
In 2022, Mabion SA continues to work towards closing the wage gap between women and man.

Ratio of average monthly total remuneration of women to men at Mabion S.A. in 2022*

All Employees	99%
Top Management	100%
High-level staff	92%
Mid-level staff	85%
Other employees	88%

Source: Company

* calculation according to the formula: women's remuneration/men's remuneration

To minimise these wage disparities, the Company:

- > ensures, in line with the procedures in place, equal access to promotion for women and men and thus equal pay, irrespective of gender
- > offers remuneration rates for new staff based only on their qualifications and professional experience
- > monitors salaries on a continuous basis and implements a remuneration policy based on gender equality
- > ensures equal access to training and upskilling for all employees irrespective of gender
