



Paris, August 28, 2019

## **FDISTRIBUTION scores 99/100 in the French government's gender equality index**

On March 1, 2019, the Group's entities with over 1,000 employees published their gender equality scores. These scores showed us the successful impact of our totally non-discriminatory talent management approach, which is deeply embedded in our corporate values and clearly reflected in our policy of equal pay for men and women.

On September 1, entities with between 250 and 1,000 employees will also be required to publish their gender equality scores, as measured based on the calculation method set by the French government. This will be a further opportunity for the Group to gauge the headway it has made in this domain.

Following on from the good scores achieved by the Group's entities with over 1,000 employees, **FDISTRIBUTION – which had 437 employees at December 31, 2018 – has attained an overall score of 99/100. This performance clearly demonstrates the maturity of the company's gender equality ethos.**

FDISTRIBUTION has obtained the top score for practically all five of the gender equality measurement indicators used: differences between men and women concerning pay, individual pay rises and promotions, pay rises for women returning from maternity leave, and the gender breakdown of the ten best-paid employees.

**The strong gender equality performance for FDISTRIBUTION, and the Group in general, has been reiterated through these new excellent scores, which are the reward for the Group's pro-active strategy in combating the gender pay gap. And the Group doesn't intend to stop there, as it aims to achieve the same, or even better, gender equality scores each year.**

### Appendix: FDISTRIBUTION scores

INDEX	Calculable indicator (1=yes, 0=no)	Points achieved	Maximum points for the indicator	Maximum points for calculable indicators
1- Pay differences (in %)	1	<b>39</b>	40	40
2- Differences in individual pay rises (in percentage points)	1	<b>20</b>	20	20
3- Promotion differences (in percentage points)	1	<b>15</b>	15	15
4- Percentage of employees receiving pay rises on return from maternity leave (%)	1	<b>15</b>	15	15
5- Number of employees from the under-represented gender among the ten best-paid employees	1	<b>10</b>	10	10
<b>INDEX (out of 100 points)</b>		<b>99</b>		<b>100</b>