

Index on women/men equality

Following Bolloré Group's Diversity and Inclusion commitment, the gender equality is identified as a transformation lever to federate all our activities. The Group has fixed three objectives to support professional equality between women and men:

- **Feminize the jobs with few women candidates at equivalent competencies**, by communicating to appropriate public and institutions.
- **Facilitate woman promotion to senior management and executive positions** through the selection of higher women staff to participate to management training programs.
- **Follow and support woman through their career** using among others, mentoring programs.

Index on women/men equity calculation for the year 2018

As per law « Avenir Professionnel » (Professional Futur) as of September 1st, 2019, French companies with more than 250 employees (but less than 1.000 employees) have to publish their index based on 5 indicators to reach a total of 100 points maximum. For Bolloré Group, IER, Bolloré Energy and BIS companies are concerned:

	2018
IER	79
Bolloré Energy	77
BIS	52

BIS, in accordance with the commitment of the Group, will launch all actions to achieve at least the level of 75 out of 100 as soon as possible.