



Gender Equality – Index 2025

Gender Equality – Index 2025

The Professional Future Act of 5 September 2018 on the professional equality between women and men introduced the obligation to publish a business note based on the measurement of 5 indicators.

The publication of the note must be made, each year, on **March 1st**.

In accordance with current legislation, Manitowoc publishes the 2025 overall rating of the Gender Equality Index.

The overall rating for Manitowoc Crane Group France SAS is: **86/100**

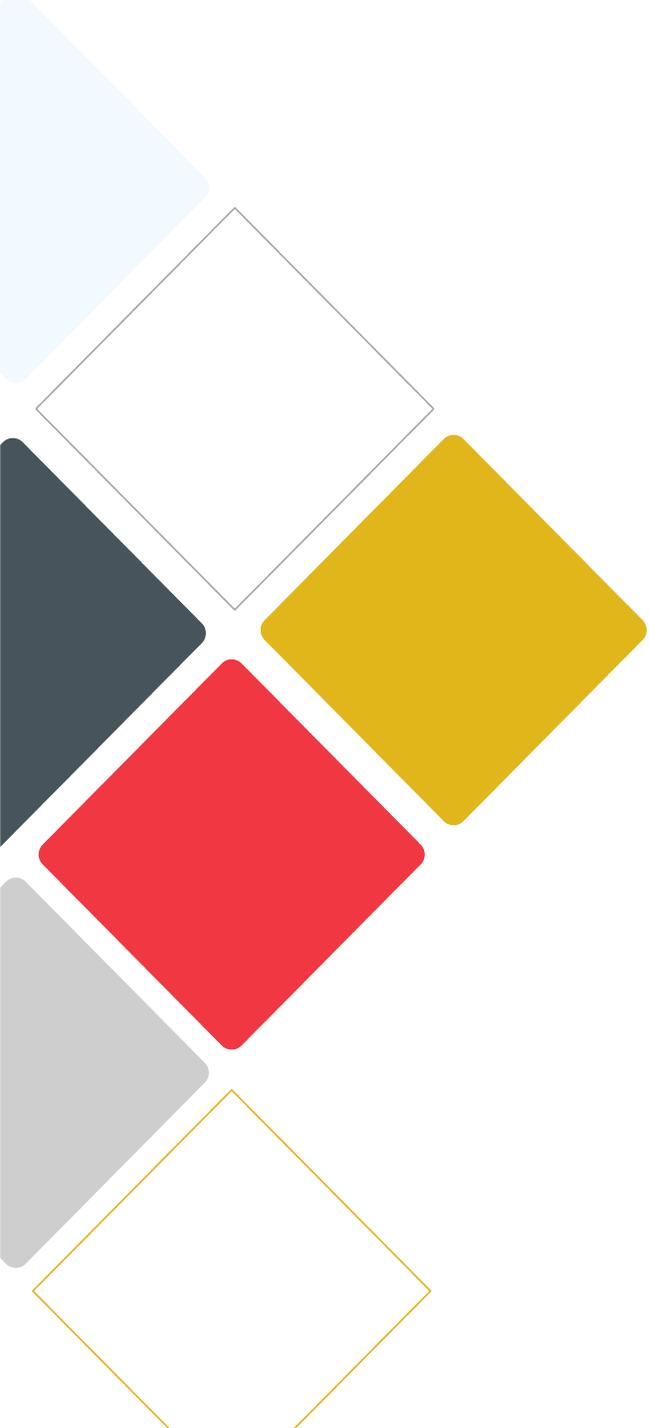
The Index, based on 100 points, is calculated from the following 5 indicators:

- the pay gap between women and men,
- the differential rate of individual increases between women and men,
- the difference in promotion rates between women and men (only in companies with more than 250 employees),
- the percentage of employees who have returned from maternity leave who have benefited from an increase,
- the number of employees of the under-represented sex among the 10 highest salaries.

Gender Equality – Index 2025

- The scores obtained for each indicator:

Indicators	Score 2025
1- the pay gap between women and men	36/40
2- the differential rate of individual increases between women and men	20/20
3- the difference in promotion rates between women and men (only in companies with more than 250 employees)	15/15
4- the percentage of employees who have returned from maternity leave who have benefited from an increase	15/15
5- the number of employees of the under-represented sex among the 10 highest salaries	0/10



Manitowoc[®]