

Overall findings

Top 20 companies European according to the Gender Diversity Index

The top 20 ranking of European companies according to GDI has changed substantially since 2019. Since 2019, there are 14 new companies in the top 20 ranking. This is partly due to “newly arrived” companies that were not part of the STOXX 600 in 2019. This is the case for all top three companies. All three (Assura, Wihlborgs Fastigheter AB, and Grainger) have a GDI score of 1. In fact, Assura has a perfect gender balance for all indicators that are considered as part of GDI.

The changes in the top 20 are also due to the fact that several companies made significant progress over the past year. Kinnevik was included in the 2019 index but not in the top 20 and it now figures in fourth position with close to perfect gender equality in corporate leadership. The company improved its score by 0.29 index points which is primarily due to 3 new female appointments.

The company that made the greatest progress over the period 2019-2020 is ASR NEDERLAND with 4 more women in absolute leadership than in 2019: it has newly appointed a woman to the board of directors, 3 women to the executive level—of which a new female CFO—and two women to its committees.

There are three companies that ranks first according to the GDI. One of these companies is Assura, a UK company, reaching the ideal index score of 1. The ranking is established based on the difference between the company's Index and the score of 1, with the highest ranking given to scores closest to 1.



Assura is a company in the real estate sector with a perfect split in its leadership between **women (6)** and **men (6)**



3 women among the 6 board members;
5 women among the 10 members of staff at executive level; and
A male CEO and a female CFO.



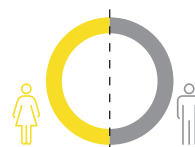
A Swedish company, Wihlborgs fastigheter AB, also shares first place with Assura with a perfect split in its leadership between **women (9)** and **men (9)**



3 women as board directors alongside 4 men;
4 women at the executive level (out of 7 persons – i.e. 57%); and
a female CEO.



The third company to share first place in the index is Grainger, another UK company in the real estate sector overall, 7 persons in leadership positions with **3 women** and **4 men** (resulting in 43% of women in leadership)



6 board members 2 of whom are women;
4 members at executive level (C-level and layers 2 and 3) all 4 of whom are women;
A female CEO and a female CFO.



Country with binding quotas for women on boards

TOP 20 COMPANIES ACCORDING TO GDI⁷

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
1	Assura	UK	1	0	No	N/A	50	50	50	50
1	Wihlborgs Fastigheter AB	SE	1	0	No	N/A	50	43	57	50
1	Grainger	UK	1	0	No	N/A	43	33	100	21
4	Kinnevik B	SE	0,99	0,01	Yes	0,29	50	50	38	70
5	Sweco B	SE	0,98	0,02	No	N/A	47	57	50	40
5	Iliad	FR	0,98	0,02	Yes	0,07	52	40	40	70
7	Asr Nederland Nv	NL	1,02	0,02	Yes	0,72	56	40	60	33
8	Halma	UK	1,03	0,03	Yes	0,21	54	40	55	56
9	Sodexo	FR	0,96	0,04	Yes	0,02	42	58	38	77
9	Suez Environnement	FR	0,96	0,04	Yes	0,09	46	53	40	61
11	L'oreal	FR	0,95	0,05	Yes	0,07	46	57	38	57
12	Auto Trader Group	UK	0,94	0,06	Yes	0,1	44	56	38	63
12	Pandora	DK	0,94	0,06	Yes	0,25	47	75	13	60
12	Gecina	FR	0,94	0,06	Yes	0,04	45	45	55	45
15	Taylor Wimpey	UK	1,07	0,07	Yes	0,27	56	50	40	71
15	Kering	FR	1,07	0,07	Yes	0,02	54	62	39	65
17	Wolters Kluwer	NL	0,92	0,08	Yes	0,1	44	43	50	50
18	Severn Trent	UK	0,91	0,09	Yes	0,17	44	56	36	50
18	Rms Mezzanine	CZ	0,91	0,09	No	N/A	44	50	50	33
18	Moneysupermarket Com Gp.	UK	0,91	0,09	Yes	0,07	41	63	33	56
21	DNB	NO	0,9	0,10	Yes	0,02	44	50	47	38
21	Centrica	UK	1,1	0,10	Yes	0,46	55	44	67	59

⁷ 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.

* As explained in the methodology, the ideal score representing perfect gender equality is 1. Companies are therefore ranked according to the difference with 1.

Source: EWOB database of women in decision making