

Gender Equality Index: SELP achieves



In accordance with the provisions of the Avenir Act, which aims to eliminate the gender pay gap, SELP now publishes its Gender Equality Index.

This Equality Index has been designed as a practical tool to advance gender equality within organisations.

For the year 2025, SELP achieved a score of 91/100, illustrating the positive results of the actions taken to promote professional equality.

This result reflects the proactive policy adopted by SELP. For the past 10 years, the proportion of women in the company's workforce has remained at over 43%.

This policy promoting gender equality is fully in line with SELP's values and the importance placed on human relations within the company.

** Score achieved by SELP SAS during the reference period: 1 January 2022 to 31 December 2025.*

Results for all indicators:

Pay gap indicator: 36/40

Pay rise gap indicator: 35/35

Indicator for the number of employees of the under-represented gender among the 10 highest earners: 5/10

Indicator for the percentage of female employees who received a pay rise in the year following their return from maternity leave: 15.