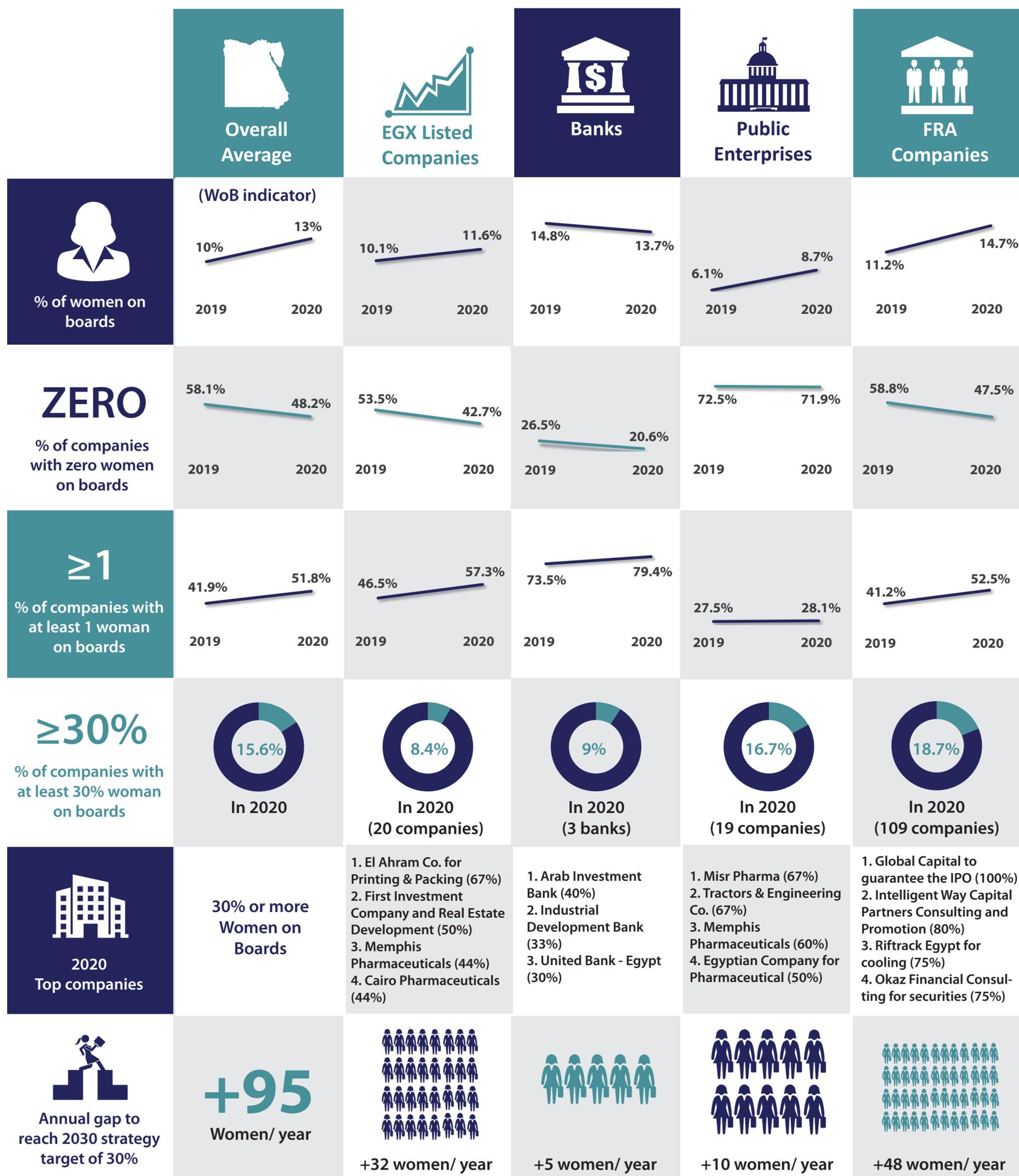


2020 EGYPT WOMEN ON BOARDS ANNUAL MONITORING REPORT

This infographic aims to present the main findings of the 2020 Egypt Women on Boards annual monitoring report. The first section includes the key take-aways of the report; and section 2 concludes with indicators about women in the Egyptian economy.

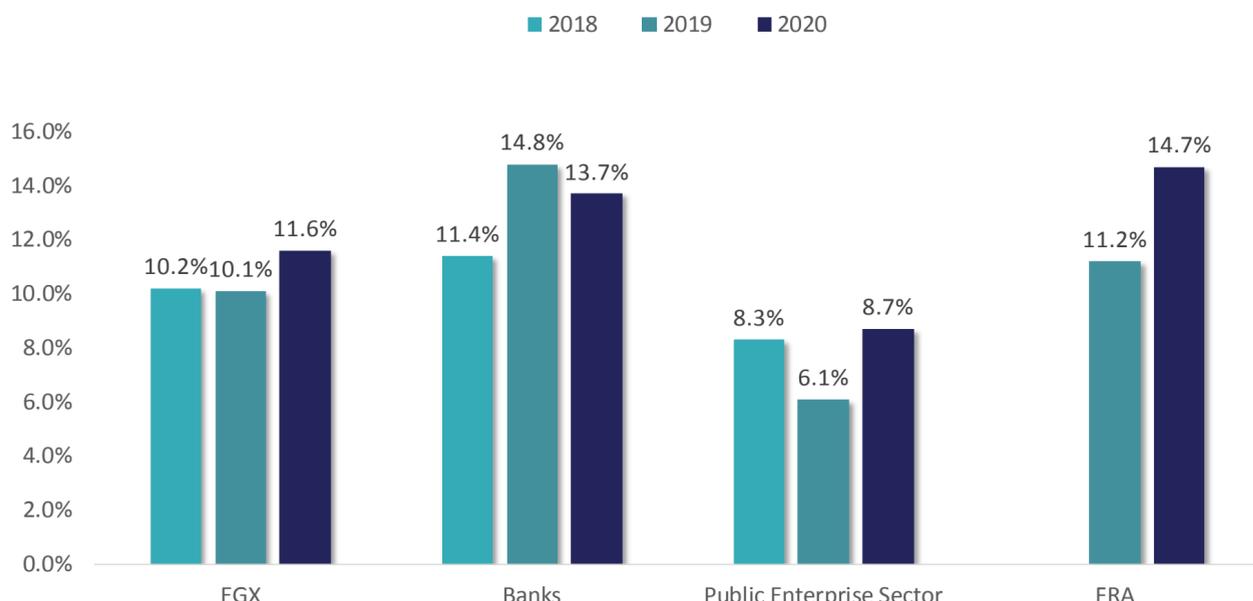
The Women on Boards Observatory, founded in 2017 by the AUC School of Business, aims to increase the representation of women on corporate boards in Egypt to 30% by 2030. It is recognized as a specialized observatory within the framework of the National Council for Women. The 2020 annual monitoring report analyzes the data of the Egyptian Exchange (EGX) listed companies, the banking sector, public enterprise companies and the Financial Regulatory Authority (FRA) companies. The women on boards indicator has significantly improved from 10% in 2019 to 13% in 2020, reflecting a positive movement towards achieving Egypt's vision 2030 and SDG goals.



- Analysis of data represented in the above diagram reveals that the public enterprise sector witnessed the highest % increase in the women on boards indicator in 2020 (42.6% improvement), followed by FRA companies (31.3%) and EGX-listed companies (14.9%). On the other hand, the banking sector female representation has witnessed a slight deterioration in 2020.
- The FRA companies have the highest number and percentage of companies having 30% or more women on boards.
- Nevertheless, almost half of FRA companies had zero women on boards.
- The percentage of public enterprise companies with zero women on boards was the highest, accounting for 71.9%.
- 95 women need to be added annually on boards of companies and banks, of which 48 in FRA, to reach the 30% target by 2030.

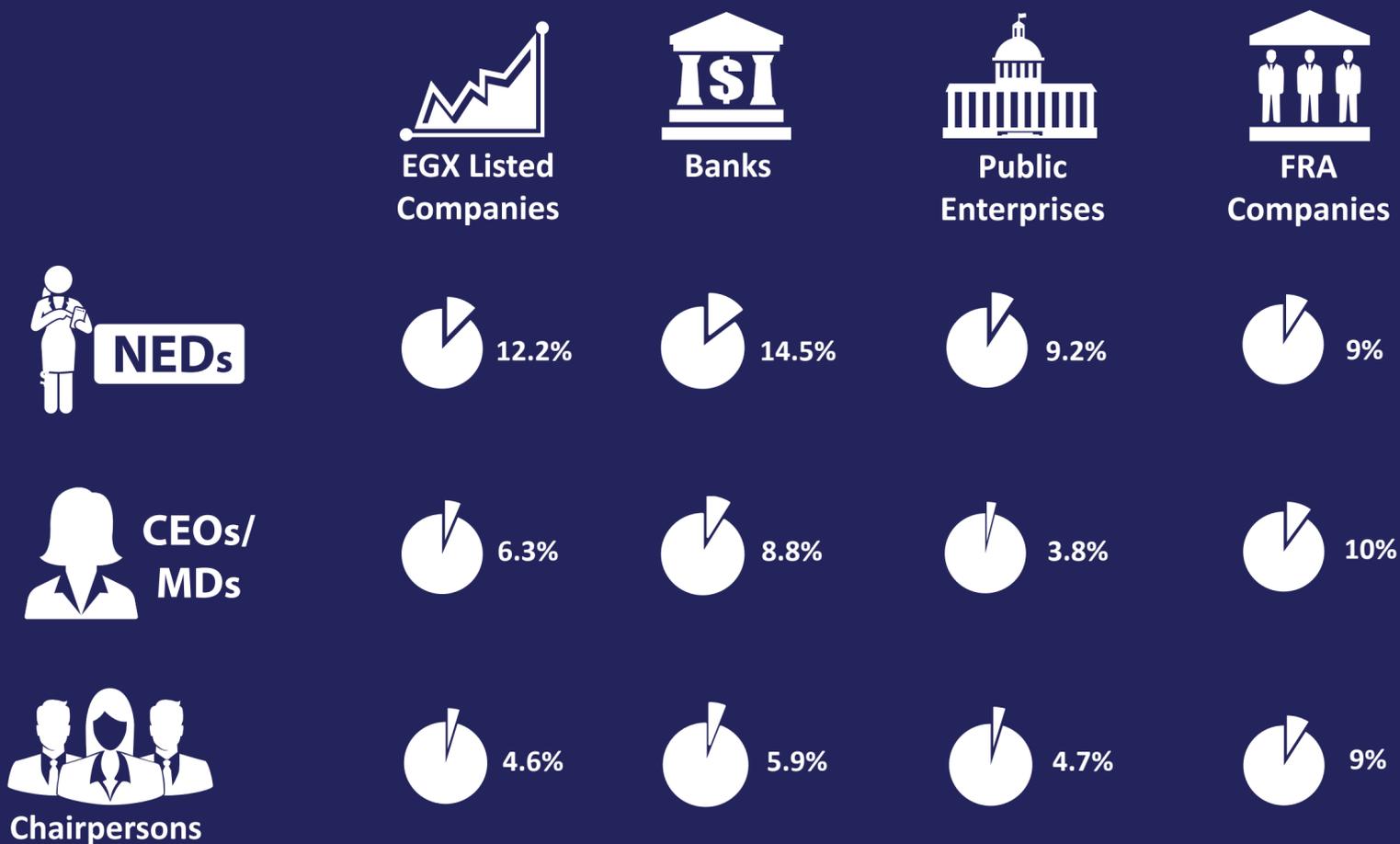
OTHER REPORT HIGHLIGHTS

Percentage of Women on Boards by Category 2018-2020



The chart indicates a positive inclining trend across EGX listed companies, public enterprise companies and FRA companies. The banking sector indicator witnessed a slight decrease in 2020 following a positive pattern in previous years.

Female Non-Executive Directors/ CEO/ Chairpersons Representation in 2020



FRA companies have the highest female CEO/ MD and Chairpersons representation; while banks have the highest representation of non-executive directors.

FOOTNOTES

- In the analysis, EGX listed companies were deducted from the FRA calculations to avoid duplication when applicable.
- The 2020 annual gap was calculated based on the current total number of women board members for the upcoming 10 years until 2030.
- The Financial Regulatory Authority issued decision number (50) in 2020, declaring the necessity of having a minimum of one female representation on boards of Financial Regulatory Authority (FRA) companies by 31 December 2020.
- Complementing this decision, the Financial Regulatory Authority issued another decision no. (205) of 2020 granting companies and non-banking entities when practicing their activities and the percentage of dealing with women reached 25% or more a 50% reduction in the development fee or service charge, according to the percentage of dealing with women.

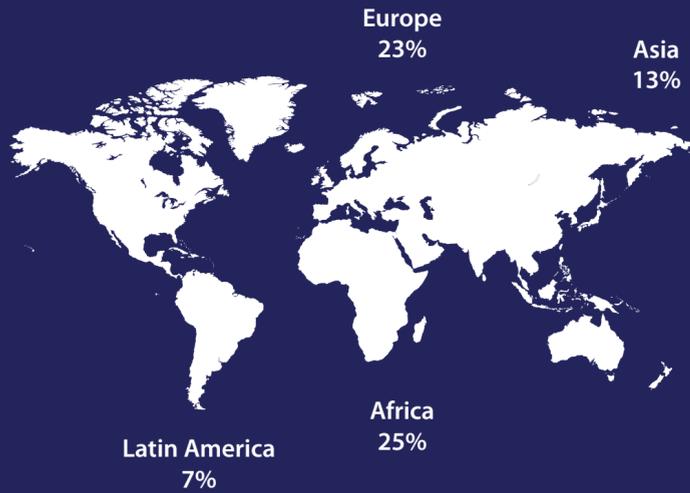
HOW DOES EGYPT COMPARE TO THE WORLD?

GLOBAL BOARD DIVERSITY STATISTICS

17% Global Average

While Africa outperforms the global average with one in four board members in Africa being female, Egypt (13%) still falls behind despite recent improvements.

Source: Board Diversity Index Egypt 2020 Edition



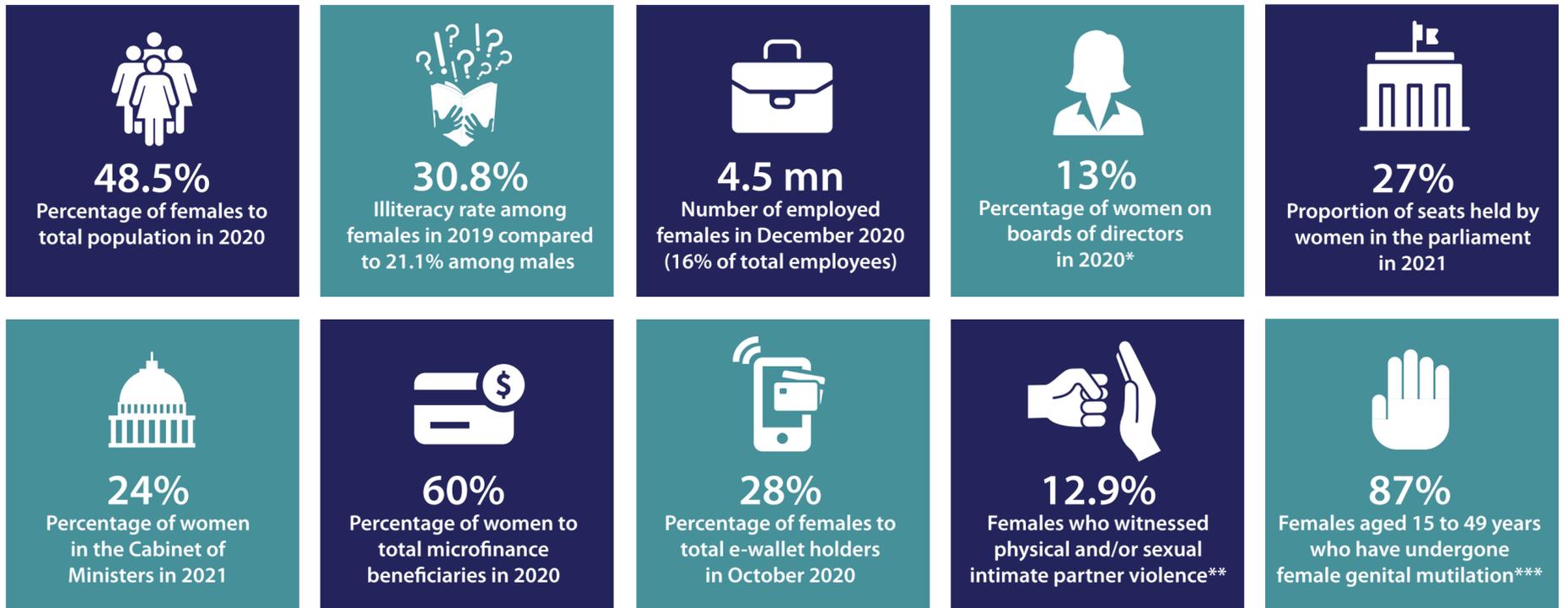
MSCI ACWI INDEX



Percentage of constituents of the MSCI ACWI Index achieved "sustained board diversity," meaning their boards included at least three women directors for at least three years.

Source: MSCI Website (As of February 2021)

OTHER INDICATORS: WOMEN IN THE EGYPTIAN ECONOMY



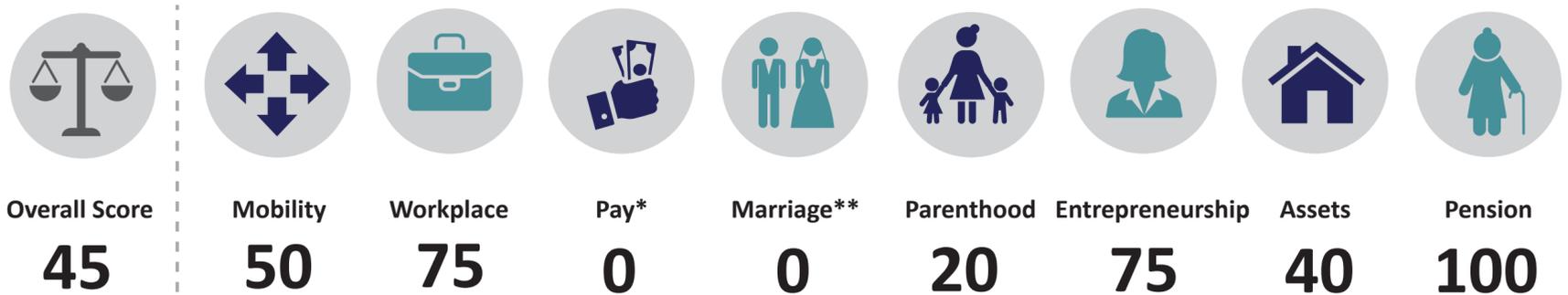
Sources: CAPMAS, Women on Boards Observatory 2020 (AUC School of Business), International Institute for Democracy and Electoral Assistance, UN Women, Financial Regulatory Authority (FRA) & NTRA.

*This indicator represents the 4 categories included in the report, which are the EGX listed companies, the banking sector, the public enterprise companies and the Financial Regulatory Authority (FRA) companies.

**In 2017 according to Institute of Health Metrics & Evaluation (IHME).

***According to UNICEF global databases 2017.

EGYPT'S SCORES ON THE WORLD BANK'S WOMEN, BUSINESS AND THE LAW INDEX 2021



Egypt recorded an overall score of 45 out of 100 on the World Bank's Women, Business and the Law 2021 index which is structured around the life cycle of a working woman, lower than the regional average observed across the Middle East & North Africa (51.5).

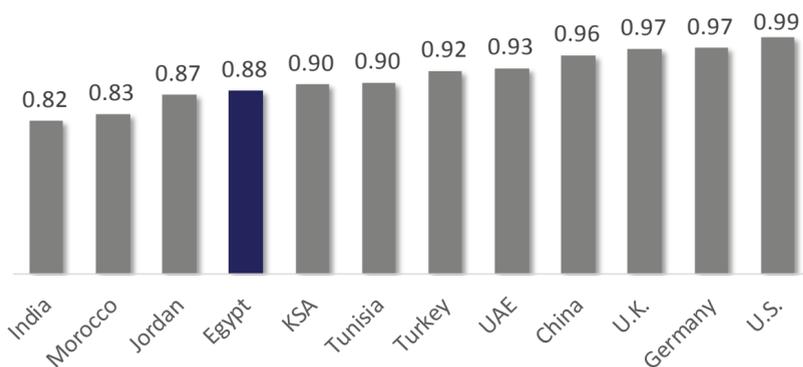
In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regs that are applicable to the main business city (Cairo). *A score of zero on the Pay index means that all the following questions were answered in a No: Does the law mandate equal remuneration for work of equal value? Can a woman work at night in the same way as a man? Can a woman work in a job deemed dangerous in the same way as a man? Can a woman work in an industrial job in the same way as a man?

**Marriage index includes questions such as "Is there no legal provision that requires a married woman to obey her husband?" and Parenthood: "Does the government pay 100% of maternity leave benefits?".

Source: World Bank, 2021

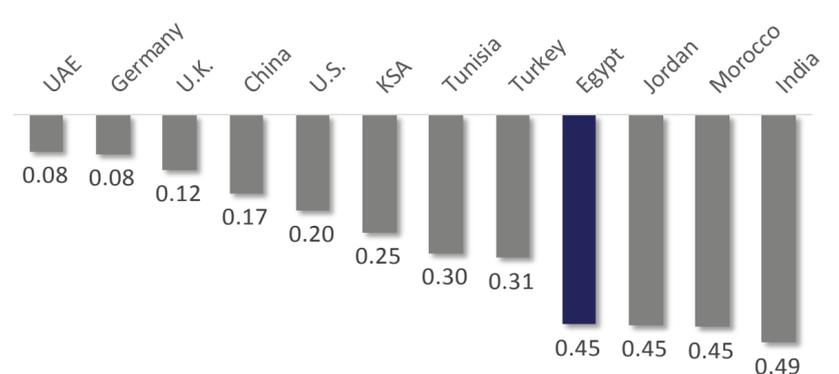
GENDER DEVELOPMENT INDEX (GDI)

HIGHER = BETTER



GENDER INEQUALITY INDEX (GII)

LOWER = BETTER



Definitions: The Gender Development Index (GDI) measures gender gaps in human development achievements by accounting for disparities between women and men in three basic dimensions of human development—health, knowledge and living standards using the same component indicators as in the HDI. It shows female HDI as a % of male HDI (higher = better).

The Gender Inequality Index (GII) measures gender inequalities in three important aspects of human development—reproductive health, measured by maternal mortality ratio and adolescent birth rates; empowerment, measured by proportion of parliamentary seats occupied by females and proportion of adult females and males aged 25 years and older with at least some secondary education; and economic status, expressed as labour market participation and measured by labour force participation rate of female and male populations aged 15 years and older. It measures the human development costs of gender inequality (lower = better).

Source: United Nations Development Programme (UNDP), 2019 data (latest).

The 2020 Egypt Women on Boards Annual Monitoring Report was developed within the framework of the UN Women-ILO joint programme (JP) "Promoting Productive Employment and Decent Work for Women in Egypt, Jordan and Palestine", which is implemented in partnership with the National Council for Women and the Ministry of Manpower and is generously funded by the Swedish International Development Agency (Sida), UN Women Egypt partnered with the American University in Cairo to 1) equip and expand a pool of women to be placed in senior positions and corporate boards through capacity building activities and organizational culture training, 2) produce a monitoring report on the percentage of women on boards, 3) build the capacity of women-owned businesses in market related skills, and 4) develop Egyptian board ready women database.