

## For the second year, ACOME SA obtained an overall score of 83 points on the gender equality index.

*For the year 2020, ACOME SA obtains a score of 83 points on the gender equality index, one of the provisions introduced by the law "for the freedom to choose one's professional future" of September 5, 2018.*

Pursuant to this law, which aims to advance companies in terms of pay equality between women and men in France, they must now calculate and publish this index every year.

### Five indicators to take into account

The Index assesses our situation on a 100-point scale based on the following 5 indicators:

- The gender pay gap;
- The difference in the distribution of individual increases;
- The distribution gap between promotions;
- The number of employees with increased salary upon their return from maternity leave;
- The number of people of the underrepresented sex among the 10 highest remunerations.

#### ACOME SA

Gender pay gap	38/40
Difference in the distribution of individual increases	20/20
Distribution gap between promotions	10/15
Number of employees with increased salary upon their return from maternity leave	15/15
Number of people of the underrepresented sex among the 10 highest remunerations	0/10
<b>INDEX / 100 points</b>	<b>83/100</b>

The ACOME SA equality index recorded an increase of 5 points since 2018 thanks to the systems implemented within the framework of our negotiated policy and our successive agreements on professional equality between women and men.