

2025 France Professional Equality Index for Men and Women

NetApp France SAS reports an overall Gender Equality Index score of 91/100 for 2025. The Gender Equality Index is mandated by the French law, effective from September 5, 2018. This law aims to eliminate the pay gap between women and men in France.

This score is calculated from the 4 indicators below:

Indicator	NetApp Score	Points Possible
Pay gap indicator	37	40
Individual increase rate gap indicator	35	35
Indicator percentage of female employees who received a raise in the year following their return from maternity leave	NC	NC
Indicator number of employees of the under-represented sex among the 10 employees who received the highest salaries	5	10
Professional Equality Index	91	100

Note on methodology

- *The reference period is from 1 January 2025 to 31 December 2025*
- *Indicator 2 is calculated based on employees eligible for a raise or promotion during the reference period.*
- *Indicator 3 is not calculated, as no employees return from maternity leave during the reference period*
- *77 total points obtained for measurable indicators / 85 maximum number of points that can be obtained for measurable indicators = 91 Overall Index*