



Congratulations on being included in the 2021 Bloomberg Gender-Equality Index.

Through voluntary disclosure of gender-related metrics, firms like yours reporting their data through Bloomberg's Gender Reporting Framework have provided a comprehensive look at their investment in workplace gender equality and communities in which they operate.

Enclosed, please find our complete scoring methodology as well as your company specific, comprehensive scorecard which informs how both disclosure and data excellence points have been allocated with regards to the fiscal year 2019 data set.

Additionally, information on overarching data insights, including sector averages and country specific insights can be found [here](#). This information can also be accessed directly on the 'Results' tab of the [Bloomberg Data Upload Portal](#). The link provided also includes a comprehensive communications package to help you promote your company's inclusion in the GEI .

We encourage you to promote your efforts with your internal and external stakeholders. Please share the appropriate details with your communications and marketing team accordingly. Direct contact information for our communications team can be found below. The logo license associated with the materials provided is available for download on the 'Results' section of the Bloomberg Data Upload Portal as well. We welcome the opportunity to support your promotion wherever we can, so please feel free to share your promotional plans with our communications team.

Any additional updates will be made directly to the Bloomberg Data Upload Portal, so please be sure to refer to your account page for additional details.

Please note, this information must be held strictly under embargo until **Wednesday, January 27, 2021 at 7:00 AM ET / 12:00 GMT / 13:00 CET / 20:00 HKT**. Please do not share this information publicly until then.

The index rebalance will take place on Friday, January 15, 2021 at which point data will be published to the Bloomberg Terminal®. However, the GEI Member list will not be released until January 27, 2021, at which point the promotional embargo will be lifted. Please don't hesitate to reach out through the 'Contact Us' form with any additional questions in the interim.

Thank you for your support of the Bloomberg Gender-Equality Index.

Congratulations again!

The Bloomberg GEI Team

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Communications resources and data insights

[Bloomberg.com/geo/members](https://www.bloomberg.com/geo/members)

Bloomberg Data Upload Portal

<https://up.bloomberg.com/>

Gender-Equality Index Methodology



Bloomberg

Gender-Equality
Index

2021

45.52

7.49

51.54

49.93



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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 publishing their data through the 2021 Bloomberg Gender-Equality Reporting Framework 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. The companies who have reported their 2019 fiscal year data through the 2021 Bloomberg Gender Reporting Framework are headquartered in 45 countries and regions across the globe.

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 11,700 global companies. The information captured is organized into more than 1,300 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 and 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.

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 2019 reporting framework includes 74 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 four month period 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.

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.

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).

Index methodology

Index inclusion

Publicly-traded equities are included in the index if they meet the universe criteria 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.

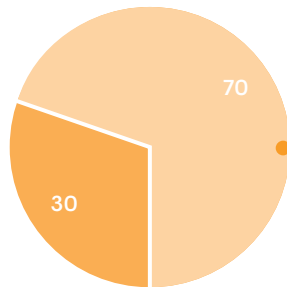
Index rebalancing

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

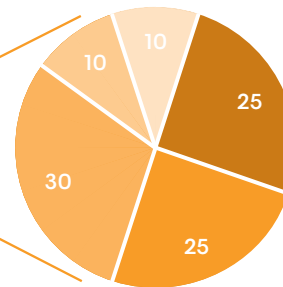
GEI Score

- Disclosure
- Data excellence



Data excellence components

- Female leadership & talent pipeline
- Equal pay & gender pay parity
- Inclusive culture
- Sexual harassment policies
- Pro-women brand



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.

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.

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. Maximum data excellence point values are determined based on the impact on female 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

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>

Scoring methodology

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. Additional data excellence thresholds also consider globally accepted standards of best practices as published by McKinsey & Company and Catalyst.^{2, 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.

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>

About the GEI

Investors are waking up to the power of women. The Bloomberg Terminal is the only place investors can find comprehensive, comparable information for individual data points related to gender equality at publicly-held companies. In addition to making this data available on a company's investment profile, Bloomberg developed an index to track the performance of those companies committed to supporting gender equality through policy development, representation and transparency. As investor demand for ESG products increases, the GEI represents an important opportunity for companies to attract new capital and widen their investor base.





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

GEI Score	67.62%
Disclosure Score	100.00%
Data Excellence Score	53.75%
Female Leadership & Talent Pipeline	57.89%
Equal Pay & Gender Pay Parity	73.33%
Inclusive Culture	40.91%
Sexual Harassment Policies	60.00%
Pro-Women Brand	26.67%

Contextual Information					
Description of Data	Company Data	Disclosure Points	Requisite Conditions for Data Excellence Points		Data Excellence Points
Data Point Measured	Fiscal Year 2019	<i>These questions are for contextual purposes and are not scored.</i>			
Has Employees Based in the United States	N				
Percent Employees Unionized	0				
Has Retail Customer Base	N				
Provides Financial Services	N				

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 2019	Points Awarded	Maximum Points	Threshold 1	Threshold 2	Threshold 1	Threshold 2	Total Points Awarded	Maximum Points
1	Number of Women on Board	2	<i>Not Scored</i>		<i>Not Scored</i>			<i>Not Scored</i>		
2	Percent Women on Board	33	1	1	Greater Than Industry Average for Percent Women on Board	At least 30%	1	1	2	2
3	Female Chairperson or Equivalent	N	1	1	Has Female Chairperson or Equivalent	<i>Second Threshold Does Not Apply</i>	0		0	2
4	Female Chief Executive Officer or Equivalent	N	1	1	Has Female CEO or Equivalent	<i>Second Threshold Does Not Apply</i>	0		0	2
5	Percent Women of Executive Officers	0	1	1	Upper Middle Quartile of Industry for Percent Female Executives	At least 50%* or Upper Quartile of Industry for Percent Female Executives	0	0	0	2
6	CDO or Equivalent Executive	N	1	1	Has Chief Diversity Officer or Equivalent Executive	<i>Second Threshold Does Not Apply</i>	0		0	2
7	Percent Women of Top 10 Percent Compensated Employees	35	1	1	Upper Middle Quartile of Industry for Women in Senior Management	At least 50%* or Upper Quartile of Industry for Women in Senior Management	1	0	1	2
8	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
9	Percent Women of Total Workforce	59	1	1	Upper Middle Quartile of Industry for Women in Total Workforce	At least 50%* or Upper Quartile of Industry for Women in Total Workforce	1	1	2	2
10	Requires Gender Diverse Candidates for Management Roles	N	1	1	Requires Gender Diverse Candidates for Management Roles	<i>Second Threshold Does Not Apply</i>	0		0	2
11	Percent Women in Senior Management	46	1	1	Greater Than or Equal to Women in Executive Positions	At least 50%* or Upper Quartile of Industry for Women in Senior Management & Greater than Women in Executive Positions	1	1	2	2
12	Percent Women in Middle and Other Management	25	1	1	Greater Than or Equal to Women in Senior Management	At least 50%* or Upper Quartile of Industry for Women in Middle Management & Greater Than Women In Senior Management	0	0	0	2
13	Percent Women in Revenue-Producing Roles	57	1	1	Greater Than or Equal to Women in Middle Management	At least 50%* or Upper Quartile of Industry for Women in Middle Management & Greater Than Women in Middle Management	1	1	2	2
14	Percent Women of IT Workforce	30	1	1	Greater Than Industry Average	Greater Than Average Percentage of Women Graduating with STEM Degrees	1	1	2	2
15	Percent Women of Engineering Workforce	30	1	1	Greater Than Industry Average	Greater Than Average Percentage of Women Graduating with STEM Degrees	1	1	2	2
16	Percent Women in Entry Level Positions	56	1	1	Upper Middle Quartile of Industry for Women in Entry Level Positions & Greater than Women in Middle Management	At least 50%* or Upper Quartile of Industry for Women in Entry Level Positions & Greater than Women in Middle Management	0	1	1	2
17	Percent Women of Total Promoted Employees	67	1	1	In Industries with Less Than 50% Women in Total Workforce, Greater Than or Equal to Percent Women in Middle or Other Management <i>In Industries with Greater Than 50% Women in Total Workforce, First Threshold Does Not Apply</i>	Greater Than or Equal to 50%* of Promotions Are Given to Women		2	2	2

18	Percent Women of Employees That Exited Company	53	1	1	Less Than Percentage of Female New Hires	Second Threshold Does Not Apply	2		2	2
19	Percent Women of New Hires	64	1	1	In Industries with Less Than 50% Women in Total Workforce, Greater Than or Equal to Percent Women in Total Workforce In Industries with Greater Than 50% Women in Total Workforce, First Threshold Does Not Apply	Greater Than or Equal to 50%* of New Hires are Women		2	2	2
20	Has Strategy for Recruiting Women	N	1	1	Has Strategy for Recruiting Women	Second Threshold Does Not Apply	0		0	2
21 a	Percent Women of US Employees	N/A	Not Scored		Not Scored		Not Scored			
21 b	Percent Multicultural Women of US Employees	N/A	N/A	N/A	At Least 40% of US Female Workforce	Second Threshold Does Not Apply	0		N/A	N/A
SUBTOTAL OF SECTION ONE METRICS			19	19					22	38

Equal Pay & Gender Pay Parity											
Description of Data		Company Data		Disclosure		Requisite Conditions		Data Excellence			
Question Number	Data Point Measured	Fiscal Year 2019	Points Awarded	Maximum Points	Threshold 1	Threshold 2	Threshold 1	Threshold 2	Total Points Awarded	Maximum Points	
22	Conducted Global Equal Pay Audit	N	1	1	Conducted Gender Based Compensation Review	Second Threshold Does Not Apply	0		0	2	
23	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	
24	Percent Women of Top Pay Quartile	38.1	1	1	Disclosed Data Point	Second Threshold Does Not Apply	2		2	2	
25	Percent Women of Upper Middle Pay Quartile	46.34	1	1	Disclosed Data Point	Second Threshold Does Not Apply	2		2	2	
26	Percent Women of Lower Middle Pay Quartile	75.61	1	1	Disclosed Data Point	Second Threshold Does Not Apply	2		2	2	
27	Percent Women of Lower Pay Quartile	78.05	1	1	Disclosed Data Point	Second Threshold Does Not Apply	2		2	2	
28	Global Mean Gender Pay Gap	38.1	1	1	Disclosed Data Point	Second Threshold Does Not Apply	1		1	1	
29	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			8	8					11	15	

Inclusive Culture											
Description of Data		Company Data		Disclosure		Requisite Conditions		Data Excellence			
Question Number	Data Point Measured	Fiscal Year 2019	Points Awarded	Maximum Points	Threshold 1	Threshold 2	Threshold 1	Threshold 2	Total Points Awarded	Maximum Points	
30 a	Global Minimum Weeks Fully Paid Primary Parental Leave	14	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	4	
30 b	Global Minimum Weeks Fully Paid Secondary Parental Leave	0	1	1	Has Global Minimum Secondary Parental Leave Policy	At Least 2 Weeks Fully Paid Secondary Leave Offered to Employees at Any Location	0	0	0	4	
31 a	Weeks Fully Paid Primary Parental Leave Offered in the US	N/A	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	N/A	
31 b	Weeks Fully Paid Primary Parental Leave Used in the US	N/A	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	N/A	
31 c	Weeks Fully Paid Secondary Parental Leave Offered in the US	N/A	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	N/A	
31 d	Weeks Fully Paid Secondary Parental Leave Used in the US	N/A	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	N/A	
32	Return From Parental Leave 12 Month Retention Rate	37.5	1	1	Provided Parental Leave 12 Month Retention Rate	At Least 80% Parental Leave Retention Rate	1	0	1	2	
33	Offers On-site Lactation Rooms	Y	1	1	Offers On-site Lactation Rooms	Second Threshold Does Not Apply	1		1	1	
34 a	Provides Adoption Assistance	N/A	N/A	N/A	Provides Adoption Assistance	Second Threshold Does Not Apply	N/A		N/A	N/A	
34 b	Covers Fertility Services	N/A	N/A	N/A	Covers Fertility Services	Second Threshold Does Not Apply	N/A		N/A	N/A	
34 c	Covers Egg Freezing	N/A	N/A	N/A	Covers Egg Freezing	Second Threshold Does Not Apply	N/A		N/A	N/A	
34 d	Covers Contraception	N/A	N/A	N/A	Covers Contraception	Second Threshold Does Not Apply	N/A		N/A	N/A	
35	Covers Gender Reassignment Services	N/A	N/A	N/A	Covers Gender Reassignment Services	Second Threshold Does Not Apply	N/A		N/A	N/A	
36 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		0	1	

36 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		0	1
37	Offers Flexible Work Schedule	Y	1	1	Offers Flexible Work Schedule	Second Threshold Does Not Apply	1		1	1
38	Offers Flexible Work Location	Y	1	1	Offers Flexible Work Location	Second Threshold Does Not Apply	1		1	1
39 a	Conducted Employee Engagement Survey	Y	1	1	Conducted Employee Engagement Survey	Second Threshold Does Not Apply	1		1	1
39 b	Assessed Engagement Survey Results by Gender	N	1	1	Assessed Engagement Survey Results by Gender	Second Threshold Does Not Apply	0		0	1
40	Has Employee Groups for Women	N	1	1	Has Employee Groups for Women	Second Threshold Does Not Apply	0		0	1
41	Mandates Managers Complete Unconscious Bias Training	N	1	1	Mandates Managers Complete Unconscious Bias Training	Second Threshold Does Not Apply	0		0	2
42	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		0	2
SUBTOTAL OF SECTION THREE METRICS			13	13					9	22

Sexual Harassment Policies										
Description of Data		Company Data	Disclosure		Requisite Conditions			Data Excellence		
Question Number	Data Point Measured	Fiscal Year 2019	Points Awarded	Maximum Points	Threshold 1	Threshold 2	Threshold 1	Threshold 2	Total Points Awarded	Maximum Points
43	Public Sexual Harassment Policy Statement	Y	1	1	Released Sexual Harassment Policy	Second Threshold Does Not Apply	2		2	2
44	Annual Employee Sexual Harassment Training	N	1	1	Employee Sexual Harassment Training Given Annually	Second Threshold Does Not Apply	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	Does Not Require 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		Company Data	Disclosure		Requisite Conditions			Data Excellence		
Question Number	Data Point Measured	Fiscal Year 2019	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	Assesses Gender Balance in Machine Learning Training Data Sets	N/A	N/A	N/A	Assesses Gender Balance in Machine Learning Training Data Sets	Second Threshold Does Not Apply	N/A		N/A	N/A
50	Has a Supplier Diversity Program	Y	1	1	Has a Supplier Diversity Program	Second Threshold Does Not Apply	2		2	2
51	Actively Recruits Women From Career Breaks	N	1	1	Actively Recruits Women From Career Breaks	Second Threshold Does Not Apply	0		0	2
52	Allocated Resources to Attract and Retain Female Clients	N/A	N/A	N/A	Allocated Resources to Attract and Retain Female Clients	Second Threshold Does Not Apply	N/A		N/A	N/A
53 a	Tracks Client or Customer Base by Gender	N/A	N/A	N/A	Tracks Client or Customer Base by Gender	Second Threshold Does Not Apply	N/A		N/A	N/A
53 b	Tracks Customer Satisfaction by Gender	N/A	N/A	N/A	Tracks Customer Satisfaction by Gender	Second Threshold Does Not Apply	N/A		N/A	N/A
53 c	Tracks Retention of Female Clients	N/A	N/A	N/A	Tracks Retention of Female Clients	Second Threshold Does Not Apply	N/A		N/A	N/A
54 a	Offers Financial Products for Women-Owned Business	N/A	N/A	N/A	Offers Financial Products for Women-Owned Business	Second Threshold Does Not Apply	N/A		N/A	N/A
54 b	Tracks Repayment Rates by Gender	N/A	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 Principles 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	1	1	Completed EDGE Certification in At Least 1 Market	Second Threshold Does Not Apply	0		0	1
SUBTOTAL OF SECTION FIVE METRICS			10	10					4	15

Appendix

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

Industry-Specific Threshold Reference Table						
Description of Data		Requisite Conditions			Data Excellence	
Associated Question Number	Data Point Measured	Threshold 1 Industry Value	Threshold Industry Value	Threshold 1	Threshold 2	
2	Percent Women on Board	<i>First Threshold Does Not Apply</i>	Industry Average for Percent Women on Board		22.50	
5	Percent Women of Executive Officers	Upper Middle Quartile of Industry for Percent Female Executives	Upper Quartile of Industry for Percent Female Executives	16.67	25.00	
7	Percent Women of Top 10 Percent Compensated Employees	Upper Middle Quartile of Industry for Women in Senior Management	Upper Quartile of Industry for Women in Senior Management	34.00	44.04	
9	Percent Women of Total Workforce	Upper Middle Quartile of Industry for Women in Total Workforce	Upper Quartile of Industry for Women in Total Workforce	52.27	57.00	
11	Percent Women in Senior Management	<i>First Threshold Does Not Apply</i>	Upper Quartile of Industry for Women in Senior Management		44.04	
12	Percent Women in Middle and Other Management	<i>First Threshold Does Not Apply</i>	Upper Quartile of Industry for Women in Middle Management		50.55	
13	Percent Women in Revenue-Producing Roles	<i>First Threshold Does Not Apply</i>	Upper Quartile of Industry for Women in Middle Management		50.55	
14	Percent Women of IT Workforce	Industry average of Women of IT Workforce	Global Average Percentage of Women Graduating with STEM Degrees	20.92	30.00	
15	Percent Women of Engineering Workforce	Industry average of Women of Engineering Workforce	Global Average Percentage of Women Graduating with STEM Degrees	18.43	30.00	
16	Percent Women in Entry Level Positions	Upper Middle Quartile of Industry for Women in Entry Level Positions	Upper Quartile of Industry for Women in Entry Level Positions	68.00	82.00	
17	Percent Women of Total Promoted Employees	Industry average of Women in Total Workforce	Second Threshold Does Not Apply	50.53		
19	Percent Women of New Hires	Industry average of Women in Total Workforce	<i>Second Threshold Does Not Apply</i>	50.53		

*Data Note *Considers 2.5% margin to account for percentage variance
 Quartile values calculated as of 12/06/19
 The Bloomberg GEI scores data reported by the company in line with the definition and calculation instructions provided by Bloomberg through the 2021 Bloomberg Gender-Reporting Framework. Any data provided that does not align with the Bloomberg definition, and were not corrected by the company during the requested time frame are subsequently scored as the value determined through public filing, where applicable, or non-disclosure.

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