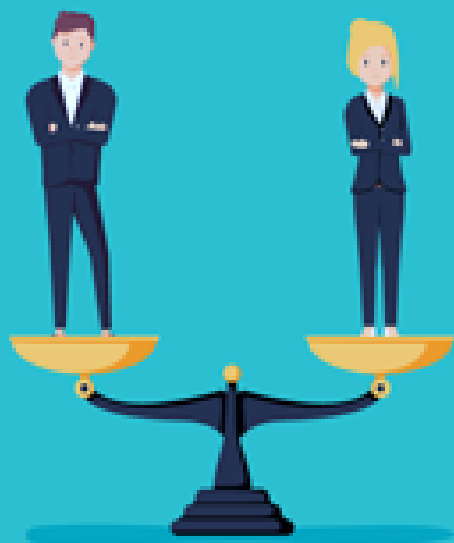




2022 GENDER EQUALITY INDEX



GROUPE
SAVENCIA
Saveurs & Spécialités

89/100



2022 Gender Equality Index

In accordance with the French law "Avenir Professionnel", French companies with more than 50 employees publish in March 2023 their gender equality index based on 4 or 5 indicators leading to a score out of 100

Savencia Saveurs & Spécialités gets an average of 89/100 *
Special mention should be made of the 5 subsidiaries with an index equal to or higher than **98/100**
 notably Souchon, Lescure, Sofivo, Sodilac and Alliance Océane

ARMOR PROTEINES	BONGRAIN GERARD	BRESSOR	CFVA	ELVIR	CHAUMES	FROMARSAC	MESSAGERIES LAITIÈRES	PERREAULT	REVILLON	TESSIER	VALRHONA	LMDC
87	93	88	84	92	94	84	93	77	72	78	84	96
	SOUCHON	SPLF	SRL	FROMAPAC	LESCURE	CHOCOLATREE	LBC	SOFIVO	THIERACHE	AO	GRAND OUCHE	
	100	81	95	94	99	NC**	94	99	92	98	95	
CF&R	SBA	SOREDAB/ SB BIO	SNS	SODILAC	DE NEUVILE	WEISS	AOC	BERTHAUT	FRUISEC	SBAI	VIHIERS	PAPILLON
93	83	90	89	99	79	78	94	NC**	NC**	83	85	NC**

As part of its OXYGEN approach, SAVENCIA Saveurs & Spécialités has reaffirmed its commitment to diversity and inclusion, convinced that gender diversity is a real asset for the Company's performance.

- * Weighted average based on companies with more than 50 employees that could calculate the index
- ** not calculable index



	Indicator 1 - Pay gap	Indicator 2 – Pay rise	Indicator 3 – Promotion rate	Indicator 4 – Maternity	Indicator 5 - Parity in high- earners	Score
Companies with less than 250 employees						
DE NEUVILLE	29	25		15	10	79
FROMAGERIES DE VIHERS	35	35		15	0	85
SODILAC	39	35		15	10	99
FROMAPAC	39	35		15	5	94
CHOCOLAT WEISS	38	15		15	10	78
SAVENCIA RESSOURCES LAITIERES	35	35		15	10	95
ALLIANCE OCEANE ET CHARCUTIERE	39	35		15	5	94
GRAND OUCHE	40	35		15	5	95
SOUCHON D'AUVERGNE	40	35		15	10	100
LUISSIER BORDEAU CHESNEL	39	35		15	5	94
SB ALLIANCE INFORMATIQUE	33	35		15	0	83
LES FROMAGERS DE THIERACHE	37	35		15	5	92
ALLIANCE OCEANE	38	35		15	10	98
SOFIVO	39	35		N/C	10	99
FROMAGERIES LESCURE	39	35		15	10	99
SAVENCIA NORMANDIE SERVICES	39	25		15	10	89
SAVENCIA PRODUITS LAITIERS FRANCE	36	35		0	10	81
SOREDAB / SB BIO	35	35		15	5	90
Companies with at least 250 employees						
LA MAISON DU CHOCOLAT	36	20	15	15	10	96
SB ALLIANCE	33	20	15	15	0	83
TESSIER	38	5	15	15	5	78
MESSAGERIES LAITIERES	38	20	15	15	5	93
FROMARSAC	34	20	15	15	0	84
CFVA	39	5	15	15	10	84
BRESSOR	38	20	15	15	0	88
REVILLON CHOCOLATIER	37	0	15	15	5	72
ARMOR PROTEINES	37	20	15	15	0	87
FROMAGERIES PERREULT	37	10	15	15	0	77
FROMAGERIES DES CHAUMES	39	20	15	15	5	94
ELVIR	37	20	15	15	5	92
BONGRAIN GERARD	38	20	15	15	5	93
VALRHONA	39	10	15	15	5	84
CF&R	39	20	15	N/C	5	93