



## Gender Equality Indicator French Legal Entities

Since 2019, the French government requires each company to measure the equality between women and men. The final score is determined by 5 indicators:

- Wage gap between women and men
- Proportion of women and men who received a salary increase
- Proportion of women and men who received a promotion
- Proportion of women returning from a maternity leave who received an increase
- Distribution between women and men among the highest salaries

The total score is 100 points and companies must reach a minimum of 75 points by law within 3 years.

Schlumberger has been practicing a proactive policy to reduce inequality and promote diversity for decades. We aim to surpass the legal requirement for every French entity and keep improving every year.

# GENDER EQUALITY INDICATORS

## SCHLUMBERGER FRENCH LEGAL ENTITIES\*

2021

\*SVSAS, SALTEL & CAMERON don't meet legal staff requirements to be able to calculate the indicators.

Legal Entity	2021	2020	2019	Trend
EPS	85	84	81	↗
SPS	83	81	79	↗
COPS	64	71	45	↘
STS	78	64	78	↗
SVSAS	NC	NC	92	
SALTEL	NC	NC	NC	
CAMERON	NC	NC	NC	