

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 2024

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:

	2024
IER	92
AUTOMATIC SYSTEMS	88
POLYCONSEIL	83
BOLLORE ENERGY	86
UES BOLLORE	89
FORESEA TECHNOLOGIES	92

Detail by key indicator and by entity

ENTITIES WITH MORE THAN 250 EMPLOYEES	BOLLORE ENERGY	UES BOLLORE
1- pay gap (in %)	36	34
2- gaps in wage increases (in % points)	20	20
3- gaps in promotions rates (in % points)	15	15
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	5
Total of calculable indicators	86	89
INDEX (over 100 points)	86	89

ENTITIES WITH LESS THAN 250 EMPLOYEES	IER	AUTOMATIC SYSTEMS	POLYCONSEIL	FORESEA TECHNOLOGIES
1- pay gap (in %)	37	38	33	37
2- gaps in wage increases (in % points)	35	35	35	35
3- gaps in promotions rates (in % points)	<i>Non applicable pour les sociétés de moins de 250 salariés</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	92	88	83	92
INDEX (over 100 points)	92	88	83	92