

FRANCE

With a score of 0.71, the *Gender Diversity Index* ranks France in second place among the 19 European countries covered by this analysis. This score is 0.12 points above the European average and 0.01 below the best scoring country¹⁷.

France has the highest percentage of women on boards of directors/supervisory boards and the second highest percentage of female board and committee members. Even though female representation is generally high, France has the second lowest rate of women who are Chairs of the Board (after a few countries that have no women who are the chair of boards).

Of the 76 companies in the French dataset, 72 were also present in 2020. Of these:

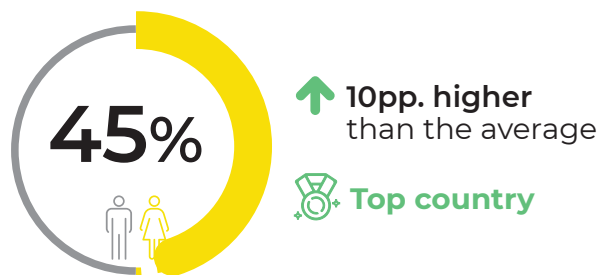
- > 51 improved their score over the past year;
- > 21 have seen their score decrease since 2020;
- > the most considerable improvement was noted for Sartorius Stedim Biotech.

¹⁷ Norway has the top score in the GDI 2020: 0.72.

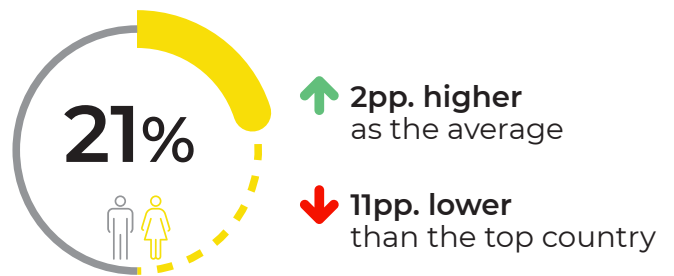
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Women representation in leadership positions

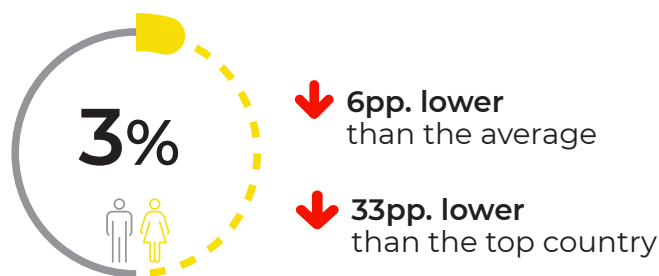
BOARD OF DIRECTORS / SUPERVISORY BOARD



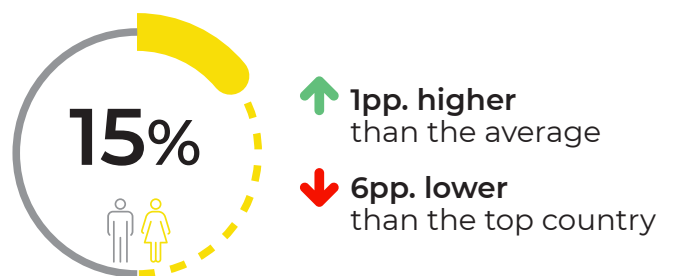
EXECUTIVE LEVEL



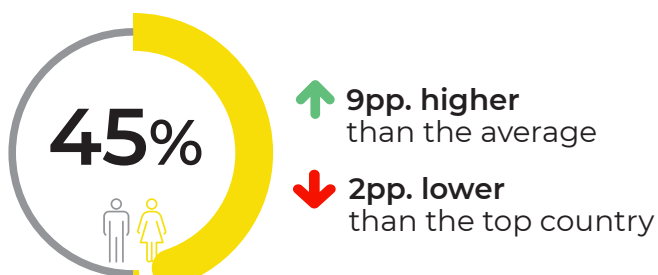
CHAIR OF BOARD OF DIRECTORS / SUPERVISORY BOARD



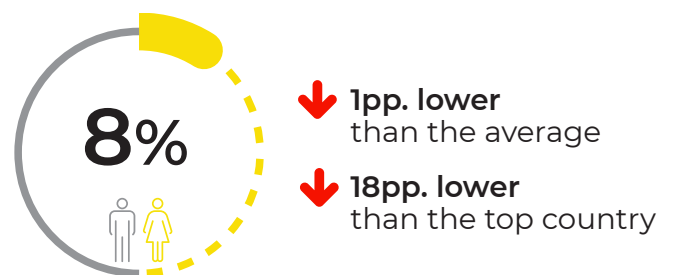
CFO



BOARD AND CONTROL COMMITTEES



CEO



↓ **29%** of companies saw a decrease in GDI since 2020



↑ **71%** of companies that are in both 2020 and 2021 datasets saw an increase in GDI since 2020

There are 17 companies (22%) in France with a GDI score higher than, or equal to 0.80 and more than half, a total of 45 companies (59%), with a GDI score higher than 0.70. 20% of the companies in France are below the GDI average score ¹⁸.

COMPANY	RANK	GDI	% women in leadership – absolute count	% women on the board	% women in executive level	% women in committees	Female chair of Board	Female CEO
OVERALL AVERAGE		0,59	30	35	19	36		
TOP COMPANY	1	1	50	50	54	43		
Kering	2	1,01	52	62	29	64	✗	✗
Sodexo	6	0,97	41	58	43	77	✓	✗
Wendel	14	0,96	50	58	25	64	✗	✗
Gecina	16	0,93	45	50	46	48	✗	✓
Schneider Electric	18	0,92	45	47	44	53	✗	✗

List of all companies in France including overall ranking and country ranking:

OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY	OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY
2	1	1,01	Kering	75	14	0,80	Suez environnement
6	2	0,97	Sodexo	75	14	0,80	EDF
14	3	0,96	Wendel	85	18	0,79	Dassault Systems
16	4	0,93	Gecina	85	18	0,79	Remy Cointreau
18	5	0,92	Schneider Electric	92	20	0,78	La française des Jeux
23	6	0,90	Unibail-Rodamco-Westfield	92	20	0,78	Scor
47	7	0,84	Engie	100	22	0,77	Ubisoft Entertainment
62	8	0,82	Axa	100	22	0,77	Elis
62	8	0,82	L'Oréal	113	24	0,76	Accor
62	8	0,82	Totalenergies	113	24	0,76	Crédit Agricole
62	8	0,82	Bnp Paribas	113	24	0,76	Getlink
69	12	0,81	Legrand	113	24	0,76	Pernod Ricard
69	12	0,81	Saint Gobain	113	24	0,76	Sanofi
75	14	0,80	Hermes International	125	29	0,75	Biomerieux
75	14	0,80	Publicis grp				

¹⁸ For easier visualisation, the GDI scores are displayed with two digits (from 0.00 to 2.00). Companies that may appear to have the same GDI score may actually show differences when all digits are taken into account.

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List of companies in France which could not be included in the analysis due to the fact that information on certain levels of governance was not publicly available, but are part of the wider database:

OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY	OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY
125	29	0,75	Bureau Veritas	236	53	0,65	Ipsen
125	29	0,75	Seb	236	53	0,65	Sopra Steria Group
125	29	0,75	Thales	236	53	0,65	Valeo
125	29	0,75	Euronext	253	57	0,64	Grp Société Générale
135	34	0,74	Eiffage	260	58	0,63	Spie
135	34	0,74	Covivio	260	58	0,63	Teleperformance
135	34	0,74	Klepierre	293	60	0,61	Christian Dior
146	37	0,73	Arkema	312	61	0,60	Eurazeo
146	37	0,73	Danone	342	62	0,58	Edenred
146	37	0,73	Lvmh Moet Hennessy	342	62	0,58	Safran
154	40	0,72	Natixis	360	64	0,57	Rexel
163	41	0,71	Air Liquide	360	64	0,57	Veolia Environnement
163	41	0,71	Bouygues	367	66	0,56	Worldline
163	41	0,71	Essilorluxottica	382	67	0,55	Alstom
163	41	0,71	Orange	382	67	0,55	Vinci
163	41	0,71	Rubis	398	69	0,54	Soitec
179	46	0,70	Amundi	420	70	0,52	Adp
179	46	0,70	Sartorius Stedim Biotech	433	71	0,51	Renault
188	48	0,69	Vivendi	447	72	0,50	Alten
205	49	0,68	Technipmc	447	72	0,50	Bolloré
205	49	0,68	Carrefour	481	74	0,47	Faurecia
220	51	0,66	Cap gemini	490	75	0,46	Dassault Aviation
220	51	0,66	Eurofins Scientific	550	76	0,39	Airbus
236	53	0,65	Atos				

List of companies in France which could not be included in the analysis due to the fact that information on certain levels of governance was not publicly available, but which are part of the broader database:

COMPANY	% women in leadership – absolute count	% women on the board	% women in executive level	% women in committees	Female chair of Board	Female CEO
Michelin	44	42	N/A*	48	✗	✗
Orpea	43	46	N/A*	58	✗	✗

* This information was not found at the time of desk research. Desk research was done from June to August 2021, this data therefore reflects what was found / not found on the day these particular companies were researched. Please note that the situation or information available may have evolved since then.