



2021 Professional Equity Index

*Aptar's legal entities in France with more than 250 employees**

Details	Aptar France SAS	Aptar Stelmi SAS	MBF Plastiques SAS
Index 2021	94/100 ⁺³	92/100 ⁺⁵	73/100 ⁻¹⁰
Gender pay gap	39/40	38/40	37/40
Spread of individual increase	20/20	20/20	5/20
Difference in the promotion rate	15/15	15/15	15/15
% of employees increased upon their return from maternity leave	15/15	NA	NA
Parity among the 10 highest remunerations	5/10	5/10	5/10

 compared to last year's results 

*The Index, out of 100 points, is calculated from 4 to 5 indicators depending on whether the legal entity has more or less than 250 employees.

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*Aptar's legal entities in France with less than 250 employees**

Détails	CSP Technologies SAS	Reboul SAS	Seaquist Closures France SAS	Graphocolor SAS	Voluntis SA
Index 2021	44/100 ⁻³⁵	60/100 ⁻¹⁶	76/100 ⁻¹⁵	91/100 ⁻²	89/100 ⁺¹
Gender pay gap	29/40	31/40	35/40	36/40	36/40
Spread of individual increase	0/35	15/35	25/35	20/35	35/35
% of employees increased upon their return from maternity leave	15/15	NA	NA	15/15	NA
Parity among the 10 highest remunerations	0/10	5/10	5/10	5/10	5/10

^{+x} compared to last year's results

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