

Gecina wins a Grand Prix de la Mixité gender diversity award for the second consecutive year

Gecina has won the Grand Prix de la Mixité gender diversity award for companies with under 10,000 employees, organized by the Institut du Capitalisme Responsable and the Ethics & Boards Observatory.

With women representing 50% of its Board of Directors, 40% of its Executive Committee and 45% of its Top 100 managers, Gecina has one of the best gender diversity rates for management structures in businesses.

Gecina is also one of 10 companies from the SBF 120 to be headed up by a woman.

Gecina's firm commitment to gender equality is reflected in the strong actions taken to develop gender diversity in both its management structures and at every level throughout the company: drive to reduce pay gaps between women and men, actions to raise awareness during recruitment phases, creation of a gender diversity network within the company, policy to maintain 100% pay during paternity leave (and maternity or adoption leave), partnership with a network of creches and dedicated budget for childcare bonuses...

In 2018, Gecina joined a parity taskforce made up of both public sector organizations and private companies that were candidates for the Closing the Gender Gap program, led by the World Economic Forum.

In 2018, the company was also ranked first by Ethics & Boards for the representation of women in management structures among SBF 120 companies.

"Gender diversity is a performance driver for businesses, supporting their capacity for innovation. It makes it possible to look at things with different perspectives, to open up to other points of view to resolve complex issues, and to attract all talents. Businesses cannot disregard half of the world. At Gecina, gender pay equality, diversity and parity are longstanding commitments and an integral part of the company's culture. They are at the heart of our value creation model, supporting a more fluid and inclusive city", confirms Méka Brunel, Gecina's Chief Executive Officer.

Created in 2017, the Grands Prix de la Mixité awards recognize the practices of listed European companies from the SBF120, Euro Stoxx 50, DAX 30 (Germany) and FTSE MIB (Italy). They are based on measuring gender diversity in the Boards, Executive or Management Committees and Top 100, as well as the percentage of female managers and executives.

Gecina, at the heart of urban life

Gecina owns, manages and develops property holdings worth 19.3 billion euros at end-2018. As a specialist for centrality and uses, the Group is building its business around Europe's leading office portfolio, with nearly 97% located in the Paris Region, and a diversification division with residential assets and student residences. Gecina has put sustainable innovation at the heart of its strategy to create value and anticipate the expectations of around 100,000 customers and end users, thanks to the dedication and expertise of its staff, who are committed to an understated, fluid and inclusive city. To offer its customers high-quality services and support their changing needs, Gecina has launched YouFirst, its relational brand.

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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