

GENDER EQUALITY INDEX

Adocia respects and defends the “equal pay for equal work” principle and hires men and women 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 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 2022, 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, as well as on variable bonuses depending on performance and position in the organization.

Gender Pay Gap

34 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

94 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 2022, 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.