

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 2022

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:

	2022
BL GUADELOUPE	99
NORD SUD	94
IER	90
BIS	89
UES TELECOM	89
BOLLORE ENERGY	86
BOLLORE LOGISTICS	85
SOGETRA	84
UES BOLLORE	83
FORESEA TECHNOLOGIES	82
BTLC	79
UES LA REUNION	75
BOLLORE SOLUTIONS LOGISTIQUES	72

Despite the actions implemented to ensure better professional equity between the women and men of the Bolloré Group, some entities, impacted by the selling of our African activities, did not succeed in maintaining or improving their score.

For the entity 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	BI'S	BOLLORE ENERGY	BOLLORE LOGISTICS	UES BOLLORE
1- pay gap (in %)	39	36	35	33
2- gaps in wage increases (in % points)	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
5- number of employees of the underrepresented gender among the ten employees who received the best remunerations	0	0	0	0
Total of calculable indicators	89	86	85	83
INDEX (over 100 points)	89	86	85	83

ENTITIES WITH LESS THAN 250 EMPLOYEES	BL GUADELOUPE*	NORD SUD	IER	UES TELECOM	SOGETRA
1- pay gap (in %)	39	39	35	39	34
2- gaps in wage increases (in % points)	35	35	35	35	35
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
5- number of employees of the underrepresented gender among the ten employees who received the best remunerations	10	5	5	0	0
Total of calculable indicators	84	94	90	89	84
INDEX (over 100 points)	99	94	90	89	84

ENTITIES WITH LESS THAN 250 EMPLOYEES	FORESEA TECHNOLOGIES	BTLC	UES LA REUNION	BOLLORE SOLUTIONS LOGISTIQUES
1- pay gap (in %)	27	29	25	37
2- gaps in wage increases (in % points)	35	35	35	15
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
5- number of employees of the underrepresented gender among the ten employees who received the best remunerations	5	0	0	5
Total of calculable indicators	82	79	75	72
INDEX (over 100 points)	82	79	75	72

*One of the indicators is not calculable

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