



Gender Equality Statement for France 2023

What is the Gender Equality Index?

In 2018, the French government introduced legislation which requires companies to report on their Gender Equality Index to encourage actions designed to improve gender equality in the workplace.

The Gender Equality Index is comprised of five indicators: 1) Wage difference between women and men, 2) Pay increase differences between women and men, 3) Differences in annual promotions, 4) Pay increase upon return from maternity leave, and 5) Number of women amongst the top 10 earners of the company.

Gender Equality and Fair Pay at Energizer Holdings

As a global company, Energizer Holdings is committed to cultivating an inclusive and diverse workplace culture. Being inclusive and diverse is the way we work – we respect each other. As a global company, we are uniquely positioned to embrace diversity and collaboration in our workforce, our ways of thinking and our business experiences. We believe all points of view help us deliver better results. We believe that through our diversity, we grow and win together as one team.

We are committed to fair pay and strive to be externally competitive while ensuring internal equity across our organization. We conduct global pay equity assessments and compensation reviews, and we are actively working to reduce unconscious bias in our hiring practices, performance reviews and promotional opportunities, which may contribute to pay inequities.

For the 2023 Gender Equality Index, by applying the rule of proportionality, Energizer France obtained a score of 75 out of 100 points.

Here is a recap of our score for each indicator:

- 1) Wage difference between women and men – 19 out of 40 points obtained
- 2) Pay increase differences between women and men – 35 out of 35 points
- 3) Differences in annual promotions – not applicable for our structure
- 4) Pay increase upon return from maternity leave – not applicable for 2023
- 5) Number of women amongst the top 10 earners of the company – 10 out of 10 points

Energizer Holdings strives to gain at least 10 more points in the first indicator by the end of 2026, which is the only area we did not achieve a maximum score.

In order to improve the score for the first indicator, Energizer France and its union representatives have agreed to renegotiate a triennial agreement as of 2024 given that the triennial agreement signed in 2021 has reached an end. During this new negotiation, a specific focus will be applied regarding the first indicator of the Gender Equality Index in order to decrease the wage difference between women and men as of 2024 and achieve an increase of 10 points by end of the agreement in 2026.

We have an organizational commitment to foster an inclusive and diverse workplace culture and will continue to make changes to improve gender equality at Energizer Holdings.

To learn more about our efforts, view our [Sustainability Report](#).