

## Solutions30 launches FemmesForce to support women's careers within the Group

April, 29 2024 - Solutions30 Group has launched its FemmesForce network, with a dedicated team, aiming to raise awareness among employees about the importance of women's roles within the company, encourage female employees to come together in a support and mentoring circle, and expand the place and role of women within the Group.

### **A network for sharing ideas and experiences**

The FemmesForce team's primary objective is to animate a network of women to give them a platform for exchange and expression, allowing them to meet, share experiences and best practices, work together through cross-functional initiatives and activities, and experiment with their ideas. Through this network, the 1,100 women of Solutions30, operating in 10 European countries within 3 different business units, will be able to develop their networking, improve their communication, attract new personalities to expand the network, and generate more professional development opportunities.

These objectives will be facilitated by Solutions30's organizational structure, which is less hierarchical and promotes communication and direct interaction with Group management and the development of cross-functional activities. The team currently comprises 30 women in key roles within the group and from various nationalities; this initial composition will expand, involving a larger number of women, as well as any individuals sharing a feminine sensitivity, interested in participating and contributing to this project.

The FemmesForce team will organize monthly meetings to share local initiatives and develop new activities. During the first gathering of the FemmesForce launching, the following topics were discussed:

- Analysis of the current work environment for women within Solutions30 Group;
- Means of increasing the team's visibility within the Group;
- Organization of dedicated events;
- and promotion of internal communication tools.

### **A mentoring circle for women's career advancement**

In a second phase, the network will focus on developing mentoring activities for all women interested in personal and professional development paths.

Mentoring is a central point of the FemmesForce program, directly involving members of the management as mentors for women identified with high potential. These mentoring programs can also be developed across different countries, leveraging the richness and diversity of situations and people within the group, thereby creating more value: in practice, each identified woman can receive support from mentors from other countries particularly suited to the individual's development goals; this transnational approach will facilitate the exchange of best practices, leveraging the benefits of accumulated experience.

The FemmesForce program will be implemented in all branches of the Group and at all levels of the organization. A dedicated team, chosen from within each local branch, can then create links with other similar teams among partners, clients, and external parties of Solutions30 to expand the network and promote joint initiatives to enhance the roles of women in a still predominantly male sector.

Speaking at the launch meeting, Nathalie Duchesne, Group Head of Risk, Compliance & ESG, who strongly supported the program and leads the team, stated: "Through this program, our objective is to raise

awareness and involve all managers who, at times, due to the quantity of daily work, may lose sight of the HR issues and talent management crucial for the development of the structure. To establish itself sustainably and be recognized, the FemmesForce program will have to meet significant challenges such as members' long-term engagement, internal support to promote activities, effective management of inclusion and diversity issues, promotion of specific initiatives such as mentoring, adaptation to the organization's evolution, and consistency of the program with the vision and mission of Solutions30 Group."

Taking the lead to ensure the network's success, Gianbeppi Fortis, President of the Management Board and founder of Solutions30, added: "The FemmesForce team can count on the support of the General Management and the Management Board of the Group. We understand the importance of valuing and supporting women in our professions, which still sorely lack their talents. As active sponsors of the network, we support the dual objective of personal and professional growth for Solutions30's women and the group's benefit from their empowerment and progression."

**"Together, we can make the difference"**  
**is the motto of FemmesForce, reminding us of women's capabilities and determination."**

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## About Solutions30 SE

Solutions30 provides consumers and businesses with access to the key technological advancements that are shaping our everyday lives, especially those driving the digital transformation and energy transition. With its network of more than 16,000 technicians, Solutions30 has completed over 65 million call-outs since its inception and led over 500 renewable energy projects with a combined maximum output surpassing 1,000 MWp. In pursuing its vision of a more connected and sustainable world, Solutions30 has become an industry leader in Europe with operations in 10 countries: France, Italy, Germany, the Netherlands, Belgium, Luxembourg, Spain, Portugal, the United Kingdom, and Poland.

The capital of Solutions30 SE consists of 107,127,984 shares, equal to the number of theoretical votes that can be exercised. Solutions30 SE is listed on the Euronext Paris exchange (ISIN FR0013379484- code S30). Indexes: MSCI Europe ex-UK Small Cap | SBF 120 | CAC Mid 60 | NEXT 150 | CAC Technology | CAC PME.

Visit our website for more information: [www.solutions30.com](http://www.solutions30.com)

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