

EssilorLuxottica Holding

For the EssilorLuxottica holding company (staff: 54 people), the score is 86.

Criteria	Maximum Score	Score
1- Remuneration gap between women and men	40	36
2- Spread gap of individual salary increases	35	35
3- Spread gap of promotions		Not applicable*
4-Number of female employees receiving salary increases upon return from maternity leave	15	15
5- Parity within the 10 highest salaries	10	0
Global score	100	86**

* Not applicable (Entity not concerned - Staff below 250 people).

** Score calculated based on the applicable items