# **GENDER EQUALITY INDEX**

Adocia guarantees equal pay for men and women and hires both genders at the same salary level for similar positions. The hiring salary and its career-long evolution depends on the job function, the responsibilities given, and the projects undertaken. This policy takes no account of gender. 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 2024, a general increase on salary was decided for all employees, as well as individual salary rises focused on **marginal readjustments of certain salaries** and reward promoted employees. On this occasion, the percentage of women who received an individual salary increase, in addition to the general increase, is higher than that of men, hence the 35 points.

> Total number of points 99 out of 100

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

#### Not calculable

No Adocia employees were on maternity leave during the period of salary increases, so this indicator cannot be calculated. Therefore, the total index points are calculated on 85 and reported on 100.

## Gender Pay Gap **39 points out of 40**

This indicator compares the average earnings of men and women of comparable age and socioprofessional category. Slight differences can be explained by the methodology applied, which does not take into account the **technical specificity of professions and levels of responsibility**. These very slight differences enable Adocia to achieve a score of 39 out of 40 for this indicator.

### Number of women in the 10 highest salaries

#### 10 points out of 10

Adocia works to achieve a more balanced representation of both sexes at all levels of the company's hierarchy, and promotes women within its organization. Many women hold positions of responsibility at Adocia, which is why we have been awarded these 10 points.