

Bloomberg Gender-Equality Index

Key Performance Indicators August 2023

Bloomberg Gender-Equality Index (GEI) KPI Notice

KPI	Definition	ELLAKTOR's response
Leadership		
Percentage of women on company board	Percentage of women on the board directors, of the total board size that are responsible for the supervision of management, as of fiscal year-end.* This includes full-time directors only. Deputy members of the board and alternate directors will not be counted. Additional directors will be counted. If the company has both a supervisory board and a management board, this will refer to the directors on the supervisory board. Company secretaries (or board observers or censors) will not be counted.	27,27% (31.12.2022)
Chairperson is a woman	Indicates whether the board chair, or equivalent is a woman. For European companies with a supervisory board and a management board, this field looks at the chairperson on the supervisory board.	Chairperson is not a woman
Gender balance in board leadership	Percentage of the various committees of the board of directors chaired/co-chaired by a woman.	25% (Audit Committee, Nomination & Remuneration Committee, ESG Committee, Strategy Committee)
Chief executive officer (CEO) is a woman	Indicates whether the chief executive officer (CEO), or equivalent, is a woman. For European companies with a supervisory board and a management board, this field refers to the CEO of the management board or equivalent.	Chief executive officer (CEO) is not a woman
Woman chief financial officer (CFO) or equivalent	Indicates whether the chief financial officer (CFO), or equivalent, is a woman.	The chief financial officer (CFO) or equivalent is not a woman
Percentage of women executive officers	Percentage of women executives of the company, or members of equivalent management/executive body, of the number of executives as of fiscal year-end. Executives are as defined by the company or as individuals that form the company executive committee/board or management committee/board or equivalent.*	71% (31.12.2022) (Annual Financial Report 2022, pages 109-110)
Chief diversity officer (CDO)	Chief diversity officer (CDO), or officer reporting to the executive team (within two levels of executive management), dedicated primarily to diversity and inclusion (D&I) strategy at the company as of fiscal year-end. Can refer to a chief human resources officer (CHRO) ONLY in the case that they have a primary business function of developing and maintaining the company's D&I strategies.	The Senior Sustainability & Corporate Social Responsibility Expert of the Group is dedicated primarily to diversity and inclusion (D&I) strategy.

KPI	Definition	ELLAKTOR's response
Talent Pipeline		
Percentage of women in total management	Percentage of women in management who have senior-level, middle- or lower-level supervisory responsibilities of total management.*	19,00%
Percentage of women in senior management	Percentage of women in management who have senior-level supervisory responsibilities and are positioned in the management hierarchy within two levels of executive management of total management.*	17,16%
Percentage of women in middle management	Percentage of women in management who have middle- or lower-level supervisory responsibilities and are positioned in the management hierarchy three or more levels from executive management of total middle management.*	19,62%
Percentage of women in non-managerial positions	Percentage of women employees in non-managerial roles, of total non-managerial positions at fiscal year-end. Refers to women who work directly on a team as an individual contributor and have no responsibility as a manager to others.*	27,44%
Percentage of women in total workforce	Percentage of women in the total workforce, of the total number of company employees.*	26,93%
Percentage of women total promotions	Percentage of women promoted of total promotions during fiscal year-end. Refers to women that were promoted or underwent career advancement out of total employees promoted.*	28,77%
Percentage of Women IT/Engineering	Percentage of women working in functional roles with IT (Information Technology) and/or Engineering (Research & Development; Programming/Coding) responsibilities at the company, of the total employees working in these roles.*	14,95%
Percentage of new hires are women	Percentage of women new hires, of the total number of new hires.*	24,27%
Percentage of women attrition	Percentage of women employees that left the company, of the total employees that left the company.*	19,56%
Time-bound action plan with targets to increase the representation of women in leadership positions	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women in leadership positions. Employees in leadership positions (which may include management with senior-level responsibilities) or employees with supervisory responsibilities for one or more direct reports.	No time-bound action plan with targets publicly available
Time-bound action plan with targets to increase the representation of women in the company	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women positions in the company.	No time-bound action plan with targets publicly available

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Pay		
Adjusted mean gender pay gap	Gender pay gap with reasonable adjustments made to consider role, location and tenure.	Not available information
Global mean (average) raw gender pay gap	Raw gender pay gap measures the difference in total compensation between women and men, without adjusting for factors such as job function, level, education, performance, location, etc.	18,22%
Time-bound action plan to close its gender pay gap	Indicates whether the company shares a publicly quantitative, time-bound action plan to close its gender pay gap.	Zeroing the gender pay gap for the same Grade (medium-term target) Sustainability Report 2022 , page 37
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Indicates whether a company's executive compensation, either short term or long term, is linked to gender diversity. This can include representation of women, the gender pay gap, etc.	There is Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI), Remuneration Policy , page 9
Inclusive culture		
Number of weeks of fully paid primary parental leave offered	Indicates the number of weeks of fully paid primary parental leave (or maternity leave) for employees globally (provided by the firm and/or government). Primary caregiver is the person with primary responsibility for childcare or is the designated primary custodial parent. If the company offers maternity parental leave policies, we accept responses to primary parental leave policy questions according to the company's maternity leave policy.	17 weeks
Number of weeks of fully paid secondary parental leave offered	Indicates the number of weeks of fully paid secondary parental leave (or paternity leave) for employees globally (provided by firm and/or government). Secondary caregiver is the second parent who has a lesser responsibility for childcare duties. If the company offers paternity parental leave policies, we accept responses to secondary parental leave policy questions according to the company's paternity leave policy.	3 weeks
Parental leave retention rate	Percentage of women employees that remained employed by the company 12 months after their return from parental leave out of all women employees that used parental leave during previous fiscal year	95,24 %
Back-up family care services or subsidies through the company	Indicates whether the company offers back-up family care to assist when there is a gap in regular care arrangements, or a subsidy to assist with the cost of care of a family member, to employees. Flexible spending accounts (FSAs), to which the company does not contribute, do not qualify as a family care subsidy. Can include support offered through government services.	The company offers back-up family care (Monthly childcare allowance, children's camps during the summer season)

Flexible working policy	<p>The company offers an option to control the start or end times of the work-day or work-week (e.g. flextime) or offers an option to control the location where employees work (e.g. telecommuting, work from home).</p> <p>This should exclude any COVID-19 related policies. Telecommuting is the option of employees to control the location of their work; commonly referred to as workfrom home.</p>	There is no relevant policy in place
Employee resource groups for women	Indicates whether the company has any employee resource groups or “Communities” focused on recruiting, retaining and developing women.	ERGs are planned to be developed in 2024
Unconscious bias training	<p>Indicates whether the company offered all employees unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviours.</p> <p>Unconscious bias refers to a preference for or against a person, perspective, or group that one is not aware of but, nevertheless, is communicated through statements or actions. Unconscious bias training aims to remove barriers to inclusion, engagement and performance by understanding our individual biases and providing knowledge to mitigate this inequity.</p>	Unconscious bias training is in the training program for 2024
Annual anti-sexual harassment training	Indicates whether a company requires all employees to complete anti-sexual harassment training at least once a year. Anti-sexual harassment training explains the company’s anti-sexual harassment policies, provides specific examples of inappropriate conduct and describes the processes and procedures for bringing a complaint	anti-sexual harassment training will be included in the training program for 2024 and we will be held annually

*Alternatively, absolute values used to derive this percentage will be accepted

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