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On March 1, 2022, Carmat SA achieved a score of 89 out of 100 for the reference period from 01/01/2021 to 12/31/2021.

This very positive result reflects our commitment and our mobilization in favor of professional equality.

Better understand index calculation

This index is scored out of 100 points. It is calculated based on five indicators for companies with more than 250 employees and four indicators for those with 50 to 200 employees.

The pay Gap:

Comparison of the average salaries of women and men, by age group and by socio-professional category (CSP) or other job classification: 0 to 40 points

The difference in the distribution of individual increases between F/M:

0 to 20 points for companies with more than 250 employees and 0 to 35 points for those with 50 to 249 employees

The percentage of employees increased upon return from maternity leave:

It is calculated based on the percentage of employees increased on their return from maternity leave: 0 to 15 points

Parity Ranging

from 0 to 10 points, this criterion makes it possible to calculate the parity between women and men among the ten highest salaries.

The promotion distribution gap:

This criterion only applies to companies with 250 or more employees: 0 to 15 points For companies with less than 250 employees, the index is calculated on the first 4 factors. If a company does not reach the threshold of 75 points out of 100 after measuring the five indicators, it must implement the appropriate corrective measures within 3 years.