

SWITZERLAND

With a score of 0.43, the *Gender Diversity Index* ranks Switzerland fourth lowest of the 19 European countries covered by this analysis. This score is 0.16 points below the European average and 0.29 points below the top country⁴⁰.

Switzerland has the third-lowest percentage of women on committees and the second-lowest score for women CEOs. A female chief executive officer is in only 2% of Swiss companies surveyed.

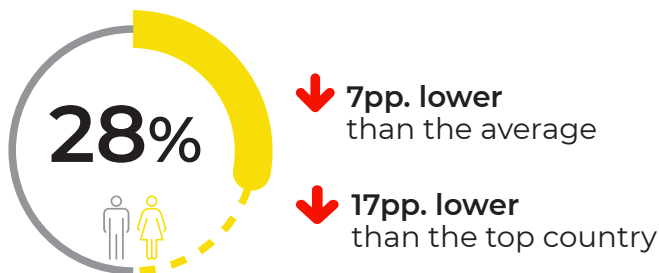
There are 48 Swiss companies included in both the 2020 and 2021 datasets. Of these:

- › 31 improved their score over the past year;
- › 13 have seen their score decrease since 2020;
- › the biggest improvement was recorded by the company Galenica Sante AG.

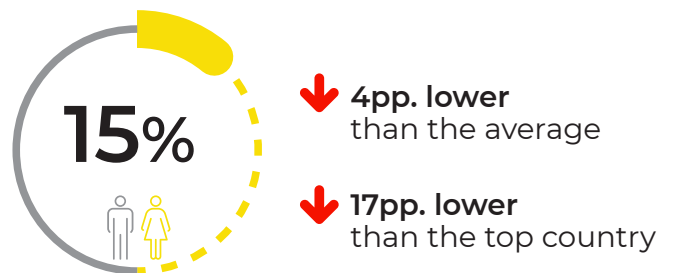
⁴⁰ Norway has the top score in the GDI 2021: 0.72.

Women representation in leadership positions

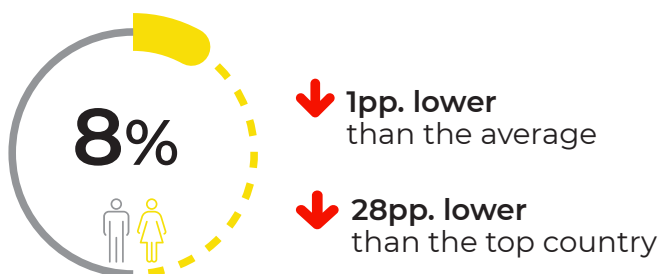
BOARD OF DIRECTORS / SUPERVISORY BOARD



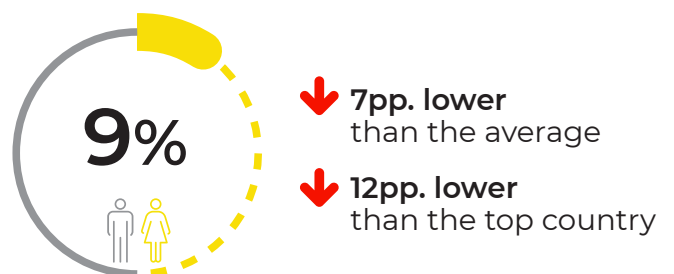
EXECUTIVE LEVEL



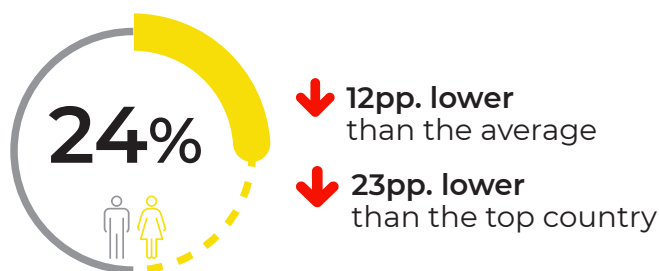
CHAIR OF BOARD OF DIRECTORS / SUPERVISORY BOARD



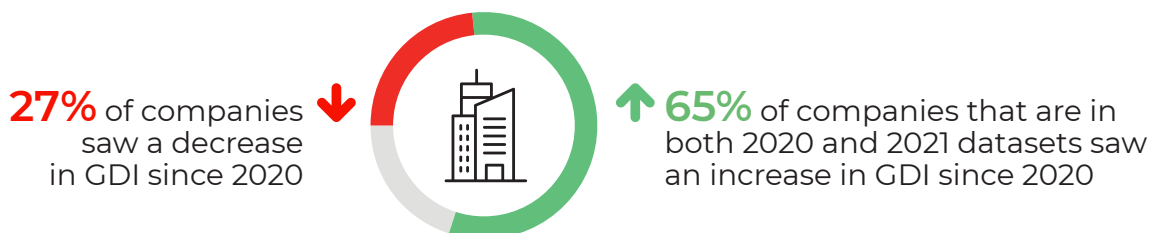
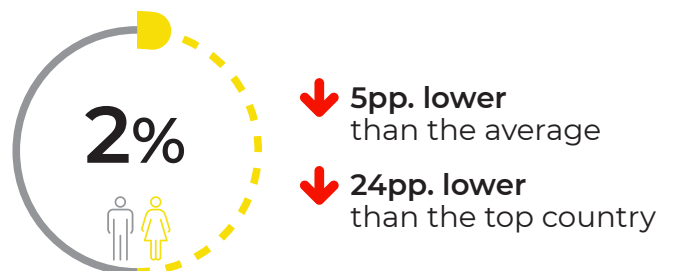
CFO



BOARD AND CONTROL COMMITTEES



CEO



SWITZERLAND

Switzerland has only two companies with a GDI score higher than 0.70, and only 12 (23%) of its companies have a GDI score equal to or higher than the average. 42% of Swiss entities have a GDI score below 0.40.

14 of the 53 companies (26%) that we have analysed have no women at the executive level. Only four companies have a female chair of the board / supervisory board. One company has a female CEO, five companies have a female CFO, and three companies have a woman in the role of COO⁴¹.

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		
Zurich Insurance Group	33	0,88	45	55	25	52	✗	✗
Lonza	163	0,71	38	38	27	38	✗	✗
Dufry Grp	196	0,68	37	40	14	45	✗	✗
Adecco	220	0,66	29	43	24	50	✗	✗
Logitech International	220	0,66	35	27	36	25	✓	✗

⁴¹ 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.

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

OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY	OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY
33	1	0,88	Zurich Insurance Group	498	26	0,45	Ams Ag
163	2	0,71	Lonza	520	29	0,43	Helvetia Hldg
196	3	0,68	Dufry Group	527	30	0,42	Abb
220	4	0,66	Logitech International	536	31	0,40	Barry Callebaut
220	4	0,66	Adecco	550	32	0,39	Swiss Reinsurance Company
260	6	0,63	Credit Suisse Group	560	33	0,38	Ems-Chemie Hldg
293	7	0,61	Galenica Sante Ag	571	34	0,37	Clariant
293	7	0,61	Holcim	571	34	0,37	Geberit
293	7	0,61	Novartis	585	36	0,34	Schindler P
312	10	0,52	Siegfried 'R'	586	37	0,33	Georg Fischer
323	11	0,59	Partners Grp Hldg	586	37	0,33	Bucher Industries
323	11	0,59	Alcon	586	37	0,33	Idorsia Limited
360	13	0,57	Vifor pharma	592	40	0,32	Belimo Holding
360	13	0,57	Tecan	592	40	0,32	Cembra Money Bank
382	15	0,55	Julius Baer Group	598	42	0,30	Vat Group Ag
398	16	0,54	Swiss Prime Site	600	43	0,29	Cie Financiere Richemont
409	17	0,53	Nestle	606	44	0,27	Stadler Rail Ag
433	18	0,51	UBS Group	606	44	0,27	Lindt And Spruengli Reg
447	19	0,50	Temenos	618	46	0,24	Baloise
459	20	0,49	Givaudan	620	47	0,23	Zur Rose Group
459	20	0,49	Sig Combibloc Group Ag	627	48	0,22	Sika
459	20	0,49	Flughafen Zurich	630	49	0,20	Swiss Life Hldg
472	23	0,48	Roche Hldg P	633	50	0,18	Sgs
481	24	0,47	Swatch Bearer	634	51	0,17	Allreal Holding Ag
490	25	0,46	Swisscom	635	52	0,16	Psp Swiss Property
498	26	0,45	Sonova	640	53	0,12	Kuehne + Nagel
498	26	0,45	Straumann				