

For the third consecutive year, Gecina is ranked first for the representation of women in management structures among SBF 120 companies

This ranking prepared by the observatory Ethics&Board for the French Secretary of State for Gender Equality and Anti-discrimination was unveiled on December 6. Gecina's position at the top of this ranking highlights the Group's commitment to promoting gender parity within its management structures.

Méka Brunel, Chief Executive Officer: *"I am very honored by this outstanding recognition. Gecina has a longstanding commitment to gender equality, which is part of the company's genetic makeup. The results achieved, in terms of both parity at the highest level within the company and equal pay, reflect a committed approach engaging all members of staff. But above all, this is the result of a strong and shared conviction: gender diversity and parity are at the heart of the company's performance and capacity for innovation".*

A strong focus for its corporate social responsibility, Gecina's commitment to promoting parity is the result of a longstanding policy that has been in place since 2011. In line with this commitment, concrete measures have been rolled out to strengthen the number of women and their roles at every level throughout the company, notably with:

- Parity achieved on the Board of Directors since 2015 and Méka Brunel appointed as Chief Executive Officer in January 2017;
- An Executive Committee with 33.3% women in key positions;
- An ambitious equal pay program aiming to reduce unjustified pay gaps to a maximum of 3% for men and women in similar positions with equivalent experience and skills;
- Continued progress with the number of women in the company's Top 100 positions, with a gender diversity rate of 45%.

Moreover, the results achieved in terms of gender diversity and workplace equality were praised by the French President on March 8, 2018 as part of the International Women's Day event.

Gecina, at the heart of urban life

Gecina owns, manages and develops property holdings worth 19.8 billion euros at end-June 2018, with nearly 93% located in the Paris Region. The Group is building its business around France's leading office portfolio and a diversification division with residential assets and student residences. Gecina has put sustainable innovation at the heart of its strategy to create value, anticipate its customers' expectations and invest while respecting the environment, thanks to the dedication and expertise of its staff.

Gecina is a French real estate investment trust (SIIC) listed on Euronext Paris, and is part of the SBF 120, CAC Next 20, CAC Large 60, Euronext 100, FTSE4Good, DJSI Europe and World, Stoxx Global ESG Leaders and Vigeo indices. In line with its commitments to the community, Gecina has created a company foundation, which is focused on protecting the environment and supporting all forms of disability.

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