

## Summary of the declaration of your workplace gender equality index for 2025 based on 2024 data

### Declarant details

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### Company/UES information

Structure	Economic and Social Unit ( <i>Unité Economique et Sociale</i> - UES)
No. of personnel tranche	1,000 or more
Company name	NAVAL GROUP
Siren number (French business identification number)	441133808
NAF Code (French classification of activities)	30.11Z - Construction of ships and floating structures
Address	40-42 40 RUE DU DOCTEUR FINLAY 75015 PARIS 15
UES name	NAVAL GROUP
Number of companies comprising the UES	3

### Calculation information and reference period

Year for which indicators are calculated	2024
Reference period end date	31/12/2024
Number of employees taken into account to calculate indicators	15,512

### Pay gap indicator

Calculation method	By socio-professional category
Final result as a %	0.80
Population for which the gap is favourable	men
Number of points obtained	39

### Individual increase rate gap indicator (excluding promotions)

Final result as a %	3
Population for which the gap is favourable	women
Number of points obtained	20

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### Promotion rate gap indicator

Final result as a %	0.6
Population for which the gap is favourable	Women
Number of points obtained	15

### Indicator relating to the % of employees who received an increase in the year following their return from maternity leave

Final result as a %	100
Number of points obtained	15

### Indicator relating to the number of employees of the under-represented gender among the 10 employees who received the highest salaries

Result as the number of employees of the under-represented gender	2
Gender of employees over-represented	Men
Number of points obtained	5

### Workplace gender equality index

Total points obtained	94
Maximum number of points that can be obtained	100
Final result out of 100 points	94

### Publication of the overall result level

Date of publication	03/03/2025
Publication website	<a href="https://www.naval-group.com/fr/calcul-de-lindex-degalite-professionnel-le-femmes-hommes">https://www.naval-group.com/fr/calcul-de-lindex-degalite-professionnel le-femmes-hommes</a>