

# GERMANY

---

With a score of 0.52, the *Gender Diversity Index* ranks Germany twelfth among the 19 European countries covered by this analysis. It has 0.07 points less than the average and 0.20 less than the top country<sup>33</sup>. 2021 is the first year Germany's average GDI score is above 0.50.

The country scores below the average for all indicators analysed except the percentage of female CFOs. It scores at least 15 percentage points below the top country for women at layers 2 and 3, women at the executive level, female committee members and women at C-level. It also scores more than 10 pp under the top country for women on boards.

69 German companies are included in both the 2020 and 2021 datasets. Of these:

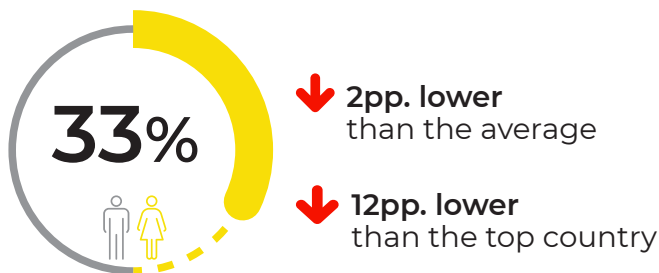
- › 39 improved their score over the past year;
- › 20 have seen their score decrease since 2020;
- › the biggest improvement was recorded by the company Infineon Technologies.

---

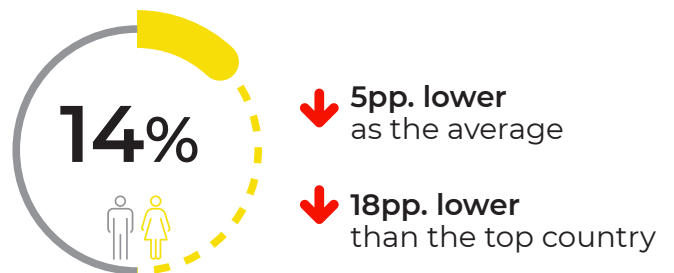
<sup>33</sup> Norway has the top score in the GDI 2021: 0.72.

# Women representation in leadership positions

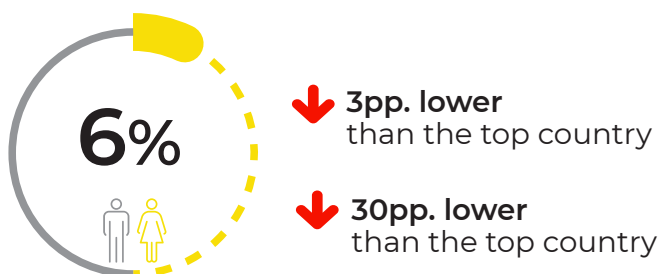
## BOARD OF DIRECTORS / SUPERVISORY BOARD



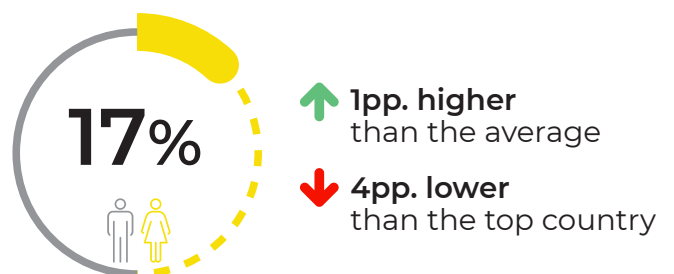
## EXECUTIVE LEVEL



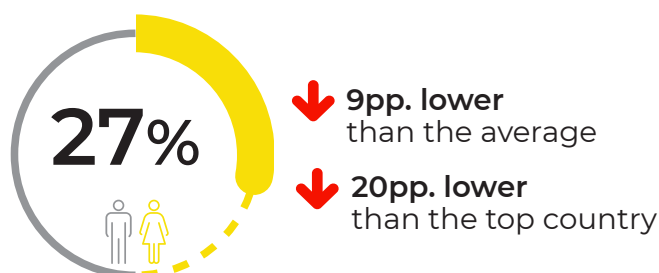
## CHAIR OF BOARD OF DIRECTORS / SUPERVISORY BOARD



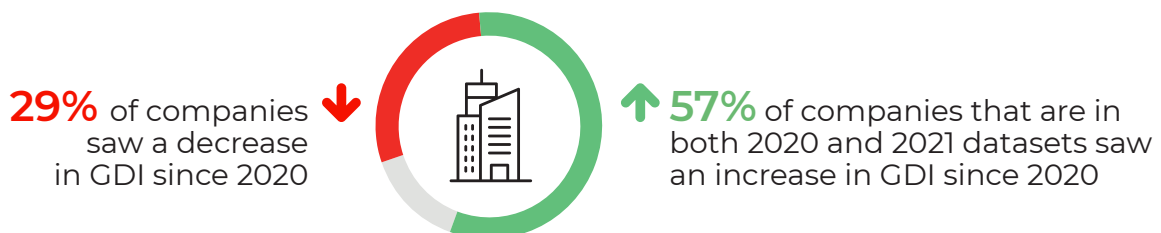
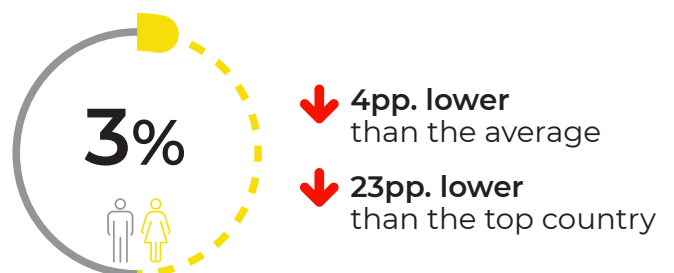
## CFO



## BOARD AND CONTROL COMMITTEES



## CEO



# GERMANY

Germany has only 10 companies (14%) with a GDI score higher than 0.70, though this is an improvement on last year when there were only four such companies (5%). More than half of the entities (67%) are below the GDI average, including two with a score of 0. Only 25% of executive-level staff in the top company in Germany are women, but women account for 50% of board membership<sup>34</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		
Morphosys	<b>28</b>	<b>0,89</b>	47	50	25	63	✗	✗
Covestro	<b>44</b>	<b>0,85</b>	44	50	22	63	✗	✗
Fuchs Petrolub Pref	<b>47</b>	<b>0,84</b>	42	50	25	60	✗	✗
Infineon Technologies	<b>54</b>	<b>0,83</b>	46	50	31	24	✗	✗
Sap	<b>62</b>	<b>0,82</b>	41	44	33	48	✗	✗

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

OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY	OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY
28	1	0,89	Morphosys	212	12	0,67	Gea Group
44	2	0,85	Covestro	212	12	0,67	Rwe
47	3	0,84	Fuchs Petrolub Pref	212	12	0,67	Fresenius Medical Care
54	4	0,83	Infineon Technologies	236	15	0,65	Vonovia Se
62	5	0,82	Sap	253	16	0,64	Hannover Rueck
69	6	0,81	Deutsche Telekom	260	17	0,63	Tag Immobilien Ag
100	7	0,77	Commerzbank	260	17	0,63	Puma
113	8	0,76	Zalando	277	19	0,62	Siemens Energy
113	8	0,76	Thyssenkrupp	293	20	0,61	Knorr Bremse
125	10	0,75	Prosiebensat.1 Media	293	20	0,61	Muenchener Rueck
179	11	0,70	Henkel	293	20	0,61	Fresenius

<sup>34</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.

OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY
312	23	0,60	Basf
323	24	0,59	Evotec
342	25	0,58	Allianz
342	25	0,58	Merck
342	25	0,58	Lufthansa
367	28	0,56	Uniper
367	28	0,56	Deutsche Post
367	28	0,56	Evonik Industries
382	31	0,55	Adidas
382	31	0,55	Siemens
409	33	0,53	Heidelbergcement
420	34	0,52	Bayer
420	34	0,52	Deutsche Bank
420	34	0,52	Deutsche Boerse
433	37	0,51	E.On
433	37	0,51	Daimler
433	37	0,51	Beiersdorf
447	40	0,50	Sartorius Pref.
447	40	0,50	Kion Group
459	42	0,49	Alstria Office Reitag
472	43	0,48	Lanxess
481	44	0,47	Grand City Properties
481	44	0,47	Continental
490	46	0,46	Aroundtown
490	46	0,46	Qiagen

OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY
490	46	0,46	Delivery Hero
498	49	0,45	Symrise
509	50	0,44	Siemens Healthineers
509	50	0,44	Gerresheimer
509	50	0,44	Volkswagen Pref
509	50	0,44	Bmw
520	54	0,43	Bechtle
527	55	0,42	Freenet
527	55	0,42	United Internet
536	57	0,40	Mtu Aero Engines
550	58	0,39	Linde
560	59	0,38	Carl Zeiss Meditec
560	59	0,38	Deutsche Wohnen
560	59	0,38	Brenntag
577	62	0,36	Hellofresh Ag
580	63	0,35	Dialog Semiconductor Plc
580	63	0,35	Leg Immobilien
606	65	0,27	Teamviewer Ag
606	65	0,27	Cts Eventime Ag
612	67	0,26	Rheinmetall
630	68	0,20	Scout24
635	69	0,16	Auto1 Group
642	70	0,11	Porsche Pref
643	71	0,00	Nemetschek
643	71	0,00	Rational