

The bottom 20 European companies according to the Gender Diversity Index

The situation in the bottom 20 companies has also changed considerably since 2019. Unfortunately, these changes are mainly due to the fact that several of the newly added companies have a very low share of women in leadership. Ten of the companies in the bottom 20 were not included in the 2019 version

of this index. The other companies in the bottom 20, which were also covered in the 2019 study, saw hardly any improvements. In fact, some of them even saw a decline in women's participation (PKO Bank). Since 2019, there are now more companies with no women in leadership positions.



Country with binding quotas for women on boards

BOTTOM 20 COMPANIES ACCORDING TO GDI⁸

RANK	COMPANY	COUNTRY	GDI	Diff. with 1*	GDI 2019	Change in GDI	% women in leadership – absolute count	% women on the board	% women in executive level	% women in committees
581	TMR	CZ	0	1	No	N/A	0	0	0	0
581	Rational Ag	DE	0	1	No	N/A	0	0	0	0
581	Nemetschek	DE	0	1	Yes	0	0	0	0	0
581	Ibersol	PT	0	1	No	N/A	0	0	0	0
581	Agrana Beteiligungs	AT	0	1	No	N/A	0	0	0	0
580	SGS	CH	0,07	0,93	Yes	0	3	10	0	0
579	Teamviewer AG	DE	0,09	0,91	No	N/A	6	0	7	0
578	Swiss Life Hldg	CH	0,11	0,89	Yes	0	5	8	0	12
576	Ambu 'B'	DK	0,12	0,88	Yes	+0,12	7	13	0	0
575	Kuehne + Nagel	CH	0,13	0,87	Yes	0	6	13	0	11
575	Alior Bank Sa	PL	0,13	0,87	No	N/A	7	0	14	0
575	O2 C.R.	CZ	0,13	0,87	No	N/A	8	0	10	0
574	Altice Europe Nv	NL	0,14	0,86	No	N/A	10	11	0	0
573	Sika	CH	0,15	0,85	Yes	0	6	13	0	17
571	PSP Swiss Property	CH	0,16	0,84	Yes	-0,02	9	13	0	9
571	Baloise	CH	0,16	0,84	Yes	0	10	10	0	13
570	Hellofresh SE	DE	0,17	0,83	No	N/A	8	17	0	11
569	Cez	CZ	0,18	0,82	No	N/A	9	8	14	0
567	Pko Bank	PL	0,19	0,81	Yes	-0,08	9	10	0	29
567	Lindt and Spruengli Reg	CH	0,19	0,81	Yes	-0,01	8	17	0	22

⁸ For easier visualisation, the GDI scores are displayed with two digits (from 0.00 to 2.00). Companies that may appear to have the same GDI score may actually show differences when all digits are taken into account.

Source: EWOB database of women in decision making

At the bottom of the GDI, there are 5 companies which have no women at board or at executive level. In these companies, women are not present in any executive management or leadership positions (this includes board committee members).

These companies are⁹:



TMR – a Czech travel and leisure company with 11 leadership positions (absolute count), all men: 3 sit on the board of directors, and 11 are executive level. There is no public information on the board committees.



Rational AG – a company in the industrial goods sector from Germany with 7 board members and 6 people at the executive level—all men;

**NEMETSCHEK
GROUP***

Nemetschek – a German technology company with a very small governance structure (four members at board level and 4 at C-suite level), all of whom are men. There is no publicly available information about board committees;



ibersol – a Portuguese company in the travel and leisure sector had a leadership team made up of 9 members, including 3 which are on the board of director and 3 which are on committees;



Agrana Beteiligungs – an Austrian company in the consumption goods & retail sector has a leadership team of 17 members, of which 8 are on the board of directors and 4 in the layer 2 of the company. 15 of them sit on the company's committees.

⁹ This information refers to data collected during July and August 2020