

LinkedIn France Equality Gender Reporting Pay

July 2019 - June 2020

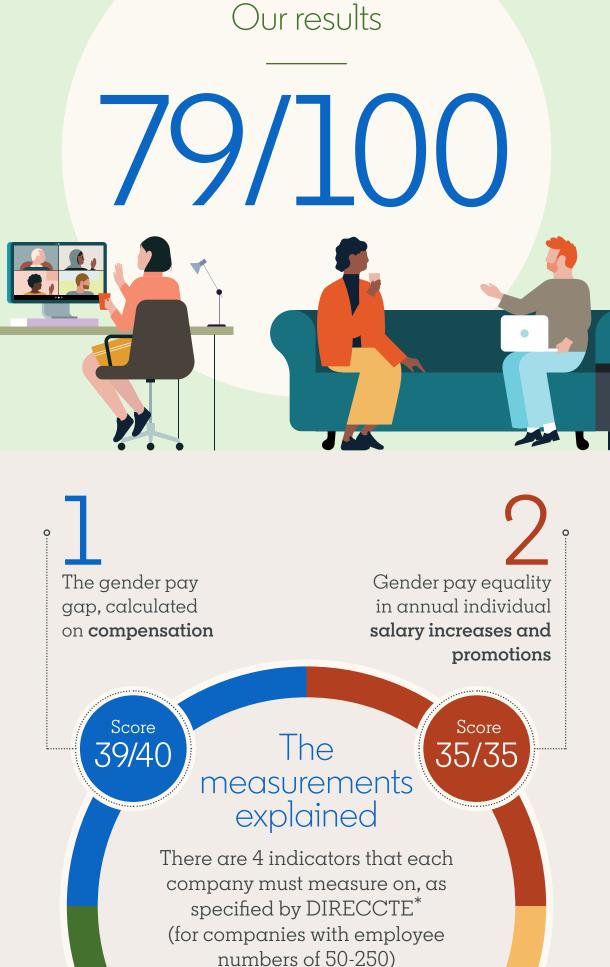
In France, from 2020 it is compulsory for

companies with more than 50 employees to measure and report their gender equality pay index annually. It is measured using a scoring system totalling 100 points, with four different indicators.

"This is the second year LinkedIn France has reached the threshold required to report on

gender pay equality, and whilst we have seen a promising increase in our overall score from last

year, we feel there is more we can and will do to continue to address gender equality." Fabienne Arata. LinkedIn France Country Manager



Each of these indicators are given a number of points totalling 100.

> * A French Government Department.

** LinkedIn is a pay for performance organisation. We award salary increases based on performance, to all employees, regardless of their gender or leave status. This score

is only achieved if all women received an increase, regardless of their performance. What does this mean for LinkedIn France?

> We will continue to grow the diversity of our candidate slate in age, gender and race

Score

vment of **salarv** increases to all women

returning from maternity

increases were awarded

during their absence**

leave, provided that salary

We will continue

Score

Whether employees

represented gender

10 most highly paid

from the under-

are among the

individuals



Providing the right benefits

Our benefits are designed to support all our employees as individuals, whatever stage of life they may be at, but they are also geared at attracting

commit to ensuring female candidates in the shortlist for every job; have women interviewers on the interview panel for every job and we no longer ask for prior salaries during the recruitment process.

Women in leadership programme

Our Women in Leadership Programme is a management training course for women of high potential. It aims to address some of the issues that surround and prevent women progressing to more senior level roles. In the last year we have experienced an improvement in the gender balance of our French team with an increase in the number of females in senior roles.

and retaining talent. Over the last few years we have introduced: increased maternity/paternity leave and pay, reimbursement towards childcare, eldercare or wellness, improved survivor benefit and bereavement leave, financial health seminars, fertility assistance and improved adoption assistance. These benefits are vital to ensuring our employees can have balance in their work and personal lives. Women at LinkedIn One of our dedicated Employee Resource Groups, Women at LinkedIn, supports female employees

who want to grow their careers by providing helpful workshops and celebrating women through a range of internal and external events.

"Gender equality is one of our top priorities. This is our second report and it is helping us to build a better picture of where to continue to focus our equality efforts. We're pleased to see our score has increased slightly since last year, but are conscious that we need to continue ensuring gender balance at all levels of our organisation and diversity overall for both candidates and employees.

Fabienne Arata. LinkedIn France Country Manager