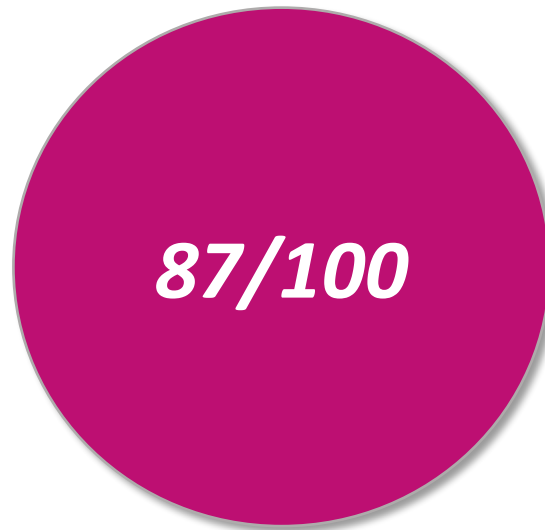


We are pleased to share the results of ONE's 2026 Gender Equality Index. This index is a vital tool for measuring the salary and professional parity between men and women within our organization. Based on four key indicators, the results provide us with a clear roadmap for improvement and highlight the strategic areas where we can take further action

Here is the note obtained by ONE France for the 2026 Gender Equality Index (for the JFY2024 - 2025) :



*To achieve equal pay between women and men, the law of September 5th, 2018 for the freedom to choose one's professional future, imposes to companies an obligation of result with the creation of the Gender Equality Index. Through 4 indicators, this tool makes it possible to measure the company's situation in terms of professional equality*