

## In 2025, ACOME SA achieved a score of 91/100 on the Gender Equality Index.

In accordance with the provisions of the Avenir Act of 5 September 2018 aimed at eliminating the gender pay gap, companies with at least 50 employees must publish their gender equality index before 1 March each year. If the index falls below 75 points out of 100, the company is required to implement corrective measures within three years.

For the year 2025, ACOME SA has been awarded a score of 91 points on the gender equality index.

### 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 distribution of individual increases;
- The gap in distribution of promotions;
- The number of employees increased upon their return from maternity leave;
- The number of people of the under-represented sex among the 10 highest earners.

ACOME SA	Points in 2025	Maximum number of Indicator points	Maximum number of points for calculable indicators
Gender pay gap (in %)	36	40	40
Difference in the distribution of individual increases (in % points)	20	20	20
Promotion gaps (in % points)	15	15	15
Percentage of employees increased upon return from maternity leave (%)	15	15	15
Number of employees of the under-represented sex among the 10 highest paid	5	10	10
Total of calculable indicators	91		100
<b>INDEX (on 100 points)</b>	<b>91</b>		<b>100</b>