

## Methodology:

Analysis of 200 European listed companies from the STOXX Europe® 600 index incorporated in 9 countries (Belgium, the Czech Republic, Finland, France, Germany, Italy, the Netherlands, Spain, the United Kingdom). Data as of July 31st 2018.

## ✓ 3 indicators:

- Female Representation on the Board of Directors / Supervisory Board
- Woman Chair of the Board of Directors / Supervisory Board
- Woman CEO or Chair of the Executive Board



## Award winning companies:

**Kering (France):** Board Gender Diversity Prize 2018 (60%)

**Sodexo (France):** Woman Chair Prize 2018 (with highest Board Diversity: 53.8%)

**GlaxoSmithKline (The United Kingdom):** Woman CEO Prize 2018 (with highest Board Diversity: 45.5%)

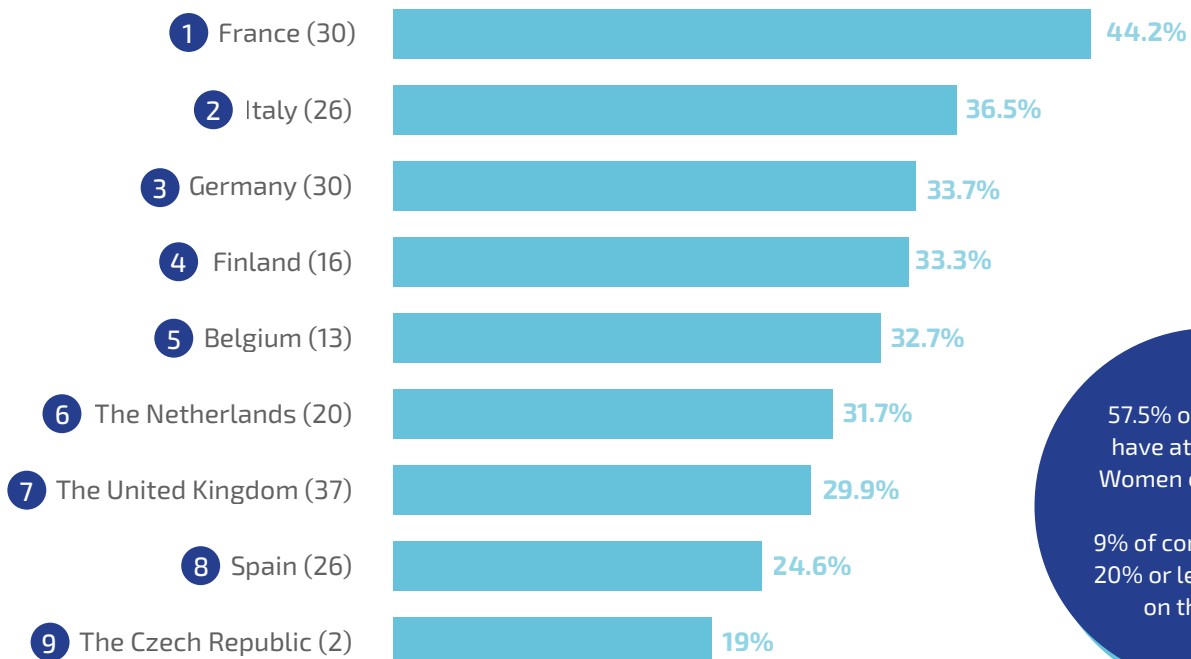


## Female representation on the Board of Directors / Supervisory Board

Average Female representation on the Board of Directors / Supervisory Board : 33.6%.

### Ranking of average female representation on company Boards

Country (number of companies), % of women on boards:

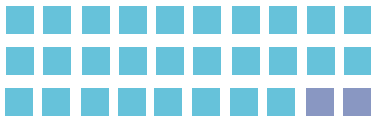


57.5% of companies have at least 1/3 of Women on the Board.

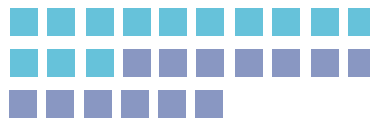
9% of companies have 20% or less of Women on the Board.

Number of companies with a female representation on Boards of 33.6% or higher:

1 France (28/30)



2 Italy (13/26)



2 Finland (8/16)



3 Belgium (5/13)



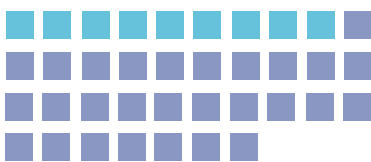
4 Germany (12/30)



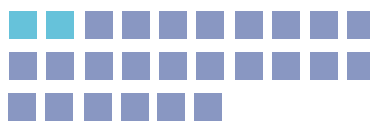
5 The Netherlands (7/20)



6 The United Kingdom (9/37)



7 Spain (2/26)



8 The Czech Republic (0/2)



## Woman Chair of the Board of Directors / Supervisory Board

5% (10/200) of the companies have a Woman Chair of the Board / Supervisory Board.

Top 3, Woman Chair of the Board / Supervisory Board and % of Women on the Board:

1. Sodexo (France): 53.8%
2. Terna (Italy): 50%
3. Siemens Gamesa Renewable Energy (Spain): 46.2%



## Woman CEO or Chair of the Executive Board

Top 3, Woman CEO / Chair of the Executive Board and % of Women on the Board:

1. GlaxoSmithKline (The United Kingdom): 45.5%
2. Wolters Kluwer (The Netherlands) and Proximus (Belgium): 42.9%
3. Engie (France): 42.1%

4.5% (9/200) of the companies have a Woman serving as CEO / Chair of the Executive Board.