

# ITALY

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With a score of 0.62, the *Gender Diversity Index* ranks Italy six among the 19 European countries covered by this analysis. This score is 0.03 points above the European average, but 0.10 points below the best-scoring country<sup>23</sup>.

There is a significant difference between female representation at C-level and the committee level in Italy. The country has the highest percentage of women on committees, representing more than half the members. However, it has the second lowest percentage of women in C-suite positions.

Of the 33 Italian companies included in the 2021 dataset, 23 were also present in the 2020 dataset. Of these:

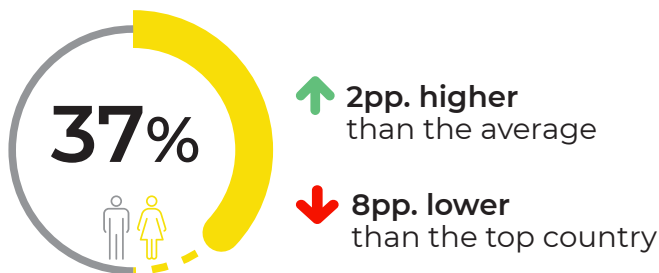
- > 9 improved their score over the past year;
- > 12 companies have seen their score decrease since 2020;
- > the most significant improvement was recorded by the company Unicredit.

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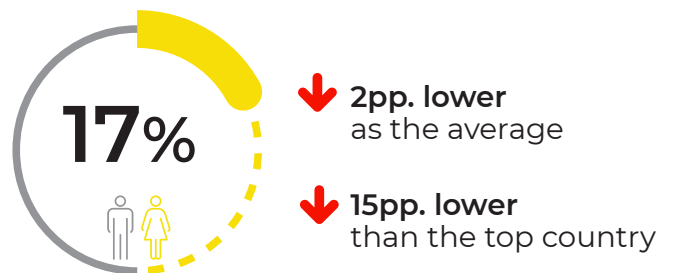
<sup>23</sup> Norway has the top score in the GDI 2021: 0.72.

# Women representation in leadership positions

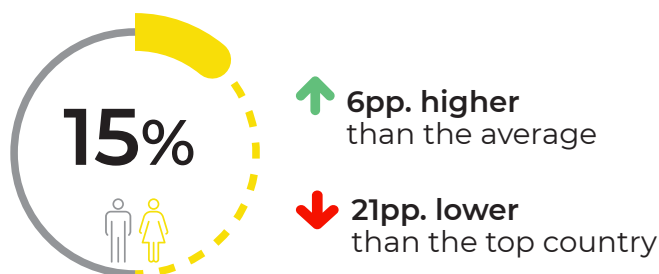
## BOARD OF DIRECTORS / SUPERVISORY BOARD



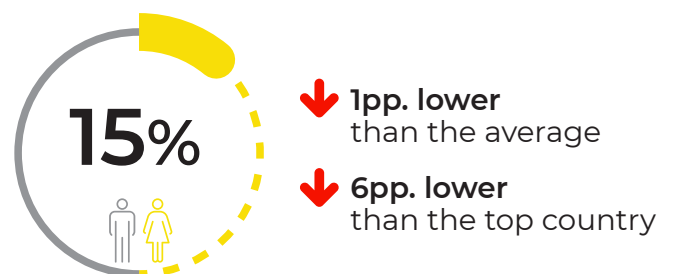
## EXECUTIVE LEVEL



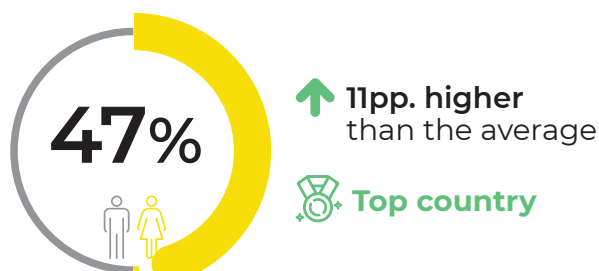
## CHAIR OF BOARD OF DIRECTORS / SUPERVISORY BOARD



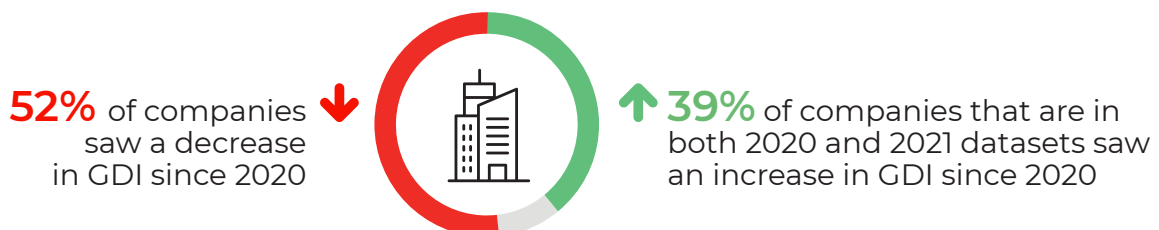
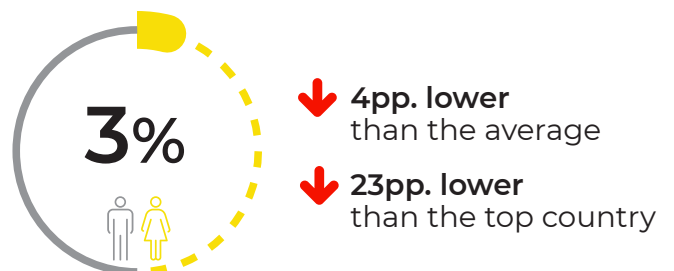
## CFO



## BOARD AND CONTROL COMMITTEES



## CEO



# ITALY

Italy has only four companies with an Index score equal to or higher than 0.80 and a total of 19 companies (58%) with a GDI that is average or higher than average. Only six entities have an Index score below 0.50.

The company that ranks first by GDI in Italy is Unicredit:

- 11 women in leadership positions, accounting for 42% of these positions;
- 6 of the 13 members of the board of directors are female.

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		
Unicredit	<b>33</b>	<b>0,88</b>	42	46	36	63	✗	✗
Reply	<b>39</b>	<b>0,87</b>	44	44	29	67	✗	✓
Finacobank	<b>47</b>	<b>0,84</b>	42	55	18	65	✗	✗
A2a	<b>47</b>	<b>0,84</b>	42	42	38	50	✗	✗
Inwit	<b>85</b>	<b>0,79</b>	41	46	23	50	✗	✗

List of all companies in Italy, including overall ranking and country ranking:

OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY	OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY
33	1	0,88	Unicredit	323	17	0,59	Interpump Group
39	2	0,87	Reply	323	17	0,59	Stmicroelectronics
47	3	0,84	Fineco Bank	367	20	0,56	Poste Italiane
47	3	0,84	A2a	382	21	0,55	Recordati
85	5	0,79	Inwit	382	21	0,55	Assicurazioni Generali
92	6	0,78	Atlantia	382	21	0,55	Italgas
125	7	0,75	Terna	398	24	0,54	Diasorin
146	8	0,73	Moncler	420	25	0,52	Nexi Spa
154	9	0,72	Exor Nv	420	25	0,52	Hera
196	10	0,68	Eni	447	27	0,50	Ferrari
220	11	0,66	Snam Rete Gas	459	28	0,49	Telecom Italia
236	12	0,65	Enel	481	29	0,47	Banco Bpm
236	12	0,65	Prysmian	509	30	0,44	Cnh Industrial
277	14	0,62	Mediobanca	550	31	0,39	Tenaris
293	15	0,61	Amplifon	550	31	0,39	Davide Campari
293	15	0,61	Intesa Sanpaolo	571	33	0,37	Stellantis
323	17	0,59	Leonardo				