



CHANGE IS IN THE AIR™

NEWSLETTER

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Measuring the gender pay gap

Since January 1, 2022, Carrier EMEA is monitoring of gender pay equality indicators over a 12-month reference period, as per the French regulation No. 2019-15 published on January 9th, 2019.

The Gender equality index is build based on **Four indicators** calculated over the period from January 1 to December 31 of the year incurred. **The Four Indicators generate a maximum score of 100 points based on:**

- ❖ The gender pay gap, calculated based the average pay of women compared to men;
- ❖ The gap rate of individual salary increases (excluding promotions) between women and men;
- ❖ The percentage of female employees who received a raise over the year following their return from maternity leave, if raises occurred during the period in which the leave was taken;
- ❖ The number of employees of the underrepresented gender among the ten highest paid employees.

For the purposes of the study, employees are divided into four age groups (under 30, 30 to 39, 40 to 49, 50 and over) and four socio-professional categories (workers, employees, technicians and supervisors, managers). The study takes into account the compensation as defined in Article L.3221-3 of the French Labor code.

Measuring the gender pay gap is part of CARRIER's **Inclusion & Diversity** initiatives, This year we have earned a total score of **85 points, down of 6 points since last year.**

INDICATOR	POINTS
Gender pay gap	37 / 40
Gender pay gap in individual salary increases	25 / 35
Percentage of female employees receiving a raise in the year they return from maternity leave	N/A
Gender under-represented among the top 10 earners	10 / 10
SCORE (the total of the calculable indicators is reduced to 100 points by applying the proportionality rule)	85 / 100