



8 mars 2023
International Women's Day

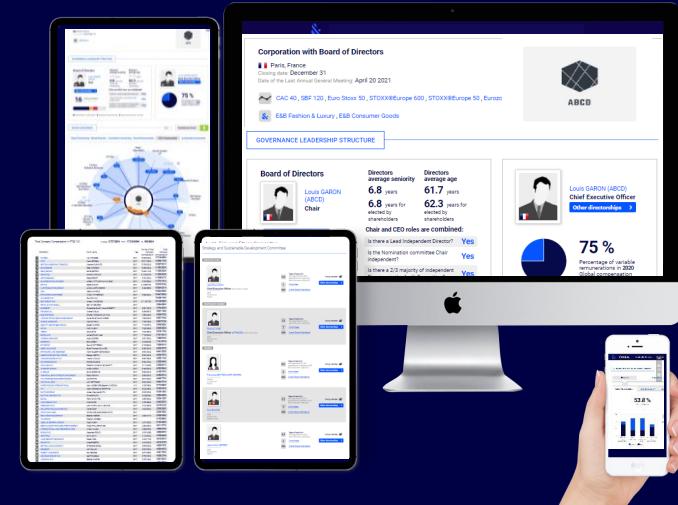
Gender Diversity in Governing Bodies in Europe

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)



AT

BEL

0

3

XH

DA
HDA

15

M



LuxX Price AEX-Index



10



PS



1



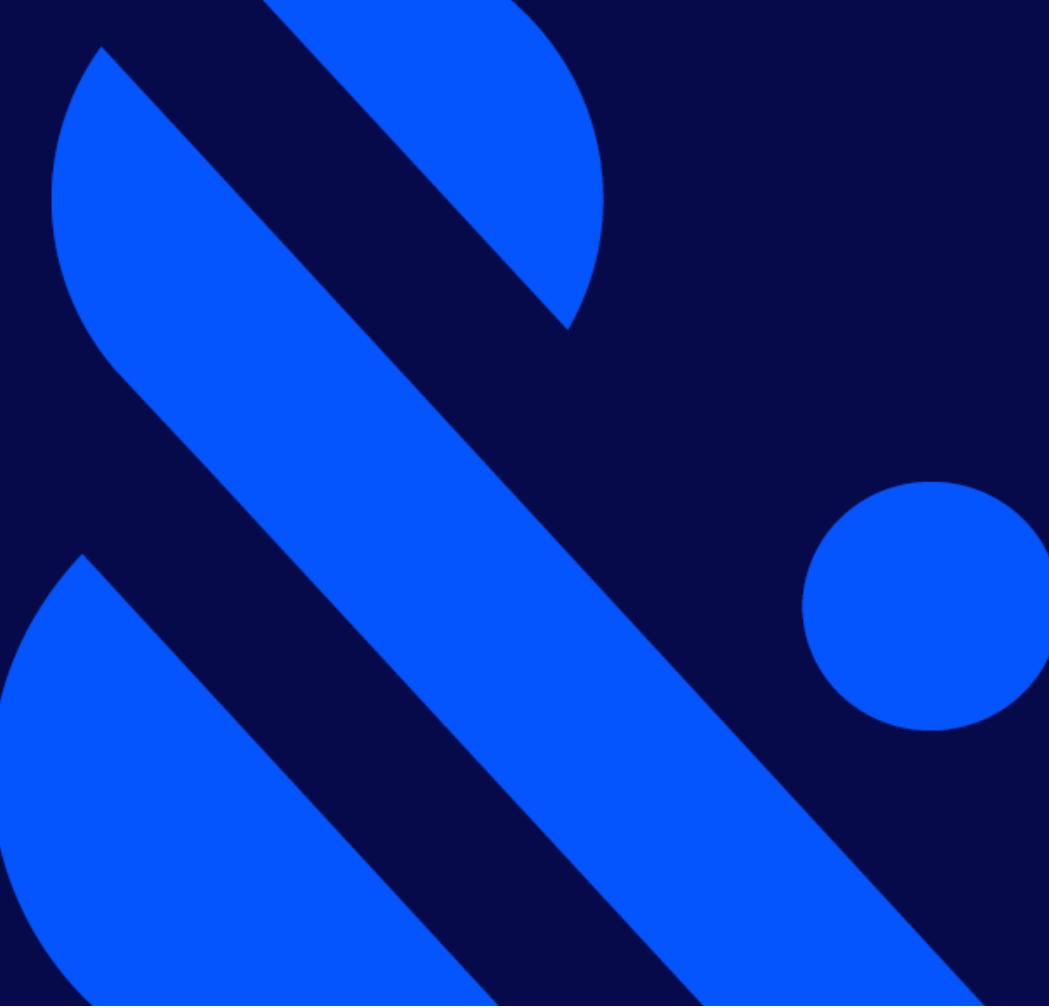
OMXS



S



FTSE100

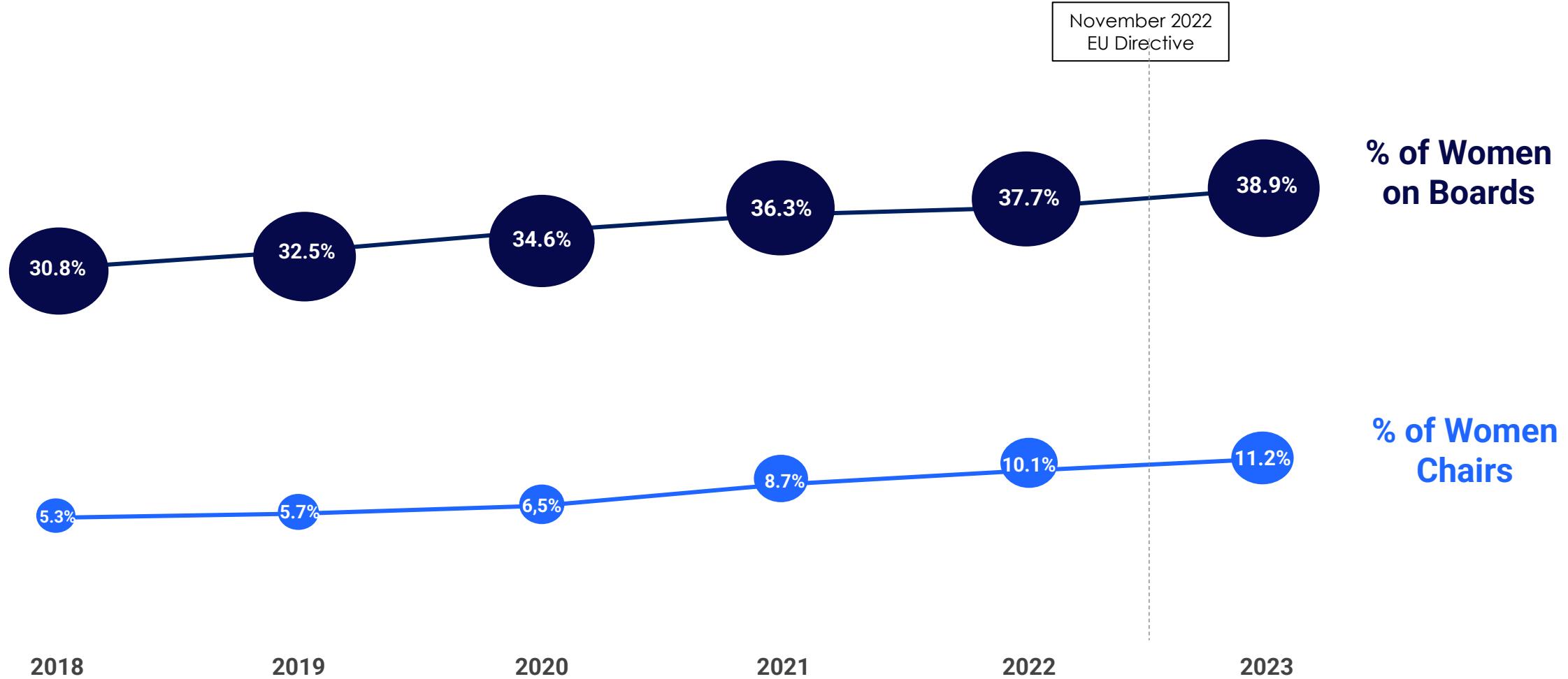


Gender Diversity on Boards

2018-2023

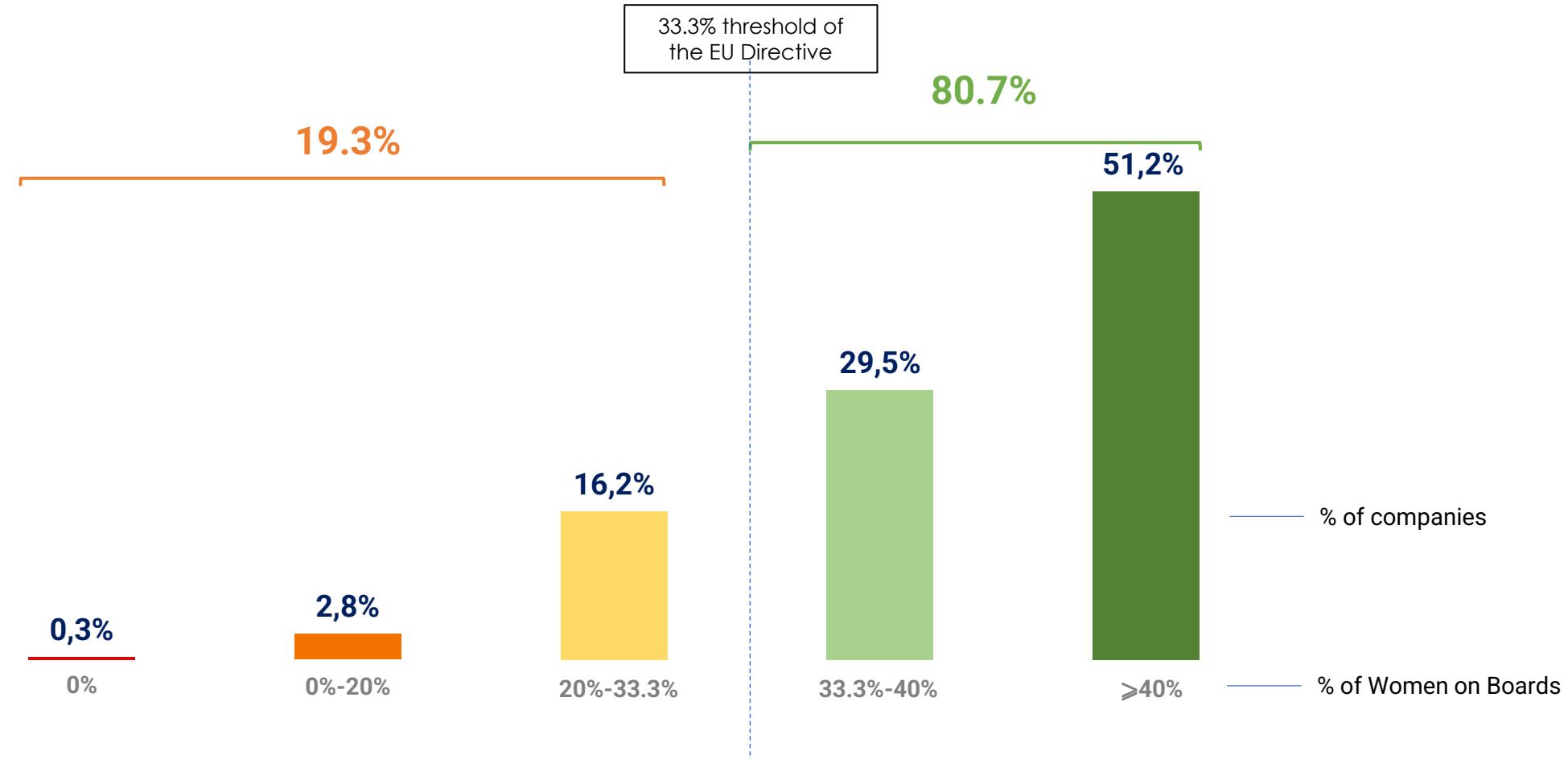
Stoxx Europe 600

Evolution of Gender Diversity on Boards



Source: Ethics & Boards, February 2023

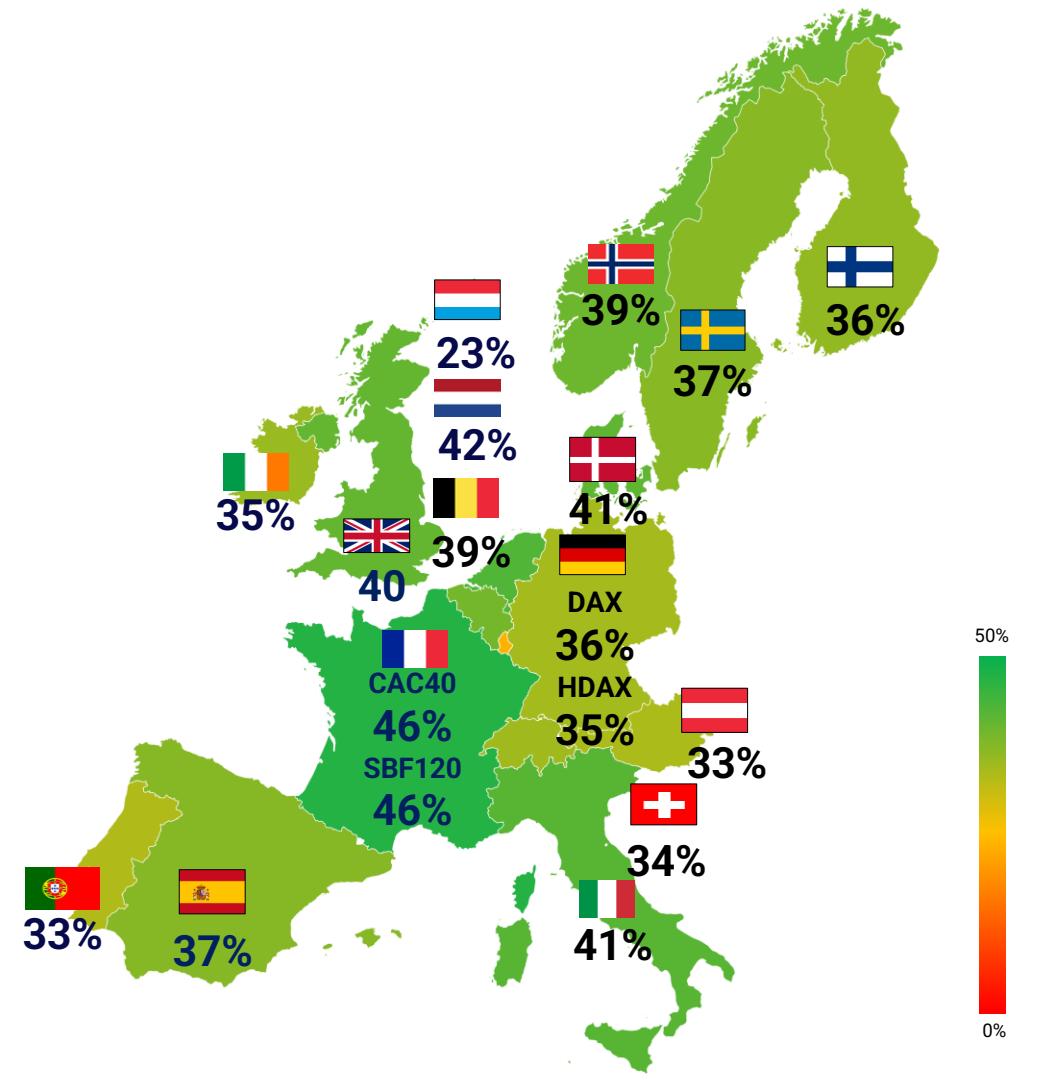
Majority of largest European listed companies are already compliant with the European Gender Balance Law



Source: Ethics & Boards, February 2023

% of Women on Boards

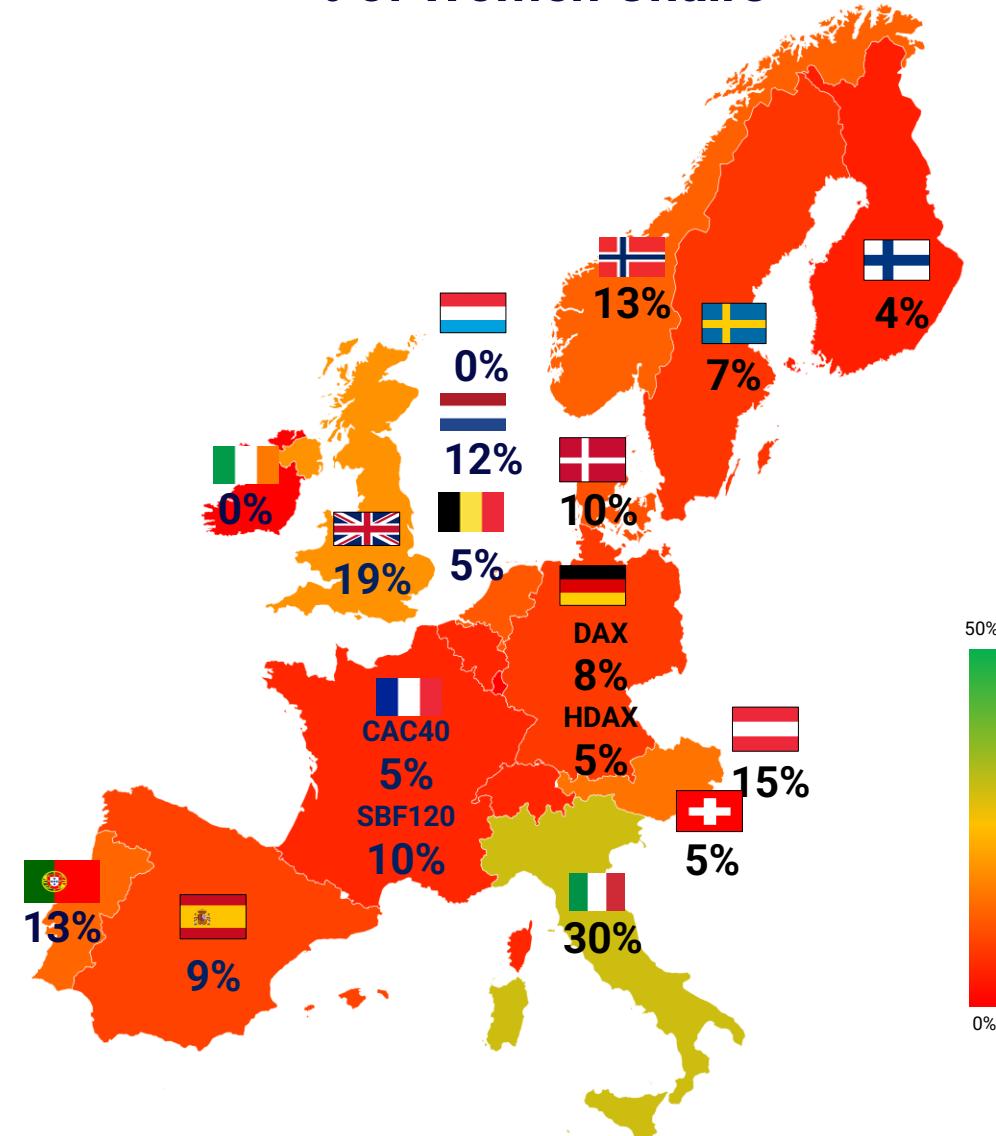
 AUSTRIA	ATX(20)
 BELGIUM	BEL20
 DENMARK	OMXC(20)
 FINLAND	OMXH(25)
 FRANCE	CAC40 / SBF120
 GERMANY	DAX(40) / HDAX(100)
 IRELAND	ISEQ(20)
 ITALY	MIB(40)
 LUXEMBOURG	LuxX Price(9)
 NETHERLANDS	AEX-Index(25)
 NORWAY	OBX(25)
 PORTUGAL	PSI(20)
 SPAIN	IBEX(35)
 SWEDEN	OMXS(30)
 SWISS	SMI(20)
 UNITED KINGDOM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



Source: Ethics & Boards, February 2023

% 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

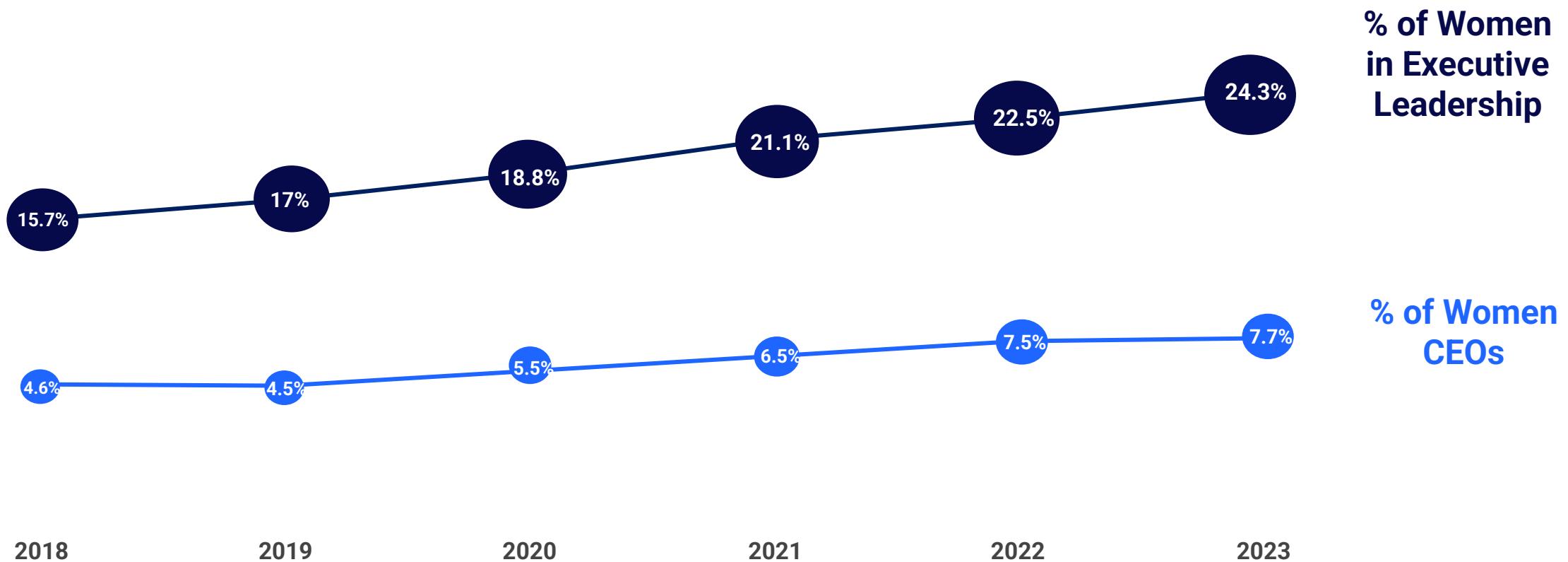


Gender Diversity in Executive Leadership

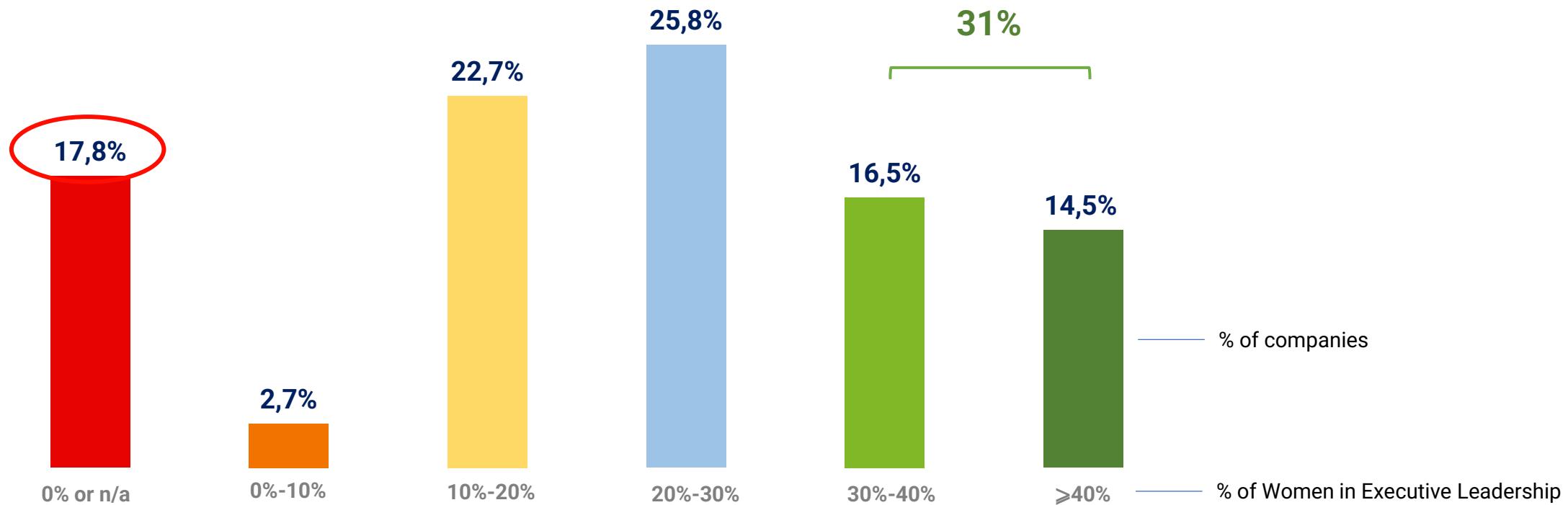
2023

Stoxx Europe 600

Evolution of Gender Diversity in Executive Leadership 2018-2023

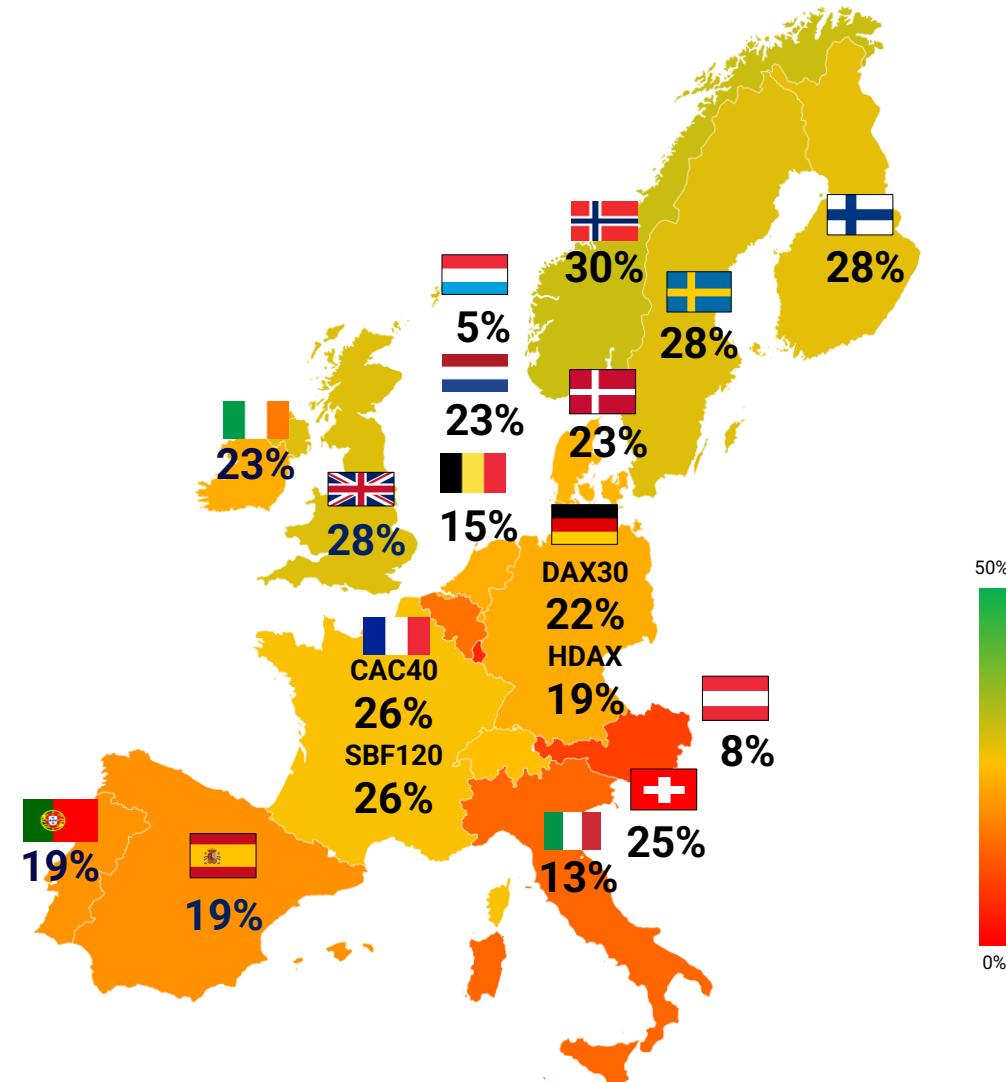


**More than 30% of the Executive Leadership teams have at least 30% of Women,
but ~18% still have no Woman**



% of Women in Executive Leadership

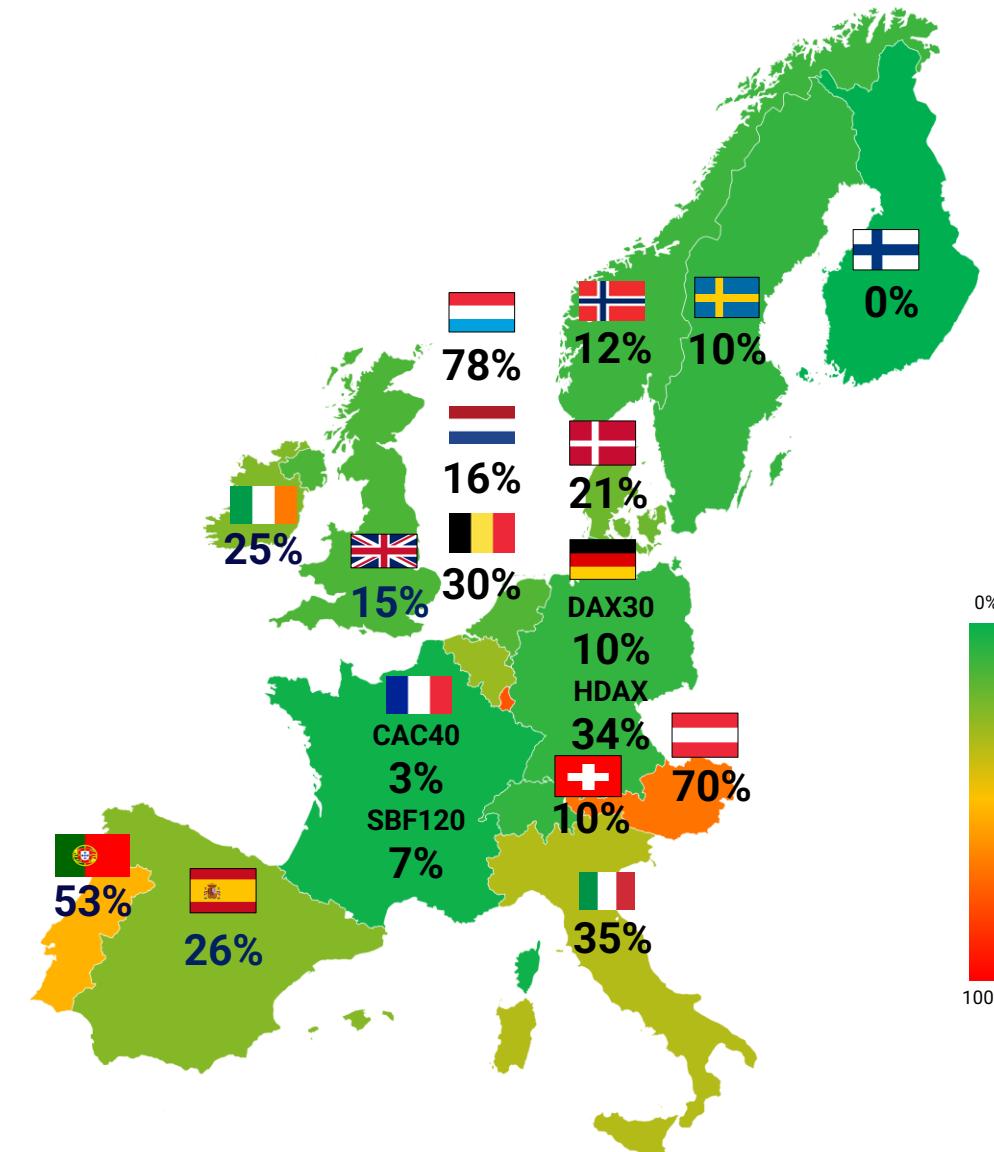
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 LUXEMBOURG	LuxX Price(9)
 NETHERLANDS	AEX-Index(25)
 NORWAY	OBX(25)
 PORTUGAL	PSI(20)
 SPAIN	IBEX(35)
 SWEDEN	OMXS(30)
 SWISS	SMI(20)
 UNITED KINGDOM	FTSE100



Source: Ethics & Boards, February 2023

% 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

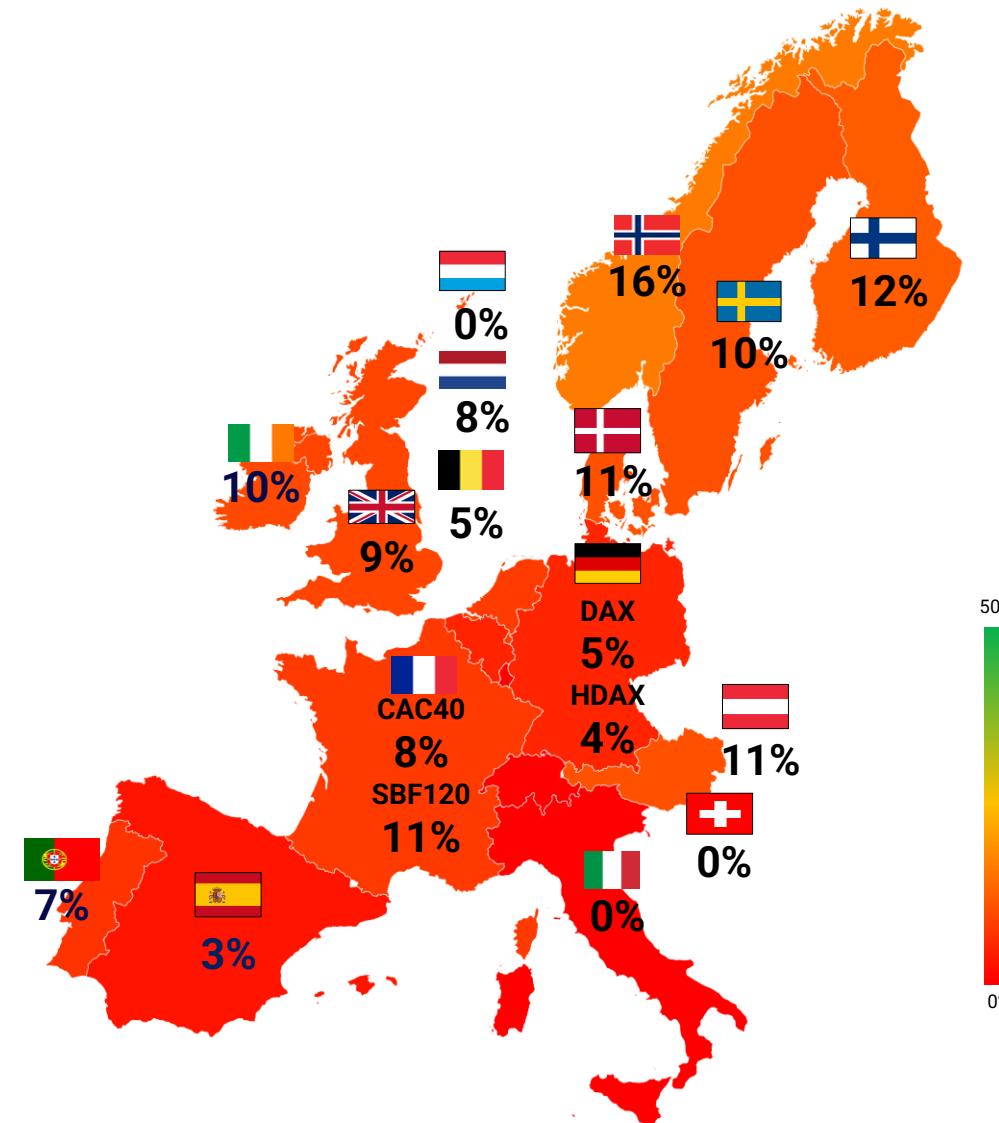


* or composition non disclosed

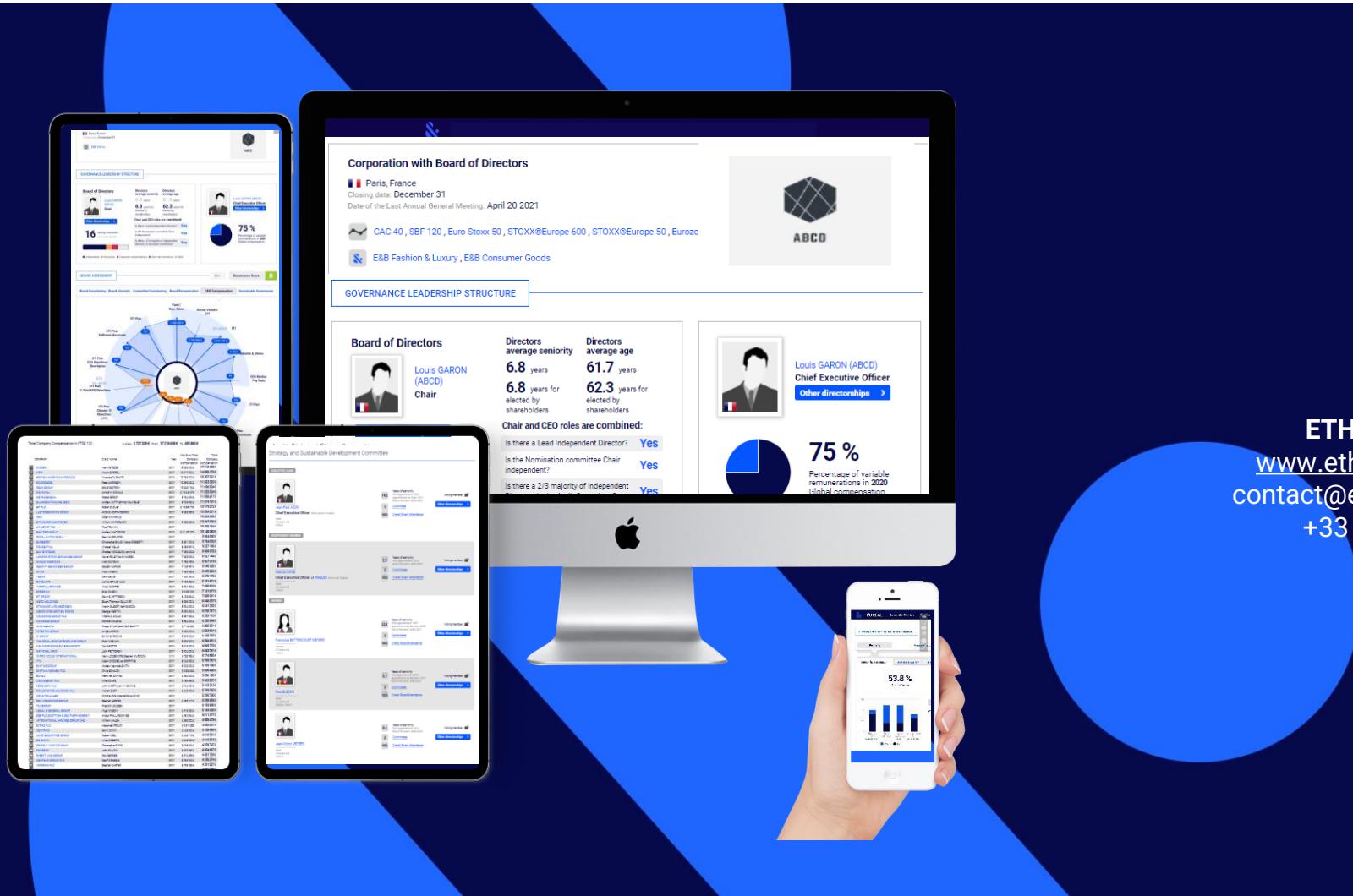
Source: Ethics & Boards, February 2023

% 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)
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 PORTUGAL	PSI(20)
 SPAIN	IBEX(35)
 SWEDEN	OMXS(30)
 SWISS	SMI(20)
 UNITED KINGDOM	FTSE100



Source: Ethics & Boards, February 2023



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