

DE&I Global Report

December 2022



EQUATIV

Data on Dec 31, 2022

2022 Key Figures

DE&I Report - Locations

33%

Of women at company level

-3 pts compared to 2021

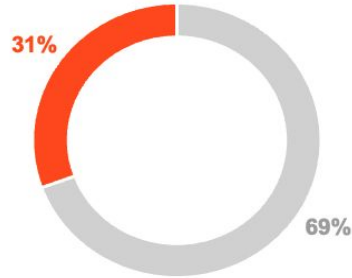
2022 meant **+200** hirings for Equativ worldwide, with a strong focus in Tech functions (**+70**). Talents' shortages in Tech functions and Women's under-representation, and our talent pipeline of Senior tech profiles, did not enable us to improve Gender Diversity. Nevertheless, we do not lose sight of our objective.

Global
(520 employees)



■ Men ■ Women

EMEA - MENA/APAC
(392 employees)



■ Men ■ Women

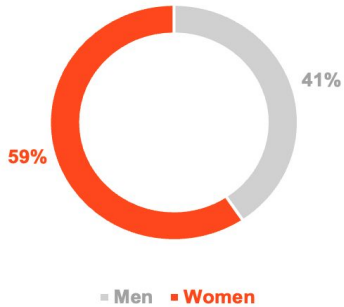
Americas
(128 employees)



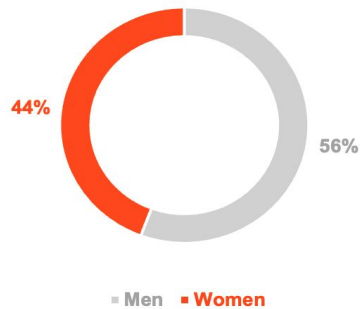
■ Men ■ Women

DE&I Report - Departments

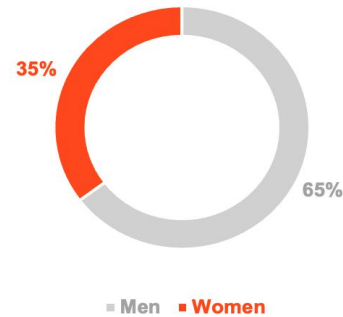
Central Functions
(Marketing, Finance, HR, Legal,
IT, Office)



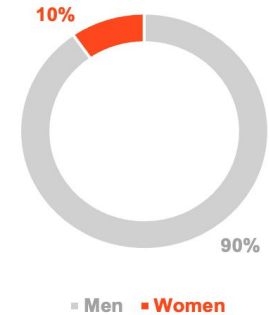
Revenues & Operations
(Supply & Demand Sales & Services)



Excellence Centers
(Sales Excellence & Delivery
Excellence)



Tech
(R&D, Product)



What are we proud of?

Achieving a better **gender diversity** in our Central and Revenues & Operations functions

What can we observe?

Gender diversity deteriorates as the **Tech / IT engineering skills** of the professions increase, as it is the case in R&D and Product Management functions.

DE&I Report - Management

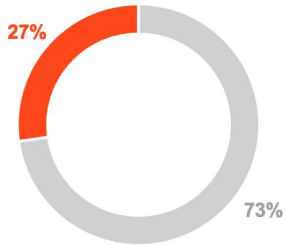
What are we proud of?

Improving the diversity among our teams in the US:
+8 pts compared to 2021
Within our Executive Committee, **3 out of 4 Regional EVPs** are women.

What can we observe?

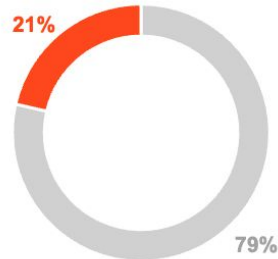
The proportion of women in **Management** and the **Executive Committee** remains stable compared to last year.

Management



■ Men ■ Women

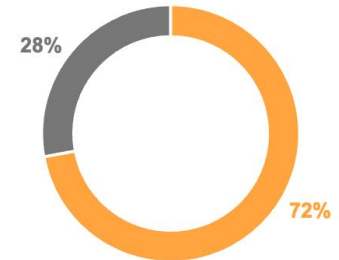
Executive Committee



■ Men ■ Women

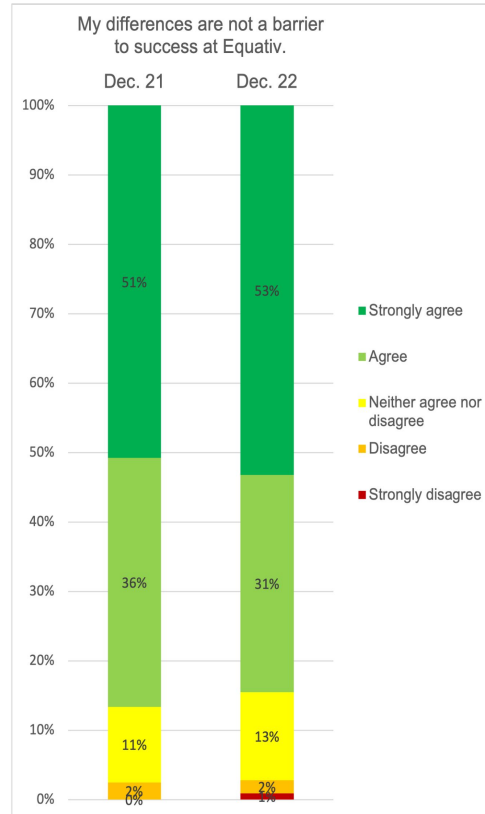
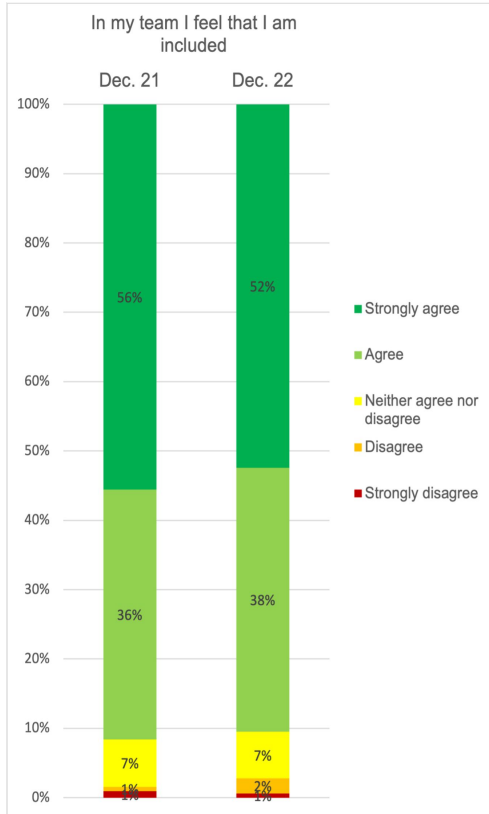
Visible Minority

(Data only available in the US)



■ White ■ Visible minorities

DE&I Report - Inclusion Index



What can we observe?

90% of our employees feel included in their team

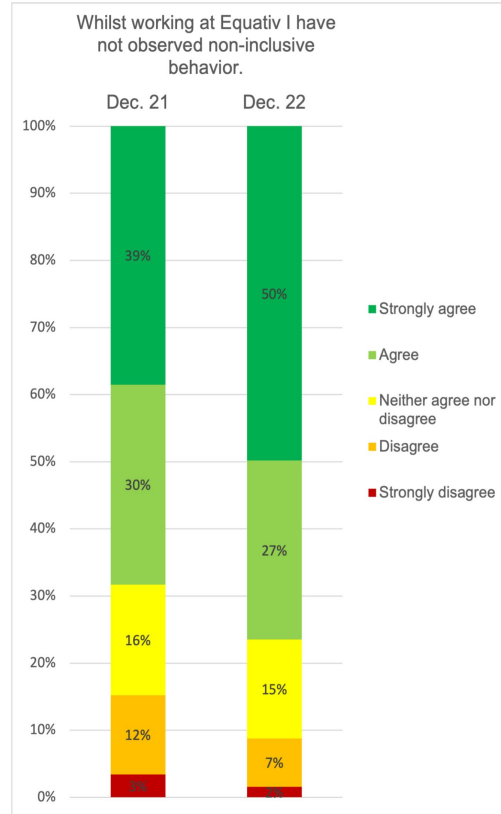
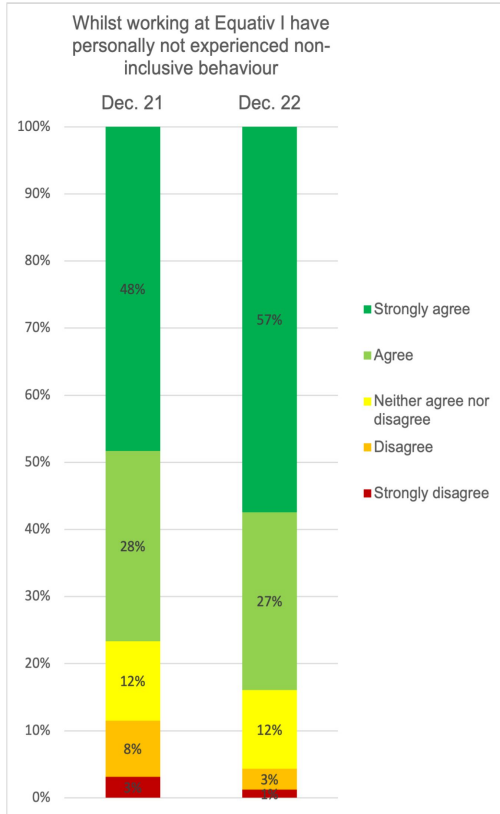
84% of our employees do not consider their differences as a barrier to their success

About the Inclusion Index

Survey run globally across 16 countries
378 Respondents - 72% of participation rate

Data on Dec 9, 2022

DE&I Report - Inclusion Index



What can we observe?

96% of our employees never experienced non-inclusive behaviors

91% of our employees never observed non-inclusive behaviors

About the Inclusion Index

Survey run globally across 16 countries
378 Respondents - 72% of participation rate

Gender Equality Index

Equativ France only - 2022

Gender Equality Index (Equativ / Smart SAS)

99/100

Gender Pay gap	39/40
Gender Pay Rise gap	35/35
% of employees increased on their return from maternity leave	15/15
Number of women among the 10 highest-paid employees	10/10

French law requires companies with more than 50 employees to calculate and publish their **gender equality index** each year.

In 2022, we recorded **our highest score**, demonstrating our commitments to close the wage gap and achieve pay equity for working women.

This is **13 points above the overall average score in France** which is 86/100 according to the National Benchmark 2022 published by the Ministry of Labor.

Gender Equality Index- Methodology

Gender Pay gap¹

/ 40 pts

¹To have the maximum score, the company must have no pay gap between females and males at comparable levels and ages, regardless of position. In 2022, our company recorded a **pro-men gap of 0.2%**.

Gender Pay Rise gap²

/ 35 pts

²Maximum points are awarded when there is no gap between the raises received by men and women and when as many women as men have been promoted. In 2022, our company recorded a **pro-women gap of 9.6%**.

% of employees increased on their return from maternity leave³

/ 15 pts

³This indicator grants the maximum points only if the company has increased all employees who have been on maternity leave during the reference period. In 2022, **two women** left during the annual raise period and both received raises on their return.

Number of women among the 10 highest-paid employees⁴

/ 10 pts

⁴The maximum point is awarded when there is a gender balance in the 10 highest-paid employees of the company. In 2022, our company recorded **4 women** out of the 10 highest paid employees.

The Gender Equality Index measures the **effectiveness of the policies** implemented by the company in terms of **gender equality**.

Based on five criteria, it assigns companies a score for each criterion and adds them up to reach an overall score out of **100 points**.

The methodology enables to analyze the gaps, regardless of the position of the employee.

Below 75 points, companies have to implement corrective actions within three years or subject to financial penalties.

Our DE&I journey

Our 2022 Journey

BE GLAD Committee

Creation of an **Employee-Resource Group** dedicated to DE&I to spread awareness through educational workshops along the year

#1 Be-Glad Webinar

"Let's talk about DE&I"

#2 Be-Glad Webinar

Microaggressions

#3 Be-Glad Webinar

Stereotypes & Biases

Data

3rd "**Inclusion Index Survey**" to measure the level of inclusion perceived by our employees.

Q2 2022

Q3 2022

Q4 2022

Q1 2022

Unified Referral Program

Revamp of our Referral Program which notably **promotes the employment of Women in Tech** functions

Sponsoring

Our Brazil entity joined the program "Bosa French Tech" in sponsoring 3 **Student "scholarships Tech"**.

#PacteParite

Equativ has joined the #PacteParite along with more than 60 French startups of the **La French Tech 120/Next40**

DE&I and CSR

Our Sustainability initiatives are now structured around 3 segments: - People, Environment, Business Ethics, and formalized into a CSR Guidebook.

Partnership renewal with **ECODAIR** to support **employment of people with mental disabilities**.



#PacteParite commitments

- 20% of women sitting on the company's board by 2025, then 40% by 2028
- 100% of managers attending trainings about Diversity and fight against discrimination and harassment by end of 2022
- Set up specific support for employees upon return from parental leave, by the end of 2022

Management Training

10 workshops "**Developing an inclusive culture : how to act as a manager ?**" have been delivered with our partner Gloria.

In small groups, managers have been provided with best practices to promote Diversity, Equity and Inclusion in their team, and overall in the company.

Back to Our 2021 journey

Data

We launched our first “**Inclusion Index Survey**” to measure the level of inclusion perceived by our employees.

Equativ’s DE&I manifesto and data are now **public** on our career pages

Global Parental Leave Policy

Now all employees are eligible to the **same minimum leave duration**, regardless of their country, and from their first day of employment.



Donation, Partnership & Sponsorship



Partnership with [ECODAIR](#) to support **employment of people with mental disabilities**.



Donation to [BECOMTECH #BecauseGirlsCan](#), first French national association for girls and women aged 14-25, working towards **gender diversity** in IT and digital technology, to equip training rooms



Donation of refurbished equipment to an association for the **integration of people in difficulty**: "Régie des Quartiers de STAINS



Sponsorship of the **Women in Technology Online Festival** happening in June.

Education



13 Executives, Senior Managers & team members have been certified by University of Colorado, for the “[Inclusive Leadership: The Power of Workplace Diversity](#)” course ;



Talent Acquisition team is now certified “ Diversity sourcing Professional”.

Data

2nd “**Inclusion Index Survey**” to measure the level of inclusion perceived by our employees.

Promote Equity

Reinforce Inclusion

Increase Diversity

EQUATIV

Takeaways

2022 Education & awareness

“2022 was a year primarily focused on **DE&I education** and **awareness**. We also strengthened our **internal practices** and **processes** (Talent acquisition, Onboarding, quarterly Reviews, Peer-feedback) which are fundamentally **inclusive**.

We would like to thank our ERG, the **BE GLAD committee** for their dedication & involvement to spread awareness and education about DE&I.

Takeaways



Talent Acquisition

Gender Diversity
must be a focus in
2023



BE GLAD Committee

Renew the ERG with
new members & new
initiatives



Education

Continue to reinforce
our culture of
inclusion, and fight
against any kind of
discrimination.