



SIPEARL

Gender Equality Index in 2026

based on 2025 data

1 – Professional Gender Equality Index

This index was designed to allow companies to measure gender pay equality within their organization. It highlights areas for improvement where disparities exist. For companies with between 50 and 250 employees, the index is based on 4 major criteria that assess gender inequalities within the company, with a score out of 100.

The Gender Equality Index for SiPearl, based on the 2025 data, **is 84/100 (4 points more than last year)**:

		Maximum score	Score SiPearl 2025
Indicator 1	The Pay Gap	40	31
Indicator 1	The Gap in the Distribution of Individual Salary Increases Between Women and Men	35	35
Indicator 1	The Percentage of Female Employees Receiving a Raise Upon Returning from Maternity Leave	15	NC
Indicator 1	The Distribution Between Women and Men Among the Ten Highest Salaries	10	5
Final result	Total points: 71 ; Maximum number of points that can be obtained: 85	Weighting: out of 85	84/100

Discrepancies have been observed in certain indicators, mainly due to the shortage of women in our industry sector and in engineering roles.

2 – Progression Objectives

Since our score is below 85/100, SiPearl must set progression objectives for the two indicators where the maximum score has not been achieved.

Indicator 1 : The Pay Gap (31/40)

Progression Objective :

- Guarantee equal pay when hiring for the same position, regardless of gender, with equivalent diplomas, skills and professional experience. This gap will be monitored during annual compensation reviews.

Indicator 4 : The Distribution Between Women and Men Among the Ten Highest Salaries (5/10)

Progression Objective :

- Given the specificities of the engineering sector, which has historically been male-dominated, and the pool of skills available, the company has set itself the objective of strengthening the pool of female talent in technical and managerial functions, in order to promote their access to positions with a higher level of responsibility and remuneration.