



## NEXITY'S PROGRESS IN THE BLOOMBERG GENDER-EQUALITY 2023 INDEX: RENEWED RECOGNITION OF THE GROUP'S COMMITMENT TO GENDER-EQUALITY

Paris, 8 February 2023 - For the fourth year in a row, Nexity is one of the 484 companies worldwide, including 14 French companies, ranked in the Bloomberg Gender-Equality Index, which recognizes companies committed to gender equality in the workplace.

The Bloomberg Gender-Equality Index tracks the performance of listed companies committed to sharing their gender equality efforts through internal policies, representation, and transparency.

The index assesses the Group's actions in the following five areas: women's leadership and talent pool, pay parity, inclusive culture, anti-sexual harassment policy and promotion of women.

### Results on the rise!

In 2023, the Group has made significant progress with a score of **80/100**, 5 points increase compared to the previous year, thanks to a proactive inclusion policy and a continuous improvement approach.

Within the Group, the approach to professional equality between women and men is based on five key commitments:

- **Feminise** the management bodies and the more traditionally male positions
- **Maintain pay equity** between employees with equivalent positions, skills, and profiles
- **Guarantee career development** commensurate with the skills of female employees
- **Ensuring work life balance**, in particular through support for parenthood
- **Raising awareness** among all managers and employees of the challenges of professional equality

### Focus on the number of women in the Group as of 31 December 2022





“It is a real source of pride and recognition of the work accomplished to be ranked in the Bloomberg Gender-Equality Index for the fourth consecutive year and to have moved up 5 points. Our commitment to diversity, gender balance and equality is a prerequisite for our position as market leader and contributes to the Group's performance. We remain convinced that, particularly in terms of gender balance, only a strong commitment backed up by actions can bring about the cultural change that companies need to build a more equitable and fairer society.” **Véronique Bédague, Nexity's Chairwoman and CEO**

### **NEXITY, LIFE TOGETHER**

With nearly 8,000 employees and €4.6 billion in revenue in 2021, Nexity is France's leading global real estate group, with a nationwide presence and business operations in all areas of real estate development and services. Our strategy as a global real estate operator is designed to serve all our clients individuals, companies, institutional investors, and local authorities. Our corporate purpose 'life together' expresses our commitment to create for them, sustainable spaces, neighbourhoods, and cities, that make it possible to forge and re-establish links.

Nexity is notably classified for the fourth year in a row, France's number-one low-carbon project owner by BBCA, is a member of the Bloomberg Gender-Equality Index (GEI), Best Workplaces 2021 and certified Great Place to Work® in September 2022.

Nexity is listed on the SRD, Euronext's Compartment A and the SBF 120

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