

Pay Equity Index 2021

FNAC DARTY

French Law No. 2018-771 of September 5, 2018, (the "Professional Future" law) supplemented by Decree No. 2019-15 of January 8, 2019, requires employers to assess gender pay gaps, to publish the company's social score and, for those with an excessive gender pay gap, to implement corrective measures (Articles L. 1142-7 to 10 of the French Labor Code).

The consolidated Fnac Darty index for 2020 is **90/100**, which is the same as last year.

The good scores achieved across the Group's various companies for indicators regarding the gender gap in terms of pay, individual salary increases and promotions all demonstrate the Group's commitment to internal equity, diversity and equal opportunities through its human resources policy.

Gender equality was identified as a priority issue for the Group. With women making up roughly 40% of the total workforce, but only 24% of leadership positions, Fnac Darty made a firm commitment to redouble efforts to achieve greater diversity at all levels of the company.

Several ambitious objectives were agreed:

- To achieve and maintain at least 40% representation of the under-represented sex on the Executive Committee by 2025, as per the rules of the Board of Directors;
- To achieve a 35% representation of women in leadership positions by 2025, with steady progress over the period. The leadership team includes members of the Executive Committee, and the Group's main senior executives and key managers in France and the rest of the world.

To achieve this objective, the focus has been on recruiting and promoting women, as well as on improving work-life balance.

Furthermore, in 2020, the Group continued with its DMAF (*Directeur de Magasin au Féminin* — women store managers) program, which aims to boost the presence of women in the highest managerial positions, with the potential of women being specifically identified and followed up on in management succession plans.

Appendix: Index by company

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Appendice: Index by company – details of indicators

RELAIS FNAC:

	calculable indicator (1=yes, 0=no)	value of the indicator	points obtained	maximum number of points for the indicator	maximum number of points of the calculable indicators
1- pay gap (in %)	1	0.1	39	40	40
2- individual increase gap (in % points)	1	2.8	20	20	20
3- promotion gap (in % points)	1	0.6	15	15	15
4- percentage of employees receiving a raise after returning from maternity leave (%)	1	100	15	15	15
5- number of employees of the under-represented gender in the 10 highest paid	1	4	10	10	10
Total calculable indicators			99		100
INDEX (out of 100 points)			99		100

UES DARTY GRAND EST:

	calculable indicator (1=yes, 0=no)	value of the indicator	points obtained	maximum number of points for the indicator	maximum number of points of the calculable indicators
1- pay gap (in %)	1	1.2	38	40	40
2- individual increase gap (in % points)	1	3	20	20	20
3- promotion gap (in % points)	1	1.6	15	15	15
4- percentage of employees receiving a raise after returning from maternity leave (%)	1	100	15	15	15
5- number of employees of the under-represented gender in the 10 highest paid	1	0	0	10	10
Total calculable indicators			88		100
INDEX (out of 100 points)			88		100

UES DARTY ILE DE France:

	calculable indicator (1=yes, 0=no)	value of the indicator	points obtained	maximum number of points for the indicator	maximum number of points of the calculable indicators
1- pay gap (in %)	1	1.9	38	40	40
2- individual increase gap (in % points)	1	1.6	20	20	20
3- promotion gap (in % points)	1	3	15	15	15
4- percentage of employees receiving a raise after returning from maternity leave (%)	1	100	15	15	15
5- number of employees of the under-represented gender in the 10 highest paid	1	1	0	10	10
Total calculable indicators			88		100
INDEX (out of 100 points)			88		100

FNAC PARIS:

	calculable indicator (1=yes, 0=no)	value of the indicator	points obtained	maximum number of points for the indicator	maximum number of points of the calculable indicators
1- pay gap (in %)	1	0.1	39	40	40
2- individual increase gap (in % points)	1	5.6	20	20	20
3- promotion gap (in % points)	1	1.7	15	15	15
4- percentage of employees receiving a raise after returning from maternity leave (%)	1	100	15	15	15
5- number of employees of the under-represented gender in the 10 highest paid	1	3	5	10	10
Total calculable indicators			94		100
INDEX (out of 100 points)			94		100

FNAC DARTY PARTICIPATIONS ET SERVICES:

	calculable indicator (1=yes, 0=no)	value of the indicator	points obtained	maximum number of points for the indicator	maximum number of points of the calculable indicators
1- pay gap (in %)	1	5.3	34	40	40
2- individual increase gap (in % points)	1	9.8	20	20	20
3- promotion gap (in % points)	1	1.5	15	15	15
4- percentage of employees receiving a raise after returning from maternity leave (%)	1	100	15	15	15
5- number of employees of the under-represented gender in the 10 highest paid	1	3	5	10	10
Total calculable indicators			89		100
INDEX (out of 100 points)			89		100

UES DARTY GRAND OUEST:

	calculable indicator (1=yes, 0=no)	value of the indicator	points obtained	maximum number of points for the indicator	maximum number of points of the calculable indicators
1- pay gap (in %)	1	0.8	39	40	40
2- individual increase gap (in % points)	1	0.5	20	20	20
3- promotion gap (in % points)	1	5.9	5	15	15
4- percentage of employees receiving a raise after returning from maternity leave (%)	1	100	15	15	15
5- number of employees of the under-represented gender in the 10 highest paid	1	0	0	10	10
Total calculable indicators			79		100
INDEX (out of 100 points)			79		100

FNAC LOGISTIQUE:

	calculable indicator (1=yes, 0=no)	value of the indicator	points obtained	maximum number of points for the indicator	maximum number of points of the calculable indicators
1- pay gap (in %)	1	0.3	39	40	40
2- individual increase gap (in % points)	1	7.7	20	20	20
3- promotion gap (in % points)	1	1.5	15	15	15
4- percentage of employees receiving a raise after returning from maternity leave (%)	1	100	15	15	15
5- number of employees of the under-represented gender in the 10 highest paid	1	1	0	10	10
Total calculable indicators			89		100
INDEX (out of 100 points)			89		100

FNAC PERIPHERIE:

	calculable indicator (1=yes, 0=no)	value of the indicator	points obtained	maximum number of points for the indicator	maximum number of points of the calculable indicators
1- pay gap (in %)	1	1.1	38	40	40
2- individual increase gap (in % points)	1	7.3	20	20	20
3- promotion gap (in % points)	1	4	15	15	15
4- percentage of employees receiving a raise after returning from maternity leave (%)	1	100	15	15	15
5- number of employees of the under-represented gender in the 10 highest paid	1	1	0	10	10
Total calculable indicators			88		100
INDEX (out of 100 points)			88		100

CODIREP:

	calculable indicator (1=yes, 0=no)	value of the indicator	points obtained	maximum number of points for the indicator	maximum number of points of the calculable indicators
1- pay gap (in %)	1	0.9	39	40	40
2- individual increase gap (in % points)	1	4.3	20	20	20
3- promotion gap (in % points)	1	0.8	15	15	15
4- percentage of employees receiving a raise after returning from maternity leave (%)	1	100	15	15	15
5- number of employees of the under-represented gender in the 10 highest paid	1	0	0	10	10
Total calculable indicators			89		100
INDEX (out of 100 points)			89		100

FRANCE BILLET:

	calculable indicator (1=yes, 0=no)	value of the indicator	points obtained	maximum number of points for the indicator	maximum number of points of the calculable indicators
1- pay gap (in %)	1	7.8	31	40	40
2- individual increase gap (in % points)	1	0.8	35	35	35
3- percentage of employees receiving a raise after returning from maternity leave (%)	1	100	15	15	15
4- number of employees of the under-represented gender in the 10 highest paid	1	4	10	10	10
Total calculable indicators			91		100
INDEX (out of 100 points)			91		100

NATURE ET DECOUVERTES:

	calculable indicator (1=yes, 0=no)	value of the indicator	points obtained	maximum number of points for the indicator	maximum number of points of the calculable indicators
1- pay gap (in %)	1	0.9	39	40	40
2- individual increase gap (in % points)	1	1	20	20	20
3- promotion gap (in % points)	1	0	15	15	15
4- percentage of employees receiving a raise after returning from maternity leave (%)	1	100	15	15	15
5- number of employees of the under-represented gender in the 10 highest paid	1	4	10	10	10
Total calculable indicators			99		100
INDEX (out of 100 points)			99		100

MAINTENANCE SUR SITE:

	calculable indicator (1=yes, 0=no)	value of the indicator	points obtained	maximum number of points for the indicator	maximum number of points of the calculable indicators
1- pay gap (in %)	1	1.6	38	40	40
2- individual increase gap (in % points)	1	12.4	35	35	35
3- percentage of employees receiving a raise after returning from maternity leave (%)	0	INCALCULABLE		15	0
4- number of employees of the under-represented gender in the 10 highest paid	1	2	5	10	10
Total calculable indicators			78		85
INDEX (out of 100 points)			92		100

WEFIX:

	calculable indicator (1=yes, 0=no)	value of the indicator	points obtained	maximum number of points for the indicator	maximum number of points of the calculable indicators
1- pay gap (in %)	1	3.4	36	40	40
2- individual increase gap (in % points)	1	2.5	20	20	20
3- promotion gap (in % points)	1	1.4	15	15	15
4- percentage of employees receiving a raise after returning from maternity leave (%)	0	INCALCULABLE		15	0
5- number of employees of the under-represented gender in the 10 highest paid	1	3	5	10	10
Total calculable indicators			76		85
INDEX (out of 100 points)			89		100