

GENDER DIVERSITY

S N A P S H O T

1 SCOPE

N° OF COMPANIES

140*

EUROPEAN MARKET CAPITALISATION

€289 Billion

GBR		FRA		SWE						
COMPANIES	MARKET CAPITALISATION	COMPANIES	MARKET CAPITALISATION	COMPANIES	MARKET CAPITALISATION					
46	€72bn	14	€43bn	14	€25bn					
GER		NLD		ESP		BEL		AUT		
COMPANIES	MARKET CAPITALISATION	COMPANIES	MARKET CAPITALISATION	COMPANIES	MARKET CAPITALISATION	COMPANIES	MARKET CAPITALISATION	COMPANIES	MARKET CAPITALISATION	
17	€64bn	6	€24bn	8	€15bn	12	€11bn	4	€9bn	
		SWIT		ITA		NOR		FIN		
COMPANIES	MARKET CAPITALISATION	COMPANIES	MARKET CAPITALISATION	COMPANIES	MARKET CAPITALISATION	COMPANIES	MARKET CAPITALISATION	COMPANIES	MARKET CAPITALISATION	
		6	€14bn	4	€3bn	2	€3bn	2	€2bn	
				3	€3bn			2	€2bn	
								GRC	2	€2bn

* EPRA Members + FTSE EPRA Nareit Index Constituents as of 31/03/2018

2 POLICIES & TARGETS

to promote Diversity



50%

% MKT CAP



CORRESPONDING N° OF COMPANIES

34
COMPANIES



22%



11
COMPANIES

3 EPRA sBPR METRICS ON GENDER

Weighted on mkt cap

Employee Gender Diversity

% ON AVERAGE

Weighted on mkt cap



WOMEN IN Workforce

51%

% COVERAGE MKT CAP

66%

CORRESPONDING N° OF COMPANIES

58



WOMEN IN THE Executive Management

22%

% COVERAGE MKT CAP

93%

CORRESPONDING N° OF COMPANIES

125



WOMEN AT the Board

28%

% COVERAGE MKT CAP

96%

CORRESPONDING N° OF COMPANIES

126

Gender Pay ratio

WOMAN TO MAN

Weighted on mkt cap



N° OF Women CEO - 8 -



% COVERAGE MKT CAP

35%

CORRESPONDING N° OF COMPANIES

21

% COVERAGE MKT CAP

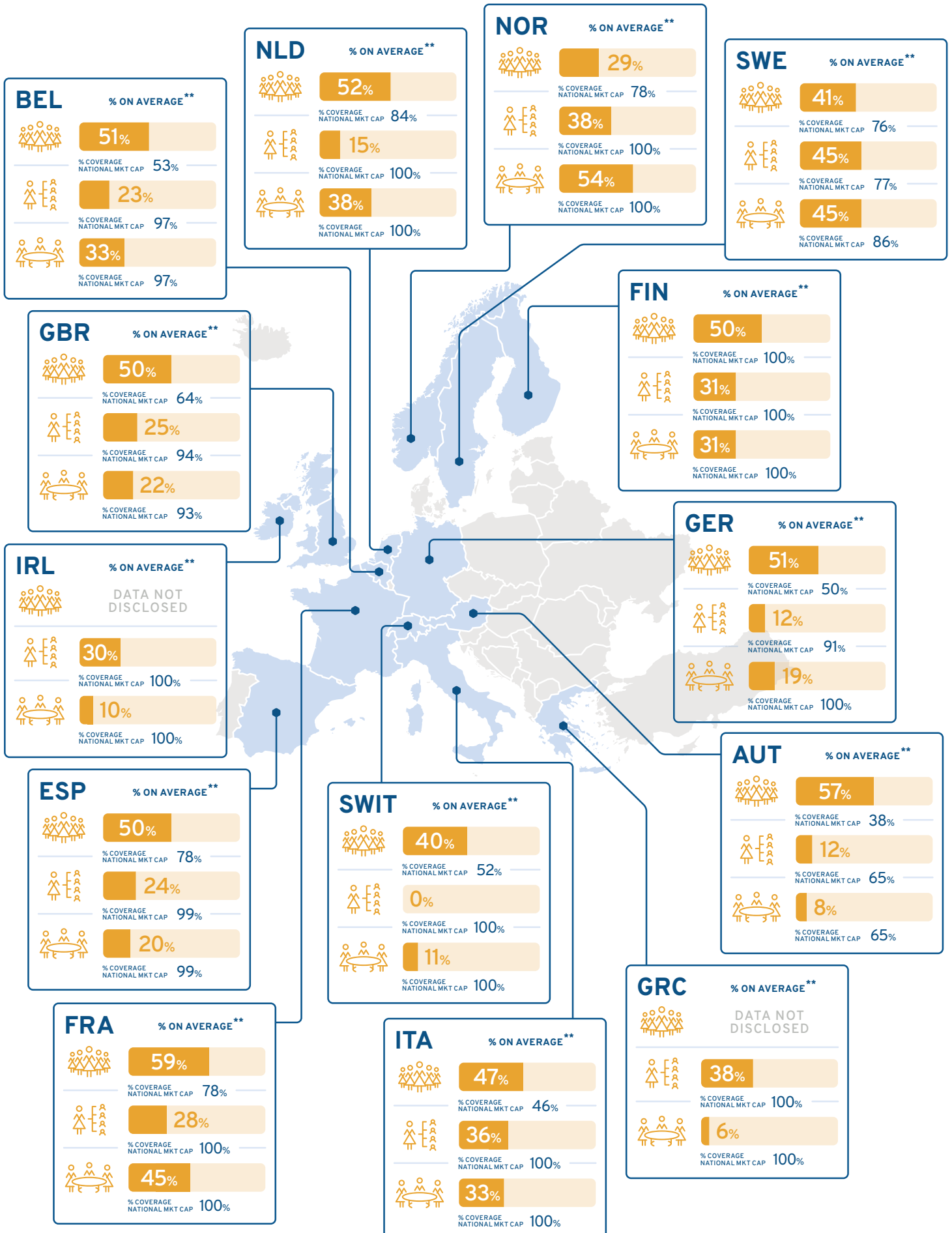
11%

EPRA sBPR METRICS ON GENDER NATIONAL BREAKDOWN

WOMEN IN Workforce

WOMEN IN THE Executive Management

WOMEN AT the Board



** Weighted on national market cap