

## Empire State Realty Trust

### Bloomberg Gender Equality Index 2024 Data Report

Leadership	
Percentage of women on company board	22%
Chairperson is a woman	No
Gender balance in board leadership	0%
Chief executive officer (CEO) is a woman	No
Woman chief financial officer (CFO) or equivalent	Yes
Percentage of women executive officers	33%
Chief diversity officer (CDO)	Yes

Talent Pipeline	
Percentage of women in total management	40.0%
Percentage of women in senior management	37.2%
Percentage of women in middle management	42.1%
Percentage of women in non-managerial positions	59.5%
Percentage of women in total workforce	50.7%
Percentage of women total promotions	59.3%
Percentage of Women IT/Engineering	37.5%
Percentage of new hires are women	55.8%
Percentage of women attrition	50.0%
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	4.36%
Global mean (average) raw gender pay gap	26.90%
Time-bound action plan to close its gender pay gap	No
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Yes

Inclusive Culture	
Number of weeks of fully paid primary parental leave offered	14 weeks
Number of weeks of fully paid secondary parental leave offered	6 weeks
Parental leave retention rate	100%
Back-up family care services or subsidies through the company	UrbanSitter membership for all employees. Care options include backup child care, full/part-time child care, tutor/homework help, pet care, household help, senior care.

Flexible working policy	Yes, remote work available 6 days a month. Early release on Fridays from Memorial Day to Labor Day.
Employee resource groups for women	Not requested, but open to have one if requested
Unconscious bias training	Yes, 100% employee participation
Annual anti-sexual harassment training	Yes

### Footnotes

Time frame for the data is January 2022 to January 2023.

Senior Management positions include vice president and above.

Middle Management positions include manager to senior director.

Non-managerial positions include assistant manager and below.

Percentage of women attrition excludes temporary and seasonal employees and interns.

[For more information, view ESRT's 2022 Sustainability Report](#)