

GENDER EQUALITY PLAN

2026-2030

1. Preamble

SiKÉMIA is explicitly and firmly committed to preventing, avoiding, addressing and, where appropriate, sanctioning any situation of harassment or discrimination, particularly those based on gender, sexual orientation, gender identity or expression, as well as on origin, ethnicity or skin colour. This commitment aims to ensure respect for dignity, personal integrity and equal treatment and opportunities within the company, in accordance with applicable labour legislation and the fundamental principles of non-discrimination.

2. Governance and Dissemination of the Plan

This plan is approved by management and communicated internally to all employees.

3. Objective

SiKÉMIA envisage une série de mesures préventives afin d'atténuer les éventuelles situations de harcèlement fondées sur le genre ou l'origine, telles que :

- Raising awareness through the communication of this protocol and any other relevant information.
 - Formation sur le harcèlement fondé sur l'orientation sexuelle, l'identité de genre et/ou l'expression de genre ainsi que sur l'origine, l'appartenance ethnique ou la couleur de peau.
 - Promotion d'un environnement de respect, interdisant les insinuations ou les déclarations contraires aux dispositions du présent plan.
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Les initiatives et mesures spécifiques incluses dans le plan pour l'égalité sont conçues pour créer un environnement de travail plus inclusif et plus égalitaire pour tous les employé(e)s, quel que soit leur genre ou origine.

➤ People and Employment Policies :

1. Nous garantissons toujours l'objectivité dans nos processus de recrutement, sur la base des principes du mérite et de l'aptitude à remplir les conditions requises pour le poste, dans un cadre d'égalité de traitement.
2. We encourage training initiatives that facilitate the development of skills and abilities without distinction of gender or origin, in order to ensure objective career plans for all SiKEMIA employees.
3. Nous avons établi une politique de rémunération fondée sur l'égalité, sans discrimination fondée sur le genre ou l'origine.

➤ Communication du plan pour l'égalité :

1. We regularly communicate the main human resources policies (career, training, on-the-job learning) and the value proposition offered (learning, international network, equality, safety).
2. We use gender-neutral language in all our communications and documents, in an inclusive manner, to ensure equal treatment without gender distinction.

4. Resources

A designated person responsible for the Gender Equality Plan (GEP) is appointed within the organisation to ensure its monitoring. This person is notably responsible for collecting and tracking the plan's indicators, preparing an annual report, and contributing to the promotion of equality and the prevention of discrimination based on gender or origin.

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5. Indicators and Monitoring

Recruitment and Employment

- Gender breakdown of the overall workforce.
- Gender breakdown across the various functions of the company, where relevant in relation to the workforce.

An annual review of the workforce composition is carried out to assess the gender balance within the company and across its various functions. This monitoring ensures that recruitment and assignment practices remain consistent with the principles of equal treatment and non-discrimination.

Career Development

- Number of employees who received training during the year, by gender.
- Gender breakdown in coordination, management or leadership roles.

An annual review is conducted to verify equitable access to training and the gender balance in coordination, management or leadership roles. This monitoring helps to identify any gaps and to take them into account in work organisation and career development prospects.

Remuneration

- Number of unjustified pay gaps identified between women and men in comparable roles, responsibilities and seniority.

An annual verification is carried out to ensure pay equality between women and men in comparable roles, responsibilities and seniority. In the event of a gap being identified, an analysis is conducted to verify its objective justification and, where appropriate, to consider the necessary adjustments.

Prevention and Workplace Climate

- Number of annual awareness-raising or information actions carried out on equality, non-discrimination or violence prevention.

An annual review is carried out to verify that planned awareness-raising or information actions have taken place and to assess, where necessary, any additional prevention needs.

6. Outlook

Category	Objective	Indicator	Target 2030
Recruitment and Employment	Ensure a balanced representation of women and men in the company's workforce	Percentage of women and men in the overall workforce	No gender below 33% of the overall workforce
Career Development	Ensure equitable access to training	Number of employees who received training during the year, by gender	100% of employees trained at least once during the plan period
Career Development	Ensure equitable access to leadership positions	Percentage of women and men in coordination, management or leadership roles	No gender below 33% in the relevant roles, where they exist
Remuneration	Ensure pay equality between women and men in comparable situations	Number of unjustified pay gaps identified between women and men in comparable roles, responsibilities and seniority	0
Prevention and Workplace Climate	Prevent discrimination, violence and harassment based on gender or origin	Number of annual awareness-raising or information actions carried out on equality, non-discrimination or violence prevention.	At least one action per year

Franck Martin - CEO

03/04/2026

