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- For Saint Laurent, diversity is a strength. Our House is strongly committed to gender equality and to the development of female talent across all its entities and at every level of the organization.

- The French law of September 5, 2018, “For the Freedom to Choose One’s Professional Future,” and its implementing decree of January 8, 2019, set out the framework for assessing company practices in order to eliminate pay gaps between women and men in the workplace.

- In accordance with these legal provisions, Saint Laurent has conducted an assessment of its practices in this area. For the 2025 reporting year, Yves Saint Laurent SAS achieved a score of 89/100 and Yves Saint Laurent Boutiques France achieved a score of 99/100. The Gender Equality Index for Yves Saint Laurent ACSL is considered non-calculable for the 2025 reporting year.

- Saint Laurent will continue to implement the necessary actions to maintain or further improve its performance across all indicators, in line with its ongoing commitment to professional equality between women and men.

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Here are the details of the points obtained for each indicator in 2025 for YSL SAS:

YVES SAINT LAURENT SAS	2025	
	points obtained	Maximum points per calculable indicator
1- gender pay gap (in %)	39	40
2- individual pay increase disparities (in % points)	10	20
3- promotion disparities (in % points)	15	15
4- percentage of employees given a pay raise upon returning from maternity leave (%)	15	15
5- number of employees of the underrepresented gender among the 10 highest salaries	10	10
Total of calculable indicators	89	100
INDEX (out of 100 points)	**89**	**100**

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Here are the details of the points obtained for each indicator in 2025 for YSL Boutiques France :

YVES SAINT LAURENT BOUTIQUES SAS	2025	
	points obtained	Maximum points per calculable indicator
1- gender pay gap (in %)	39	40
2- individual pay increase disparities (in % points)	20	20
3- promotion disparities (in % points)	15	15
4- percentage of employees given a pay raise upon returning from maternity leave (%)	15	15
5- number of employees of the underrepresented gender among the 10 highest salaries	10	10
Total of calculable indicators	99	100
INDEX (out of 100 points)	**99**	**100**

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Here are the details of the points obtained for each indicator in 2025 for YSL ACSL:

YVES SAINT LAURENT ACSL	2025	
	points obtained	Maximum points per calculable indicator
1- gender pay gap (in %)		
2- individual pay increase disparities (in % points)	35	35
3- percentage of employees given a pay raise upon returning from maternity leave (%)	15	15
4- number of employees of the underrepresented gender among the 10 highest salaries	10	10
Total of calculable indicators	**60**	**60**
INDEX (out of 100 points)	**INCALCULABLE**	**INCALCULABLE**

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