applies a new French legal requirement in Gender Equality management.

EPEX SPOT hereby publishes the result of the gender equality index, which stands at **90/100** for **2023** (91/100 for 22).

The index is based on 4 indicators, leading to the global score:

1. Equal pay: calculation of the pay gap between women and men, calculated on the average of the remuneration of women compared to men (35/40)
2. Individual Pay rises: difference between the number of women who had a wage increase compared to the number of men (35/35)
3. Wage increases after maternity leave: percentage of women who received a wage increase during the year upon their return from maternity leave (15/15)
4. Gender repartition among most highly paid employees: two women are among the most highly paid employees (5/10)

Pay gap	35/40
Individual salary increase	35/35
Salary increase in the year of maternity leave return	15/15
Number of employees of the under-represented sex among the 10 employees who received the highest salaries	5/10
TOTAL POINTS	90/100

- Pay gap: calculation of the pay gap between women and men, calculated on the average of the remuneration of women compared to men;
- Individual salary increase: difference between the number of women who had a wage increase compared to the number of men;
- Salary increase in the year of maternity leave return: percentage of women who received a wage increase during the year upon their return from maternity leave;
- Number of employees of the under-represented sex among the 10 employees who received the highest salaries: two women are among the most highly paid employees.

To find out more about the gender equality index, please visit <https://travail-emploi.gouv.fr/IMG/pdf/indexegalitefemmeshommes-ve-03-pageapage.pdf>