



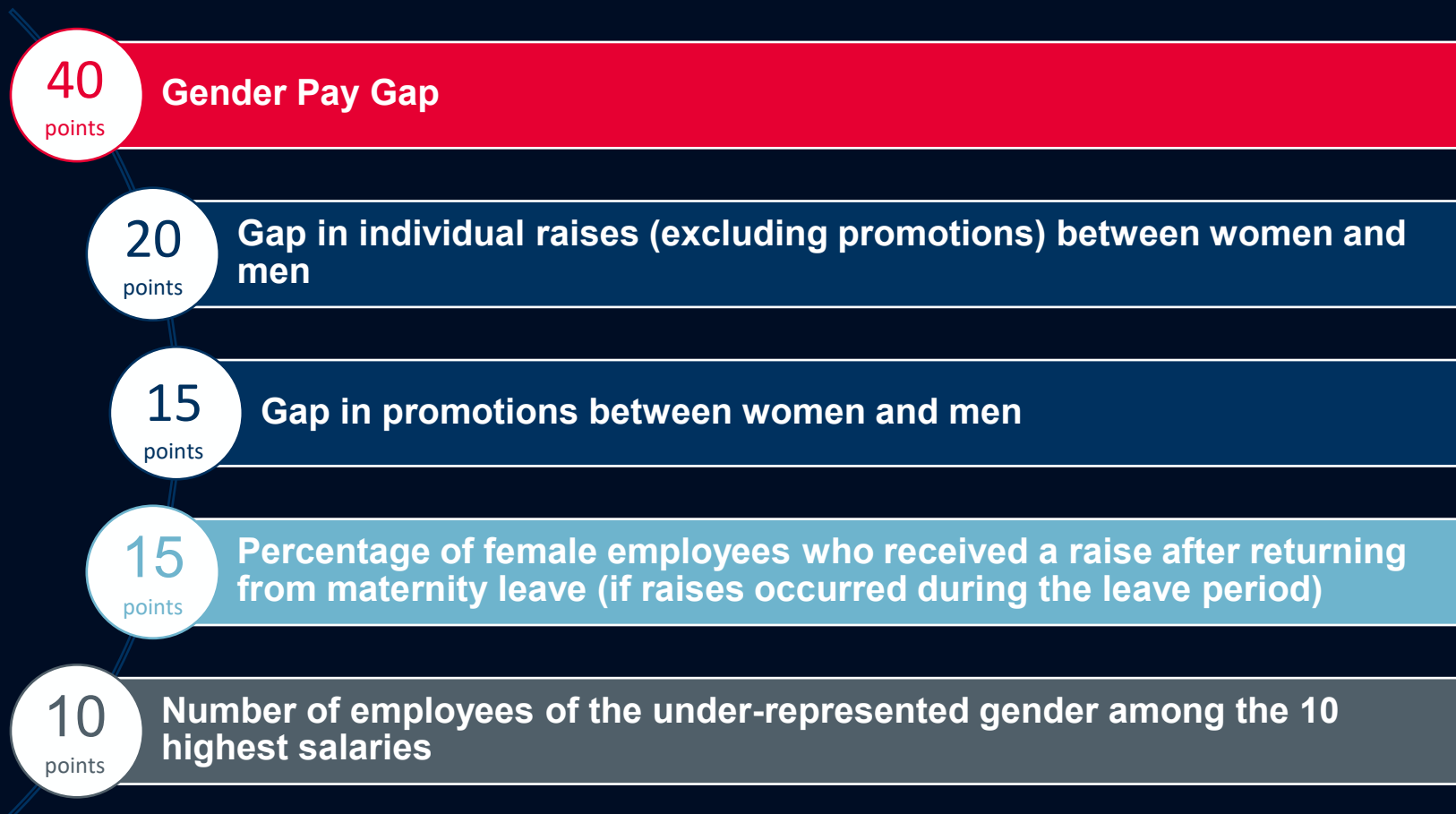
PROFESSIONAL EQUALITY INDEX

2025

 **DAHER**

- 5 KEY INDICATORS SCORING SYSTEM> 250 EMPLOYEEES

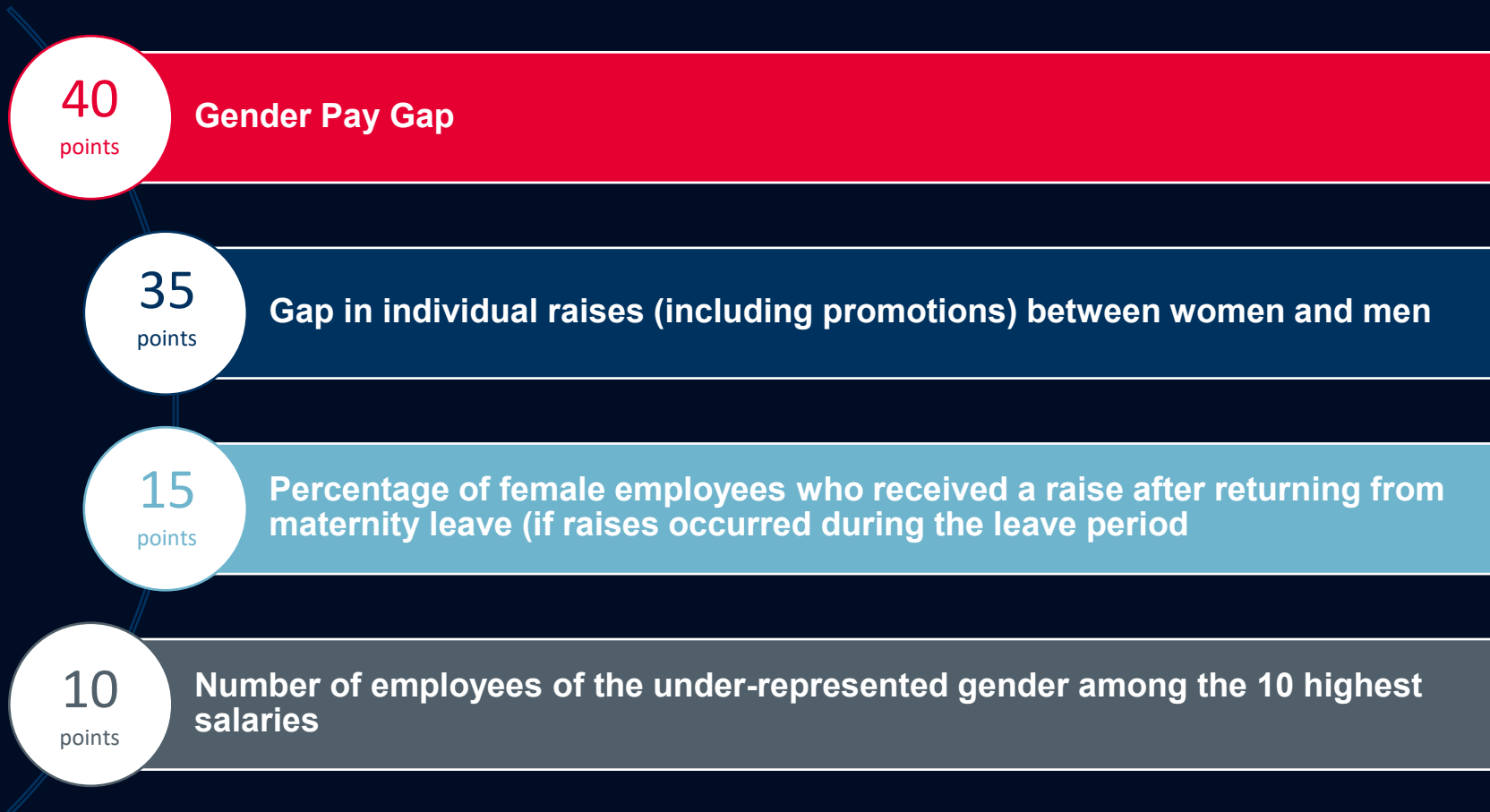
- DAHER AEROSPACE
- DAHER LOGISTICS
- DAHER INDUSTRIAL SERVICES
- DAHER BUSINESS SUPPORT



Total = 100 points

- 4 KEY INDICATORS SCORING SYSTEM < 250 EMPLOYEEES

- DAHER TRANSPORT



Total = 100 points

> 250 EMPLOYEEES

Total = 88 points

1° Gender pay gap by age group and category

AGE CATEGORY	WORKER	EMPLOYEE	TECHNICIAN	M&P
Under 30	0,0%		0,0%	0,0%
30–39	0,0%		0,0%	0,0%
40–49	0,1%		0,0%	0,0%
50+	0,0%		0,0%	12,9%
Final result	1,11%			
Points earned	38/40			

M&P : Manager & Professional

gap in favor of men

2024 :
0,52%
39/40

2° Gap in individual raises (excluding promotions)

WORKER	EMPLOYEE	TECHNICIAN	M&P	Final result	Points earned
-11,8%		1,6%	4,0%	-4,61%	20/20

gap in favor of menwomen

2024 :
-11,65%
20/20

3° Gap in promotions

WORKER	EMPLOYEE	TECHNICIAN	M&P	Final result	Points earned
1,4%		1,3%	0,8%	1,15%	15/15

gap in favor of men

2024 :
4,92%
10/15

4° Raises after maternity leave

Final result	Points earned
100%	15/15

100% 15/15 2024

5° Underrepresented gender among top salaries

Final result	Points earned
1	0/10

1 0/10 2024

> 250 EMPLOYEES

Total = 89 points

1° Gender pay gap by age group and category

AGE CATEGORY	WORKER	EMPLOYEE	TECHNICIAN	M&P
Under 30	0,0%		0,0%	0,0%
30–39	0,0%	0,0%	0,0%	0,0%
40–49	0,0%	0,0%	0,0%	16,6%
50+	0,0%	0,0%	0,0%	13,5%
Final result	1,00%			
Points earned	39/40			

2024 :
gap in favor of men
6,35%
33/40

2° Gap in individual raises (excluding promotions)

WORKER	EMPLOYEE	TECHNICIAN	M&P	Final result	Points earned
-6,2%	-7,9%	-6,8%	2,4%	-5,37%	20/20

2024 :
-12,55%
gap in favor of menwomen
20/20

3° Gap in promotions

WORKER	EMPLOYEE	TECHNICIAN	M&P	Final result	Points earned
1,1%	-4,9%	1,0%	-4,0%	0,30%	15/15

2024 :
-1,42%
gap in favor of men
15/15

4° Raises after maternity leave

Final result	Points earned
100%	15/15

100% 15/15 2024

5° Underrepresented gender among top salaries

Final result	Points earned
1	0/10

0 0/10 2024

> 250 EMPLOYEES

Total = 88 points

1° Gender pay gap by age group and category

AGE CATEGORY	WORKER	EMPLOYEE	TECHNICIAN	M&P
Under 30	0,0%		0,0%	
30–39	0,5%		0,0%	0,0%
40–49	4,3%		1,3%	14,0%
50+	6,7%		0,0%	9,1%
Final result	2,00%			
Points earned	38/40			

2024 :
gap in favor of men
1,16%
38/40

2° Gap in individual raises (excluding promotions)

WORKER	EMPLOYEE	TECHNICIAN	M&P	Final result	Points earned
-6,1%	-7,5%	0,4%	1,0%	-2,09%	20/20

2024 :
-18,29%
gap in favor of menwomen
20/20

3° Gap in promotions

WORKER	EMPLOYEE	TECHNICIAN	M&P	Final result	Points earned
7,8%	16,1%	-2,9%	-3,1%	1,23%	15/15

2024 :
-1,50%
gap in favor of men
15/15

4° Raises after maternity leave

Final result	Points earned
100%	15/15

100% 15/15 2024

5° Underrepresented gender among top salaries

Final result	Points earned
0	0/10

0 0/10 2024

■ DAHER BUSINESS SUPPORT
■ 2025

> 250 EMPLOYEES

Total = 84 points



1° Gender pay gap by age group and category

AGE CATEGORY	WORKER	EMPLOYEE	TECHNICIAN	M&P
Under 30				0,0%
30–39				-1,4%
40–49			0,0%	0,0%
50+			2,7%	2,9%
Final result	0,64%			
Points earned	39/40			

gap in favor of men

2° Gap in individual raises (excluding promotions)

WORKER	EMPLOYEE	TECHNICIAN	M&P	Final result	Points earned
		9,2%	1,0%	2,87%	10/20

gap in favor of men

3° Gap in promotions

WORKER	EMPLOYEE	TECHNICIAN	M&P	Final result	Points earned
		3,4%	-3,8%	-2,13%	15/15

gap in favor of menwomen

4° Raises after maternity leave

Final result	Points earned
100%	15/15

5° Underrepresented gender among top salaries

Final result	Points earned
3	5/10

< 250 EMPLOYEES

Total = 90 points

1° Gender pay gap by age group and category

AGE CATEGORY	WORKER	EMPLOYEE	TECHNICIAN	M&P
Under 30			3,2%	
30–39			0,0%	
40–49			0,0%	0,0%
50+			0,0%	17,0%
Final result	4,71%			
Points earned	35/40			

gap in favor of men

2° Gap in individual raises (excluding promotions)

Final result	Points earned
7,4	35/35

gap in favor of men

3° Raises after maternity leave

Final result	Points earned
100%	15/15

4° Underrepresented gender among top salaries

Final result	Points earned
3	5/10

RESULTS

2024

2024 – Points earned	DAHER AEROSPACE	DAHER TECHNOLOGI ES	DAHER NUCLEAR TECHNOLOGI ES	DAHER VALVES	DAHER INDUSTIAL SERVICES
1° Gender pay gap by age group and category	39	33	NC	25	38
2° Gap in individual raises (excluding promotions)	20	20	20	35	20
3° Gap in promotions	10	15	15		15
4° Raises after maternity leave	15	15	15	15	15
5° Underrepresented gender among top salaries	0	0	0	0	0
Results / 100	84	83	NC	75*	88

RESULTS

2023

2023 – Points earned	DAHER AEROSPACE	DAHER TECHNOLOGI ES	DAHER NUCLEAR TECHNOLOGI ES	DAHER VALVES	DAHER INDUSTIAL SERVICES
1° Gender pay gap by age group and category	38	34	NC	34	39
2° Gap in individual raises (excluding promotions)	20	20	20	35	20
3° Gap in promotions	15	15	5		15
4° Raises after maternity leave	15	15	15	NC	15
5° Underrepresented gender among top salaries	0	0	0	0	10
Results / 100	88	84	NC	81*	89

RESULTS

2022

2022 – Points earned	DAHER AEROSPACE	DAHER TECHNOLOGIES	DAHER NUCLEAR TECHNOLOGIES	DAHER VALVES
1° Gender pay gap by age group and category	38	33	NC	31
2° Gap in individual raises (excluding promotions)	20	20	5	35
3° Gap in promotions	5	15	10	
4° Raises after maternity leave	15	15	15	NC
5° Underrepresented gender among top salaries	0	0	0	0

Results / 100

78

83

NC

78*

RESULTS

2021

2021 – Points earned	DAHER AEROSPACE	DAHER TECHNOLOGIES	DAHER NUCLEAR TECHNOLOGIES	DAHER VALVES
1° Gender pay gap by age group and category	38	34	NC	17
2° Gap in individual raises (excluding promotions)	20	20	20	35
3° Gap in promotions	15	15	10	
4° Raises after maternity leave	15	15	15	NC
5° Underrepresented gender among top salaries	0	0	0	0

Results / 100

88

84

NC

61*