

8 mars 2023

International Women's Day

Barometer of Gender Diversity in Governing Bodies in Europe

Background & Rationale:

- ❑ The regulatory and financial environment on the one hand, the image and reputational risks on the other hand, now require the Company to move from a defensive approach to a strategically proactive approach.
- ❑ Sustainable Corporate Performance is based on the Governance of Climate and Environmental issues, of Social Responsibilities, of Extra-financial Risks and of Remuneration.
- ❑ Ethics & Boards helps the Company, the Investor and stakeholders to understand and use Sustainable Governance as a tool for diagnosis, analysis and management of its responsible commitment, its transformation and its overall performance.



1 European stock exchange index
(composition as of Jan. 1st 2023)

Stoxx Europe 600

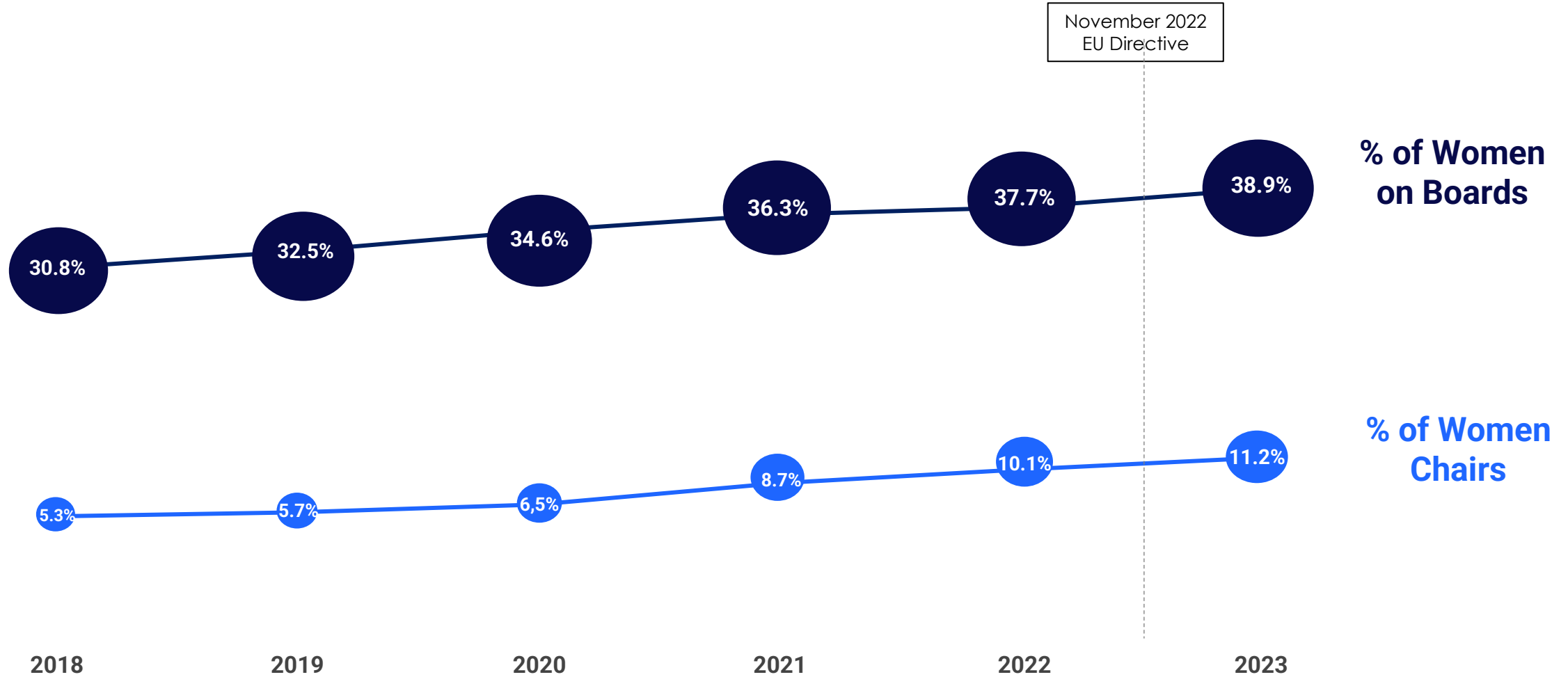
16 country stock exchange indexes
(composition as of Jan. 1st 2023)





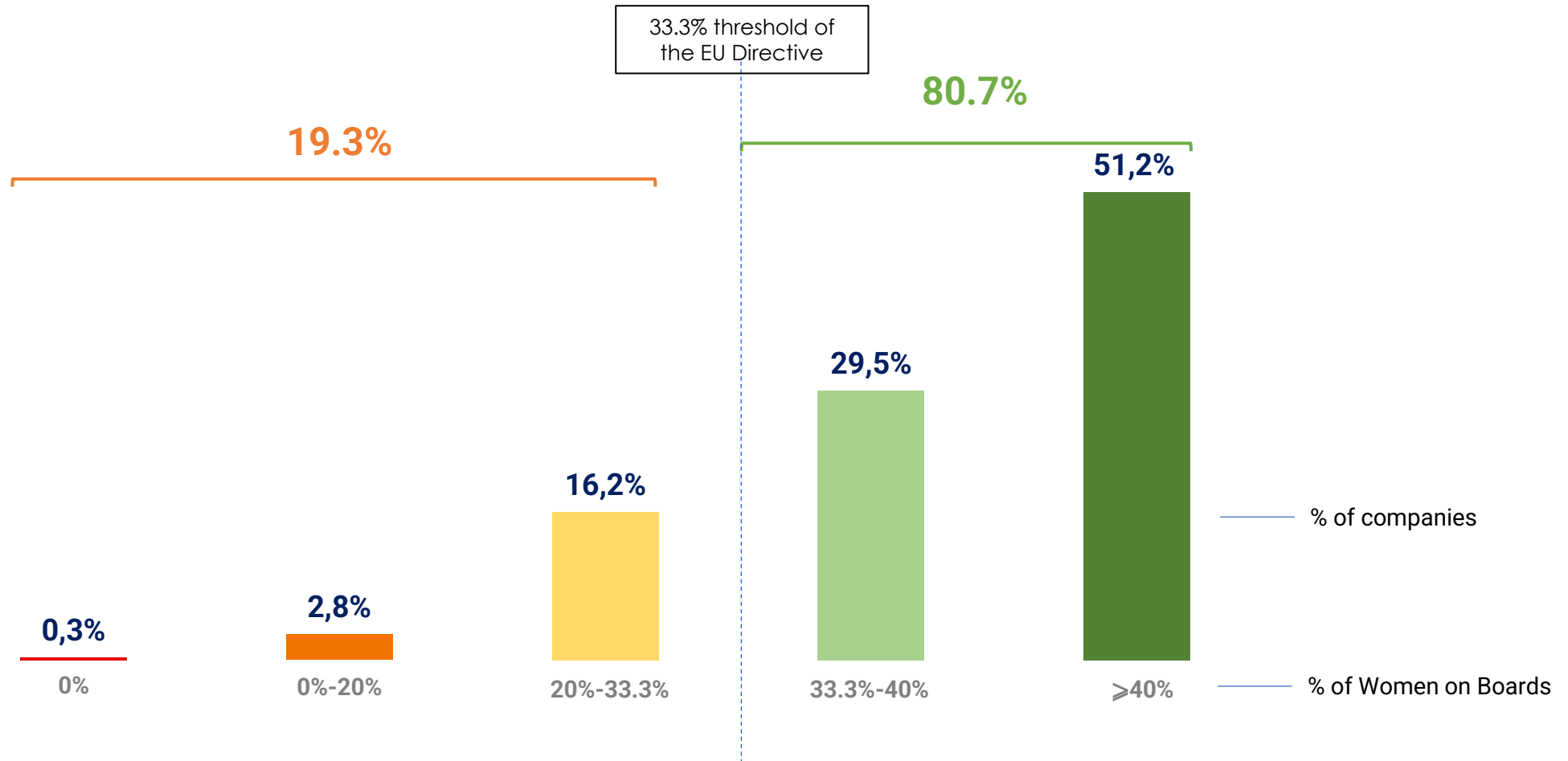
Gender Diversity on Boards

Evolution of Gender Diversity on Boards












Source: Ethics & Boards, February 2023

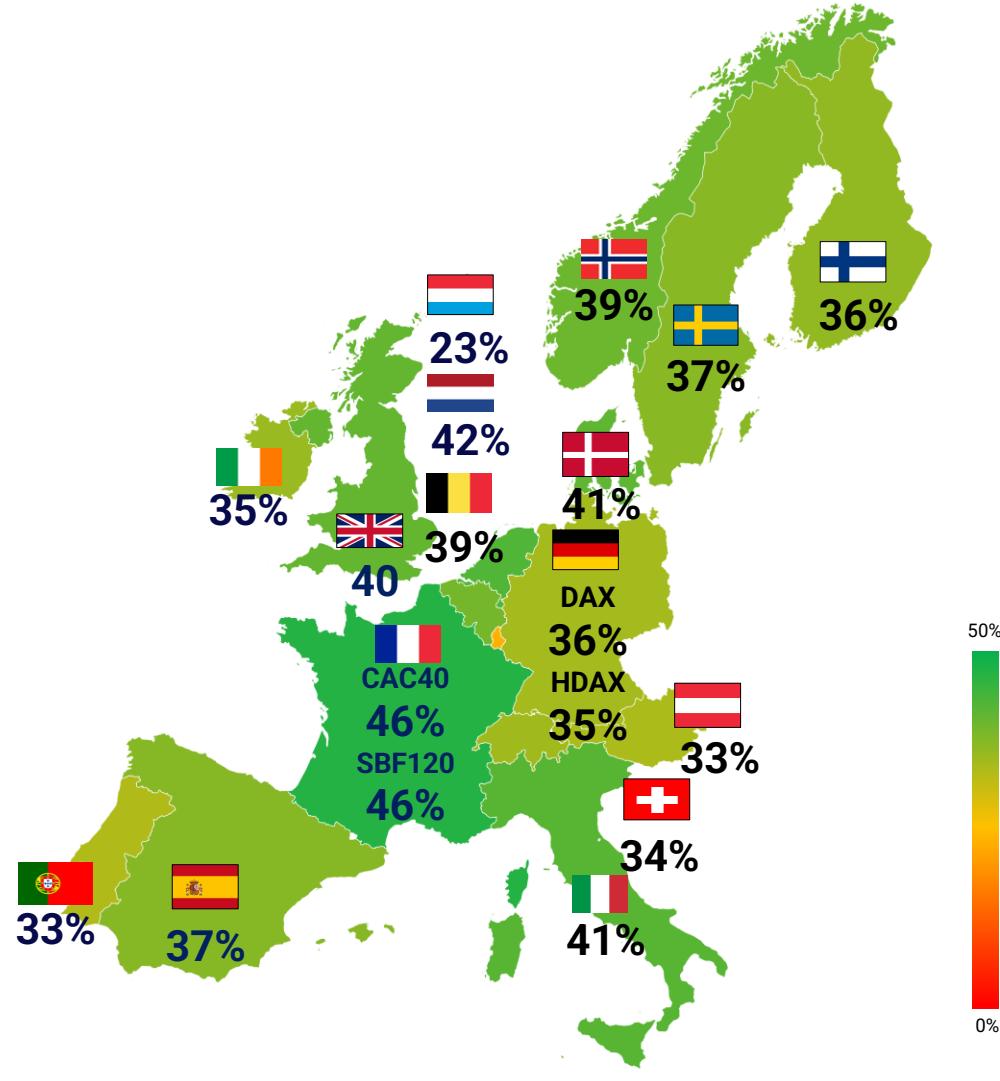
Majority of largest European listed companies are already compliant with the European Gender Balance Law



Source: Ethics & Boards, February 2023

% of Women on Boards

	AUSTRIA	ATX(20)
	BELGIUM	BEL20
	DENMARK	OMXC(20)
	FINLAND	OMXH(25)
	FRANCE	CAC40 / SBF120
	GERMANY	DAX(40) / HDAX(100)
	IRELAND	ISEQ(20)
	ITALY	MIB(40)
	LUXEMBOURG	LuxX Price(9)
	NETHERLANDS	AEX-Index(25)
	NORWAY	OBX(25)
	PORTUGAL	PSI(20)
	SPAIN	IBEX(35)
	SWEDEN	OMXS(30)
	SWISS	SMI(20)
	UNITED KINGDOM	FTSE100






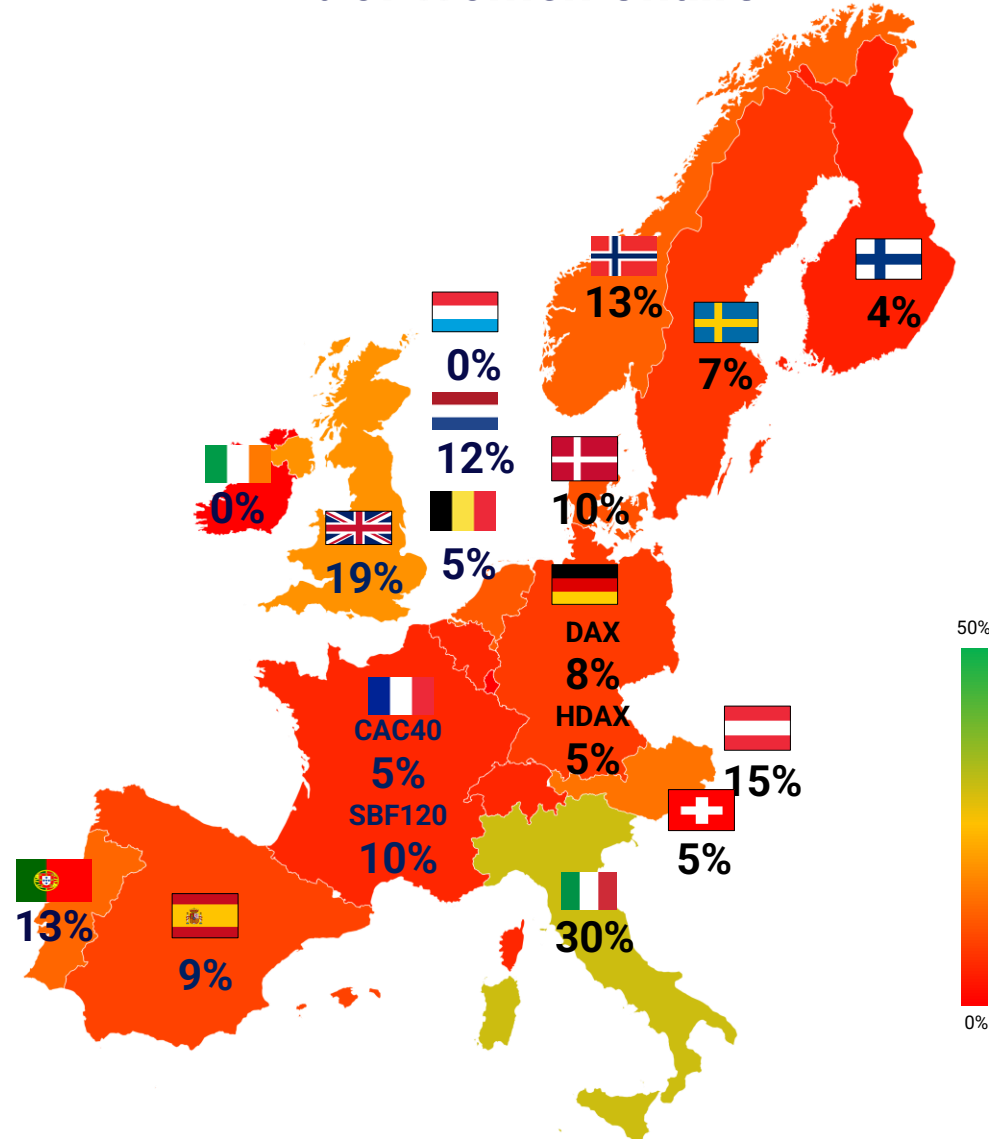
Source: Ethics & Boards, February 2023

2023

Country Stock Indexes

% of Women Chairs

	AUSTRIA	ATX(20)
	BELGIUM	BEL20
	DENMARK	OMXC(20)
	FINLAND	OMXH(25)
	FRANCE	CAC40 / SBF120
	GERMANY	DAX(40) / HDAX(100)
	IRELAND	ISEQ(20)
	ITALY	MIB(40)
	LUXEMBOURG	LuxX Price(9)
	NETHERLANDS	AEX-Index(25)
	NORWAY	OBX(25)
	PORTUGAL	PSI(20)
	SPAIN	IBEX(35)
	SWEDEN	OMXS(30)
	SWISS	SMI(20)
	UNITED KINGDOM	FTSE100

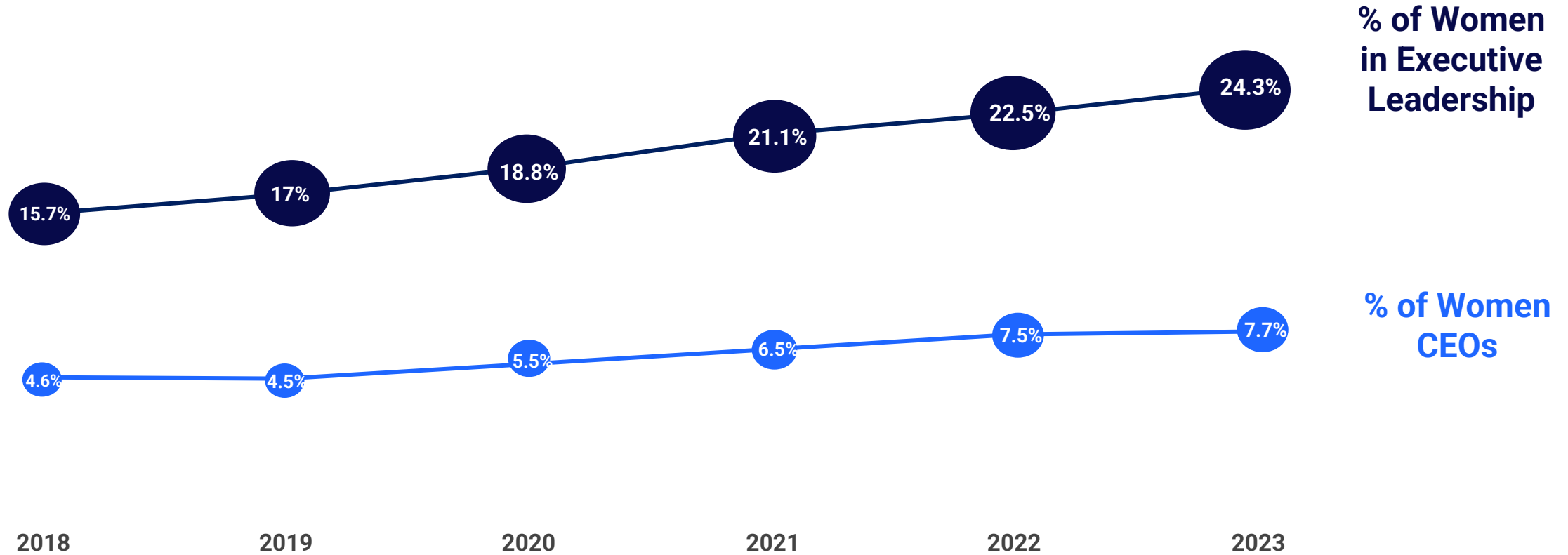


Source: Ethics & Boards, February 2023



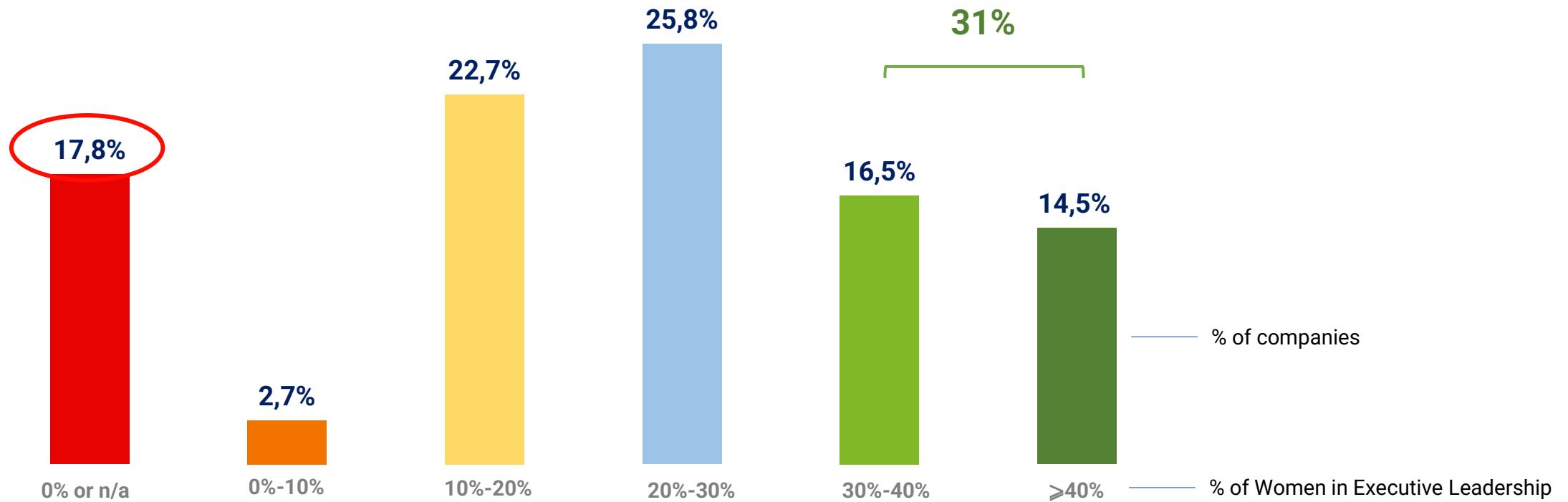
Gender Diversity in Executive Leadership

Evolution of Gender Diversity in Executive Leadership 2018-2023





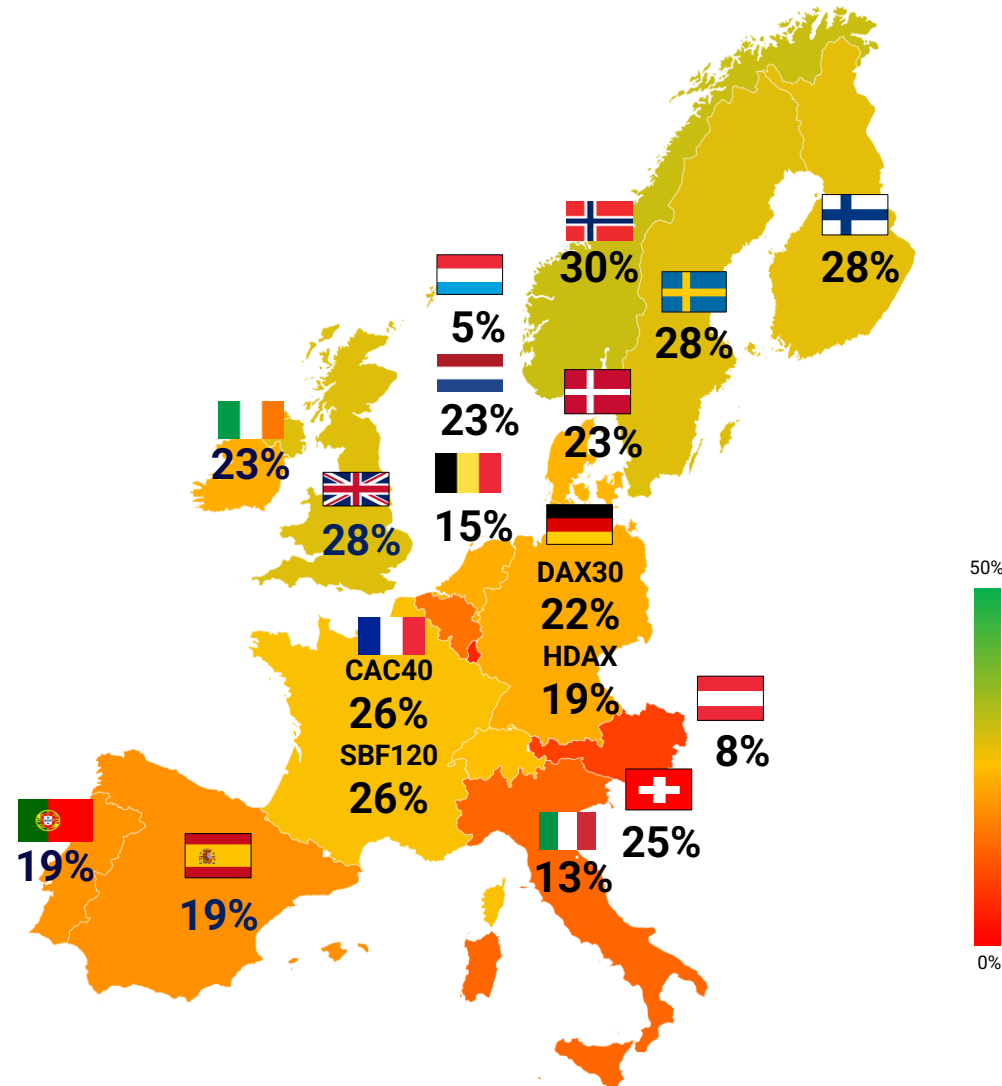
Source: Ethics & Boards, February 2023

More than 30% of the Executive Leadership teams have at least 30% of Women, but ~18% still have no Woman








% of Women in Executive Leadership

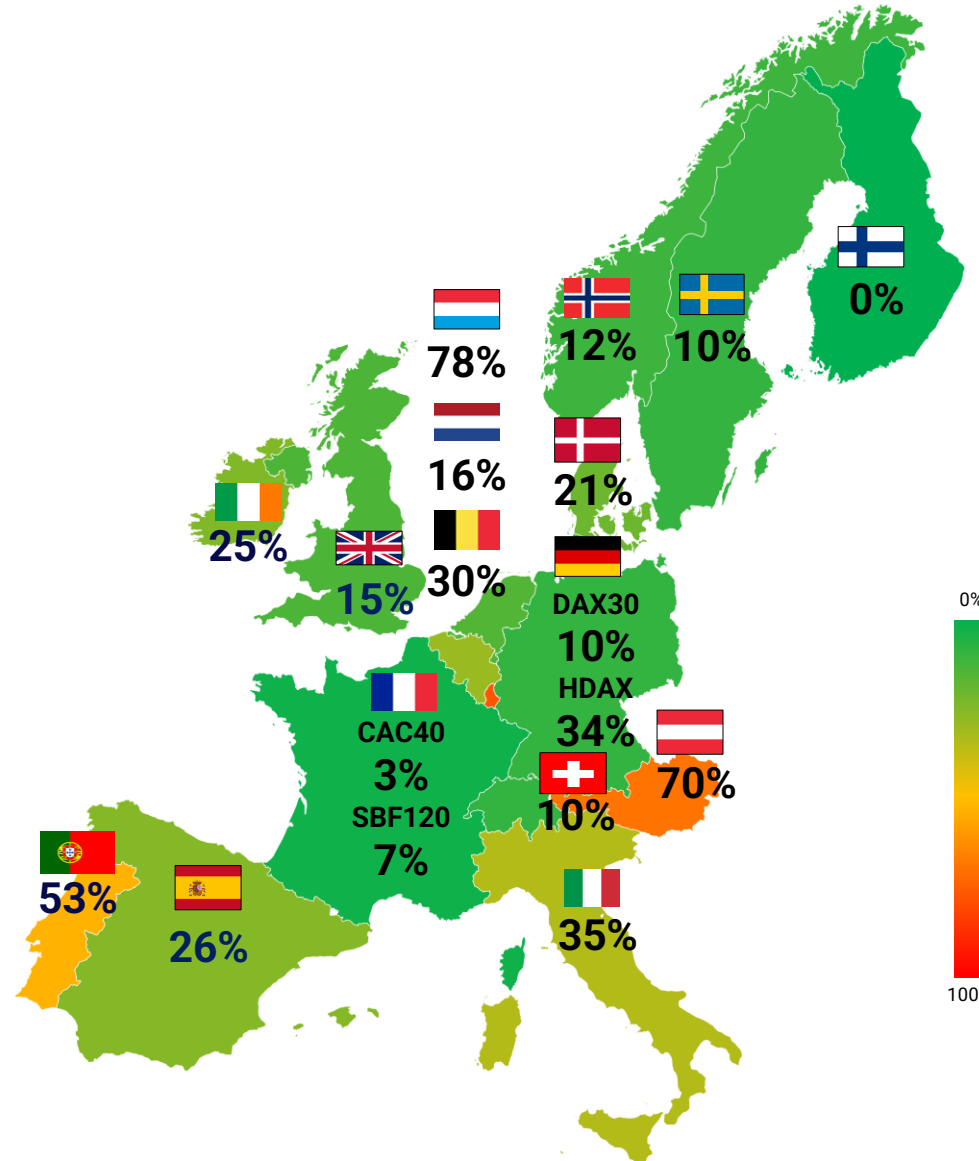
	AUSTRIA	ATX(20)
	BELGIUM	BEL20
	DENMARK	OMXC(20)
	FINLAND	OMXH(25)
	FRANCE	CAC40 / SBF120
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	SPAIN	IBEX(35)
	SWEDEN	OMXS(30)
	SWISS	SMI(20)
	UNITED KINGDOM	FTSE100



Source: Ethics & Boards, February 2023

% companies with no woman in their Executive Leadership






	AUSTRIA	ATX(20)
	BELGIUM	BEL20
	DENMARK	OMXC(20)
	FINLAND	OMXH(25)
	FRANCE	CAC40 / SBF120
	GERMANY	DAX(40) / HDAX(100)
	IRELAND	ISEQ(20)
	ITALY	MIB(40)
	LUXEMBOURG	LuxX Price(9)
	NETHERLANDS	AEX-Index(25)
	NORWAY	OBX(25)
	PORTUGAL	PSI(20)
	SPAIN	IBEX(35)
	SWEDEN	OMXS(30)
	SWISS	SMI(20)
	UNITED KINGDOM	FTSE100

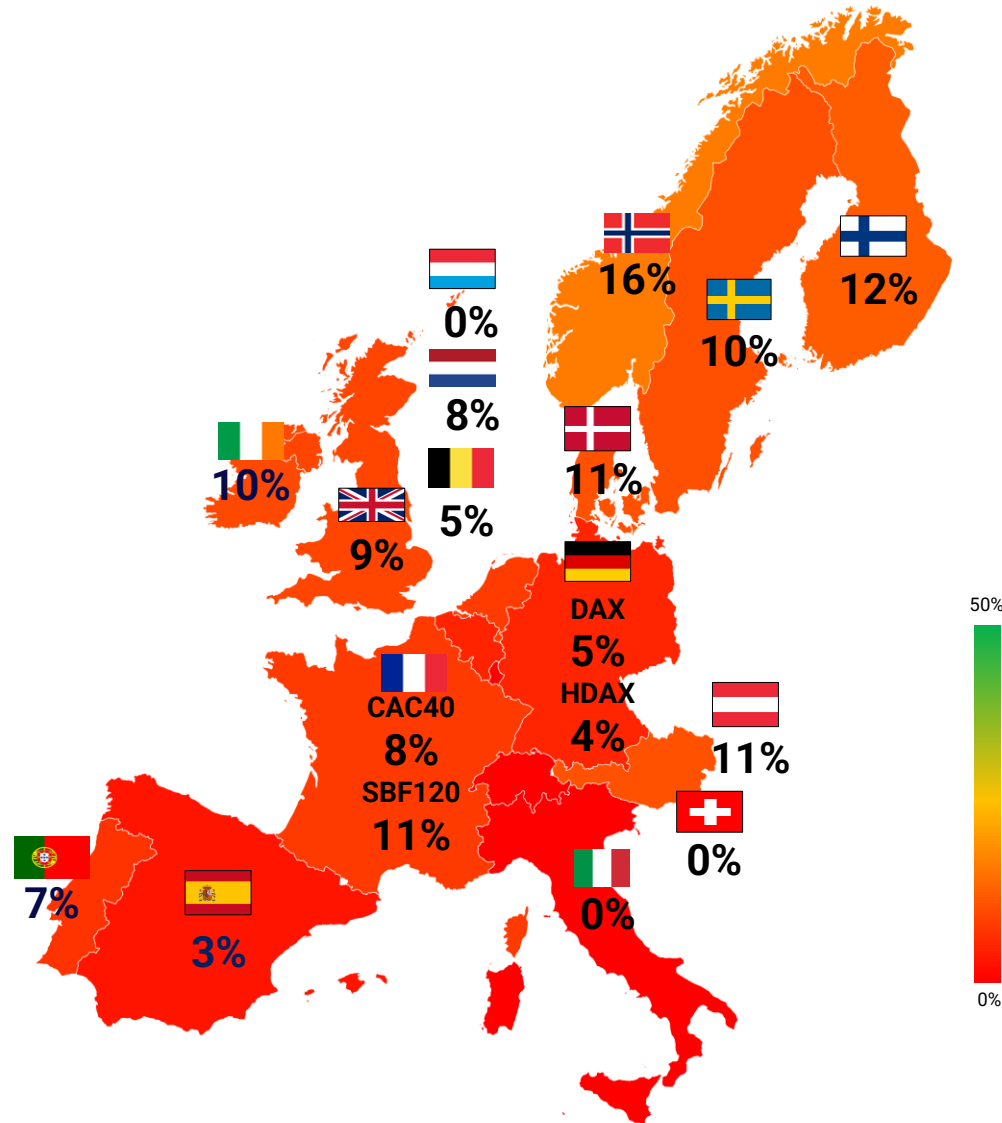


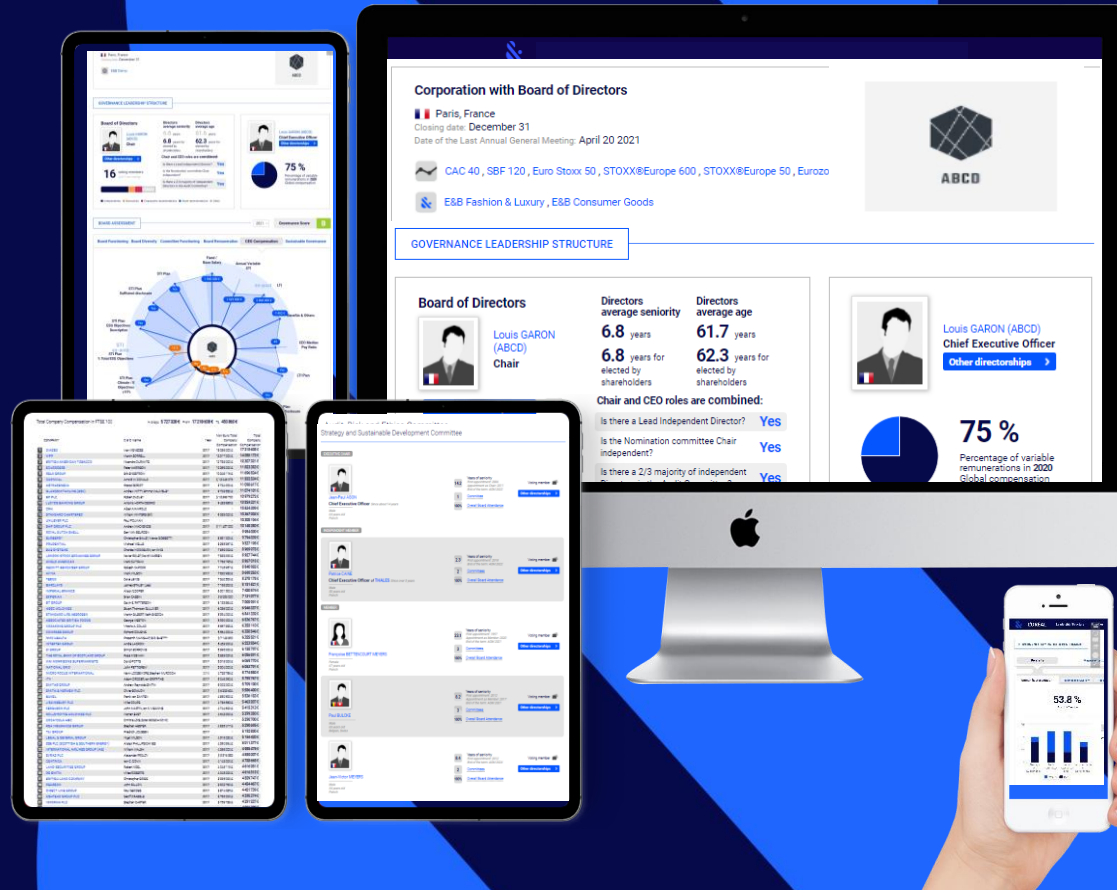
* or composition non disclosed
Source: Ethics & Boards, February 2023

Country Stock Indexes

% of Women CEOs

	AUSTRIA	ATX(20)
	BELGIUM	BEL20
	DENMARK	OMXC(20)
	FINLAND	OMXH(25)
	FRANCE	CAC40 / SBF120
	GERMANY	DAX(40) / HDAX(100)
	IRELAND	ISEQ(20)
	ITALY	MIB(40)
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	SPAIN	IBEX(35)
	SWEDEN	OMXS(30)
	SWISS	SMI(20)
	UNITED KINGDOM	FTSE100





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