

Air Liquide Advanced Technologies France 2025 Gender equality index

94/100

The professional equality index is 94/100 for the year 2025, which remains relatively stable compared to previous years.

The index is composed as follows:

The pay gap between women and men: 39/40

The gap in the distribution of individual salary increases between women and men: 20/20

The distribution gap in promotions between women and men: 15/15

The number of women employees who receive a pay raise on return from maternity leave: 15/15

Parity among the 10 highest salaries: 5/10

Air Liquide's salary policy is based on 3 criteria: performance, responsibilities in the position held and external remuneration markets. It is not based on gender.

Representation of women and men among senior executives and members of the management body

In the context of sustainable development objectives, Air Liquide's ambition is to ACT with confidence by committing to its employees. Among these sustainable development objectives, Air Liquide is pursuing an ambitious goal of gender diversity aimed at reaching 25% of women in the highest levels of responsibility (senior executives) by 2026, throughout the Group.

For Air Liquide advanced Technologies, the management body is made up of 35% women and 65% men, but it did not have any senior managers in its workforce in 2025.