

# FRENCH GENDER EQUALITY INDEX

## FRANCE

2025

# AGENDA



- French gender equality index at Kalray
- Progress objectives

# FRENCH GENDER EQUALITY INDEX



For 2025

This index enables companies with between 50 and 250 employees in France to measure gender pay equality within their organization. It highlights areas for improvement where disparities exist.

The index is made up of 4 main criteria which assess the inequalities between women and men in companies in the form of a score out of 100.

**Kalray's gender equality index for 2025 is 81/100** compared to 75/100 in 2024, reflecting continued progress.

		Number of points obtained by Kalray	Maximum number of indicator points
Indicator 1	Pay gap	34	40
Indicator 2	Individual increase gap	35	35
Indicator 3	Employees receiving a raise upon return from maternity leave	Incalculable	N.A
Indicator 4	Number of employees of the under-represented gender among the 10 highest earners	0	10

Gaps are noted in certain indicators, mainly due to the **shortage of women in our business sector and in engineering**, but progress has been observed with **a pay gap improved from 29/40 in 2024 to 34/40 this year**.

# AGENDA



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# PROGRESS OBJECTIVES



For next year

Kalray's improvement targets for the two indicators where the maximum score has not been achieved are:

- **Indicator 1 - Pay gap: 34 /40 (29/40 in 2024)**
  - **Target progression : reduce pay gap between women and men**
  - Guarantee equal pay for equal or equivalent qualifications, skills, and professional backgrounds upon recruitment for the same job, regardless of gender. This gap will be monitored during annual pay reviews.
  - In cases of disparity, preference will be given to candidates from the underrepresented gender, given equal skills. These guidelines will extend to the recruitment of interns and apprentices.
  - Promote Kalray's jobs in a way that contributes to rebalancing the number of women and men.
- **Indicator 4 - Number of employees of the under-represented gender among the 10 highest earners: 0/10**
  - **Target progression : increase the representation of women in the company's 10 highest-paid positions**
  - Maximize efforts to include at least one female candidate among the pre-selected applicants for managerial, sales and c-level positions whenever possible.
  - Ensure at all hierarchical levels, particularly in leadership positions, a more balanced representation of both genders.

**THANK YOU**



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