

February, 28th, 2020



## Professional equality index - Professional future law

### Voltalia 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	8,6	29	40	40
2- differences in individual increases (in% points or equivalent number of employees) *	1	13,2%*	15	35	35
3- percentage of employees increased upon return from maternity leave (%)	1	50	0	15	15
4- number of employees of the sex underrepresented among the 10 highest remunerations	1	4	10	10	10
Total des indicateurs calculables			54		100
<b>INDEX (out of 100 points)</b>			<b>54</b>		<b>100</b>

\*or 8,4 employees

### UES Voltafia

### (Voltalia SA, Voltalia Guyane SAS, Voltalia Kourou)

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	11,3%*	15	35	35
3- percentage of employees increased upon return from maternity leave (%)	1	50	0	15	15
4- number of employees of the sex underrepresented among the 10 highest remunerations	1	4	10	10	10
Total des indicateurs calculables			54		100
<b>INDEX (out of 100 points)</b>			<b>54</b>		<b>100</b>

\*or 7,7 employees