

PROFESSIONAL EQUALITY INDEX 2021

February 25, 2022

UES (Voltaia SA, Voltaia Guyane SAS, Mywindparts, Maison Solaire, Distribution Voltaia 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	7,5	31	40	40
2- differences in individual increases (in% points or equivalent number of employees) *	1	0,2%	20	20	20
3- promotions	1	-9,3%	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	2	5	10	10
Total of calculable indicators			86		100
INDEX (out of 100 points)			86		100

Voltaia 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	8,4	29	40	40
2- differences in individual increases (in% points or equivalent number of employees) *	1	0,2%	20	20	20
3-promotions	1	-9,8%	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	2	5	10	10
Total of calculable indicators			84		100
INDEX (out of 100 points)			84		100