



Gender-Equality Index Methodology

2020 Bloomberg Gender-Equality Index Methodology

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A Message from Bloomberg LP

In today's environment, it has never been more critical for a company to demonstrate its commitment to solving for gender inequality. Stakeholders, including employees, investors and regulators, care more than ever about how a company treats its employees and whether its products and services are helping serve the needs of society.

Leading the charge for transparency, the companies included in the 2020 Bloomberg Gender-Equality Index have set a new standard for data reporting. By publicly releasing their gender-related data, these companies have fortified their commitment to gender equality internally and in the communities around them. Headquartered in more than 40 countries, the companies who have disclosed their gender data for fiscal year 2018 account for a combined market capitalization of over \$14 trillion.

Attracting both talent and capital, these companies are benefiting from the new norm of transparency. And we all benefit from increased data. At Bloomberg, we are strong believers in "data for good" and are pleased to see companies using our framework to hold themselves accountable.

Congratulations to all the companies around the world taking the lead in driving change through measurement and transparency.

Index Overview

The Bloomberg Gender-Equality Index (GEI) is a modified market capitalization-weighted index that aims to track the performance of public companies committed to transparency in gender-data reporting.

Bloomberg ESG Data

Bloomberg's Environmental, Social & Governance (ESG) coverage encompasses information from more than 11,500 global companies. The information captured is organized into more than 1,000 fields that are structured into actual, standardized, and derived data. To ensure accuracy and consistency, Bloomberg captures data only from direct sources, such as: corporate responsibility reports, annual reports, ESG releases, proxy & corporate governance reports, and data submitted to Bloomberg by the company directly, including Bloomberg's gender reporting framework. Bloomberg's global team of ESG analysts run sophisticated, multi-layer quality control systems to ensure that all data conforms to the highest standards.

Bloomberg Gender Reporting Framework

Bloomberg's gender reporting framework ("GEI framework") is a standardized reporting method used globally to acquire comprehensive workplace gender data. The GEI framework defines a set of metrics used to determine a company's progress towards equal representation of gender throughout the levels of the organization, commitment to gender equality goals, policies in place to reduce the impact of familial stresses and responsibilities on the workplace, and progress towards positive impact on women outside of the employee base. On an annual basis, Bloomberg conducts a systematic outreach to a balanced group of representative stakeholders to help to select metrics critical to promoting equity in the workplace in the current global environment surrounding gender equality.

In addition to setting the determinate list of metrics, the GEI framework also provides specific definitions for each data point to ensure the data is consistently measured across markets and industries.

The fiscal year 2018 reporting framework includes 75 metrics, each allocated to one of five pillars:

- Female Leadership & Talent Pipeline
- Equal Pay & Gender Pay Parity
- Inclusive Culture
- Sexual Harassment Policies
- Pro-Women Brand

Companies have a three month period beginning May 1 to review the updated standards and report data directly to Bloomberg in alignment with the GEI framework to supplement their annual reporting for the previous fiscal year.

Index Overview

GEI Universe Criteria

Starting with the full universe of 11,500+ public companies in Bloomberg's ESG data set, Bloomberg screens securities to be eligible for inclusion in the index using the following criteria:

- Current market capitalization is greater than or equal to USD 1B (1,000,000,000)
- 3-Month average daily value traded is greater than USD 50,000
- 3-Month average trading volume must be greater than USD 5,000
- In the event a company has multiple listings that meet these screening criteria, the public ticker selected for the index will be determined by:
 - Liquidity, based on average volume and average daily value traded
 - Market capitalization

Bloomberg Industry Classification System (BICS)

The GEI scoring process uses the Bloomberg Industry Classification Standard (BICS), an industry classification system developed and maintained by Bloomberg. BICS provides comprehensive hierarchical levels to capture all activities in an industry for more than 60,000 publicly-traded companies. Members of groupings have similar economic cycles and drivers. Bloomberg classifies companies based on various qualitative and quantitative measures. The lead quantitative measure for determining primary business activity is revenue. Secondary quantitative considerations include operating income and assets. Qualitative measures such as market perceptions are also considered if a strong consensus exists within the market or when quantitative measures are insufficient to determine the company's primary classification. Company classifications are reviewed annually and on an ad-hoc basis during or after significant corporate action events (acquisitions, divestitures, etc.).

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Index Inclusion

Publicly-traded equities are included in the index if they meet the universe criteria (see page 5) and have a GEI score above a globally-established threshold. The proprietary score threshold for index selection is reviewed and updated annually. GEI scores are calculated once per year using the previous fiscal year data for gender-related fields available on the Bloomberg Terminal fundamental analysis (FA) profile. FA displays comprehensive financial information, including ESG data, on a per company basis and provides a standardized template that can be used to draw fair comparisons between companies that report in different formats.

Index Weighting

The index uses a modified market capitalization-weighted model determined by multiplication of each company's current market cap and its respective GEI score.

Index Rebalancing

The index rebalancing for inclusion and updated GEI scores takes place at New York market open on the Monday following the third Friday of January each year. The weights of the index are subsequently rebalanced on the Monday following the third Friday of each of the three remaining quarters of the calendar year to account for changes in market cap. The membership of the index remains constant throughout the calendar year, except that constituents may exit due to delisting or acquisition of member companies.

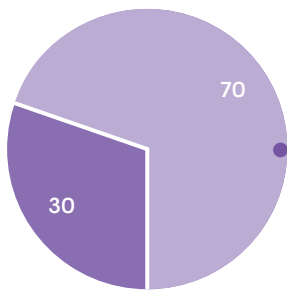
Scoring Methodology

Companies are assigned a Bloomberg GEI score based on the data disclosed for the metrics defined in the GEI framework. The GEI score measures both level of disclosure of gender-related data, as well as distinguished performance via a data excellence component score. The data excellence component score is further broken down into scores for each of the GEI framework pillars, and includes corporate performance of its gender-data metrics against its industry peer group.

The GEI score is measured on a scale from zero to 100%, with 100% being a perfect score.

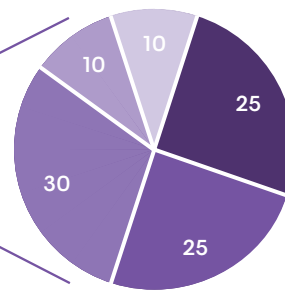
GEI Score

- Disclosure
- Data Excellence



Data Excellence Components

- Female Leader & Talent Pipeline
- Equal Pay & Gender Pay Parity
- Inclusive Culture
- Sexual Harassment Policies
- Pro-Women Brand



The GEI framework aims to capture social data across five areas of the company: 1) Female Leadership & Talent Pipeline, 2) Equal Pay & Gender Pay Parity, 3) Inclusive Culture, 4) Sexual Harassment Policies, and 5) Pro-Women Brand. As detailed below further, the data excellence component score places the largest weight on female representation in leadership and corporate policies promoting inclusive culture.

I. Disclosure

The disclosure score is worth 30% of the GEI score. It has a maximum value of 100% and is calculated by awarding one point for every metric disclosed, then dividing by the total possible metrics the company could have provided. Total possible points vary depending on whether the company has a retail base, provides financial services, and/or has a U.S. workforce. If these factors do not apply to a company, then they do not impact that company's disclosure score.

II. Data Excellence

The data excellence score makes up 70% of the GEI score. A company's data excellence score is broken down into scores for each of the five pillars. The pillar scores are weighted in the following proportions to determine the data excellence score: Female Leadership & Talent Pipeline (25%), Equal Pay & Gender Pay Parity (25%), Inclusive Culture (30%), Sexual Harassment Policies (10%), Pro-Women Brand (10%).

Each pillar score has a maximum of 100% and is determined by dividing the number of earned points by the total possible points. Total earned points for each pillar is determined by scoring of the underlying data against proprietary thresholds, which are re-determined annually based on changes in the data fields collected and market conditions. A description of the thresholds applied to each question is provided on the scorecard, which is presented to the companies that have submitted data using the GEI framework for full transparency into their company-specific scores. Each metric is worth one to eight possible points based on the impact on female

Scoring Methodology

participation in the workforce and the market's level of concern for performance in that area. For example, research demonstrates a strong correlation between policies addressing parental leave and the rate at which women return to work.¹

Female Leadership & Talent Pipeline

Each question is scored out of two possible points. Most questions have two thresholds, so that a company can earn one point by reaching and/or surpassing the minimum value of the first threshold, and another if it meets and/or surpasses the second threshold. If a question has a single threshold, however, then two points will be awarded for reaching the singular threshold. To deter bias by industry, some thresholds for this pillar are based on the upper quartile, upper middle quartile, or average of the industry for (a) percentage of women out of total employees, (b) percentage of female executives, (c) percentage of female senior managers, or (d) percentage of women on corporate boards using data collected by Bloomberg and using the BICS classifications to define industry peer groups. The second threshold for percent women of entry-level positions uses the sector average from the McKinsey & Company Women in the Workplace 2018 report.² The second threshold for percent women of IT and engineering workforce uses an average of the percentage of STEM degrees that are earned by females in different countries from research compiled by Catalyst.³

Equal Pay & Gender Pay Parity

Each question is scored out of one or two possible points, though there is only a singular threshold. Points are awarded either for reporting relevant pay-related data, or for implementation of the recommended action in the given area, such as having conducted a gender-based compensation review or released quantitative global gender pay gap metrics.

Inclusive Culture

Each question is scored out of one to eight possible points. Point values for parental leave policies are the highest of any questions in the framework due to their integral relationship to gender equity in the workplace. Quantitative questions have two thresholds, while yes/no questions have a singular threshold. Companies are awarded points for having policies in place that meet generally-accepted best practices for promoting inclusivity and equality in the workplace.

Sexual Harassment Policies

Each question is scored out of two possible points. The quantitative question has two thresholds, while yes/no questions have a singular threshold. Points are earned by having anti-harassment policies in place that meet generally-accepted best practices.

Pro-Women Brand

Each question is scored out of one or two possible points, though there is only a singular threshold. Points are awarded to companies with customer-related or community-related policies in place that meet generally-accepted best practices.

¹ International Monetary Fund (2018, May). Pursuing Women's Economic Empowerment. Retrieved from International Monetary Fund website: <https://www.imf.org/en/Publications/Policy-Papers/Issues/2018/05/31/pp053118pursuing-womens-economic-empowerment>

² Thomas, Rachel, et al. (2018) Women in the Workplace. Retrieved from McKinsey & Company website: <https://womenintheworkplace.com>

³ Catalyst (2019, June 14). Quick Take: Women in Science, Technology, Engineering, and Mathematics (STEM). Retrieved from Catalyst website: <https://www.catalyst.org/research/women-in-science-technology-engineering-and-mathematics-stem>

GEI Scorecard

The GEI score is comprised of the disclosure score and data excellence score. The data excellence score is determined by the pillar scores, as described in the previous section.

The scores are measured on a scale of zero to 100%. A lower score (closer to zero) indicates the area needs improvement, whereas a higher score (closer to 100%) indicates strong performance in the given area.

In addition to your company's scores, you will be provided the average scores for your industry and the GEI index for benchmarking purposes.

Evaluating Your Scores

The GEI scorecard contains a detailed breakdown of the scoring for each GEI framework pillar. In the scorecard, you will find the following information for each question in the GEI framework:

- A description of the data point captured in each question
- The verified company data from the respective GEI framework
- The points earned of the possible points for the disclosure score, where applicable
- A description of the requisite conditions used to award points for each of two data excellence thresholds, where applicable
- The points earned for each of two data excellence thresholds of the maximum possible points, where applicable

GEI Scorecard Example

Using question one as an example, assume the company reported they have 45 percent women in their total workforce. The company has disclosed this data, so it earned one point of a possible one point for disclosure.

Description of Data		Company Data	Disclosure	
Question Number	Data Point Measured	Fiscal Year 2018	Points Awarded	Maximum Points
1	Percent Women of Total Workforce	45.0	1	1

Assume the company is in the upper middle quartile of its industry peer group for this data point. The company has surpassed the first threshold since it is above the lower limit defining the upper middle quartile. Therefore, the company earned one point for threshold one. The company is not in the upper quartile of its industry peer group; consequently, it does not meet or surpass the second threshold. Therefore, the company earned zero points for threshold two. The total data excellence points awarded to the company for question one is one of the two-point maximum.

Requisite Conditions for Data Excellence Points		Data Excellence Points			
Threshold 1	Threshold 2	Threshold 1	Threshold 2	Total Points Awarded	Maximum Points
Upper Middle Quartile of Industry for Women in Total Workforce	Upper Quartile of Industry for Women in Total Workforce	1	0	1	2

Public Ticker: **AOX GR Equity**
 Company Name: **ALSTRIA OFFICE REIT-AG**
 Industry: **REIT**

GEI Score	63.81%
Disclosure Score	98.41%
Data Excellence Score	48.98%
Female Leadership & Talent Pipeline	39.47%
Equal Pay & Gender Pay Parity	88.89%
Inclusive Culture	32.14%
Sexual Harassment Policies	60.00%
Pro-Women Brand	12.50%

Female Leadership & Talent Pipeline										
Description of Data		Company Data	Disclosure Points		Requisite Conditions for Data Excellence Points		Data Excellence Points			
Question Number	Data Point Measured	Fiscal Year 2018	Points Awarded	Maximum Points	Threshold 1	Threshold 2	Threshold 1	Threshold 2	Total Points Awarded	Maximum Points
1	Percent Women of Total Workforce	58.4	1	1	Upper Middle Quartile of Industry for Women in Total Workforce	Upper Quartile of Industry for Women in Total Workforce	1	1	2	2
2	Number of Women on Board	2	1	1	At Least 3 Female Board Members	Greater Than 3 Female Board Members	0	0	0	2
3	Percent Women on Board	33.3	1	1	Greater Than Industry Average for Percent Women on Board	At least 30% Female Board	1	1	2	2
4	Female Chairperson or Equivalent	N	1	1	Has Female Chairperson or Equivalent	<i>Second Threshold Does Not Apply</i>	0		0	2
5	Female Chief Executive Officer or Equivalent	N	1	1	Has Female CEO or Equivalent	<i>Second Threshold Does Not Apply</i>	0		0	2
6	Percent Women of Named Executive Officers	0.0	1	1	Upper Middle Quartile of Industry for Percent Female Executives	Upper Quartile of Industry for Percent Female Executives	0	0	0	2
7	Percent Women of Top 10 Percent Compensated Employees	40.0	1	1	Upper Middle Quartile of Industry for Women in Senior Management	Upper Quartile of Industry for Women in Senior Management	1	1	2	2
8	Percent Women of Senior Management	42.0	1	1	Upper Middle Quartile of Industry for Women in Senior Management	Upper Quartile of Industry for Women in Senior Management	1	1	2	2
9	Percent Women of Middle and Other Management	59.9	1	1	Greater Than or Equal To Women in Senior Management	At Least 30% More Than Women in Senior Management	1	1	2	2
10	Percent Women of Entry Level Positions	60.0	1	1	Greater Than or Equal to Percent Women in Workforce	Greater Than Sector Average for Entry Level Positions	1	1	2	2
11	Percent Women of Line Positions	52.9	1	1	Has Women in Revenue Producing Roles	At Least 30% More Than Women in Senior Management	1	0	1	2
12	Percent Women of IT and Engineering Workforce	0.0	1	1	Has Women in IT or Engineering Roles	Greater Than Average Percentage of Women Graduating with STEM Degrees	0	0	0	2
13	Percent Women of Total Promoted Employees	42.9	1	1	Greater Than or Equal to Percent Women in Total Workforce	Greater than 50% of Promotions Are Given to Women	0	0	0	2
14	Percent Women of New Hires	48.7	1	1	Upper Middle Quartile of Industry for Women in Total Workforce	Upper Quartile of Industry for Women in Total Workforce	0	0	0	2
15	Percent Women of Employees That Exited Company	71.4	1	1	Less Than Percentage of Female New Hires	<i>Second Threshold Does Not Apply</i>	0		0	2
16	Female Employee Retention Rate	93.4	1	1	Greater than male retention rate	<i>Second Threshold Does Not Apply</i>	0		0	2
17	Male Employee Retention Rate	95.6	1	1	<i>Not Scored</i>		<i>Not Scored</i>			
18	CDO or Equivalent Executive	N	1	1	Has CDO or Equivalent Executive	<i>Second Threshold Does Not Apply</i>	0		0	2
19 a	Percent Multicultural Women of US Employees		N/A	N/A	At Least 40% of US Female Workforce	<i>Second Threshold Does Not Apply</i>	N/A		N/A	N/A
19 b	Percent Women of US Employees		<i>Not Scored</i>		<i>Not Scored</i>		<i>Not Scored</i>			
20	Has Strategy for Recruiting Women	N	1	1	Has Strategy for Recruiting Women	<i>Second Threshold Does Not Apply</i>	0		0	2
21	Released Action Plan to Increase Women in Leadership	Y	1	1	Released Action Plan For Women in Leadership	<i>Second Threshold Does Not Apply</i>	2		2	2
SUBTOTAL OF SECTION ONE METRICS			20	20					15	38

Equal Pay & Gender Pay Parity										
Description of Data		Disclosure			Requisite Conditions				Data Excellence	
Question Number	Data Point Measured	Points Awarded	Maximum Points	Threshold 1	Threshold 2	Threshold 1	Threshold 2	Total Points Awarded	Maximum Points	
22	Conducted Global Equal Pay Audit	Y	1	1	Conducted Gender Based Compensation Review	Second Threshold Does Not Apply	2	2	2	
23	Corrected or Planned to Correct Pay Disparity in 12 Months	N/A	1	1	Corrected or Planned to Correct Pay Disparity in 12 Months	Second Threshold Does Not Apply	2	2	2	
24	Released Quantitative Gender Pay Gap Metric(s)	Y	1	1	Released Quantitative Gender Pay Gap Metric(s)	Second Threshold Does Not Apply	2	2	2	
25 a	Percent Women of Top Pay Quartile	37.8	1	1	Disclosed Data Point	Second Threshold Does Not Apply	2	2	2	
25 b	Percent Women of Upper Middle Pay Quartile	46.0	1	1	Disclosed Data Point	Second Threshold Does Not Apply	2	2	2	
25 c	Percent Women of Lower Middle Pay Quartile	73.0	1	1	Disclosed Data Point	Second Threshold Does Not Apply	2	2	2	
25 d	Percent Women of Lower Pay Quartile	75.7	1	1	Disclosed Data Point	Second Threshold Does Not Apply	2	2	2	
26	Global Mean Gender Pay Gap	36.2	1	1	Disclosed Data Point	Second Threshold Does Not Apply	1	1	1	
27	Global Median Gender Pay Gap	29.9	1	1	Disclosed Data Point	Second Threshold Does Not Apply	1	1	1	
28	Released Action Plan to Close Gender Pay Gap	N	1	1	Released Action Plan to Close Gender Pay Gap	Second Threshold Does Not Apply	0	0	2	
SUBTOTAL OF SECTION TWO METRICS			10	10					16	18

Inclusive Culture										
Description of Data		Disclosure			Requisite Conditions				Data Excellence	
Question Number	Data Point Measured	Points Awarded	Maximum Points	Threshold 1	Threshold 2	Threshold 1	Threshold 2	Total Points Awarded	Maximum Points	
	Percent Employees Unionized		Not Scored		Not Scored		Not Scored			
29 a	Global Minimum Weeks Fully Paid Primary Parental Leave	14.0	1	1	Has Global Minimum Primary Parental Leave Policy	At Least 8 Weeks Fully Paid Primary Leave Offered to Employees at Any Location	2	2	4	
29 b	Global Minimum Weeks Fully Paid Secondary Parental Leave		0	1	Has Global Minimum Secondary Parental Leave Policy	At Least 2 Weeks Fully Paid Secondary Leave Offered to Employees at Any Location	0	0	4	
30 a	Has Employees Based in the United States	N	Not Scored		Not Scored		Not Scored			
30 b	Weeks Fully Paid Primary Parental Leave Offered in the US		N/A	N/A	At Least 8 Weeks Fully Paid Primary Leave Offered in US	At Least 12 Weeks Fully Paid Primary Leave Offered in US	N/A	N/A	N/A	
30 c	Weeks Fully Paid Primary Parental Leave Used in the US		N/A	N/A	Provided Primary Parental Leave Usage Data	At Least 8 Weeks Fully Paid Primary Leave Used on Average	N/A	N/A	N/A	
30 d	Weeks Fully Paid Secondary Parental Leave Offered in the US		N/A	N/A	At Least 2 Weeks Fully Paid Secondary Leave Offered in US	At Least 4 Weeks Fully Paid Secondary Leave Offered in US	N/A	N/A	N/A	
30 e	Weeks Fully Paid Secondary Parental Leave Used in the US		N/A	N/A	Provided Secondary Parental Leave Usage Data	At Least 2 Weeks Fully Paid Secondary Leave Used on Average	N/A	N/A	N/A	
31	Return From Parental Leave 12 Month Retention Rate	71	1	1	Provided Parental Leave 12 Month Retention Rate	Greater Than Female Employee Retention Rate	1	0	1	
32	Offers On-site Lactation Rooms	Y	1	1	Offers On-site Lactation Rooms	Second Threshold Does Not Apply	1		1	
33 a	Provides Adoption Assistance	N	1	1	Provides Adoption Assistance	Second Threshold Does Not Apply	0		1	
33 b	Covers Fertility Services	N	1	1	Covers Fertility Services	Second Threshold Does Not Apply	0		1	
33 c	Covers Egg Freezing	N	1	1	Covers Egg Freezing	Second Threshold Does Not Apply	0		1	
33 d	Covers Contraception	N	1	1	Covers Contraception	Second Threshold Does Not Apply	0		1	
34	Covers Gender Reassignment Services	N	1	1	Covers Gender Reassignment Services	Second Threshold Does Not Apply	0		1	
35 a	Provides Back-Up Child Care Service or Child Care Subsidies	N	1	1	Provides Back-Up Child Care Service or Child Care Subsidies	Second Threshold Does Not Apply	0		1	
35 b	Provides Back-up Elder Care Services or Elder Care Subsidies	N	1	1	Provides Back-up Elder Care Services or Elder Care Subsidies	Second Threshold Does Not Apply	0		1	
36	Offers Flexible Work Schedule	Y	1	1	Offers Flexible Work Schedule	Second Threshold Does Not Apply	1		1	
37	Offers Flexible Work Location	Y	1	1	Offers Flexible Work Location	Second Threshold Does Not Apply	1		1	
38	Conducted Employee Engagement Survey	Y	1	1	Conducted Employee Engagement Survey	Second Threshold Does Not Apply	1		1	
39	Has Employee Groups for Women	N	1	1	Has Employee Groups for Women	Second Threshold Does Not Apply	0		1	
40	Requires Gender Diverse Candidates for Management Roles	N	1	1	Requires Gender Diverse Candidates for Management Roles	Second Threshold Does Not Apply	0		2	
41	Has D&I Goals in Managerial Performance Reviews	N	1	1	Has D&I Goals in Managerial Performance Reviews	Second Threshold Does Not Apply	0		2	
42	Mandates Managers Complete Unconscious Bias Training	N	1	1	Mandates Managers Complete Unconscious Bias Training	Second Threshold Does Not Apply	0		2	
SUBTOTAL OF SECTION THREE METRICS			17	18					9	28

Sexual Harassment Policies										
Description of Data			Disclosure		Requisite Conditions			Data Excellence		
Question Number	Data Point Measured		Points Awarded	Maximum Points	Threshold 1	Threshold 2	Threshold 1	Threshold 2	Total Points Awarded	Maximum Points
43	Released Sexual Harassment Policy	Y	1	1	Released Sexual Harassment Policy	Second Threshold Does Not Apply	2		2	2
44	Frequency of Employee Sexual-Harassment Training (years)	0	1	1	Employee Sexual-Harassment Training Given On Recurring Basis	Employee Sexual-Harassment Training Given Annually	0	0	0	2
45	Independent Investigator for Sexual Harassment Allegations	Y	1	1	Independent Investigator for Sexual Harassment Allegations	Second Threshold Does Not Apply	2		2	2
46	Prohibits Nondisclosure Agreements Unless Requested by Victim	N	1	1	Prohibits Nondisclosure Agreements Unless Requested by Victim	Second Threshold Does Not Apply	0		0	2
47	Requires Private Arbitration for Sexual Harassment Claims	N	1	1	Requires Private Arbitration for Sexual Harassment Claims	Second Threshold Does Not Apply	2		2	2
SUBTOTAL OF SECTION FOUR METRICS			5	5					6	10

Pro-Women Brand										
Description of Data			Disclosure		Requisite Conditions			Data Excellence		
Question Number	Data Point Measured		Points Awarded	Maximum Points	Threshold 1	Threshold 2	Threshold 1	Threshold 2	Total Points Awarded	Maximum Points
48	Evaluates Advertising & Marketing Content for Gender Bias	Y	1	1	Evaluates Advertising & Marketing Content for Gender Bias	Second Threshold Does Not Apply	2		2	2
49	Has a Supplier Diversity Program	N	1	1	Has a Supplier Diversity Program	Second Threshold Does Not Apply	0		0	2
50	Ensures All Products, Services, Facilities Are Free From Exploitation	Y	Not Scored		Not Scored			Not Scored		
51	Offers Products for Women's Health & Well-Being	N	1	1	Offers Products for Women's Health & Well-Being	Second Threshold Does Not Apply	0		0	2
52	Actively Recruits Women From Career Breaks	N	1	1	Actively Recruits Women From Career Breaks	Second Threshold Does Not Apply	0		0	2
53 a	Has Retail Customer Base	N	Not Scored		Not Scored			Not Scored		
53 b	Tracks Client or Customer Base by Gender		N/A	N/A	Tracks Client or Customer Base by Gender	Second Threshold Does Not Apply	N/A		N/A	N/A
53 c	Tracks Customer Satisfaction by Gender		N/A	N/A	Tracks Customer Satisfaction by Gender	Second Threshold Does Not Apply	N/A		N/A	N/A
53 d	Tracks Retention of Female Clients		N/A	N/A	Tracks Retention of Female Clients	Second Threshold Does Not Apply	N/A		N/A	N/A
53 e	Allocated Resources to Attract and Retain Female Clients		N/A	N/A	Allocated Resources to Attract and Retain Female Clients	Second Threshold Does Not Apply	N/A		N/A	N/A
54 a	Provides Financial Services	N	Not Scored		Not Scored			Not Scored		
54 b	Offers Financial Products for Women-Owned Business		N/A	N/A	Offers Financial Products for Women-Owned Business	Second Threshold Does Not Apply	N/A		N/A	N/A
54 c	Tracks Repayment Rates by Gender		N/A	N/A	Tracks Repayment Rates by Gender	Second Threshold Does Not Apply	N/A		N/A	N/A
55 a	Sponsors Financial Education Programs for Women	N	1	1	Sponsors Financial Education Programs for Women	Second Threshold Does Not Apply	0		0	1
55 b	Sponsors Health Education Programs for Women	N	1	1	Sponsors Health Education Programs for Women	Second Threshold Does Not Apply	0		0	1
55 c	Sponsors STEM Education Programs for Women	N	1	1	Sponsors STEM Education Programs for Women	Second Threshold Does Not Apply	0		0	1
56	Donates to Pro-Gender Equality Organizations	N	1	1	Donates to Pro-Gender Equality Organizations	Second Threshold Does Not Apply	0		0	1
57	UN Women's Empowerment Principals Signatory	N	1	1	UN Women's Empowerment Principals Signatory	Second Threshold Does Not Apply	0		0	2
58	UN Global Compact Signatory	N	1	1	UN Global Compact Signatory	Second Threshold Does Not Apply	0		0	2
59	EDGE Certification	N	Not Scored		Not Scored			Not Scored		
SUBTOTAL OF SECTION FIVE METRICS			10	10					2	16

Contact us.

If you are interested in more information or would like to submit data on behalf of your company, please email: GEI@bloomberg.net

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