



Gender Equality Statement for France 2025

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.

For the 2025 Gender Equality Index, Energizer France obtained a score of 89 out of 100 points, an improvement of 10 points from last year.

Here is a recap of our score for each indicator:

- 1) Wage difference between women and men – 29 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 – 15 out of 15 points obtained
- 5) Number of women amongst the top 10 earners of the company – 10 out of 10 points

Energizer Holdings' objective versus prior year was to gain at least 6 points in the first indicator by the end of the year, as it was the only area we did not achieve a maximum score in 2024.

To help drive this result, Energizer France and its union representatives signed a three-year agreement at the beginning of 2025 that addresses all indicators but puts additional focus on the first indicator of the Gender Equality Index, with the goal of decreasing the wage difference between women and men by end of the agreement in 2027.

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 France.

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