

8 mars 2023

International Women's Day

Gender Diversity in Governing Bodies in Europe

Data at the service of the evaluation and steering of Corporate Governance

From evaluation to strategy - for Issuers, Investors and Stakeholders

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)

							
ATX	BEL20	OMXC	OMXH	CAC40 SBF120	DAX HDAX	ISEQ	MIB
							
LuxX Price	AEX-Index	OBX	PSI	IBEX	OMXS	SMI	FTSE100

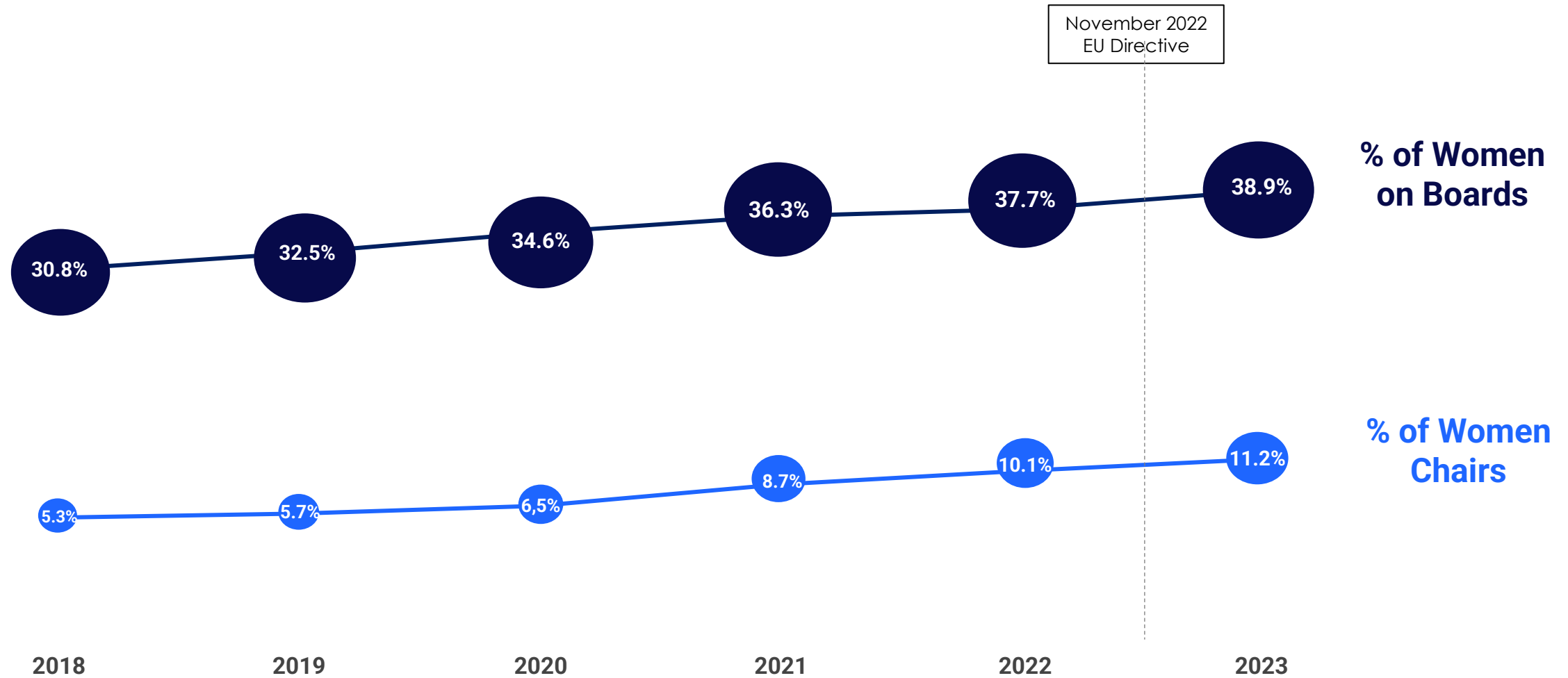


Gender Diversity on Boards

2018-2023

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Evolution of Gender Diversity on Boards

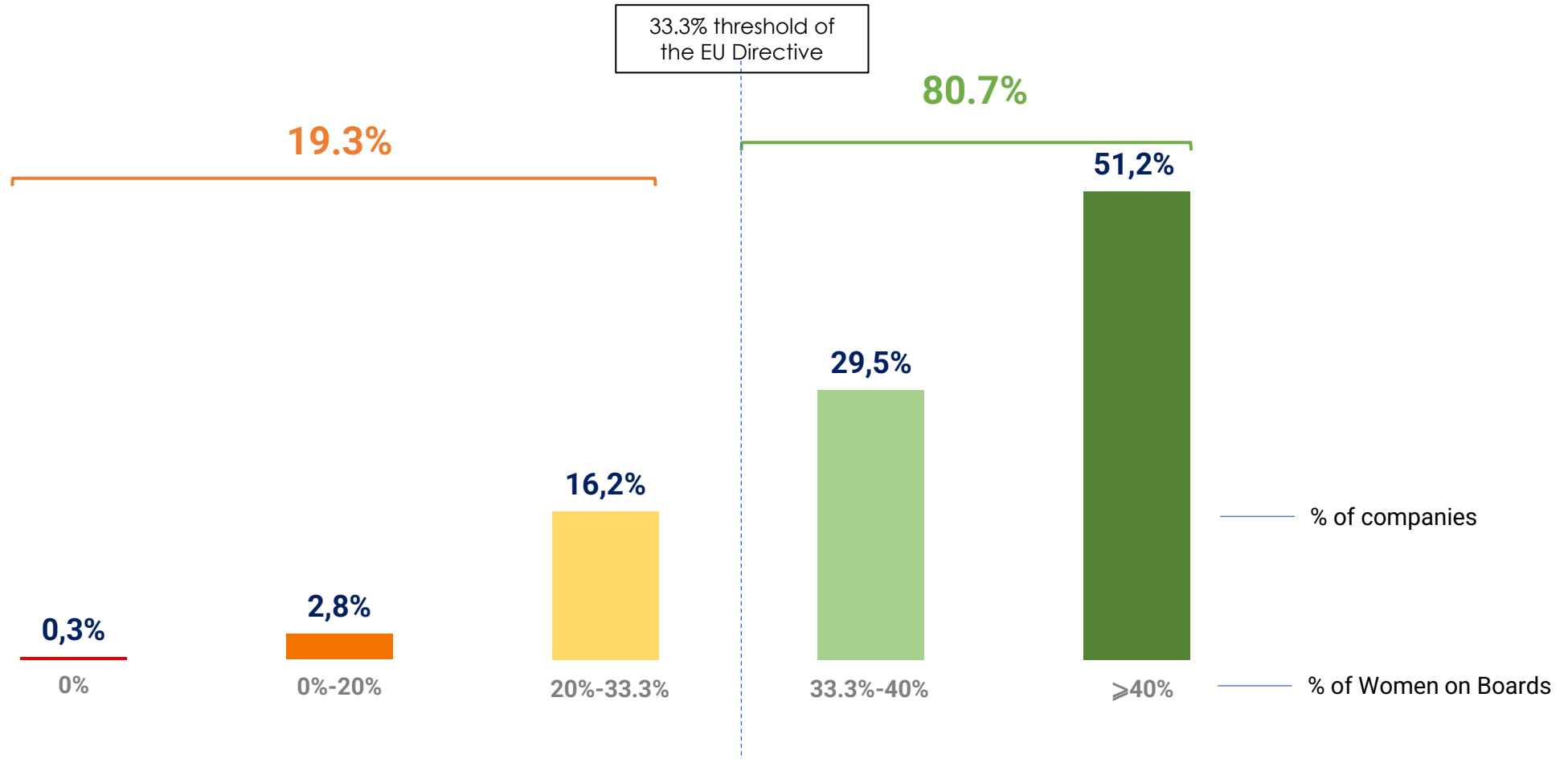


Source: Ethics & Boards, February 2023

2023

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







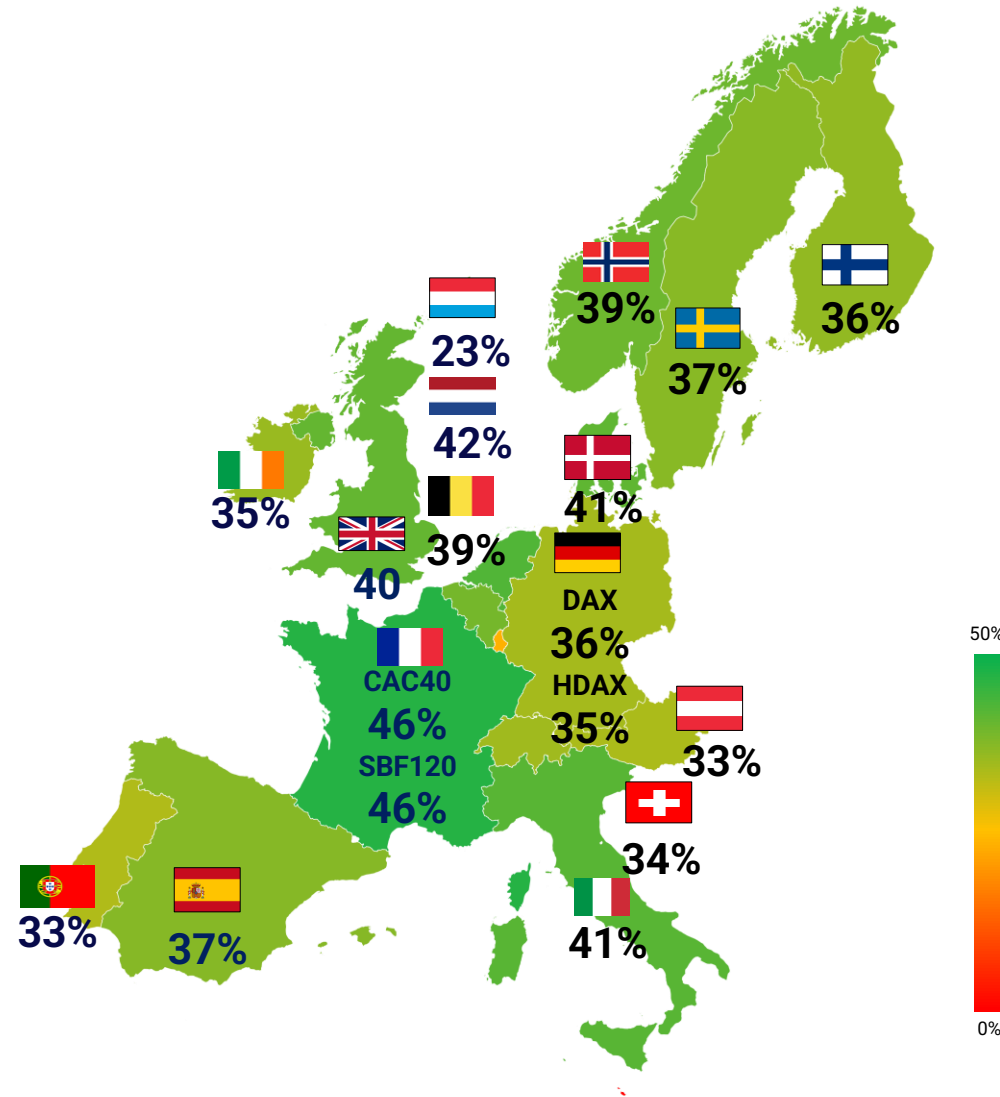
Source: Ethics & Boards, February 2023

2023

Country Stock Indexes

% 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

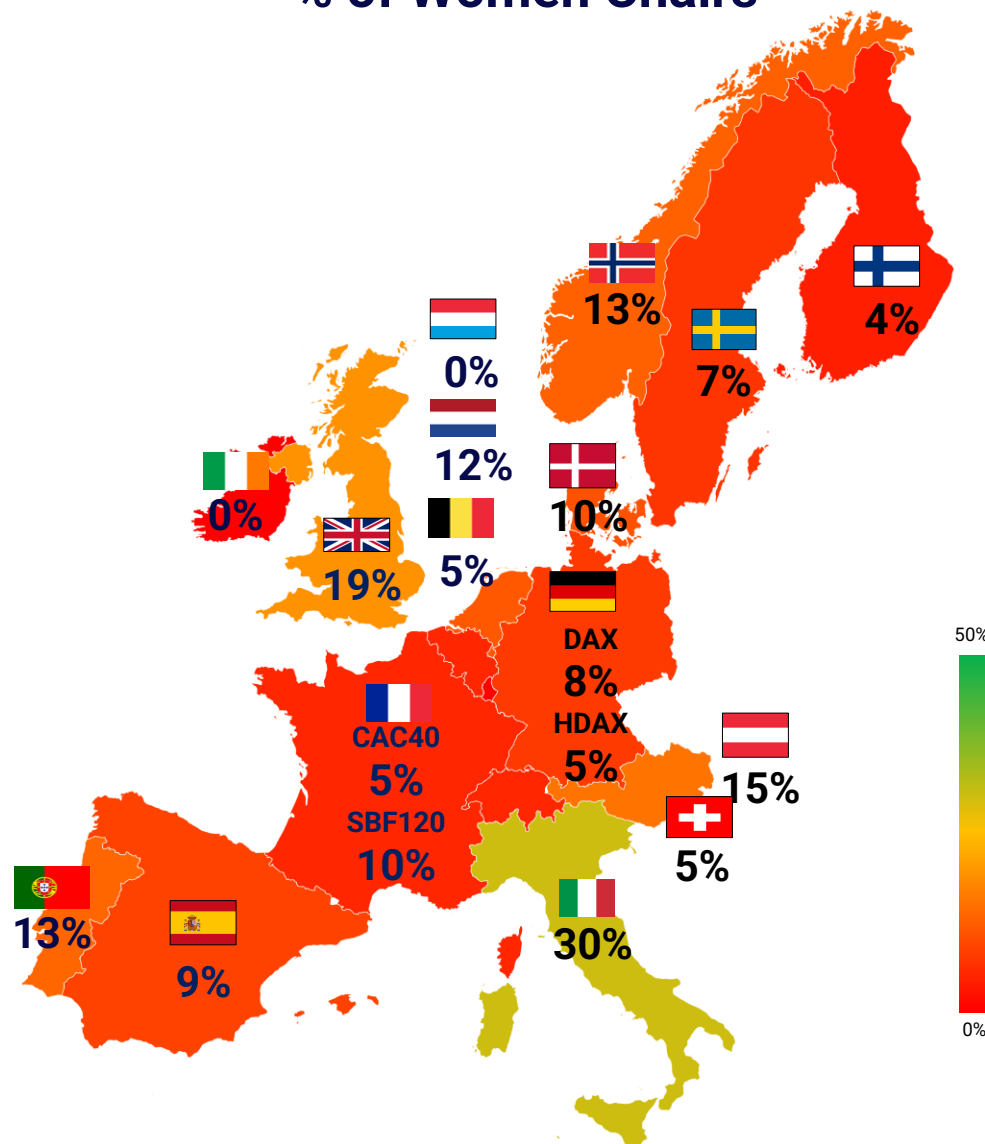


2023

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

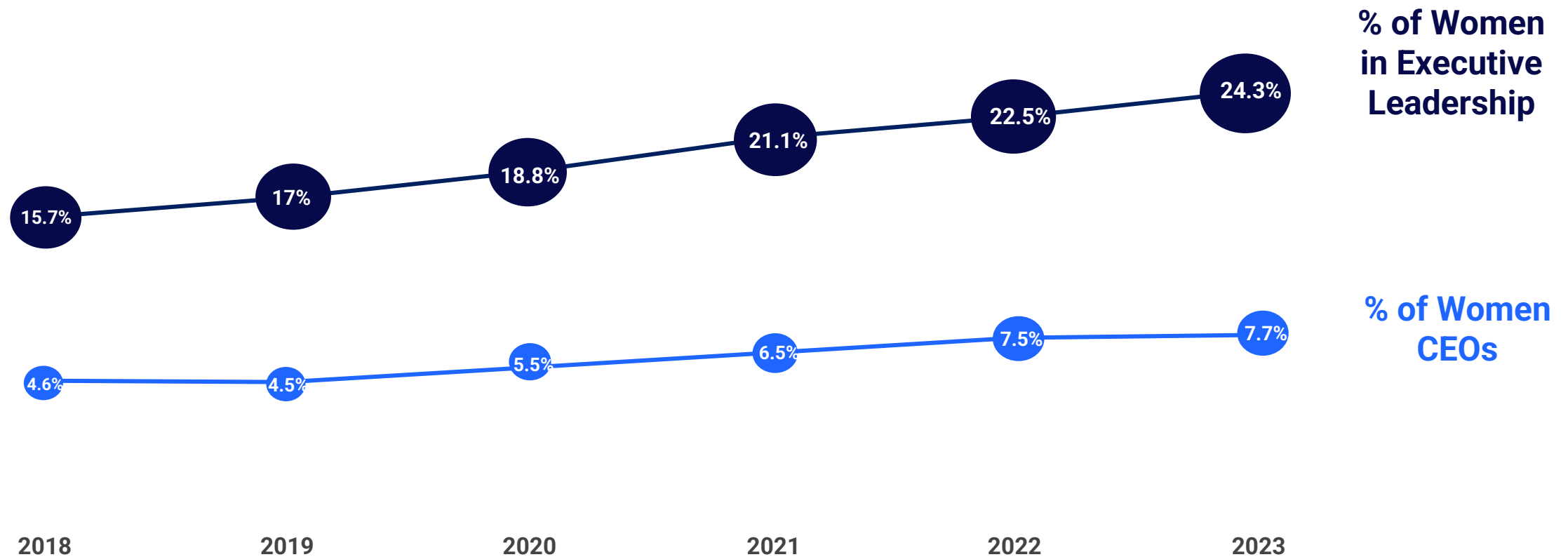


Source: Ethics & Boards, February 2023



Gender Diversity in Executive Leadership

Evolution of Gender Diversity in Executive Leadership 2018-2023

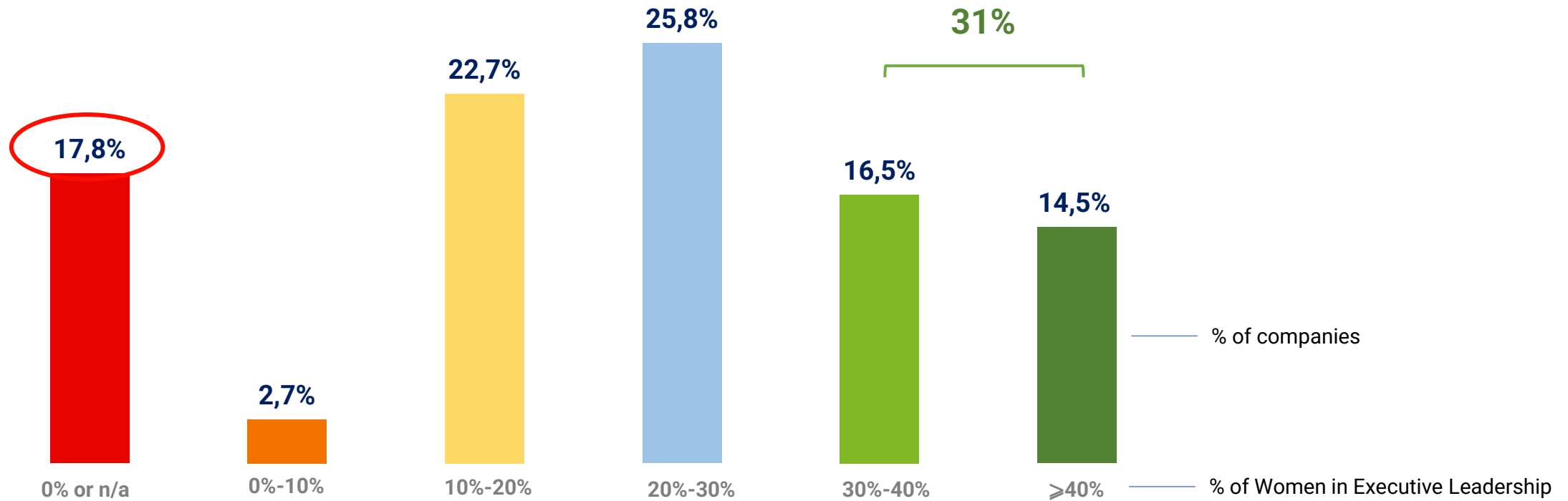


Source: Ethics & Boards, February 2023

2023

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





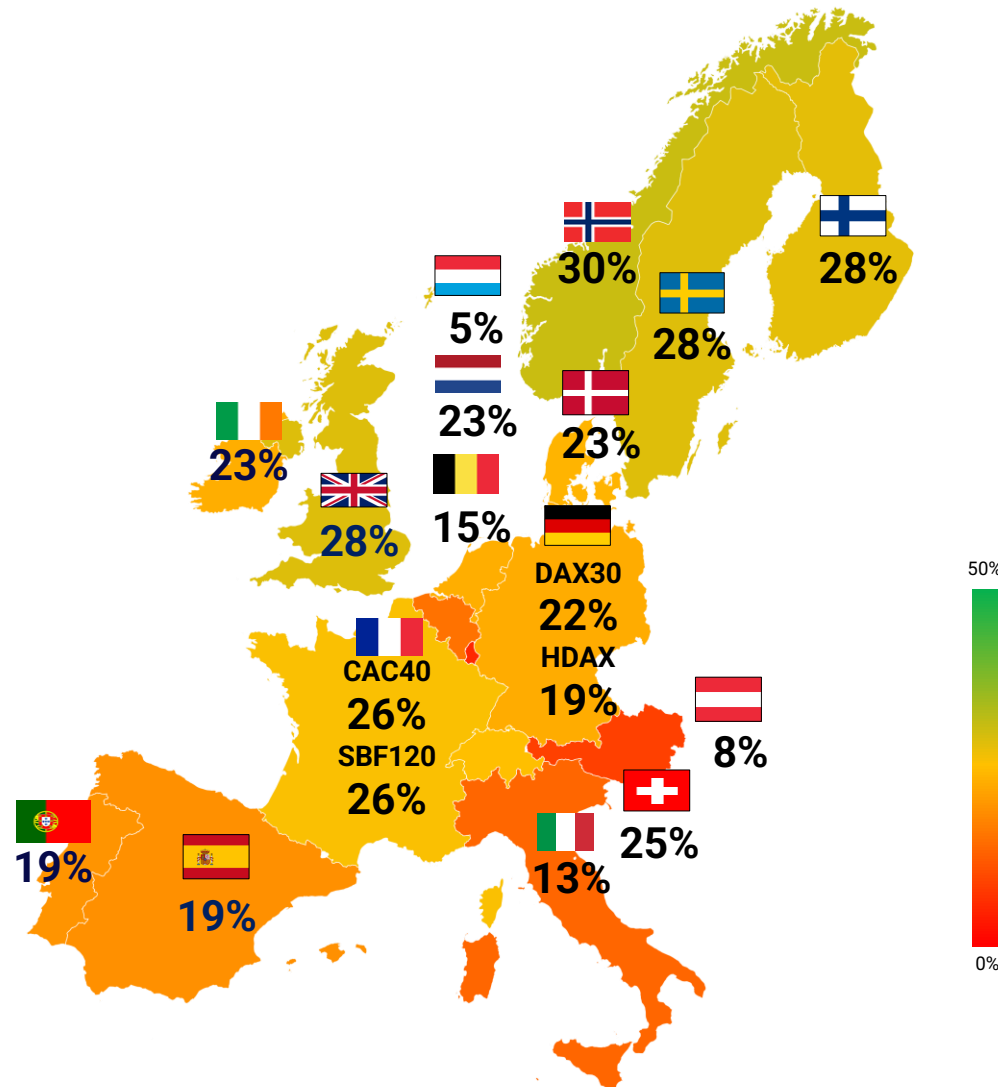
Source: Ethics & Boards, February 2023

2023

Country Stock Indexes

% of Women in 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



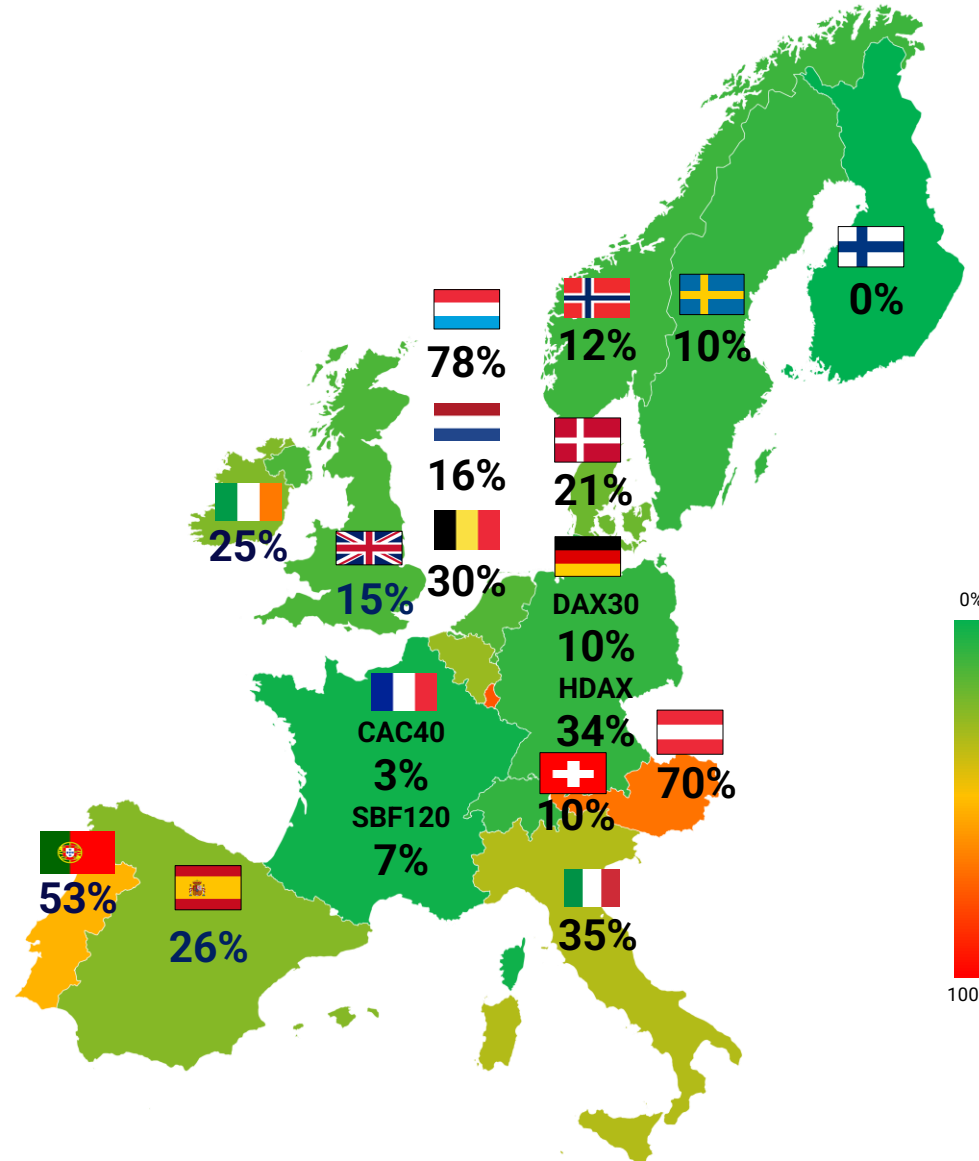
Source: Ethics & Boards, February 2023

2023

Country Stock Indexes

% 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



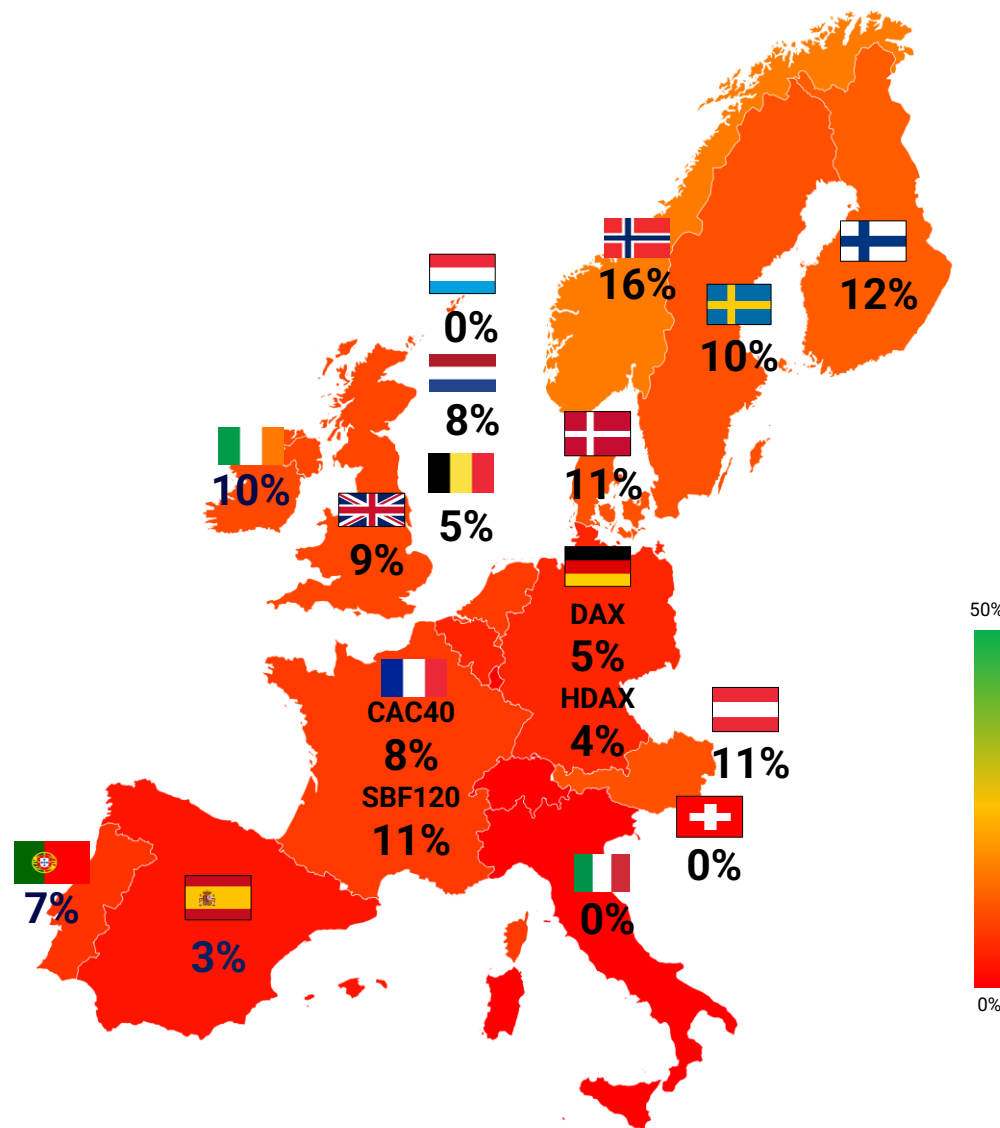
* or composition non disclosed
Source: Ethics & Boards, February 2023

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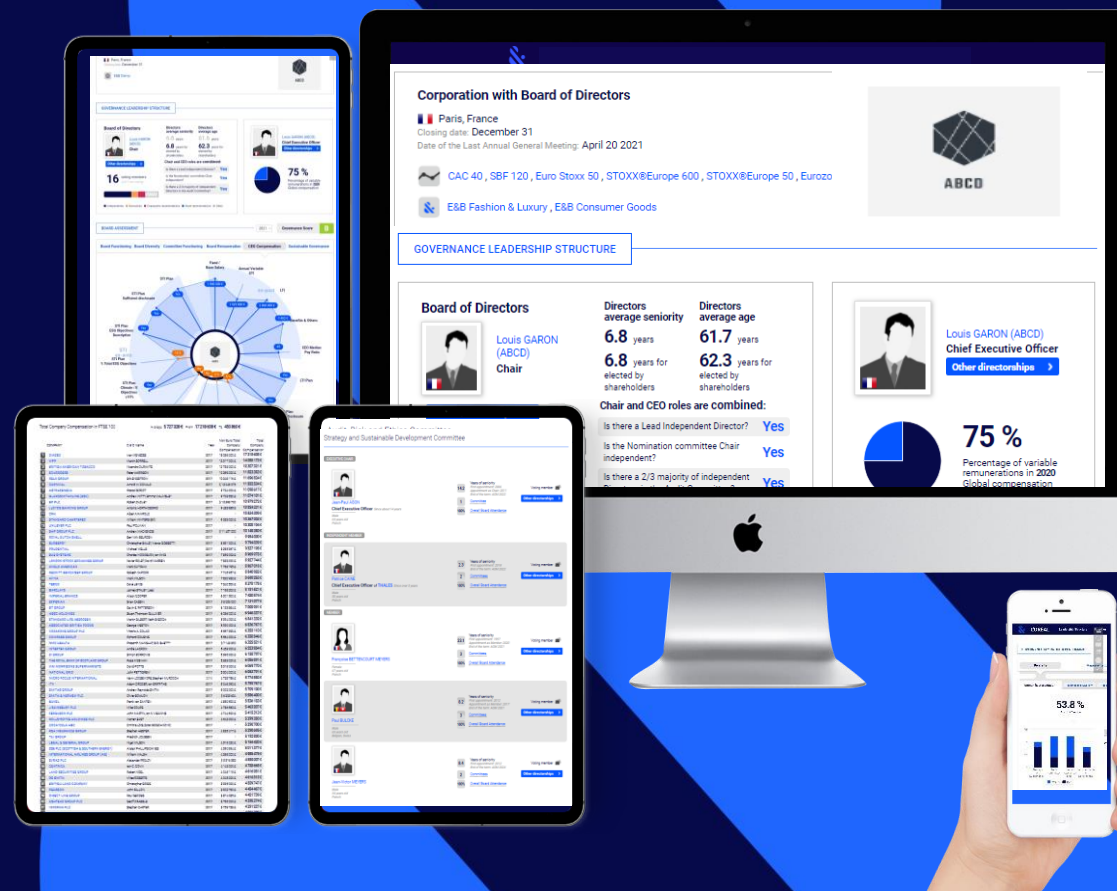
Country Stock Indexes

% 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)
	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



ETHICS & BOARDS
www.ethicsandboards.com
contact@ethicsandboards.com
+33 (1) 45 61 66 54