

## 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 2020

As per law « Avenir Professionnel » (Professional Futur), French companies with more than 50 employees have to publish their index based on 4 or 5 indicators (depending on the headcount of the entity) to reach a total of 100 points maximum. For Bolloré Group, the following companies are concerned:

|                   | 2020 |
|-------------------|------|
| UES TELECOM       | 94   |
| BOLLORE ENERGY    | 91   |
| UES LA REUNION    | 89   |
| IER               | 88   |
| BIS               | 87   |
| BTLC              | 86   |
| BAL               | 85   |
| SOGETRA           | 85   |
| BOLLORE LOGISTICS | 84   |
| UES BOLLORE       | 83   |
| BLUECARSHARING    | 83   |
| SFDM              | 82   |

Thanks to the actions implemented to ensure better professional equity between the women and men of the Bolloré Group, almost all the entities saw an improvement in their score in 2020. Notably every entity reach a score above 80 out of 100.

For the entities NORD SUD, BL GUADELOUPE and AUTOMATIC SYSTEMS, while being concerned by the index calculation, the representation criteria set by the index methodology, cannot be met.