

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 2023

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:

	2023
BL GUADELOUPE	92
IER	88
BIS	86
POLYCONSEIL	85
BOLLORE ENERGY	91
BOLLORE LOGISTICS	85
SOGETRA	89
UES BOLLORE	88
FORESEA TECHNOLOGIES	85
BTLC	87
UES LA REUNION	86
BOLLORE SOLUTIONS LOGISTIQUES	93

For the entities AUTOMATIC SYSTEMS and NORD SUD, 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	B'IS	BOLLORE ENERGY	BOLLORE LOGISTICS	UES BOLLORE	IER
1- pay gap (in %)	36	36	35	33	38
2- gaps in wage increases (in % points)	20	20	20	20	10
3- gaps in promotions rates (in % points)	15	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	0	5	0	5	10
Total of calculable indicators	86	91	85	88	88
INDEX (over 100 points)	86	91	85	88	88

ENTITIES WITH LESS THAN 250 EMPLOYEES	BL GUADELOUPE	POLYCONSEIL	SOGETRA	FORESEA TECHNOLOGIES
1- pay gap (in %)	37	35	34	35
2- gaps in wage increases (in % points)	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	5	0	5	0
Total of calculable indicators	92	85	89	85
INDEX (over 100 points)	92	85	89	85

ENTITIES WITH LESS THAN 250 EMPLOYEES	BTLC	UES LA REUNION*	BOLLORE SOLUTIONS LOGISTIQUES
1- pay gap (in %)	37	38	38
2- gaps in wage increases (in % points)	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
5- number of employees of the underrepresented gender among the ten employees who received the best remunerations	0	0	5
Total of calculable indicators	87	73	93
INDEX (over 100 points)	87	86	93

*One of the indicators is not calculable

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