

# AN INCLUSIVE COMPANY

## Female presence on the Board of Directors

2020			2019			2018		
WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
36%	64%	14	36%	64%	14	36%	64%	14

## Workforce according to level and gender

	2020			2019			2018		
	% OF TOTAL	OF WHICH WOMEN	OF WHICH MEN	% OF TOTAL	OF WHICH WOMEN	OF WHICH MEN	% OF TOTAL	OF WHICH WOMEN	OF WHICH MEN
Executives	5%	29%	71%	5%	24%	76%	4%	22%	78%
Middle managers	14%	55%	45%	13%	54%	46%	13%	53%	47%
Office workers	71%	66%	34%	72%	65%	35%	71%	65%	35%
Journalists	9%	73%	27%	9%	71%	29%	11%	74%	26%
Workers	1%	20%	80%	1%	17%	83%	1%	15%	85%
<b>Total</b>		<b>63%</b>	<b>37%</b>		<b>62%</b>	<b>38%</b>		<b>62%</b>	<b>38%</b>

## Employees with disabilities

	2020			2019			2018		
	% OF TOTAL EMPLOYEES WITH DISABILITIES	OF WHICH WOMEN	OF WHICH MEN	% OF TOTAL EMPLOYEES WITH DISABILITIES	OF WHICH WOMEN	OF WHICH MEN	% OF TOTAL EMPLOYEES WITH DISABILITIES	OF WHICH WOMEN	OF WHICH MEN
Middle managers	5%	75%	25%	6%	60%	40%	6%	60%	40%
White collars	84%	47%	53%	84%	50%	50%	85%	47%	53%
Journalists	4%	100%	-	3%	100%	-	2%	100%	-
Blue collars	8%	33%	67%	7%	33%	67%	7%	33%	67%
	<b>4%</b>	<b>49%</b>	<b>51%</b>	<b>4%</b>	<b>51%</b>	<b>49%</b>	<b>4%</b>	<b>48%</b>	<b>52%</b>

## Female presence among the heads of titles

