



BLOOMBERG GEI

KPI	GCP PERFORMANCE
Leadership	
Percentage of women on company board	33,0%
Chairperson is a woman	No
Gender balance in board leadership	No
Chief executive officer (CEO) is a woman	0,0%
Woman chief financial officer (CFO) or equivalent	0,0%
Percentage of women executive officers	0,0%
Chief diversity officer (CDO)	No
Talent Pipeline	
Percentage of women in total management	40,0%
Percentage of women in senior management	25,7%
Percentage of women in middle management	45,8%
Percentage of women in non-managerial positions	51,6%
Percentage of women in total workforce	50,1%
Percentage of women total promotions	45,8%
Percentage of Women IT/Engineering	14,0%
Percentage of new hires are women	41,4%
Percentage of women attrition	46,9%
Time-bound action plan with targets to increase the representation of women in leadership positions	No
Time-bound action plan with targets to increase the representation of women in the company	No
Pay	
Adjusted mean gender pay gap	17,0%
Global mean (average) raw gender pay gap	17,2%
Time-bound action plan to close its gender pay gap	No
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	GCP's previous remuneration policy has not yet finished its term, but once the term ends it will be updated following that of its parent company, Aroundtown SA.
Inclusive culture	
Number of weeks of fully paid primary parental leave offered	Germany offers 14 weeks of fully paid maternity leave, which can be taken before or after childbirth. It is determined in accordance with the provisions of the German Parental Allowance and Parental Leave Act (Bundeselterngeld- und Elternzeitgesetz - BEEG). For details, please refer to the official website of the Federal Ministry for Family Affairs: https://www.make-it-in-germany.com/de/leben-in-deutschland/mit-familie/elternzeit-eltern geld
Number of weeks of fully paid secondary parental leave offered	The number of weeks of fully paid secondary parental leave offered in the company is determined in accordance with the provisions of the German Parental Allowance and Parental Leave Act (Bundeselterngeld- und Elternzeitgesetz - BEEG). For specific details and the most up-to-date information regarding parental leave entitlements in Germany, please refer to the official website of the Federal Ministry for Family Affairs: https://www.make-it-in-germany.com/de/leben-in-deutschland/mit-familie/elternzeit-eltern geld
Parental leave retention rate	70,6%
Back-up family care services or subsidies through the company	No
Flexible working policy	"We offer hybrid working arrangements to support home-working up to two days a week, and flexible work hours", Employee Satisfaction Sustainability Insight, p. 2
Employee resource groups for women	Since May 2023 a Diversity Board exists in the group where employees can participate and support each other on diversity matters.
Unconscious bias training	No
Annual anti-sexual harassment training	Employees also received training on equal treatment laws and sexual harassment at the workplace within our compulsory compliance modules on our digital learning platform, CREA