

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

*For the year 2021, 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>

Indicator	Progress goal
Pay gap	0% gender pay gap not justified by objective reasons
Promotion Rate Gap	Increase in the rate of feminization of the manager profession by at least 0.5 points per year
Ten highest earners	Increase in the rate of feminization of senior management and management functions (Hay level 19 and above) by 0.5 points per year

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.