



# Compensation

Charter

---



## Pomelo HR

Email: [rh@pomelo-paradigm.com](mailto:rh@pomelo-paradigm.com)

Monday to Friday, from 9.15 am to 6 pm

---



# Table of contents

<b>1</b>	<b>Word of the Founders</b>	<b>4</b>
<b>2</b>	<b>Our Company</b>	<b>4</b>
2.1	Our business	4
2.2	Our mission	4
<b>3</b>	<b>Measures to ensure adequate wages</b>	<b>5</b>
3.1	Market data	5
3.2	Equal pay	5
<b>4</b>	<b>Working time and overtime management</b>	<b>5</b>
<b>5</b>	<b>Flexible working arrangements available to employees</b>	<b>6</b>
5.1	Remote working policy	6
5.2	Working time management	6
<b>6</b>	<b>Additional financial benefits</b>	<b>6</b>
6.1	Profit sharing and employer contributions	6
6.2	Employee health and welfare coverage	6
6.3	Various financial benefits	6

# 1. Word of the Founders

*We believe:*

*That working **together** leads to a successful **project**.*

*That a **project** requires appropriate **support**.*

*That proper support requires **experts**.*

*That this expertise be developed using a **suitable tool**.*

*That a suitable tool is a **collaborative tool**.*

*That collaborating is the best way of working **together**.*

*Antoine Fournier, President  
Jérémie Laudet, General Manager*



## 2. Our Company

### Our business

Pomelo-Paradigm is a simplified joint-stock company founded in 2013 by Antoine Fournier and Jérémie Laudet, which is covered by the collective agreement for technical design office staff, engineering consultancies and consulting firms.

Pomelo-Paradigm designs and markets the Pomdoc DM solution (launched in 2017, with approximately 120 clients projected for 2025). We also offer packages to support our clients in preparing their regulatory reports (DEU, annual and semi-annual reports, sustainability reports, statutory accounts, meeting notices, etc.). Clients can also be supported by approved partners within our ecosystem (communication agencies, financial consolidation solutions, integrators, ESG data platforms, etc.).

Our main clients are publicly traded companies in France and Europe, as well as investment fund managers.

Headquartered in Versailles, France, with a new branch in Nantes, the company had 53 employees as of December 31, 2025.

### Our mission

Preparing financial and regulatory reports is perceived as a tedious and stressful task. It deals with subjects and issues of considerable importance to the issuing company.

*We offer technological and business solutions to put people at the core of the document creation process.*

### 3. Measures to ensure adequate wages

In order to guarantee competitive and fair salaries for all our employees, we have implemented a **remuneration scale**. In addition to complying with the collective agreement<sup>1</sup> and applicable legislation, we have developed our remuneration scale in a transparent and consistent manner, valuing the different positions within our organisation and taking into account equal pay criteria aligned with market data.

#### Market data

The remuneration grid is based on the most recent salary data available, which we have identified in our sector of activity and for similar positions. We use the **median salaries** observed for each position in our sector of activity and geographical region. This ensures that remuneration is in line with the market and that our employees receive an adequate and competitive salary.

#### Equal pay

We affirm our commitment to the principle of equal pay for equal work and equal seniority. This means that, for positions with similar duties, responsibilities and requirements, each employee receives fair compensation, regardless of gender, age, origin or any other personal characteristic.

We are committed to conducting regular reviews of our pay practices to ensure there are no unjustified disparities and to adjusting salaries where necessary to ensure complete fairness among our employees.

This pay scale is a fundamental part of our pay strategy, which aims to recognise the contribution of each employee while ensuring internal fairness.

### 4. Working time and overtime management

We are implementing a rigorous working time management system, using a timesheet for each employee. This allows us to track working hours and ensure compliance with overtime rules. Managers also have a supervisory role in their teams to check that working hours are being adhered to and that overtime is being accurately recorded.

We base our compensation for overtime on our *Compensation Policy* in a transparent and fair manner.

<sup>1</sup> The SYNTEC Federation

# 5. Flexible working arrangements available to employees

The company allows for flexible work arrangements, with the aim of meeting the individual needs of employees while respecting the company's objectives and requirements.

## Remote working policy

The company allows its employees to work remotely through a planned and organized teleworking arrangement, in compliance with applicable laws and our contractual obligations, particularly regarding information security.

To this end, a *Remote Working Charter* is signed by all employees and clearly defines each party's commitments in this area.

## Working time management

Employees are subject to a working time of 35 hours per week, but this duration can be spread over the whole year, allowing greater flexibility depending on periods of high or low activity.

# 6. Additional financial benefits

In order to support our employees in their personal development and to ensure their good health, we have set up an Inter-company Savings Plan, supplementary health insurance and high-quality provident insurance, as well as other financial benefits detailed below.

## Profit sharing and employer contributions

In order to involve all employees in the company's growth and thus reward them for their efforts, Pomelo-Paradigm has set up a profit-sharing agreement and an incentive plan, the criteria for triggering and distribution methods of which are communicated to employees in a fully transparent manner.

Loyalty to the company is also rewarded. Thus, profit-sharing bonuses paid out under the profit-sharing plan are increased in line with length of service at the company.

## Employee health and welfare coverage

All Pomelo-Paradigm employees have access to pension and supplementary health insurance, which is fully covered by the employer.

## Various financial benefits

Employee meal vouchers are 50% funded by the company, and the amount is adjusted annually, in line with salaries.

A holiday bonus is paid each year to all employees, amounting to 1% of their annual remuneration and gift cards are regularly distributed during the end-of-year celebrations.

Design and Production



[pomelo-paradigm.com](http://pomelo-paradigm.com)



Collaborative platform for the production  
of your regulatory documents

---

[www.pomelo-paradigm.com](http://www.pomelo-paradigm.com)

[rh@pomelo-paradigm.com](mailto:rh@pomelo-paradigm.com)

12 avenue du Général de Gaulle - 78000 Versailles - France