

ACOME SA obtained an overall score of 86 points on the gender equality index.

For the year 2022, ACOME SA obtains a score of 86 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 | Points in 2022 | Maximum number of indicator points | Maximum number of points for calculable indicators |
|--|----------------|------------------------------------|--|
| Gender pay gap | 38 | 40 | 40 |
| Difference in the distribution of individual increases | 20 | 20 | 20 |
| Distribution gap between promotions | 15 | 15 | 15 |
| Number of employees with increased salary upon their return from maternity leave | Non calculable | 15 | 0 |
| Number of people of the underrepresented sex among the 10 highest remunerations | 0 | 10 | 10 |
| Total of calculable indicators | 73 | | 85 |
| INDEX / 100 | 86 | | 100 |

Representation gap among senior executives

| | |
|---|------|
| Percentage of women among senior managers | 17 % |
| Percentage of men among senior managers | 83 % |

Representation gap among members of governing bodies

| | |
|---|------|
| Percentage of women among members of governing bodies | 42 % |
| Percentage of men among members of governing bodies | 58 % |