

# FINLAND

---

With a score of 0.63, the *Gender Diversity Index* ranks Finland fourth among the 19 European countries covered by this analysis. This score is 0.4 points above the European average, but 0.09 points below the best-scoring country<sup>20</sup>.

There are 16 companies in the Index for Finland. This limits the possibility of providing a detailed analysis of the situation in the country.

In the 16 companies ranked in the Index:

- › there is one female Chair of the Board;
- › there are more men than women at the executive level in every case;
- › only one company has a woman as CEO, while another has a female CFO.

16 Finnish companies were present in both the 2020 and 2021 datasets. Of these:

- › 9 improved their score in the past year;
- › 7 have seen their score decrease since 2020;
- › the most significant improvement was recorded by the company Fortum.

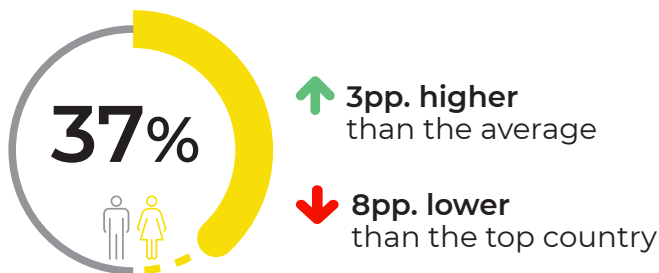
---

<sup>20</sup> Norway has the top score in the GDI 2021: 0.72.

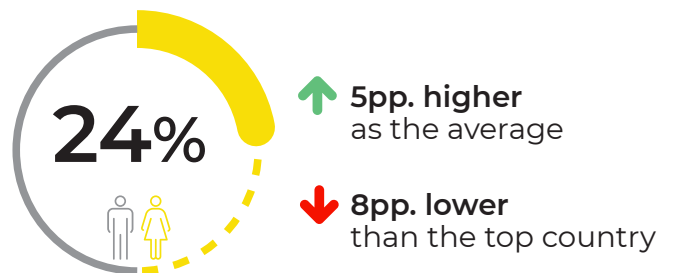
# FINLAND

## Women representation in leadership positions

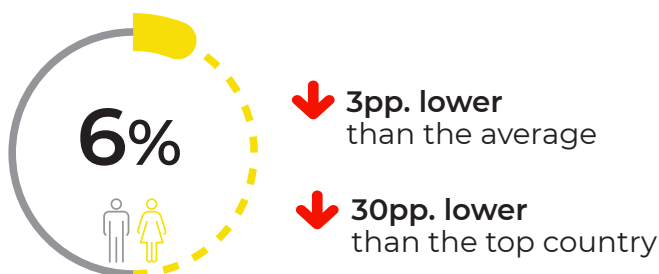
### BOARD OF DIRECTORS / SUPERVISORY BOARD



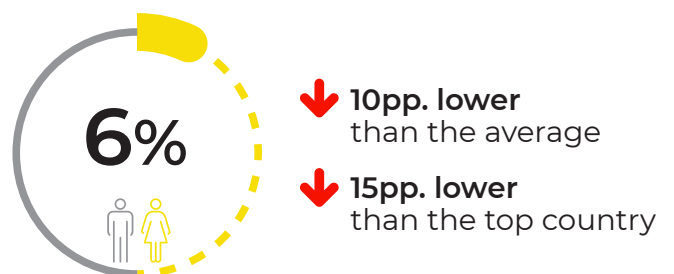
### EXECUTIVE LEVEL



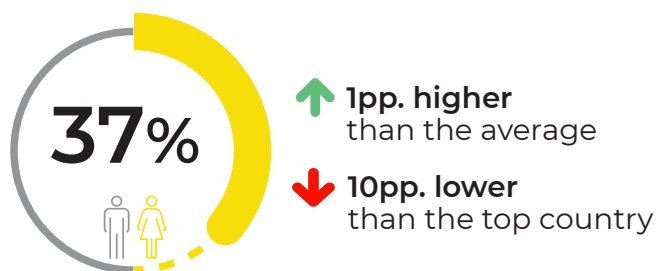
### CHAIR OF BOARD OF DIRECTORS / SUPERVISORY BOARD



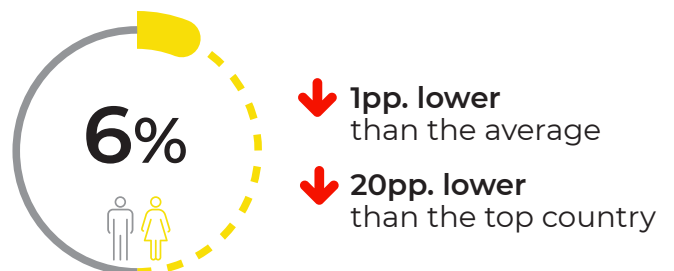
### CFO



### BOARD AND CONTROL COMMITTEES



### CEO



↓ **44%** of companies saw a decrease in GDI since 2020



↑ **56%** of companies that are in both 2020 and 2021 datasets saw an increase in GDI since 2020

There are three companies (19%) in Finland with a GDI score equal to or higher than 0.80 and five with an Index score higher than 0.70. 56% of the companies in Finland are above the GDI average. No entity has an Index score lower than 0.40.

Only one company in Finland has a female CEO, one company has a female CFO, and one has a woman as chair of the board.

The highest-ranking company in Finland is Fortum, which operates in the utility sector, and has:

> 8 women in leadership positions, accounting for 44%;

> a near-equal split at board level (four women and three men)<sup>21</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		
Fortum	<b>23</b>	<b>0,90</b>	44	57	27	57	✗	✗
Kojamo Oyj	<b>33</b>	<b>0,88</b>	47	43	40	43	✗	✗
Orion B	<b>54</b>	<b>0,83</b>	44	38	40	40	✗	✗
Huhtamaki	<b>85</b>	<b>0,79</b>	41	43	30	43	✗	✗
Stora Enso R	<b>135</b>	<b>0,74</b>	38	33	39	33	✗	✓

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

OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY	OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY
23	1	0,90	Fortum	293	9	0,61	Kesko
33	2	0,88	Kojamo Oyj	367	10	0,56	Elisa Corporation
54	3	0,83	Orion B	409	11	0,53	Nokian Renkaat
85	4	0,79	Huhtamaki	409	11	0,53	Valmet
135	5	0,74	Stora Enso R	459	13	0,49	Neste
220	6	0,66	Metso Outotec	459	13	0,49	Sampo
236	7	0,65	Nokia	509	15	0,46	Upm Kymmene
260	8	0,63	Wartsila	536	16	0,40	Kone B

<sup>21</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.