

## PROFESSIONAL EQUALITY INDEX 2023

February 2024

### UES (Votalia SA, Votalia Guyane SAS, Mywindparts, Maison Solaire, Distribution Votalia SAS)

Indicator	calculable indicator (1 = yes, 0 = no)	value of the indicator	points obtained	maximum number of points for the indicator	maximum number of points for calculable indicators
1- pay gap (in%)	1	8,3	36	40	40
2- differences in individual increases (in% points or equivalent number of employees) *	1	4,5%	10	20	20
3- promotions	1	1,65%	15	15	15
4- percentage of employees increased upon return from maternity leave (%)	1	100	15	15	15
5- number of employees of the sex underrepresented among the 10 highest remunerations	1	3	5	10	10
Total of calculable indicators			81		100
<b>INDEX (out of 100 points)</b>			<b>81</b>		<b>100</b>

### Votalia SA

Indicator	calculable indicator (1 = yes, 0 = no)	value of the indicator	points obtained	maximum number of points for the indicator	maximum number of points for calculable indicators
1- pay gap (in%)	1	9,55	35	40	40
2- differences in individual increases (in% points or equivalent number of employees) *	1	1,32%	20	20	20
3-promotions	1	5,79%	15	15	15
4- percentage of employees increased upon return from maternity leave (%)	1	100	15	15	15
5- number of employees of the sex underrepresented among the 10 highest remunerations	1	3	5	10	10
Total of calculable indicators			90		100
<b>INDEX (out of 100 points)</b>			<b>90</b>		<b>100</b>