

STATEMENT

Arm France: Gender Equality Index Score

diversity, equity & inclusion

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

01 Gender pay gap;

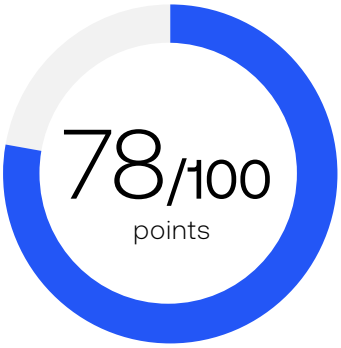
02 Distribution of pay increases;

03 Distribution of promotions;

04 Pay increases for women after maternity leave; and

05 The number of men and women within the top 10 highest remuneration employees

Arm has completed the analysis for the period of 1st April 2023 to 31st March 2024 and reports a score of **78** points for the 2025 index score.



Gender Equality Index Score

Diversity, equity, and inclusion is, and will continue to be, integral to the success of our business.
At Arm, we believe in 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.