

## 2025 Gender Equality Index

La Rochelle, February 19, 2026

The French Law of September 5, 2018, known as the "Professional Future" Act (loi « avenir professionnel »), introduced new provisions aimed at eliminating the pay gap between women and men.

The implementation of the Gender Equality Index has been mandatory since March 1, 2020, for companies with between 50 and 250 employees, and the results must be published on the company's website.

Below is the 2025 Index for SICA Atlantique:

	indicateur calculable (1=oui, 0=non)	valeur de l'indicateur	points obtenus	nombre de points maximum de l'indicateur	nombre de points maximum des indicateurs calculables
1- Pay gap ( % )	0	INCALCULABLE		40	0
2- Difference in individual salary increase	1	2	35	35	35
4- Percentage of employees increased in salary upon return from maternity leave (%)	0	INCALCULABLE		15	0
5- Number of employees of the underrepresented sex among the 10 lightests remunerations total calculable indicators)	1	3	5	10	10
<b>Total des indicateurs calculables</b>			<b>40</b>	<b>100</b>	<b>45</b>
<b>INDEX (sur 100 points)</b>			<b>INCALCULABLE</b>		<b>100</b>
The Index is not calculable because the maximum possible score for the calculable indicators is less than 75 points.					