

EssilorLuxottica Holding

For the EssilorLuxottica holding company (staff: 60 people), the score is 85.

Criteria	Maximum Score	Score
1- Remuneration gap between women and men	40	37
2- Spread gap of individual salary increases	20	35
3- Spread gap of promotions		Non applicable*
4- Number of female employees receiving salary increases upon return from maternity leave	15	Non calculable**
5- Parity within the 10 highest salaries	10	0
Global score	100	85***

* Non applicable (Entity not concerned – staff below 250 people)

** Non calculable (No maternity leave in 2023)

*** Score calculated based on the 3 applicable items: 72/85