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With a score of 0.45, the *Gender Diversity Index* places Austria fifth from bottom in the ranking of the 19 European countries covered by this analysis. This score is 0.14 points below the European average and 0.27 points below the top country³⁸. The number of companies in the research (20) is reasonably high. Still, it limits the possibility of providing a detailed analysis of the situation in the country.

Austria has a lower percentage of women at the executive level than any other country surveyed and scores low on nearly all the other indicators. However, in 15% of companies, women chair the board (3 of 20 entities).

13 Austrian companies are included in both the 2020 and 2021 datasets. Of these:

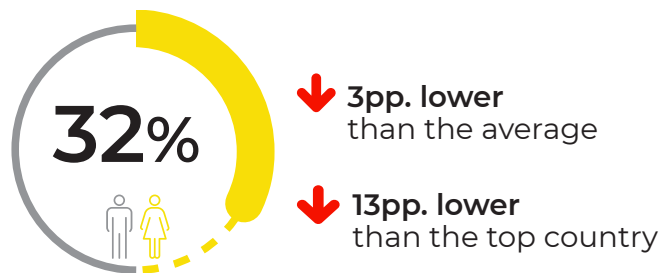
- › 11 improved their score over the past year;
- › 2 have seen their score decrease since 2020;
- › the biggest improvement was recorded by the company Bawag Group AG.

³⁸ Norway has the top score in the GDI 2021: 0.72.

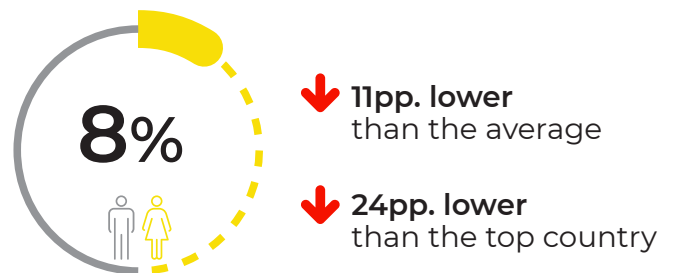
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Women representation in leadership positions

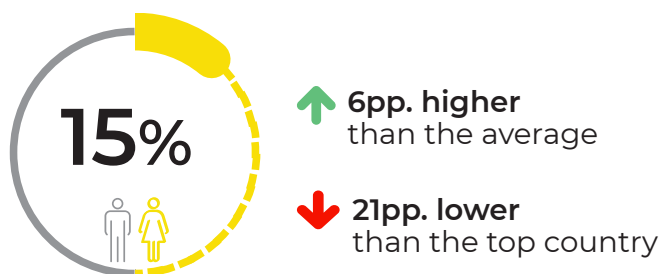
BOARD OF DIRECTORS / SUPERVISORY BOARD



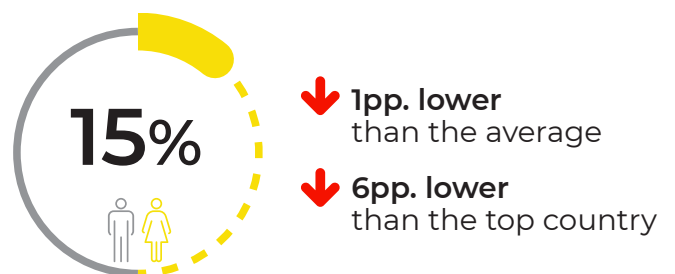
EXECUTIVE LEVEL



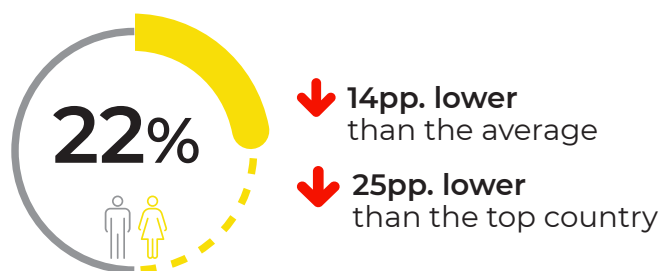
CHAIR OF BOARD OF DIRECTORS / SUPERVISORY BOARD



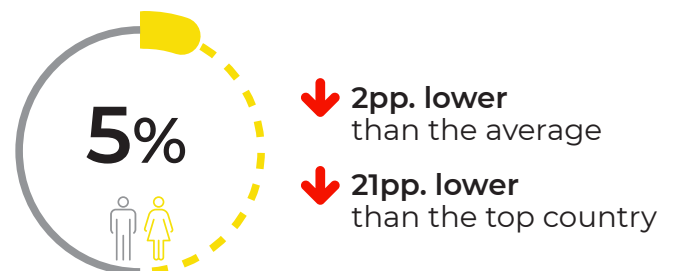
CFO



BOARD AND CONTROL COMMITTEES



CEO



↓ **15%** of companies saw a decrease in GDI since 2020



↑ **85%** of companies that are in both 2020 and 2021 datasets saw an increase in GDI since 2020

Austria only has six (30%) companies with a GDI score equal to or higher than the average. In addition, 40% of entities have a GDI score below 0.40. One company has a GDI score of 0.

12 of the 20 companies (60%) have no women at the executive level, and one company has no women on the board. One company, ranked third in Austria, has a female CEO and a female CFO. Two other companies have a female CFO. One company has a woman as COO³⁹.

COMPANY	RANK	GDI	% women in leadership – absolute count	% women on the board	% women in executive level	% women in committees	Female chair of Board	Female CEO
OVERALL AVERAGE		0,59	30	35	19	36		
TOP COMPANY	1	1	50	50	54	43		
Verbund	205	0,68	39	50	0	46	✗	✗
Omv	205	0,68	33	47	18	43	✗	✗
Vienna Insurance Group Ag	205	0,68	35	42	31	19	✗	✓
Oesterreichische Post Ag	253	0,64	38	42	13	24	✓	✗
Wienerberger	260	0,63	31	40	25	29	✗	✗

List of all companies in Austria including overall ranking and country ranking:

OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY	OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY
205	1	0,68	Omv	498	11	0,45	Raiffeisen Bank International
205	1	0,68	Verbund	536	12	0,40	Ca Immobilien Anlagen Ag
205	1	0,68	Vienna Insurance Group Ag	550	13	0,39	Uniqa Insurance Group Ag
253	4	0,64	Österreichische Post	577	14	0,36	Voestalpine
260	5	0,63	Wienerberger	600	15	0,29	Do & Co Aktiengesellschaft
277	6	0,62	Erste Group Bank	600	15	0,29	Strabag Se
342	7	0,58	Sparkassen Immobilien	612	17	0,26	Immofinanz
367	8	0,56	Bawag Group Ag	618	18	0,24	Lenzing Ag
398	9	0,54	Semperit Ag Holding	638	19	0,14	Andritz
459	10	0,49	At&S Austria Tech.&Systemtech.	643	20	0,00	Mayr-Melnhof Karton Ag

³⁹ 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.