

Morgan Stanley

2024 France Equality Index

Disclosure & Action Plan

2024 France Equality Index

Action Plan



This year's score of 83 reaffirms our continued focus on the attraction, retention and advancement of women in the region.

In line with our EMEA gender strategy, we leverage the following 5-point action plan to help close the France Equal Pay gap.

Senior Leadership Commitment | Conduct a quarterly review of key metrics and of the alignment of our strategy with our goals. These reviews include representation, hiring, and promotion metrics as well as thorough multi-year promotion and succession planning with senior leadership;

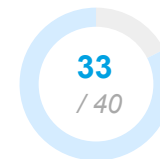
Focus on Recruitment | Focus on a robust experienced hiring strategy to ensure optimal outcomes of our early-career through experienced hiring efforts;

Path to Leadership and Robust Talent Management | Ensure a robust offering of talent development programmes, with a focus on executive coaching, career planning and progression. Measure progress via retention and promotion metrics; tailored support for employees returning from parental leave and those considering career mobility opportunities, and an ongoing series of networking opportunities with global senior leaders;

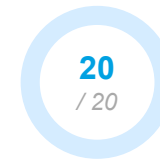
Focus on Benefits | Offer a modern suite of family-friendly benefits, policies and resources in partnership with our Head of Family Advocacy. Our work in this space supports the retention and progression of working parents;

Manager Education | Continue to provide managers with the skills and tools they need to be effective and inclusive, eliminating bias from performance processes and build capability around key skills to drive optimal performance management, productivity, and engagement in teams.

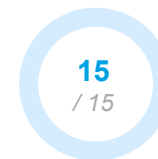
For more information on Morgan Stanley's commitment to Diversity and Inclusion, please visit <https://www.morganstanley.com/about-us/diversity>



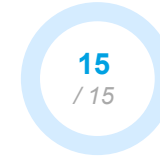
Criterion 1 | Wage gap of comparable position and age



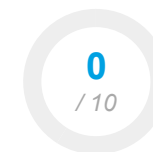
Criterion 2 | Equality in fixed remuneration increase



Criterion 3 | Equality in promotion



Criterion 4 | Women receiving raise upon return from maternity leave



Criterion 5 | Women in top 10 earners

2024 France Equality Index

	Weighting	2022 Results	2023 Results	2024 Results
CRITERION 1 Wage gap of comparable position and age. Compares average remuneration earnings between employees who are grouped by age and by corporate title.	40 points	38 Points	33 Points	33 Points
CRITERION 2 A comparison of the % of men and women whose fixed remuneration has increased. (excluding promotions)	20 points	35 Points ¹	20 Points	20 Points
CRITERION 3 A comparison of the % of men and women who were promoted	15 points	N/A ¹	15 Points	15 Points
CRITERION 4 Proportion of women who receive a base increase upon their return from maternity leave (provided that increases have been granted in their absence).	15 points	N/A ²	N/A ²	15 Points
CRITERION 5 Number of women among those with the 10 highest salaries – at least 4/10 must be female.	10 points	0 Points	0 Points	0 Points
	100	86 ³	80 ³	83

1 - In previous years criteria 3 was not evaluated while criteria 2 was given larger weighting (35 points) | 2 - No Maternity Leavers in scope for calculation | 3 - Score given based on current score out of 85 (excluding weighting from maternity leave score)