

SWEDEN

With a score of 0.63, the *Gender Diversity Index* ranks Sweden fifth among the 19 European countries covered by this analysis. This score is 0.04 points higher than the European average and 0.9 below the best-scoring country²².

Sweden has the second highest female representation at the executive level and third highest percentage of women CFOs. It also has the third-highest female representation at layers 2 and 3 and on the board.

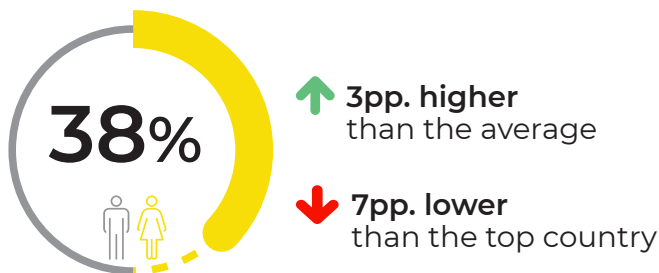
There are 62 Swedish companies in the 2021 dataset, 55 of which were also present in 2020. Of these:

- › 32 improved their score in the past year;
- › 19 have seen a drop in their score since 2020;
- › the biggest improvement was seen in Fabege.

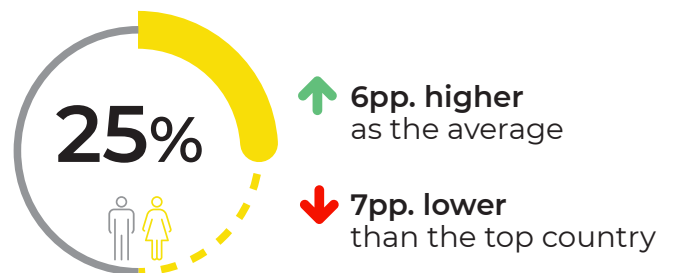
²² Norway has the top score in the GDI 2021: 0.72.

Women representation in leadership positions

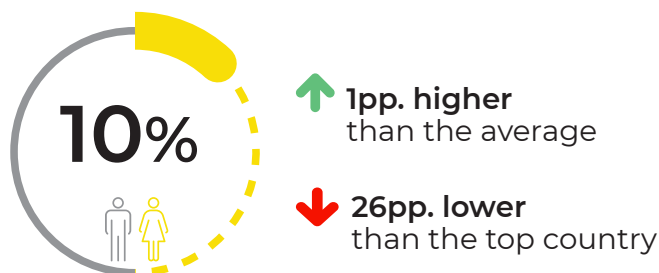
BOARD OF DIRECTORS / SUPERVISORY BOARD



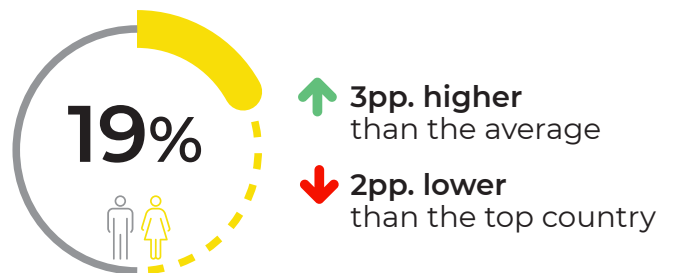
EXECUTIVE LEVEL



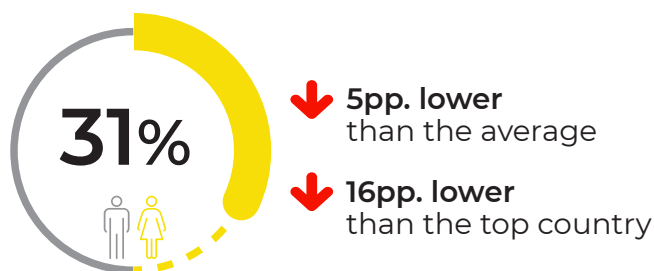
CHAIR OF BOARD OF DIRECTORS / SUPERVISORY BOARD



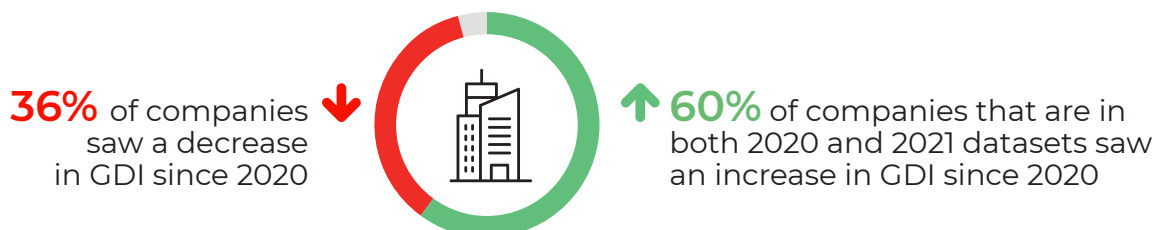
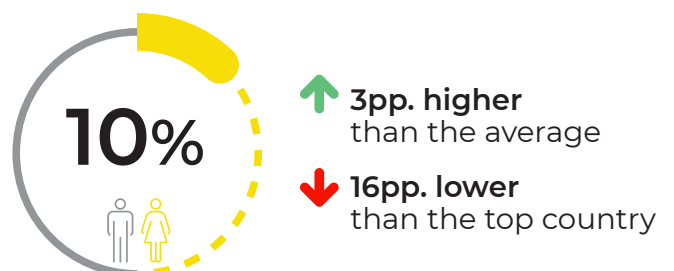
CFO



BOARD AND CONTROL COMMITTEES



CEO



SWEDEN

18% of Swedish companies have a GDI score equal to or higher than 0.80. A total of 58% of these entities have a GDI, equal to or higher than the average.

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		
Fabege	6	1,03	53	57	55	30	✗	✗
Kinnevik B	6	1,03	50	50	60	46	✗	✗
Sweco 'B'	6	1,03	50	57	53	44	✗	✓
Wihlborgs Fastigheter	6	0,97	50	43	50	50	✗	✓
Castellum	23	0,90	45	43	50	42	✗	✗

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

OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY	OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY
6	1	1,03	Fabege	92	13	0,78	Afry
6	1	1,03	Kinnevik B	92	13	0,78	Wallenstam B
6	1	1,03	Sweco B	100	15	0,77	Hennes And Mauritz B
6	1	0,97	Wihlborgs-fastigheter Ab	125	16	0,75	Skandinaviska Enskilda Bk A
23	5	0,90	Castellum	135	17	0,74	Essity B
23	5	0,90	Investor B	154	18	0,72	Volvo B
44	7	0,85	Svenska Handelsbanken A	179	19	0,70	Beijer Ref Ab
54	8	0,83	Ica Gruppen	188	20	0,69	Aak
62	9	0,82	Nordic Entertainment Group B	196	21	0,68	Electrolux B
75	10	0,80	Tele2 B	204	22	0,69	Hexagon B
75	10	0,80	Telia Company	205	23	0,68	Samhällsbygggnads-bolaget Nord
85	12	0,79	Swedish Orphan Biovitrum	212	24	0,67	Assa Abloy
				212	24	0,67	Swedbank

OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY
212	24	0,67	Thule Group
220	27	0,66	Dometic Group Ab
220	27	0,66	Getinge B
236	29	0,65	Nordea Bank
277	30	0,62	Elekta B
277	30	0,62	Husqvarna B
293	32	0,61	Alfa Laval
293	32	0,61	Sandvik
312	34	0,60	Lifco
323	35	0,59	Epiroc A
323	35	0,59	Hexpol 'B'
323	35	0,59	Skanska B
342	38	0,58	Industrivarden A
342	38	0,58	Svenska Cellulosa B
360	40	0,57	Addtech B
382	41	0,55	Avanza Bank Hldg
398	42	0,54	Eqst Ab
409	43	0,53	Boliden
420	44	0,52	Trelleborg B
433	45	0,51	Lundin Energy
447	46	0,50	Kindred Group

OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY
459	47	0,49	Billerudkorsnas
472	48	0,48	Millicom Intl.Celu. Sdr
472	48	0,48	Securitas B
498	50	0,45	Atlas Copco A
498	50	0,45	Indutrade
509	52	0,44	Lundberforetagen B
520	53	0,43	Fastighets Balder B
520	53	0,43	Swedish Match
527	55	0,42	Sinch
532	56	0,41	Ericsson Lm B
532	56	0,41	Skf B
536	58	0,40	Latour Investment B
536	58	0,40	Nibe Industrier B
536	58	0,40	Sagax 'B'
592	61	0,32	Holmen B
612	62	0,26	Evolution