

IRELAND

With a score of 0.56, the *Gender Diversity Index* ranks Ireland tenth among the 19 European countries covered by this analysis. It has 0.03 points less than the average and 0.16 less than the top country²⁹. The number of companies included (20) provides a basis and still somewhat limits the possibility of a detailed analysis of the national situation.

Ireland scores lower than the European average for most indicators analysed, such as female CFOs, women on boards or women on committees. It shows a difference of more than 10 pp. from the top country when considering female representation on the board of directors/supervisory board.

However, when executive level positions are considered, it ranks slightly higher than the average. It is also the country with the third highest percentage of women CEOs.

12 Irish companies are included in both the 2020 and 2021 datasets. Of these:

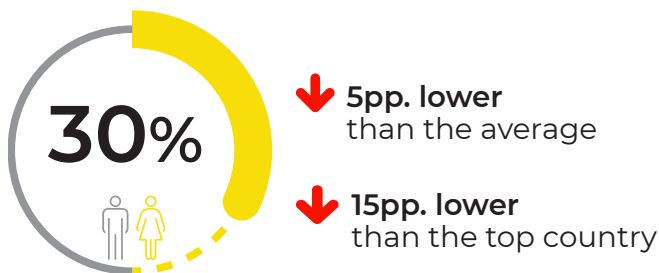
- > 6 improved their score over the past year;
- > the same number (6) saw their score decrease;
- > the biggest improvement was noted for Flutter Entertainment.

²⁹ Norway has the top score in the GDI 2021: 0.72.

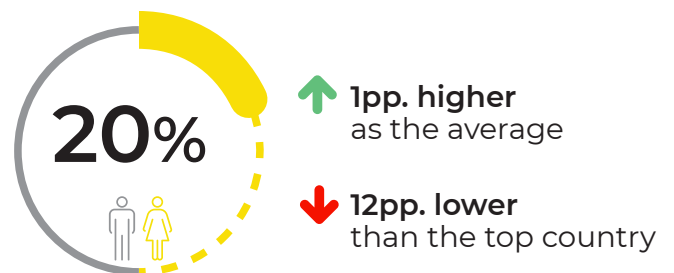
IRELAND

Women representation in leadership positions

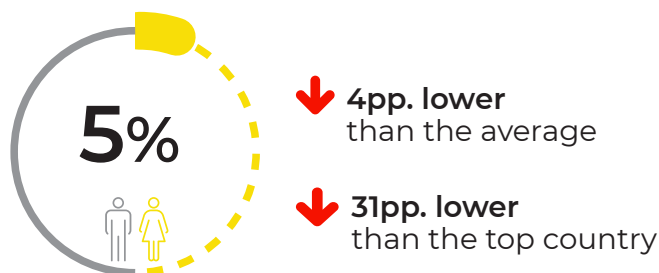
BOARD OF DIRECTORS / SUPERVISORY BOARD



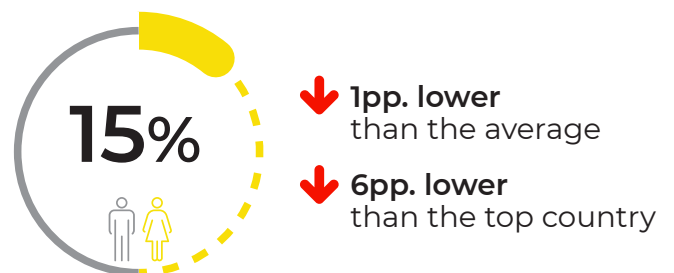
EXECUTIVE LEVEL



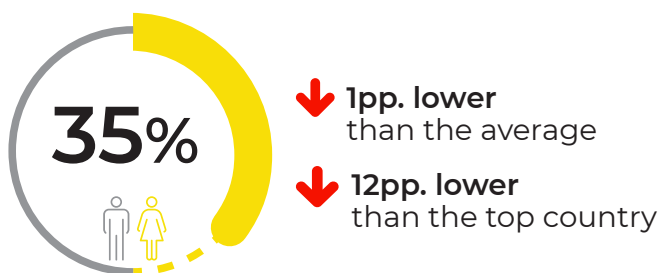
CHAIR OF BOARD OF DIRECTORS / SUPERVISORY BOARD



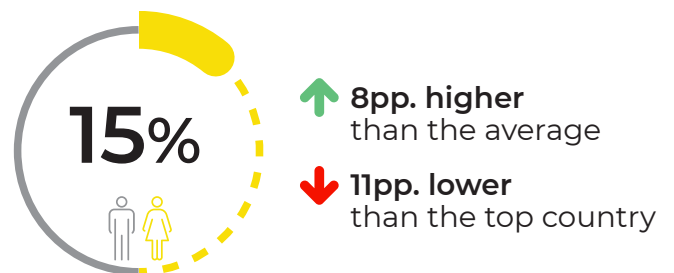
CFO



BOARD AND CONTROL COMMITTEES



CEO



50% of companies saw a decrease in GDI since 2020



50% of companies that are in both 2020 and 2021 datasets saw an increase in GDI since 2020

Five of the 20 Irish companies have a score higher than 0.7. There is an improvement even in the companies at the bottom, as in 2020 there were two companies with a score below 0.3 and this year there are none. Only one company has a female chair of the board / supervisory board, and three companies have a female CEO. Five companies do not have any women at the executive level³⁰.

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		
Aib Group Plc	11	0,96	50	47	41	56	✗	✗
Irish Res. Prop.	20	0,91	43	38	63	40	✗	✓
Bank Of Ireland Group	113	0,76	35	45	33	47	✗	✓
Dalata Hotel Gp.	163	0,71	36	22	37	54	✗	✗
Origin Ent. Plc	163	0,71	40	38	17	44	✓	✗

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

OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY	OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY
11	1	0,96	Aib Group	382	11	0,55	Smurfit Kappa Group
20	2	0,91	Irish Residential Properties Reit Plc	459	12	0,49	Kingspan Group
113	3	0,76	Bank Of Ireland Group	472	13	0,48	Hibernia Reit Plc
163	4	0,71	Dalata Hotel Group Plc	536	14	0,40	Cairn Homes Plc
163	4	0,71	Origin Enterprises	536	14	0,40	Glenveagh Properties Plc
188	6	0,69	Flutter Entertainment	550	16	0,39	Fbd Holdings Plc
236	7	0,65	Ryanair	550	16	0,39	Glanbia
253	8	0,64	Total Produce Plc	586	18	0,33	Irish Continental Group Plc
323	9	0,59	Crh	586	18	0,33	Uniphar Plc
367	10	0,56	Kerry Group	592	20	0,32	Greencoat Ren.

³⁰ 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.