

# GENDER EQUALITY INDEX

Adocia guarantees equal pay for men and women and hires at the same salary level for similar positions both genders. The hiring salary and its career-long evolution depends on the job function, the responsibilities given, and the projects managed. This policy does not depend in any way on the gender of the person hired.

Adocia is committed to maintaining its active policy against salary inequalities between men and women.

Individual pay rises distribution  
gap  
35 points out of 35

Our policy of collective and individual pay rises rewards performance regardless of gender. In 2023, the pay strategy has focused on the **marginal readjustment of certain salaries** to ensure **internal equity**, in particular between men and women, and to consider **external competitiveness** in certain shortage areas. In 2023, the percentage of women having received a salary increase is even higher than the percentage of men having received one, which explains the gain of 35 points.

Gender Pay Gap  
31 points out of 40

This indicator compares the average salary of men and women in the same socio-professional category and of similar ages. The methodology applied thus does not take into account **the jobs' technical specificities and levels of responsibilities**, which explains the gap found at Adocia in the executive category that encompasses a wide disparity of jobs from R&D to administrative jobs as well as directors.

Total number  
of points  
91 out of 100

% of female employees who  
benefitted from a pay rise on their  
return from maternity leave  
15 points out of 15

In the context of general and individual pay rises, Adocia applies the rule of law for employees on maternity leave. In 2023, when appropriate, the salary of women in maternity leave got readjusted accordingly, regardless of gender considerations, which explains the gain of 15 points.

Number of women in the 10  
highest salaries  
10 points out of 10

Adocia is working toward a more balanced representation of both genders at every hierarchical level of the company and makes sure to promote women within the organisation, which explains the gain of 10 points.