

# Index Equality Women – Men 2025

BBC CELLPACK Packaging Illfurth SAS

|  | Calculable indicator (1=yes, 0=no) | Indicator value | Points achieved | Maximum number of points of the indicator | Maximum number of points for calculable indicators | Final result  |
|--|------------------------------------|-----------------|-----------------|---|--|---------------|
| 1. Pay gap (in %)  | 1                                  | 3,9             | 36              | 40  | 40   | <b>40/40</b>  |
| 2. Individual increase gap (in % points r equivalent number of employees)            | 1                                  | 1               | 35              | 35  | 35   | <b>35/35</b>  |
| 3. Percentage of employees receiving a raise when returning from maternity leave (%) | 0                                  | Incalculable    | 0               | 15  | 0  | <b>0/15</b>   |
| 4. Number of employees of the under-represented gender in the 10 highest earner      | 1                                  | 3               | 5               | 10  | 10   | <b>10/10</b>  |
| <b>Total calculable indicators</b>   | -                                  | -               | 76              | -   | 85   |               |
| <b>Index on 100 points</b>   |                                    |                 |                 |   |  | <b>89/100</b> |

The total number of calculable indicators is calculated out of 100 points using the proportionality rule.