EQUILEAP RANKS 3,048 COMPANIES
WITH 19 CRITERIA ON GENDER EQUALITY

2017 Best Performers globally are
L’Oreal (FR), Pearson (UK), National Australia Bank (AUS)
Sodexo (FR) & BTG (UK)

Launch of a Family of Gender Equality Indices
covering Global, US and European markets

London & Amsterdam, 11th April 2017 / Equileap is delighted to publish the results of its extensive
global ranking of companies leading the field of gender equality and an overview of progress in its

The Global Report is part of a new tool-kit designed to cut the 118 years it is estimated it will take for
equality to be achieved at current rates of change. The Equileap tool-kit includes:

- A Global Report and Ranking, presenting the Top 200 Companies, key findings on gender
equality, insights per country and sector;
  Download the Full Global Report and Ranking
- Company Reports, custom-made documents with detailed information and aggregated
  figures on individual companies;
  Order a Company Report
- A Family of Indices, composed of the best performers globally, in the US and in Europe.

2017 EQUILEAP TOP 20 RANKING

<table>
<thead>
<tr>
<th>Rank</th>
<th>Company</th>
<th>Country</th>
<th>Group (Bloomberg Classification)</th>
<th>Equileap Score (out of 45)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>L’Oreal</td>
<td>France</td>
<td>Cosmetics/Personal Care</td>
<td>22</td>
</tr>
<tr>
<td>2</td>
<td>Pearson</td>
<td>United Kingdom</td>
<td>Media</td>
<td>22</td>
</tr>
<tr>
<td>3</td>
<td>National Australia Bank</td>
<td>Australia</td>
<td>Banks</td>
<td>22</td>
</tr>
<tr>
<td>4</td>
<td>Sodexo</td>
<td>France</td>
<td>Food Service</td>
<td>22</td>
</tr>
<tr>
<td>5</td>
<td>BTG</td>
<td>United Kingdom</td>
<td>Pharmaceuticals</td>
<td>22</td>
</tr>
<tr>
<td>6</td>
<td>Telia Company</td>
<td>Sweden</td>
<td>Telecommunications</td>
<td>22</td>
</tr>
<tr>
<td>7</td>
<td>Westpac</td>
<td>Australia</td>
<td>Banks</td>
<td>21</td>
</tr>
<tr>
<td>8</td>
<td>SEB</td>
<td>Sweden</td>
<td>Banks</td>
<td>21</td>
</tr>
<tr>
<td>9</td>
<td>Elisa Oyj</td>
<td>Finland</td>
<td>Telecommunications</td>
<td>21</td>
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<td>10</td>
<td>Uiaggio</td>
<td>United Kingdom</td>
<td>Beverages</td>
<td>21</td>
</tr>
<tr>
<td>11</td>
<td>Marks &amp; Spencer</td>
<td>United Kingdom</td>
<td>Retail</td>
<td>20</td>
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<tr>
<td>12</td>
<td>Swedbank</td>
<td>Sweden</td>
<td>Banks</td>
<td>20</td>
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<tr>
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<td>Bank Leumi</td>
<td>Israel</td>
<td>Banks</td>
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<td>14</td>
<td>Societe Generale</td>
<td>France</td>
<td>Banks</td>
<td>20</td>
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<tr>
<td>15</td>
<td>Li &amp; Fung</td>
<td>Hong Kong</td>
<td>Distribution/Wholesale</td>
<td>20</td>
</tr>
</tbody>
</table>
### HEADLINES FROM GENDER EQUALITY: GLOBAL REPORT & RANKING

- **The Top 5 countries are Norway, Sweden, the Netherlands, Finland and the UK.** They have a higher percentage of companies making it to the Top 200 (respectively 56% 38% 35% 33% and 26%) in comparison, only 2% of US companies make it to the Top 200.

- **The Top 3 sectors are Communications - 11% of companies in this sector make it to the Top 200 followed by Financial and Utilities, where 9% of companies in each sector make it to the Top 200.**

- **Only 6 companies in the Top 200 report having no gender pay gap (of less than or equal to 3%) in their country of incorporation.** They are L’Oreal (FR), Transurban Group (AU), Adobe Systems (US), Deutsche Boerse (DE), Origin Energy (AU) and Enbridge (CA).

- **4 out of 5 companies in the Top 200 report offering paid maternity/primary care leave, and two thirds of companies report offering paid paternity/secondary carer leave.** Most of these companies are in Europe. Fewer than 5 of the 30 US companies in the Top 200 report offering both paid maternity and paternity leave.

- **Top 200 companies report having an average of 20% women executives, to 80% men, compared to 10% women and 90% men in the remaining 2648 companies in the dataset.**

**Diana van Maasdijk, Co-Founder, Equileap, said:** “It is the first time that an organisation has built such a comprehensive corporate database on gender equality. Companies can now find out where they stand compared to their peers and how to progress in the long term. The Equileap toolkit will also enable employees, investors, governments and civil society to make decisions supported by in-depth analysis.”

The Family of Equileap Gender Equality Indices (Global, US and Europe) has been designed with the index provider Solactive to track best performing companies in terms of gender equality. Components have been selected based on standard liquidity criteria, a light ESG screening, as well as Equileap’s in-depth gender screening. These Indices will be used both as benchmarks and underlyings of various financial products. Bloomberg Ticker: EQUAL. More information on the [dedicated Solactive webpage](https://www.solactive.com).

**Steffen Scheuble, CEO Solactive, said:** “We are proud to be working alongside Equileap on these gender focused indices including their unique, well researched and outstanding ratings. Gender equality has always been a core value for Solactive and we believe there is a growing market for this type of social impact financial products.”
Jacki Zehner, Former Partner Goldman Sachs, Chief Engagement Officer Women Moving Millions, mentioned: “There is increasing demand for products that enable investors to align their investment capital around their values for gender equality. Equileap’s Gender Equality Ranking and indices mark an important step forward in the field of gender lens investing.”

Equileap, an organisation set up to accelerate progress towards gender equality at work, investigated manually 3,048 publicly-listed companies in 23 countries across all sectors, with a market capitalisation of more than $2billion. It ranked them based on 19 gender criteria covering leadership, career development, work-life balance, equal pay, family leave, as well as health & safety.

The tool kit has a double social impact. Any net profits from licensing the data and indices are directed to the Equileap Foundation to support projects in developing economies that tackle the root causes of inequality and help women and girls obtain financial independence and equal treatment in the workforce.

A significant number of Research Papers* have highlighted how important gender equality is at many levels, for companies’ revenue as well as for countries’ economic growth. Equileap aims to transform the workplace for women, using the power of knowledge, investments and donations.

* McKinsey Global Institute Report, The Power of Parity (September 2015), $28 trillion (or 26%) could be added to global annual GDP by 2025 if full gender equality is achieved in the workforce. View more Research Papers on gender equality.

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NOTE TO EDITORS

About Equileap
Equileap is an organisation aiming to accelerate progress towards gender equality in the workplace, using the power of investments, grants and knowledge. Headquartered in Amsterdam and London, the Organisation is led by Diana van Maasdijk, Co-Founder & Executive Director and Jo Andrews, Co-Founder & Director of Social Impact.

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