2022 Key Figures
42 Nationalities

What has changed since 2021?

- We have registered 7 new nationalities among our teams!
33% Of women at company level

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.
DE&I Report - Departments

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.
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
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)

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.

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99/100

<table>
<thead>
<tr>
<th>Metric</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender Pay gap</td>
<td>39/40</td>
</tr>
<tr>
<td>Gender Pay Rise gap</td>
<td>35/35</td>
</tr>
<tr>
<td>% of employees increased on their return from maternity leave</td>
<td>15/15</td>
</tr>
<tr>
<td>Number of women among the 10 highest-paid employees</td>
<td>10/10</td>
</tr>
</tbody>
</table>

Data on Dec 31, 2022
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.

### Gender Pay gap

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 gap

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 leave

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 employees

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.
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

Q1 2022

Q2 2022

Q3 2022

Q4 2022

Unified Referral Program

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

#PacteParite

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

Sponsoring

Our Brazil entity joined the program “Bosa French Tech” in sponsoring 3 Student “scholarships Tech”.

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

Data

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

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.
**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.
Takeaways
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.