

2025

PROFESSIONAL EQUALITY INDEX 2024, released February 2025

UES (Voltalia SA, Voltalia Guyane SAS, Mywindparts, Maison Solaire, Distribution Voltalia 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	-0,6	39	40	40
2- differences in individual increases (in% points or equivalent number of employees) *	1	-0,9%	20	20	20
3- promotions	1	5,6%	15	15	15
4- percentage of employees increased upon return from maternity leave (%)	1	100,0	15	15	15
5- number of employees of the sex underrepresented among the 10 highest remunerations	1	4	10	10	10
Total of calculable indicators			99		100
INDEX (out of 100 points)			99		100

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	-0,3	39	40	40
2- differences in individual increases (in% points or equivalent number of employees) *	1	-1,4%	20	20	20
3-promotions	1	6,5%	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	4	10	10	10
Total of calculable indicators			99		100
INDEX (out of 100 points)			99		100