

## Summary of the declaration of your workplace gender equality index for 2023 based on 2022 data

### Declarant details

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### Scope used to calculate and publish indicators

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Structure Economic and Social Unit (*Unité Economique et Sociale* - 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 2

### Calculation information and reference period

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Year for which indicators are calculated 2022  
Reference period end date 31/12/2022  
Number of employees taken into account to calculate indicators 14,154

### Pay gap indicator

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Calculation method By socio-professional category  
Date of consultation of the Economic and Social Committee (*Comité Social et Economique* - CSE) -  
Number of levels or coefficients -  
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)

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Final result as a % 0.90  
Population for which the gap is favourable men  
Number of points obtained 20

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### Promotion rate gap indicator

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|--|-------|
| Final result as a %                        | 0.90  |
| 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

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|                           |     |
|---------------------------|-----|
| 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

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|  |     |
|--|-----|
| Result as the number of employees of the under-represented sex | 1   |
| Gender of employees over-represented                           | men |
| Number of points obtained                                      | 0   |

### Overall result level

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|   |     |
|---|-----|
| Total points obtained                         | 89  |
| Maximum number of points that can be obtained | 100 |
| Final result out of 100 points                | 89  |
| Planned correction measures                   | -   |

### Publication of the overall result level

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|---|---|
| Date of publication                         | 06/03/2023  |
| Publication website                         | <a href="https://www.naval-group.com/fr/engagements-11">https://www.naval-group.com/fr/engagements-11</a> |
| Procedures for communicating with employees |   |