

# DENMARK

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With a score of 0.61, the *Gender Diversity Index* ranks Denmark seventh among the 19 European countries covered by this analysis. This score is 0.02 points higher than the European average and 0.11 below the best scoring country<sup>24</sup>.

Denmark has the third highest score for woman CFOs, and 43% of entities have at least 40% of women on their boards.

There are 21 Danish companies in the 2021 dataset, 20 of which were also included in 2020. Of these:

- > 15 improved their score over the past year;
- > 6 have seen their score decrease since 2020;
- > the biggest improvement was recorded by the company CHR Hansen HLDG.

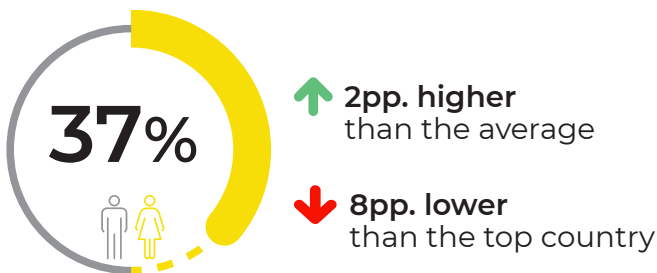
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<sup>24</sup> Norway has the top score in the GDI 2021: 0.72.

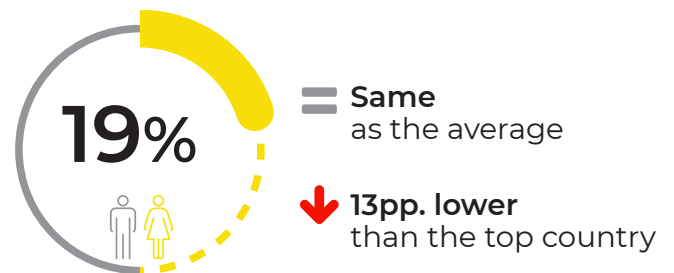
# DENMARK

## Women representation in leadership positions

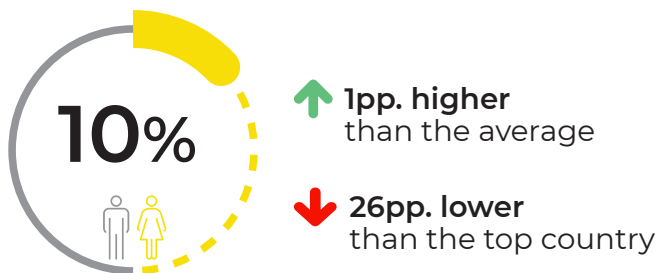
### BOARD OF DIRECTORS / SUPERVISORY BOARD



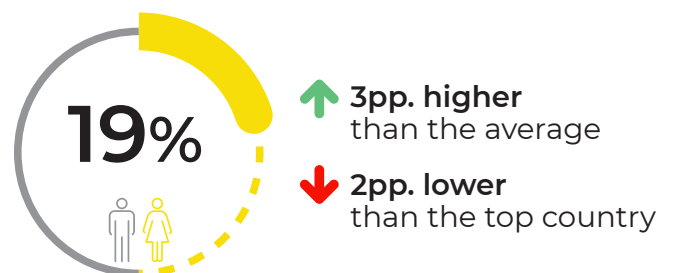
### EXECUTIVE LEVEL



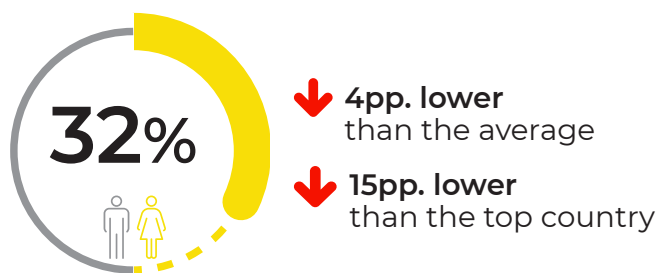
### CHAIR OF BOARD OF DIRECTORS / SUPERVISORY BOARD



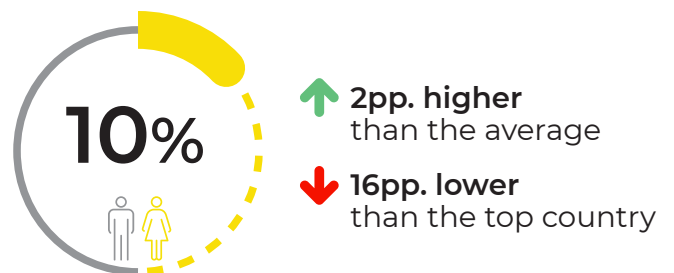
### CFO



### BOARD AND CONTROL COMMITTEES



### CEO



**30%** of companies saw a decrease in GDI since 2020



↑ **70%** of companies that are in both 2020 and 2021 datasets saw an increase in GDI since 2020

57% of Danish companies have a score equal to or higher than the GDI average. The country also has two companies (10%) with a score lower than 0.30. Two entities have a female chair of the board, and four have a woman as CFO. Five of the companies have no women at the executive level<sup>25</sup>.

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		<b>0,59</b>	30	35	19	36		
TOP COMPANY	<b>1</b>	<b>1</b>	50	50	54	43		
Tryg	<b>15</b>	<b>0,95</b>	52	58	25	47	✗	✗
Gn Store Nord	<b>20</b>	<b>0,91</b>	47	40	40	62	✗	✓
Genmab	<b>54</b>	<b>0,83</b>	44	44	33	36	✓	✗
Chr Hansen Hldg	<b>62</b>	<b>0,82</b>	41	50	40	25	✓	✗
Iss As	<b>113</b>	<b>0,76</b>	36	50	25	46	✗	✗

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

OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY	OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY
15	1	0,95	Tryg	277	10	0,62	Pandora
20	2	0,91	Gn Store Nord	323	12	0,59	Orsted
54	3	0,87	Genmab	342	13	0,58	Novo Nordisk B
62	4	0,80	Chr Hansen Hldg	367	14	0,56	Dsv Panalpina
113	5	0,76	Iss As	382	15	0,55	Coloplast B
154	6	0,72	Novozymes	472	16	0,48	Ambu B
163	7	0,71	Danske Bank	481	17	0,47	Rockwool B
253	8	0,64	A.P.Moller-Maersk B	490	18	0,46	Simcorp
253	8	0,64	Netcompany Group As	580	19	0,35	Demant
277	10	0,62	Vestas Wind Systems	615	20	0,23	Royal Unibrew
				620	21	0,23	Carlsberg B

<sup>25</sup> 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.