

# THE NETHERLANDS

---

With a score of 0.58, the *Gender Diversity Index* ranks the Netherlands ninth among the 19 European countries covered by this analysis. It is 0.01 points below the average and 0.14 below the top country<sup>27</sup>.

The Netherlands scores slightly lower or higher than the average for all indicators analysed. It is one of the top four for women on the board of directors or supervisory board, tying with Finland, the Netherlands, Belgium and Italy at 37% and only 6 percentage points lower than the top country (France).

23 Dutch companies are included in both the 2020 and 2021 datasets. Of these:

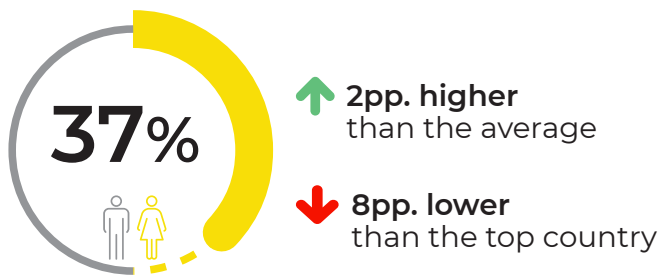
- › 12 improved their score over the past year;
- › 11 have seen their score decrease since 2020;
- › the biggest improvement was recorded by the company Aalberts.

---

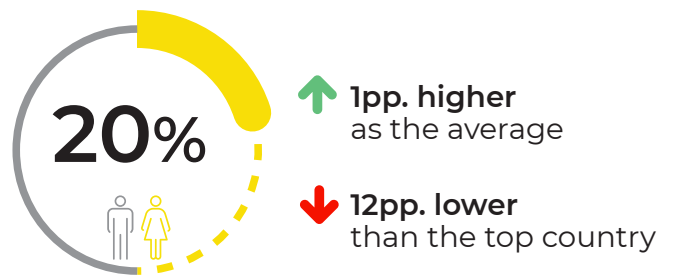
<sup>27</sup> Norway has the top score in the GDI 2021: 0.72.

# Women representation in leadership positions

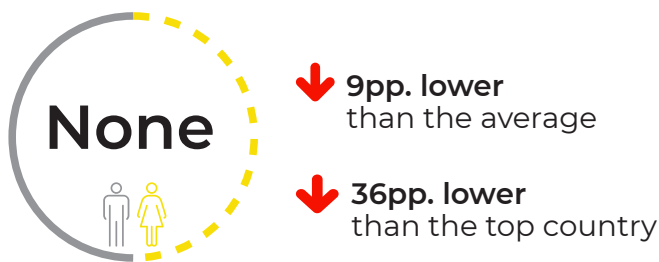
## BOARD OF DIRECTORS / SUPERVISORY BOARD



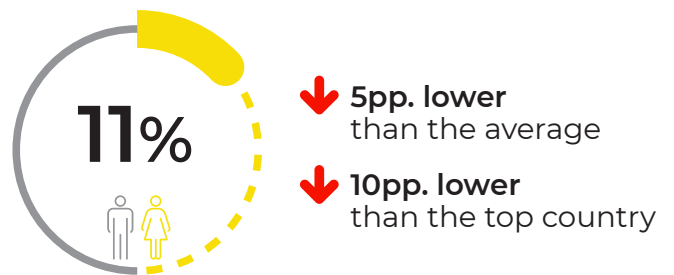
## EXECUTIVE LEVEL



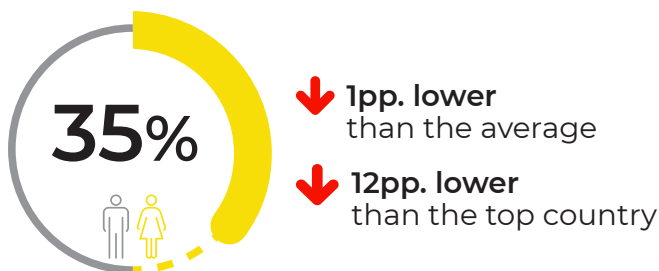
## CHAIR OF BOARD OF DIRECTORS / SUPERVISORY BOARD



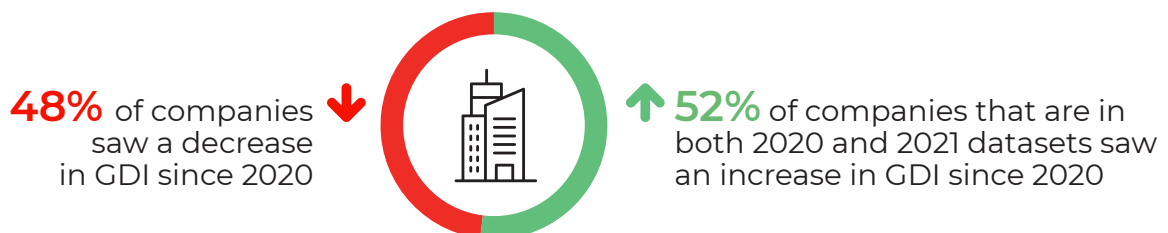
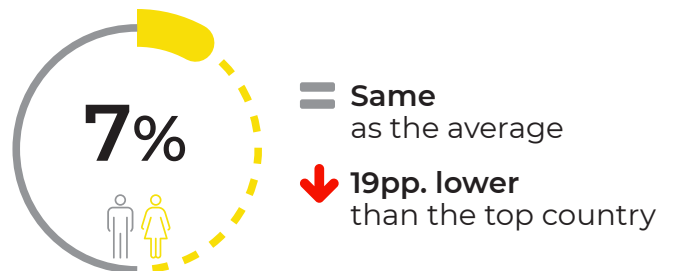
## CFO



## BOARD AND CONTROL COMMITTEES



## CEO



# THE NETHERLANDS

All top five companies in the Netherlands have an Index score of at least 0.70. Their positions range between 1 to 150, with the overall top-ranked company, Koninklijke DSM, being Dutch. There is no significant difference between the Index scores among the four companies that follow Koninklijke DSM. All of them score at least 0.13 points above the average<sup>28</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		
Koninklijke Dsm	<b>1</b>	<b>1,00</b>	50	50	54	43	✗	✓
Wolters Kluwer	<b>39</b>	<b>0,86</b>	42	43	43	50	✗	✓
Asr Nederland Nv	<b>54</b>	<b>0,83</b>	41	40	47	33	✗	✗
Randstad	<b>92</b>	<b>0,78</b>	40	43	33	36	✗	✗
Heineken	<b>154</b>	<b>0,72</b>	38	44	27	27	✗	✗

List of all companies in the Netherlands including overall ranking and country ranking:

OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY	OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY
1	1	1,00	Koninklijke Dsm	409	14	0,53	Ahold Delhaize
39	2	0,86	Wolters Kluwer	420	16	0,52	Asml
54	3	0,83	Asr Nederland Nv	433	17	0,51	Adyen
92	4	0,78	Randstad	433	17	0,51	Be Semiconductor Industries
154	5	0,72	Heineken	447	19	0,50	Prosus
163	6	0,71	Kpn	472	20	0,48	Aalberts
188	7	0,69	Signify	481	21	0,47	Allfunds Group
236	8	0,65	Philips	490	22	0,46	Jde Peet S
260	9	0,63	Akzo Nobel	498	23	0,45	Asm International
260	9	0,63	Ing Group	560	24	0,38	Imcd
260	9	0,63	Nn Group	560	24	0,38	Just Eat Takeaway. Com Nv
293	12	0,61	Corbion	560	24	0,38	Vopak
367	13	0,56	Aegon	571	27	0,37	Inpost
409	14	0,53	Abn Amro Bank				

<sup>28</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.