



GENDER EQUALITY INDEX

2023

Gender balance in the team

As part of the gender equality index, Bonitasoft achieved a score of 88/100 in favor of women for the year 2023.

The index is calculated based on four indicators:

- The gender pay gap (35 / 40) in favor of women
- The difference in individual increases distribution (35 / 35)
- The number of female employees who received a pay increase upon their return from maternity leave (NC)
- The number of people of the underrepresented gender among the 10 highest salaries (5 / 10) in favor of men.

Goals for improvement

Hiring

Define job positions without any criteria that could lead to a distinction based on gender or family situation.

When an imbalance is observed, prioritize the underrepresented gender's candidacy, given equal competences. These rules also apply to the recruitment of interns and students on apprenticeship programs, as well as internal mobility.

Ensuring salary equality

During recruitments, ensure salary equality and coherence of the salary offer made to any new employee in comparison to employees occupying the same position (excluding seniority) and solely based on competences, experience, and qualifications regardless of gender.

Implement corrective measures for any situation that presents a salary gap or delay in salary evolution during individual increase campaigns. At the same time, the hierarchical managers will be reminded of the legal obligations concerning salary equality between genders. The management will be vigilant in ensuring the application of this principle.

Salary review upon return from maternity leave/adoption/parental leave

To ensure the protection of women's professional career upon their return from maternity leave, with regards to professional and salary development, the employee must receive upon return:

1. A professional interview with their hierarchical manager.
2. A salary increase equal to the average of the individual increases received during the maternity leave by employees in the same professional category (position or equivalent classification).



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