

## Gender Equality Index (France)

Sia reports an overall Gender Equality Index score of 99/100 for 2025. The Gender Equality Index is mandated by French law on professional agency, effective from September 5, 2018. This law most notably seeks to eliminate the pay gap between women and men in France.

This score is calculated from the 5 indicators below.

	Indicators	Sia's score	Maximum possible score
1	Gender pay gap	39	40
2	Difference in the rate of individual salary increases between women and men	20	20
3	Difference in promotion rates between women and men	15	15
4	Percentage of employees who returned from maternity leave during the reporting year and received a raise upon their return	15	15
5	Number of employees of the underrepresented gender among the ten highest paid employees	10	10
	<b>Total</b>	<b>99</b>	<b>100</b>

### Clarification on the methodology:

The reference period is the fiscal year of Sia (from July 2023 to June 2024).

Indicators 2, 3 and 4 are calculated on the base number of employees eligible for a raise or promotion during the reference period (at least 1 year of seniority before the end of the reference period and excluding the notice period before departure).