

Company	Company validation	Country	Main country stock indices	Women Representation on the Non-Executive Boards	Chairwoman of the Non-Executive Board	Woman CEO or Chairwoman of the Executive Board
KERING	*	France	CAC 40	60,0%		
SODEXO	*	France	CAC 40	53,8%	Yes	
ACCOR	*	France	CAC 40	50,0%		
AXA	*	France	CAC 40	50,0%		
BOUYGUES	*	France	CAC 40	50,0%		
DIAGEO		UK	FTSE 100	50,0%		
LEGRAND	*	France	CAC 40	50,0%		
PUBLICIS GROUPE SA		France	CAC 40	50,0%		
TERNA		Italy	FTSE MIB	50,0%	Yes	
TOTAL	*	France	CAC 40	50,0%		
VIVENDI	*	France	CAC 40	50,0%		
CREDIT AGRICOLE	*	France	CAC 40	47,6%		
BPER BANCA	*	Italy	FTSE MIB	46,7%		
L'ORÉAL	*	France	CAC 40	46,7%		
ESSILOR INTERNATIONAL		France	CAC 40	46,2%		
HERMÈS INTERNATIONAL	*	France	CAC 40	46,2%		
SIEMENS GAMESA RENEWABLE ENERGY	*	Spain	IBEX 35	46,2%	Yes	
COFINIMMO	*	Belgium	BEL 20	45,5%		
GLAXOSMITHKLINE (GSK)	*	UK	FTSE 100	45,5%		Yes
ROYAL DUTCH SHELL		UK	FTSE 100, AEX -Index	45,5%		
MUNCHENER RUCKVERSICHERUNGS-GESELLSCHAFT (MUNICH RE)	*	Germany	DAX 30	45,0%		
FINECOBANK		Italy	FTSE MIB	44,4%		
MICHELIN	*	France	CAC 40	44,4%		
POSTE ITALIANE	*	Italy	FTSE MIB	44,4%	Yes	
SNAM		Italy	FTSE MIB	44,4%		
DANONE	*	France	CAC 40	43,8%		
SANOFI	*	France	CAC 40	43,8%		
BNP PARIBAS	*	France	CAC 40	42,9%		
DEUTSCHE BOERSE	*	Germany	DAX 30	42,9%		
ELISA CORPORATION	*	Finland	OMX Helsinki 25	42,9%		
GALAPAGOS	*	Belgium	BEL 20, AEX-Index	42,9%		
GROUPE PSA	*	France	CAC 40	42,9%		
KONINKLIJKE DSM	*	Netherlands	AEX -Index	42,9%		
ORION		Finland	OMX Helsinki 25	42,9%		
PHILIPS KON	*	Netherlands	AEX -Index	42,9%		
PROXIMUS	*	Belgium	BEL 20	42,9%		Yes
SAINT GOBAIN	*	France	CAC 40	42,9%		
SOCIETE GENERALE		France	CAC 40	42,9%		
WOLTERS KLUWER		Netherlands	AEX -Index	42,9%		Yes
ENGIE	*	France	CAC 40	42,1%		Yes
AIR LIQUIDE	*	France	CAC 40	41,7%		
ASTRAZENECA	*	UK	FTSE 100	41,7%		
PRYSMIAN GROUP		Italy	FTSE MIB	41,7%		
VODAFONE GRP	*	UK	FTSE 100	41,7%		
SAFRAN		France	CAC 40	41,2%		
ALLIANZ		Germany	DAX 30	40,0%		
ASR NEDERLAND		Netherlands	AEX -Index	40,0%		
ATLANTIA		Italy	FTSE MIB	40,0%		
COMMERZBANK	*	Germany	DAX 30	40,0%		
DEUTSCHE TELEKOM	*	Germany	DAX 30	40,0%		

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FRESENIUS MEDICAL CARE AG & Co. KGaA		Germany	DAX 30	40,0%		
NATIONAL GRID	*	UK	FTSE 100	40,0%		
NOKIA CORPORATION	*	Finland	OMX Helsinki 25	40,0%		
TELECOM ITALIA	*	Italy	FTSE MIB	40,0%		
VINCI		France	CAC 40	40,0%		
SAP		Germany	DAX 30	38,9%		
ASSICURAZIONI GENERALI	*	Italy	FTSE MIB	38,5%		
MEDIOBANCA	*	Italy	FTSE MIB	38,5%		
PERNOD RICARD	*	France	CAC 40	38,5%		
SCHNEIDER ELECTRIC	*	France	CAC 40	38,5%		
UNILEVER N.V.		Netherlands	AEX -Index	38,5%		
UNILEVER PLC	*	UK	FTSE 100	38,5%		
ASML HOLDING		Netherlands	AEX -Index	37,5%		
FORTUM	*	Finland	OMX Helsinki 25	37,5%		
HENKEL AG & CO.		Germany	DAX 30	37,5%	Yes	
HUHTAMAKI GROUP		Finland	OMX Helsinki 25	37,5%		
INFINEON TECHNOLOGIES	*	Germany	DAX 30	37,5%		
KONE	*	Finland	OMX Helsinki 25	37,5%		
MERCK	*	Germany	DAX 30	37,5%		
NESTE	*	Finland	OMX Helsinki 25	37,5%		
SAMPO GROUP		Finland	OMX Helsinki 25	37,5%		
SOLVAY		Belgium	BEL 20, CAC 40	37,5%		
BANCO BPM		Italy	FTSE MIB	36,8%		
INTESA SANPAOLO	*	Italy	FTSE MIB	36,8%		
RENAULT	*	France	CAC 40	36,8%		
BAE SYSTEMS		UK	FTSE 100	36,4%		
DAVIDE CAMPARI	*	Italy	FTSE MIB	36,4%		
RELX	*	Netherlands	AEX -Index, FTSE 100	36,4%		
AGEAS	*	Belgium	BEL 20	35,7%		
HSBC HOLDINGS	*	UK	FTSE 100	35,7%		
IBERDROLA	*	Spain	IBEX 35	35,7%		
LVMH		France	CAC 40	35,7%		
DEUTSCHE LUFTHANSA		Germany	DAX 30	35,0%		
SIEMENS	*	Germany	DAX 30	35,0%		
AZA		Italy	FTSE MIB	33,3%		
AKZO NOBEL NV	*	Netherlands	AEX -Index	33,3%		
BANCO SANTANDER	*	Spain	IBEX 35	33,3%	Yes	
BASF	*	Germany	DAX 30	33,3%		
BP	*	UK	FTSE 100	33,3%		
CAPGEMINI	*	France	CAC 40	33,3%		
CELLNEX TELECOM		Spain	IBEX 35	33,3%		
COLRUYT GROUP	*	Belgium	BEL 20	33,3%		
COVESTRO	*	Germany	DAX 30	33,3%		
ENEL	*	Italy	FTSE MIB	33,3%	Yes	
ENI	*	Italy	FTSE MIB	33,3%	Yes	
FERGUSON	*	UK	FTSE 100	33,3%		
FRESENIUS SE		Germany	DAX 30	33,3%		
HEIDELBERGCEMENT	*	Germany	DAX 30	33,3%		
IMPERIAL BRANDS		UK	FTSE 100	33,3%		Yes
INDITEX		Spain	IBEX 35	33,3%		

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INTERNATIONAL AIRLINES GROUP (IAG)		Spain	IBEX 35, FTSE 100	33,3%		
ITALGAS		Italy	FTSE MIB	33,3%		
LEONARDO	*	Italy	FTSE MIB	33,3%		
LINDE		Germany	DAX 30	33,3%		
LUXOTTICA GROUP	*	Italy	FTSE MIB	33,3%		
MERLIN PROPERTIES		Spain	IBEX 35	33,3%		
ORANGE	*	France	CAC 40	33,3%		
RECORDATI		Italy	FTSE MIB	33,3%		
RED ELECTRICA CORPORATION	*	Spain	IBEX 35	33,3%		
SAIPEM		Italy	FTSE MIB	33,3%		
STMICROELECTRONICS	*	Netherlands	CAC 40, FTSE MIB	33,3%		
STORA ENSO	*	Finland	OMX Helsinki 25	33,3%		
UBI BANCA S.P.A.	*	Italy	FTSE MIB	33,3%		Yes
UNICREDIT		Italy	FTSE MIB	33,3%		
VONOVIA	*	Germany	DAX 30	33,3%		
DEUTSCHE BANK		Germany	DAX 30	31,6%		
RWE		Germany	DAX 30	31,6%		
THYSSENKRUPP	*	Germany	DAX 30	31,6%		
KBC GROUPE NV		Belgium	BEL 20	31,3%		
GRIFOLS		Spain	IBEX 35	30,8%		
ROLLS-ROYCE HOLDINGS PLC	*	UK	FTSE 100	30,8%		
STANDARD CHARTERED	*	UK	FTSE 100	30,8%		
UCB	*	Belgium	BEL 20	30,8%	Yes	
ACKERMANS & VAN HAAREN		Belgium	BEL 20	30,0%		
BANKINTER		Spain	IBEX 35	30,0%		Yes
BAYER	*	Germany	DAX 30	30,0%		
BHP BILLITON		UK	FTSE 100	30,0%		
BMW (BAYERISCHE MOTOREN WERKE)		Germany	DAX 30	30,0%		
COMPASS GROUP	*	UK	FTSE 100	30,0%		
DAIMLER	*	Germany	DAX 30	30,0%		
DEUTSCHE POST		Germany	DAX 30	30,0%		
GEMALTO		Netherlands	AEX -Index	30,0%		
HEINEKEN	*	Netherlands	AEX -Index	30,0%		
LEGAL & GENERAL GROUP		UK	FTSE 100	30,0%		
SHIRE		UK	FTSE 100	30,0%	Yes	
TELENET GROUP HOLDING	*	Belgium	BEL 20	30,0%		
UMICORE	*	Belgium	BEL 20	30,0%		
UPM	*	Finland	OMX Helsinki 25	30,0%		
VOLKSWAGEN		Germany	DAX 30	30,0%		
WPP	*	UK	FTSE 100	30,0%		
Groupe Bruxelles Lambert (GBL)	*	Belgium	BEL 20	29,4%		
ABN AMRO GROUP		Netherlands	AEX -Index	28,6%		
AEGON	*	Netherlands	AEX -Index	28,6%		
AMER SPORTS		Finland	OMX Helsinki 25	28,6%		
E.ON		Germany	DAX 30	28,6%		
GLENCORE		UK	FTSE 100	28,6%		
KESKO	*	Finland	OMX Helsinki 25	28,6%		
PIRELLI & C.		Italy	FTSE MIB	28,6%		
RANDSTAD HOLDING	*	Netherlands	AEX-Index	28,6%		
CAIXABANK	*	Spain	IBEX 35	27,8%		

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BRITISH AMERICAN TOBACCO		UK	FTSE 100	27,3%		
EXPERIAN	*	UK	FTSE 100	27,3%		
MONCLER		Italy	FTSE MIB	27,3%		
SKY	*	UK	FTSE 100	27,3%		
BARCLAYS		UK	FTSE 100	26,7%		
BBVA (BANCO BILBAO VIZCAYA ARGENTARIA)		Spain	IBEX 35	26,7%		
MAPFRE		Spain	IBEX 35	26,7%		
ADIDAS		Germany	DAX 30	25,0%		
AIRBUS		Netherlands	CAC 40	25,0%		
ANGLO AMERICAN	*	UK	FTSE 100	25,0%		
ASSOCIATED BRITISH FOODS		UK	FTSE 100	25,0%		
AVIVA		UK	FTSE 100	25,0%		
BEIERSDORF	*	Germany	DAX 30	25,0%		
CONTINENTAL		Germany	DAX 30	25,0%		
FIAT CHRYSLER AUTOMOBILES		Italy	FTSE MIB	25,0%		
ING GROUP		Netherlands	AEX-Index, BEL 20	25,0%		
KONECRANES	*	Finland	OMX Helsinki 25	25,0%		
KPN	*	Netherlands	AEX -Index	25,0%		
LLOYDS BANKING GROUP		UK	FTSE 100	25,0%		
METSO	*	Finland	OMX Helsinki 25	25,0%		Yes
NN GROUP	*	Netherlands	AEX -Index	25,0%		
NOKIAN RENKAAT		Finland	OMX Helsinki 25	25,0%		Yes
SMITH & NEPHEW		UK	FTSE 100	25,0%		
TESCO		UK	FTSE 100	25,0%		
WARTSILA	*	Finland	OMX Helsinki 25	25,0%		
ENAGAS	*	Spain	IBEX 35	23,1%		
THE ROYAL BANK OF SCOTLAND GROUP		UK	FTSE 100	23,1%		
AHOLD DELHAIZE		Netherlands	AEX -Index	22,2%		
BT GRP	*	UK	FTSE 100	22,2%		
KOMERCNI BANKA	*	Czech Republic		22,2%		
RIO TINTO	*	UK	FTSE 100	22,2%		
SSE PLC	*	UK	FTSE 100	22,2%		
AENA SME		Spain	IBEX 35	20,0%		
BCO SABADELL		Spain	IBEX 35	20,0%		
RECKITT BENCKISER GROUP	*	UK	FTSE 100	20,0%		
VISCOFAN GROUP	*	Spain	IBEX 35	20,0%		
VOPAK (Royal Vopak)		Netherlands	AEX-Index	20,0%		
REPSOL		Spain	IBEX 35	18,8%		
AMADEUS IT GROUP		Spain	IBEX 35	18,2%		
ENDESA		Spain	IBEX 35	18,2%		
LONDON STOCK EXCHANGE GROUP		UK	FTSE 100	18,2%		
ACS (Actividades de Construcción y Servicios)		Spain	IBEX 35	17,6%		
TELEFONICA		Spain	IBEX 35	17,6%		
CEZ GROUP		Czech Republic		16,7%		
FERROVIAL	*	Spain	IBEX 35	16,7%		
ANHEUSER-BUSCH INBEV		Belgium	BEL 20	13,3%		
BANKIA	*	Spain	IBEX 35	9,1%		
INMOBILIARIA COLONIAL SOCIMI		Spain	IBEX 35	9,1%		
NATURGY ENERGY GROUP		Spain	IBEX 35	8,3%		
PRUDENTIAL		UK	FTSE 100	6,7%		