



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

The Index score obtained for 2021 does not reflect one of Gucci's priorities, which is to guarantee equal treatment for all its employees, women and men. Considering the rate on the criterion of the % of female employees having benefited from a raise in the year following their return from maternity leave, Gucci proceeded with a salary catch-up for the employees concerned during the 2022 Individual Increases campaign on the base of the average rate of all the increases.

Gucci has also set up a procedure for verifying the dates of maternity leave during the year in order to guarantee in the future the trigger of the salary increase dedicated to each return from maternity leave.

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