

## ACOME SA's gender equality index increases by one point in 2023 to reach 87/100.

*For the year 2023, ACOME SA obtains a score of 87 points on the gender equality index (+ 1 point compared to 2022), one of the provisions introduced by the law "for the freedom to choose his professional future" of September 5, 2018. It represents an increase of +1 point compared to 2022 and +9 points compared to 2019, the year of implementation*

In application of this law, which aims to advance companies in terms of equal pay between women and men in France, companies must now calculate and publish this index each ye

### 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 2023	Maximum number of Indicator points	Maximum number of points for calculable indicators
Gender pay gap (in %)	37	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	0	10	10
<b>Total of calculable indicators</b>	<b>87</b>		<b>100</b>
<b>INDEX (on 100 points)</b>	<b>87</b>		<b>100</b>

#### Representation gap among senior executives

Percentage of women among senior executives	17 %
Percentage of me among senior executives	83 %
<b>Gap in representation among members of governing bodies</b>	
Percentage of women among members of governing bodies	42 %
Percentage of men among members of governing bodies	58 %