

SAINT LAURENT

PARIS, 2025  
GENDER EQUALITY INDEX

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- For Saint Laurent, diversity is a wealth. Our Maison is particularly committed to gender equality and the development of female talent, in all its entities and at all levels of the organization.
- The law of September 5, 2018, " Pour la liberté de choisir son avenir professionnel" and its implementing decree of January 8, 2019, specified the modalities for evaluating practices in companies in order to eliminate the gender pay gap in the workplace.
- In accordance with these legal provisions, Saint Laurent has evaluated its practices in this regard. For the year 2024, Yves Saint Laurent SAS obtained a score of 88/100, YSL ACSL obtained a score of 98/100 and YSL Boutiques France obtained a score of 88/100.
- Saint Laurent will continue to take the necessary actions to maintain or improve on all of these indicators as part of its overall commitment to gender equality in the workplace.

## GENDER EQUALITY INDEX

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

YVES SAINT LAURENT SAS	2024	
	points obtained	Maximum points per calculable indicator
1- gender pay gap (in %)	38	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	88	100
<b>INDEX ( out of 100 points)</b>	<b>88</b>	<b>100</b>

## GENDER EQUALITY INDEX

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

YVES SAINT LAURENT ACSL	2024	
	points obtained	Maximum points per calculable indicator
1- gender pay gap (in %)	38	40
2- individual pay increase disparities ( in % points)	35	35
3- promotion disparities ( in % points)	0	0
4- percentage of employees given a pay raise upon returning from maternity leave (%)	10	10
Total of calculable indicators	83	85
<b>INDEX ( out of 100 points)</b>	<b>98</b>	<b>100</b>

## INDEX SUR L'ÉGALITÉ PROFESSIONNELLE

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

YVES SAINT LAURENT BOUTIQUES SAS	2024	
	points obtained	Maximum points per calculable indicator
1- gender pay gap (in %)	38	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	88	100
<b>INDEX ( out of 100 points)</b>	<b>88</b>	<b>100</b>