

# GUCCI

## FRENCH GENDER EQUALITY INDEX

In compliance with French law, Gucci's 2021 Gender Parity Index result for France is 73/100.

This indicator is obtained by the sum of accumulated following indicators:

1. Pay gap between women and men: 38/40
2. Salary increase gap between women and men: 10/20
3. Promotion gap between women and men: 15/15
4. % of female employees having benefited from a raise in the year following their return from maternity leave: 0/15
5. Number of employees of the under-represented sex among the 10 employees who received the highest salaries: 10/10

1 March 2022