

## RESULTS 2020

### PROFESSIONAL EQUALITY INDEX

(Reference period: 01/01/2020 to 31/12/2020)



Article 104 of the "Freedom to choose one's professional future" law of 5 September 2018 and its decree of 8 January 2019 create an obligation for companies with 50 to 250 employees to measure four gender equality indicators and to publish their overall score. The objective is, in particular, to eliminate the pay gap between men and women. The overall score for Mecalectro's overall score is 89/100, which is above the target threshold of 75 points defined by decree.