

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 higherwomen 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.

Detail by key indicator and by entity

ENTITIES WITH MORE THAN 250 EMPLOYEES	BOLLORE ENERGY	BI'S *	IER	BOLLORE LOGISTICS	UES BOLLORE
1- pay gap (in %)	36	39	38	34	33
2- gaps in wage increases (in % points)	20	20	20	20	20
3- gaps in promotions rates (in % points)	15	-	15	15	15
4- salary increase upon return from maternity leave (%)	15	15	15	15	15
5- number of employees of the underrepresented gender among the ten employees who received the best remunerations	5	0	0	0	0
Total of calculable indicators	91	74	88	84	83
INDEX (over 100 points)	91	87	88	84	83

* One of the indicators is not calculable

The total of calculable indicators is brought to 100 points by applying the rule of proportionality.

ENTITIES WITH LESS THAN 250 EMPLOYEES	UES TELECOM	UES LA REUNION	BTLC	BAL	SOGETRA *	BLUECAR SHARING	SFDM *
1- pay gap (in %)	39	39	36	35	35	23	40
2- gaps in wage increases (in % points)	35	35	35	35	35	35	25
3- gaps in promotions rates (in % points)	<i>Not applicable for entites with less than 250 employees</i>						
4- salary increase upon return from maternity leave (%)	15	15	15	15	-	15	-
5- number of employees of the underrepresented gender among the ten employees who received the best remunerations	5	0	0	0	15	10	5
Total of calculable indicators	94	89	86	85	85	83	70
INDEX (over 100 points)	94	89	86	85	85	83	82

* One of the indicators is not calculable

The total of calculable indicators is brought to 100 points by applying the rule of proportionality.