

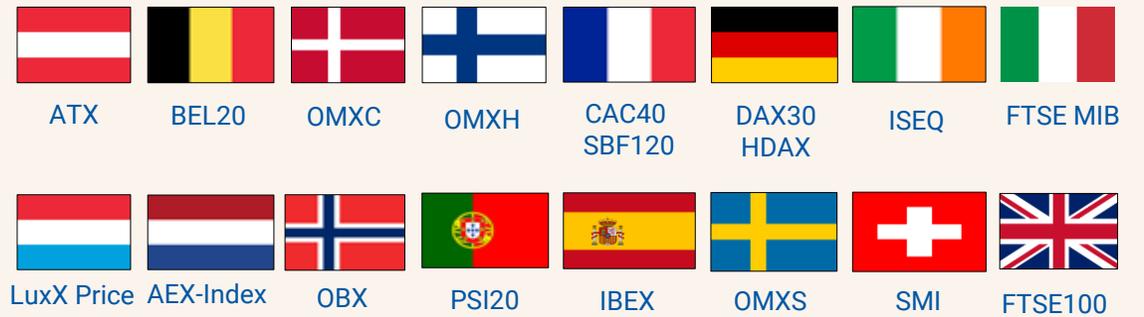
2011-2021

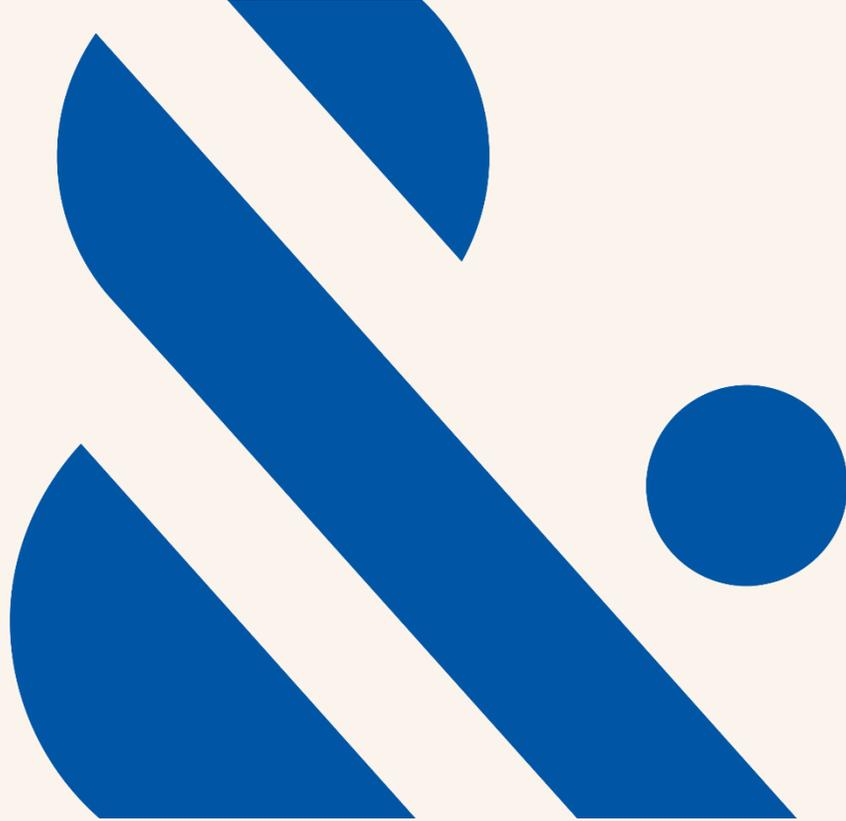
10th anniversary of the Copé-Zimmermann law

Gender Diversity in Governing Bodies in Europe

January 21st 2021

16 country stock exchange indexes
(composition as of Jan. 1st 2021)

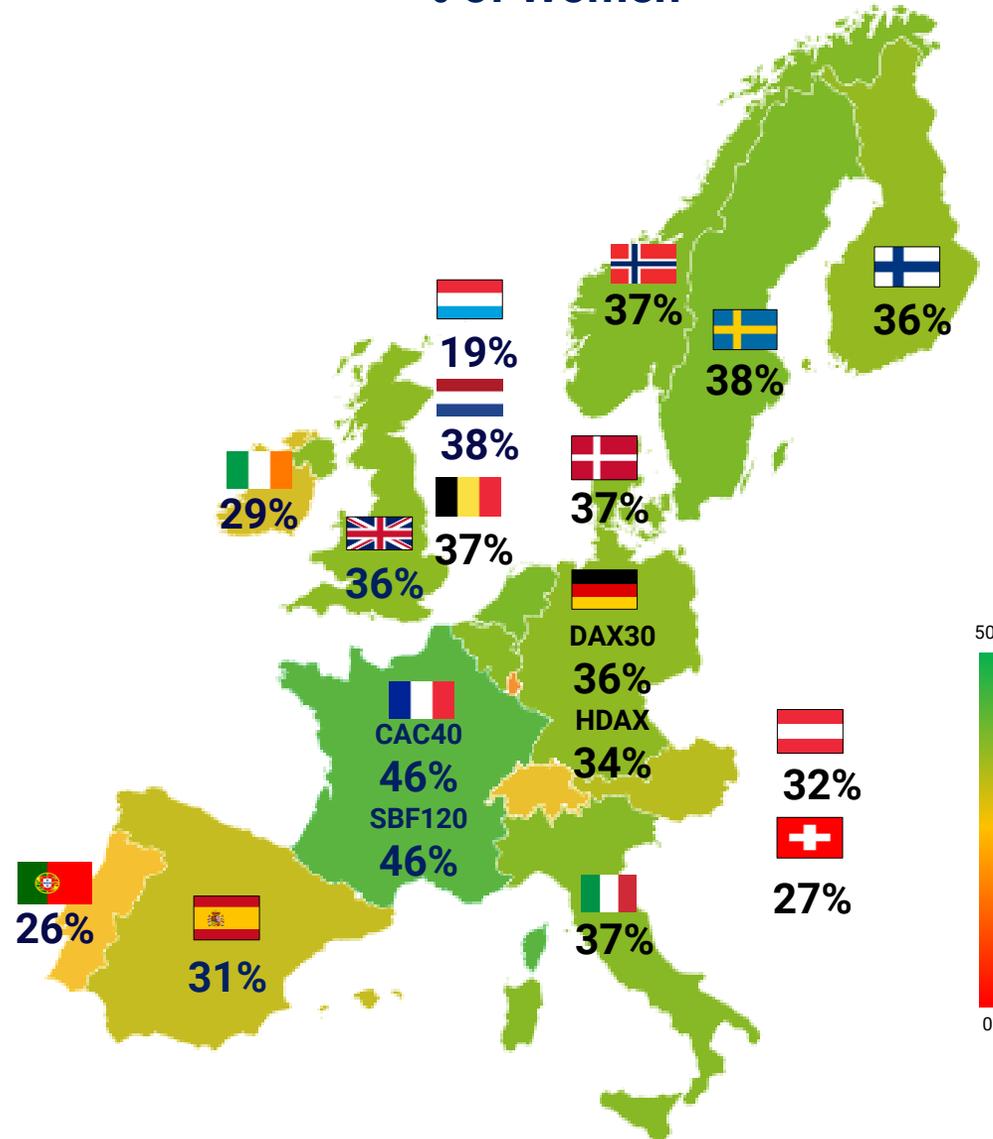




Gender Diversity on Boards

Gender Diversity on Boards % of Women

	AUSTRIA	ATX(20)
	BELGIUM	BEL20
	DENMARK	OMXC(20)
	FINLAND	OMXH(25)
	FRANCE	CAC40 / SBF120
	GERMANY	DAX30 / HDAX(99)
	IRELAND	ISEQ(20)
	ITALY	FTSE MIB(40)
	LUXEMBOURG	LuxX Price(9)
	NETHERLANDS	AEX-Index(25)
	NORWAY	OBX(25)
	PORTUGAL	PSI20
	SPAIN	IBEX(35)
	SWEDEN	OMXS(30)
	SWISS	SMI(20)
	UNITED KINGDOM	FTSE100



% Women on Boards STOXX Europe 600 Average

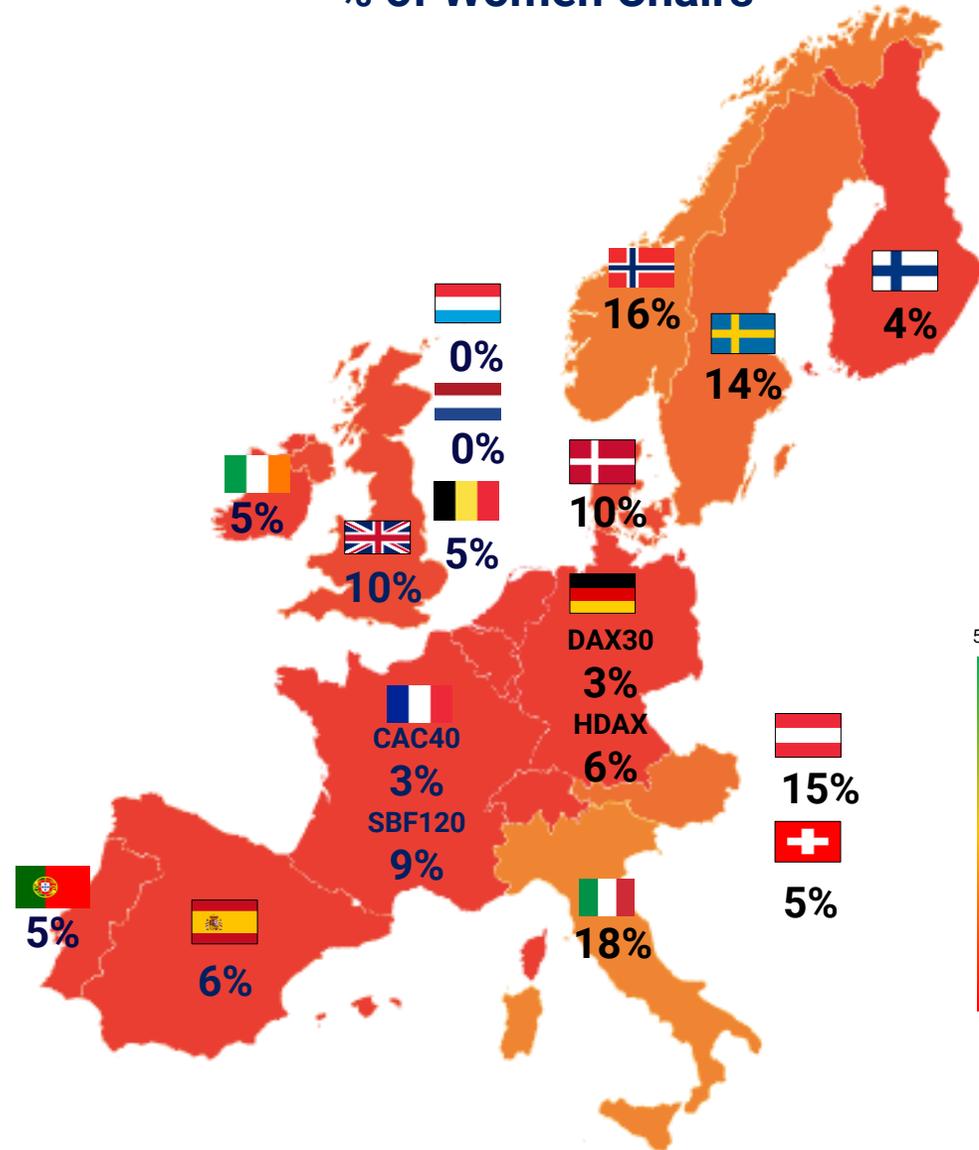
36%



Source: Ethics & Boards, January 2021

Gender Diversity on Boards % of Women Chairs

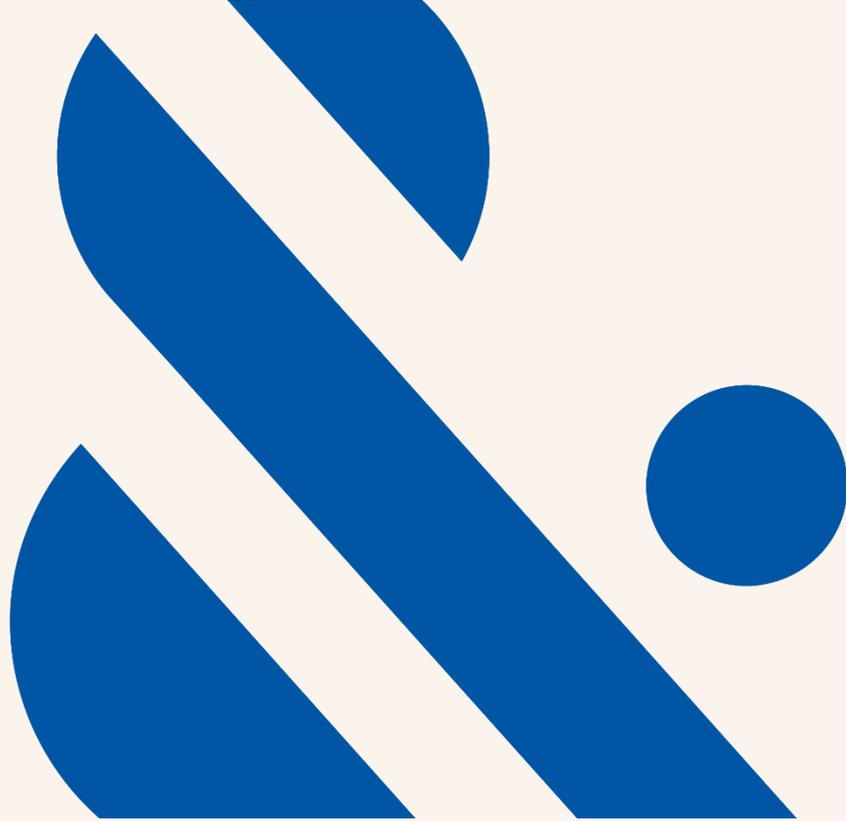
	AUSTRIA	ATX(20)
	BELGIUM	BEL20
	DENMARK	OMXC(20)
	FINLAND	OMXH(25)
	FRANCE	CAC40 / SBF120
	GERMANY	DAX30 / HDAX(99)
	IRELAND	ISEQ(20)
	ITALY	FTSE MIB(40)
	LUXEMBOURG	LuxX Price(9)
	NETHERLANDS	AEX-Index(25)
	NORWAY	OBX(25)
	PORTUGAL	PSI20
	SPAIN	IBEX(35)
	SWEDEN	OMXS(30)
	SWISS	SMI(20)
	UNITED KINGDOM	FTSE100



% Women Chairs STOXX Europe 600 Average

8%

Source: Ethics & Boards, January 2021

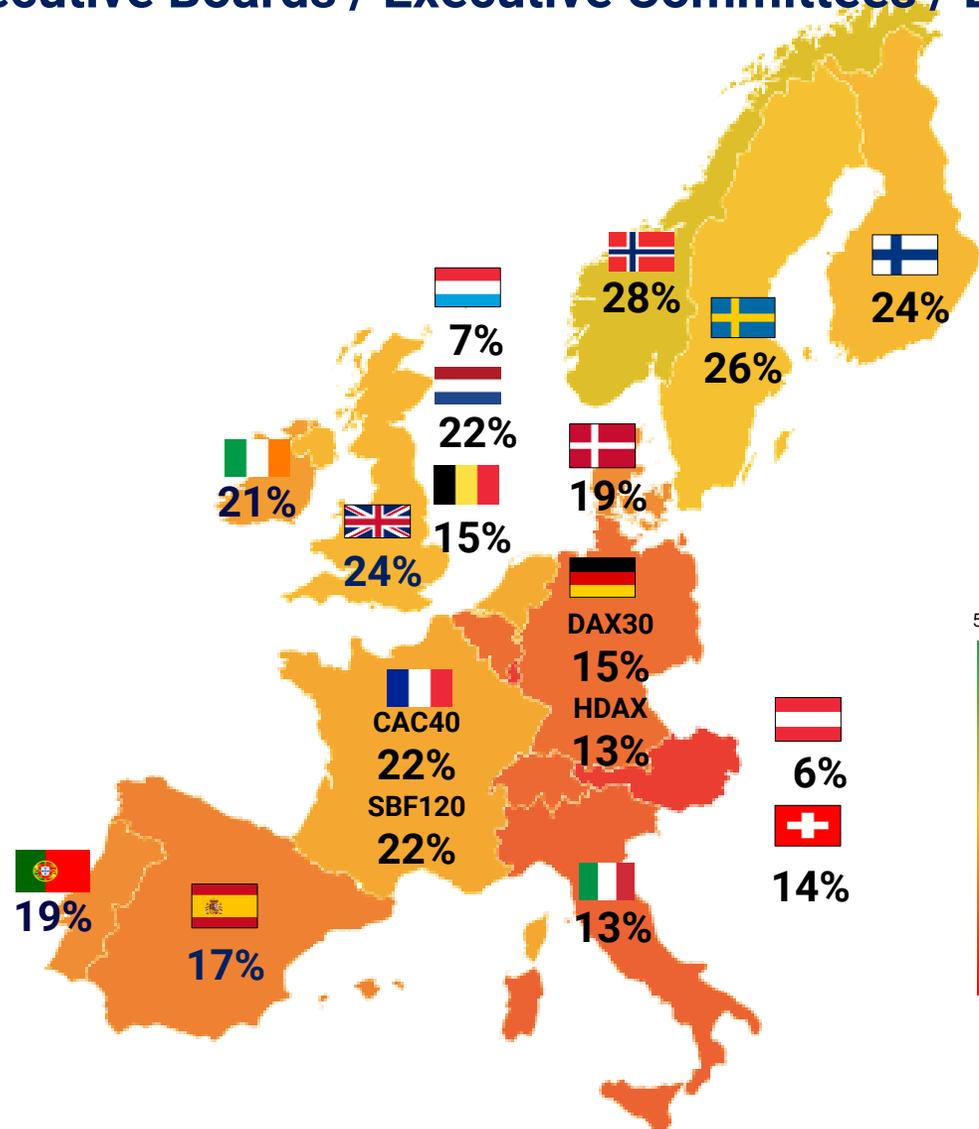


Gender Diversity in Executive Leadership

Gender Diversity in Executive Leadership

% Women in Executive Boards / Executive Committees / Executive Leadership

-  AUSTRIA
 -  BELGIUM
 -  DENMARK
 -  FINLAND
 -  FRANCE
 -  GERMANY
 -  IRELAND
 -  ITALY
 -  LUXEMBOURG
 -  NETHERLANDS
 -  NORWAY
 -  PORTUGAL
 -  SPAIN
 -  SWEDEN
 -  SWISS
 -  UNITED KINGDOM
- ATX(20)
 - BEL20
 - OMXC(20)
 - OMXH(25)
 - CAC40 / SBF120
 - DAX30 / HDAX(99)
 - ISEQ(20)
 - FTSE MIB(40)
 - LuxX Price(9)
 - AEX-Index(25)
 - OBX(25)
 - PSI20
 - IBEX(35)
 - OMXS(30)
 - SMI(20)
 - FTSE100



% Women in Executive Leadership STOXX Europe 600 Average

20%

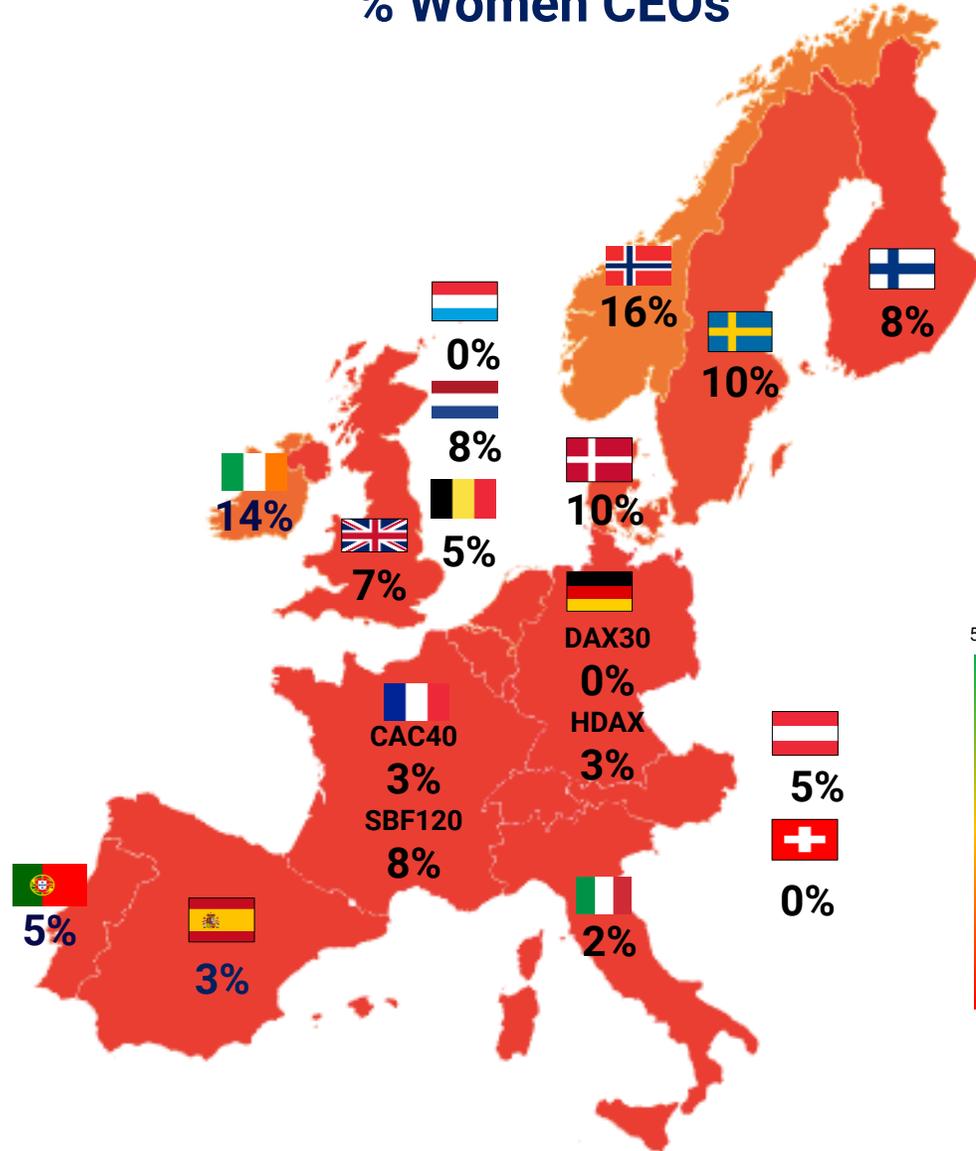


Source: Ethics & Boards, January 2021

Gender Diversity in Executive Leadership

% Women CEOs

	AUSTRIA	ATX(20)
	BELGIUM	BEL20
	DENMARK	OMXC(20)
	FINLAND	OMXH(25)
	FRANCE	CAC40 / SBF120
	GERMANY	DAX30 / HDAX(99)
	IRELAND	ISEQ(20)
	ITALY	FTSE MIB(40)
	LUXEMBOURG	LuxX Price(9)
	NETHERLANDS	AEX-Index(25)
	NORWAY	OBX(25)
	PORTUGAL	PSI20
	SPAIN	IBEX(35)
	SWEDEN	OMXS(30)
	SWISS	SMI(20)
	UNITED KINGDOM	FTSE100



% Women CEOs
STOXX Europe 600 Average

7%

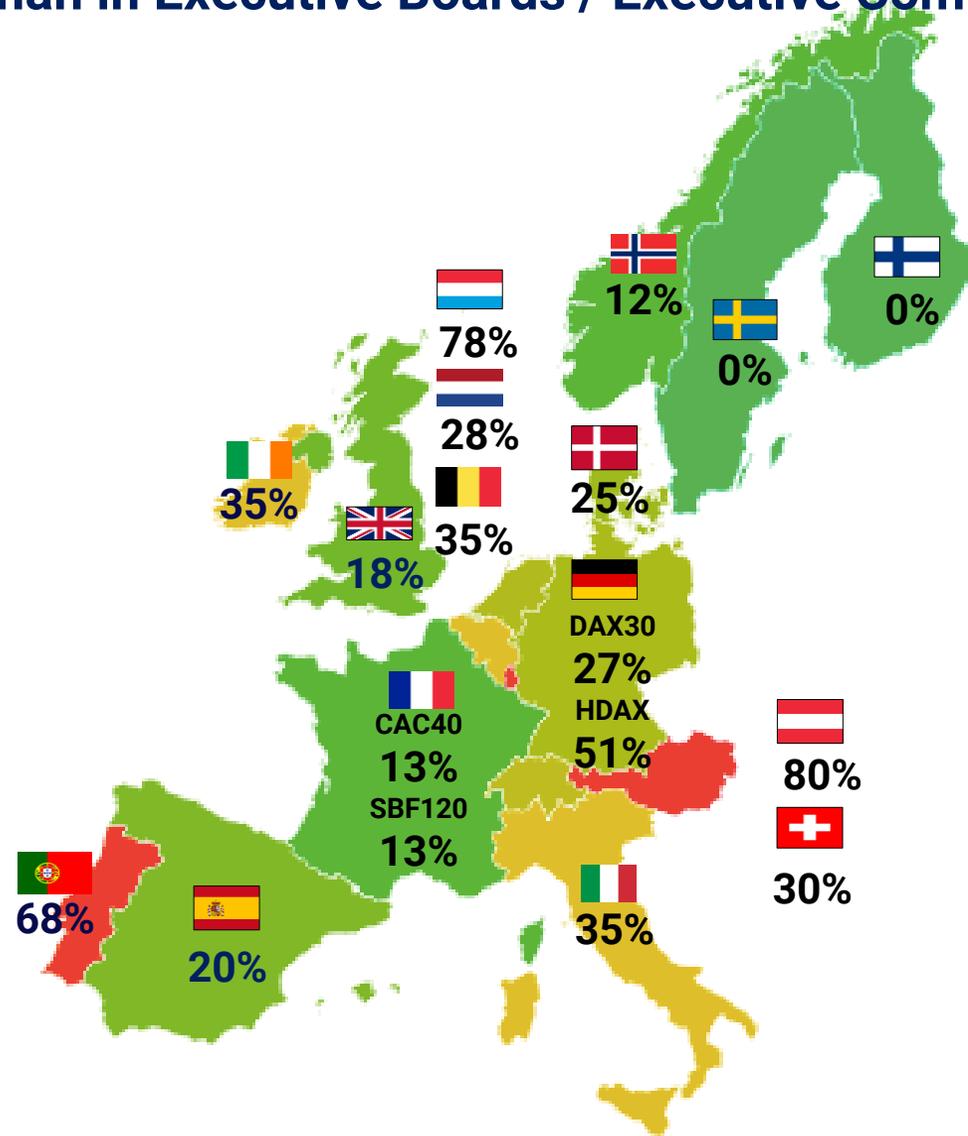


Source: Ethics & Boards, January 2021

Gender Diversity in Executive Leadership

% companies with no woman in Executive Boards / Executive Committees / Executive Leadership

-  AUSTRIA ATX(20)
-  BELGIUM BEL20
-  DENMARK OMXC(20)
-  FINLAND OMXH(25)
-  FRANCE CAC40 / SBF120
-  GERMANY DAX30 / HDAX(99)
-  IRELAND ISEQ(20)
-  ITALY FTSE MIB(40)
-  LUXEMBOURG LuxX Price(9)
-  NETHERLANDS AEX-Index(25)
-  NORWAY OBX(25)
-  PORTUGAL PSI20
-  SPAIN IBEX(35)
-  SWEDEN OMXS(30)
-  SWISS SMI(20)
-  UNITED KINGDOM FTSE100



**% companies with no woman in Executive Leadership
STOXX Europe 600 Average**

24%



Source: Ethics & Boards, January 2021

