



Countries ranking according to GDI

The countries with a GDI closest to equality are Norway, France and the UK, followed closely by Finland and Sweden. When looking only at countries which have at least 10 companies in the dataset, Poland ranks lowest. This is consistent with the information on the country of registration of companies that rank at the top and at the bottom of the index, as discussed earlier.

In addition to the average GDI, it is interesting to look at the distribution of companies according to the GDI average. There are 316 companies in the dataset with an average or above-average GDI. The remaining 270 companies have a below-average GDI.

When looking at the companies that have an average or above-average GDI we find:

All (14) **Norwegian** companies in the index;
76% (60) of all **French** companies;
72% (88) of all **British** companies;
65% (11) of all **Finnish** companies;
65% (17) of all **Italian** companies;
60% (34) of all **Swedish** companies.

On the other hand, when looking at companies below the GDI average we find:

84% (43) of **Swiss** companies;
73% (16) of **Spanish** companies;
69% (51) of **German** companies;
83% (10) of **Polish** companies.

Interestingly, not all countries with binding quotas for board members are high in the ranking. In fact, this is only the case for Norway and France. Italy and Belgium follow, with a slightly better than average (Italy) or average (Belgium) score, while Germany is below the average GDI.

The detailed findings per country are presented in subsequent sections of this report.