

Consort France - Retained indicators

Indicators	Score	Consort France Score for 2022
Pay gap	From 0 to 40 points	38 points <i>(gap fo 1,2 %)</i>
Difference in the distribution of individual increases	From 0 to 20 points	20 points
Difference in the distribution of promotions	From 0 to 15 points	15 points <i>(0,4 % gap)</i>
% of employees who received a raise after returning from maternity/adoption leave	0 to 15 points	15 points <i>(100% of the employees concerned)</i>
Number of women and men in the 10 highest earners	From 0 to 10 points	5 points
TOTAL= INDEX	From 0 to 100 points	93 Points

Société Consortia - Retained indicators

Indicators	Score	Consortia Score pour 2022
Pay gap	From 0 to 40 points	38 points <i>(gap of 1,4 %)</i>
Difference in the distribution of individual increases	From 0 to 35 points	35 points
% of employees who received a raise after returning from maternity/adoption leave	0 or 15 points	15 points <i>(100% of the employees concerned)</i>
Number of women and men in the 10 highest earners	From 0 to 10 points	5 points
TOTAL INDEX	From 0 to 100 points	93 Points