

# Arm France: Gender Equity Index Score

In line with Gender Equity Index Regulations, all employers in France with more than 50 employees are required to publish their company gender equity index score. This score is based upon the following factors:

- + Gender pay gap;
- + Distribution of pay increases;
- + Distribution of promotions;
- + Pay increases for women after maternity leave; and
- + The number of men and women within the top 10 highest remuneration employees

Arm has completed the analysis and reports a score of 78 points, which is above the government mandated threshold of 75 points (below which organisations must demonstrate improvement within 3 years through stated corrective actions).

Diversity and inclusion is, and will continue to be, integral to the success of our business. At Arm it is about recognising, respecting and embracing individual differences. Arm operates a fair pay philosophy that recognises the contribution of individuals and ensures that employees are awarded with fair pay regardless of gender.

We are committed to a zero-tolerance approach to unexplainable differences in pay throughout the organisation. Additionally, we are focused on hiring more women and helping them to thrive and develop their careers once they have joined us.

