

SAINT LAURENT

**PARIS, 2024
WORKPLACE 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 2023, Yves Saint Laurent SAS obtained a score of 79/100, and YSL Boutiques France obtained a score of 85/100 (ACSL: not calculable).

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.

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Here are the details of the points obtained for each indicator in 2023 for YSL SAS:

YVES SAINT LAURENT SAS	Points obtained	Maximum points per calculable indicator	Target progress - in %	Target progress in points
1- gender pay gap (in %)	39	40	NA	39
2- individual pay increase disparities (in % points)	0	20	5%	10
3- promotion disparities (in % points)	15	15	NA	15
4- percentage of employees given a pay raise upon returning from maternity leave (%)	15	15	NA	15
5- number of employees of the underrepresented gender among the 10 highest salaries	10	10	NA	10
Total of calculable indicators	79	100	NA	89
INDEX (out of 100 points)	79	100		89

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Here are the details of the points obtained for each indicator in 2023 for YSL Boutiques France :

YVES SAINT LAURENT BOUTIQUES France	Points obtained	Maximum points per calculable indicator
1- gender pay gap (in %)	40	40
2- individual pay increase disparities (in % points)	5	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	85	100
INDEX (out of 100 points)	85	100