

GENDER EQUALITY INDEX - 2023



* Richemont France (SC): 94/100

- › Gender pay gap: 39/40
- › Difference in the distribution of individual increases: 20/20
- › Difference in the distribution of promotions: 10/15
- › Number of employees who received a raise after returning from maternity leave: 15/15
- › Parity among the 10 highest earners: 10/10

* Alfred Dunhill, Baume & Mercier, Buccellati, Cartier, Chlo e, IWC, Jaeger-LeCoultre, Lange und S hne, Officine Panerai, Piaget, Richemont (Regional functions), Vacheron Constantin, Van Cleef & Arpels

Richemont Holding France: 98/100

- › Gender pay gap: 38/40
- › Difference in the distribution of individual increases: 35/35
- › Number of employees who received a raise after returning from maternity leave: 15/15
- › Parity among the 10 highest earners: 10/10