

WOMEN-MEN EQUALITY INDEX

The gender equality index is established from the assessment of 4 indicators:

- The pay gap, (Score out of 40 points)
- Individual increases, (including promotions for companies with fewer than 250 employees) (Score out of 35 points)
- The proportion of female employees increased upon return from maternity leave, (Score out of 15 points)
- The number of employees of the under-represented sex among the 10 highest paid. (Score out of 10 points)

Each indicator is evaluated according to a number of points and the accumulation of these points gives a result **between 0 and 100 points** corresponding to the company's index. From **75 points** out of 100, the company is in compliance.

The reference period is the calendar year. Certain employees are excluded from this calculation, namely apprentices, professionalization contracts, expatriate employees, employees absent for more than 6 months, interns, etc. To establish the comparison and the study, the salaries are reconstituted in full-time equivalent over the annual period. However, severance pay, retirement pay, seniority bonuses, overtime and additional hours, profit-sharing bonuses, etc. are excluded.

As of **December 31, 2025**, the TISSOT Industrie workforce had **85 employees** (after excluding apprentices, professionalization contracts, expatriates, etc.), including 63 Men and 10 Women.

1. **Pay gap between women and men:** For the year 2025, this indicator is incalculable due to the fact that the valid workforce does not represent at least 40% of the total workforce and that the groups do not include at least 3 men and 3 women.
2. **Difference in individual increase rates including promotions between women and men:** The indicator is calculable and generates 35 points because the rate is less than 2%.
3. **Percentage of employees who benefited from an increase in the year following their return from maternity, adoption or parental leave:** The indicator is incalculable for the year 2025 because no employee has been on maternity or adoption leave...
4. **Number of employees of the under-represented sex among the 10 employees who received the highest salaries:** No women are represented in the 10 employees who received the highest remuneration for the year 2025: the score is 0 points out of 10.

The final index score is obtained by the sum of the number of points obtained for each of the 4 calculable indicators. In our case, a total of **35/45** for the year 2025, the index is therefore **incalculable**.

It is impossible to evaluate the index with the 2 remaining indicators because the theoretical maximum number of points of the remaining indicators is less than 75.

	CALCULABLE INDICATOR <i>0 = NO - 1 = YES</i>	INDICATOR VALUE	POINTS OBTAINED	MAXIMUM NUMBER OF INDICATOR POINTS	MAXIMUM NUMBER OF POINTS OF CALCULABLE INDICATORS
COMPENSATION GAP	0	INCALCULABLE	0	40	0
DIFFERENCE IN RATE OF INDIVIDUAL INCREASES	1		35	35	35
PERCENTAGE OF EMPLOYEES INCREASED ON RETURN FROM MATERNITY LEAVE	0	INCALCULABLE	0	15	0
NUMBER OF EMPLOYEES OF THE SEX UNDER REPRESENTED AMONG THE TOP 10 REMUNERATIONS	1		0	10	10
TOTAL CALCULABLE INDICATORS			35	100	45
INDEX ON 100 POINTS			INCALCULABLE		100