



**Professional Gender
Equality Index
Women/men 2025**

SERIMAX SAS

- **Respecting parity with the professional gender equality index (Women/Men)**

In compliance with the Law « Avenir Professionnel », our company hereby publishes its **Gender Equality Index** for the year 2025.

This index, calculated on a 100 points scale, serves to assess the gender disparities within the company.

- **Overall score**

👉 Overall score 2025 : **94/100**

- **Details of the indicators :**

- Gender pay gap indicator : Score 40/40
 - Distribution gap of individual increases indicator : Score 35/35
 - Number of employees increased upon their return from maternity leave indicator : Score Incalculable
 - Number of people of the under-represented sex in the top 10 highest earnings indicator : Score 5/10
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SERIMAX HOLDINGS

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▪ Overall score

👉 Overall score 2025 : **INCALCULABLE**

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- Gender pay gap indicator : Score Incalculable
 - Distribution gap of individual increases indicator : Score 35/35
 - Number of employees increased upon their return from maternity leave indicator : Score Incalculable
 - Number of people of the under-represented sex in the top 10 highest earnings indicator : Score 0/10
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