

## Diversity Report Switzerland 2021

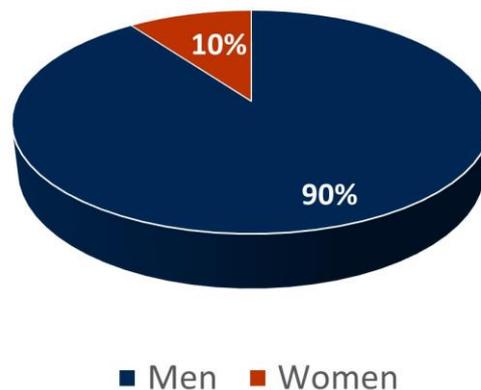
### At a glance

#### Diversity on the Swiss stock exchanges

**Feasible: from 19% to 30% in 5 years.**

The new company law came into force on 1 January 2021. After a transitional period, it requires listed companies domiciled in Switzerland to comply with gender benchmarks: 30 % on boards of directors and 20 % on executive boards. The current Diversity Report Switzerland measures the starting position of the companies as of the end of February 2021. In this way, the effect of the statutory gender benchmarks can be tracked in the coming years and compared to the development of companies that are not affected.

#### Executive board seats in the 231 listed companies



The good news first: 41 companies (18 %) already comply with the gender benchmark on the board of directors before the law came into force. 42 companies (18 %) have a greater gender mix on the executive board than required by the benchmark. 11 companies (5%) already meet the new legal requirements for both benchmarks.

A total of 231 Swiss companies are listed on Swiss stock exchanges. All together they employ more than 1.9 million people (internationally). Together, all listed companies have 1'514 board seats, of which 81 % are held by men (1'228 board seats) and 19 % by women (286 board seats). In five years, both genders should have a share of at least 30 % per company. This means that 169 additional women are needed.

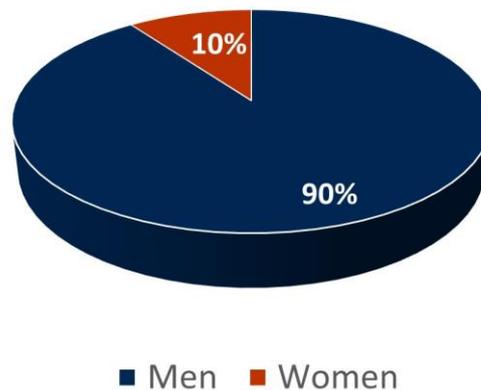
The evaluation of the executive boards revealed the following gender distribution: Of the 1'211 Executive Board members, 90 % were men (1'087 members) and only 10 % were women (124 members).

**Feasible: 12 women / year - for 10 years.**

In order to comply with the gender benchmarks in company law, the proportion of women on executive boards must be doubled in the next 10 years. At first glance, this sounds like a big step.

But if we keep in mind that for this to happen, only about 12 additional women per year need to be elected to a management board, this seems a perfectly achievable goal.

**Executive board seats in the 231 listed companies**



Diversity is lowest in roles where power is concentrated. This is true for both board chairmanships and executive board chairmanships: 97% of CEOs are men and 95% of board chairmanships in listed Swiss companies are held by men.

In the second part of the report we show the updated data of all 7'756 public limited companies with more than 50 employees. With 86 % men on the 26'561 registered members of the board, these are 5 percentage points ahead of the listed companies and remain high compared to 2020. In the coming years, we would like to use the Diversity Report Switzerland to show the extent to which the mix in management functions in the Swiss economy is also progressing outside the scope of the new company law.

**The following companies are compliant with the new share law in 2021:**

Zurich Insurance Group AG, Adecco Group AG, Lonza Group AG, Logitech international S.A., Emmi AG, Basler Kantonalbank, Perfect Holding SA, Banque Cantonale de Genève, CI Com SA, Graubündner Kantonalbank, Hypothekbank Lenzburg AG

### Sharing responsibility

One data point on the mixing of the pipeline and the inclusive culture in companies is the mixing in the signatory powers in the commercial register.

24 or 10% of listed companies grant this trust and responsibility to over 30% women. All listed companies together show a share of women of 22 % in the signatory powers. This is about the same as for all medium-sized and large public limited companies as a whole.

### A close look at the top ten

The ten largest companies in Switzerland - in terms of number of employees - together provide an earned income for more than one million people. These are ten companies with an exemplary human resources policy. Zurich Insurance Group stands out as the only company in Switzerland to lead in all categories. Zurich, UBS and Nestlé already have more than 30% women on their boards. Zurich, LafargeHolcim, ABB and Roche have already mixed their boards with over 20% women. All together, with 27% female board members and 16% female executive board members, they come close to the new legal requirements.

In terms of signatory powers, Zurich and LafargeHolcim show a share of women of over 30 %. This indicates that mixing is taken seriously and implemented even in areas with less public attention.

At the beginning of 2021, the board of directors of SGS (9 % share of women) and Kühne + Nagel (13 % share of women) are at the bottom of the list of exemplary companies. In the executive boards, the same companies stand out with a strikingly consistent 0 % share of women - as does the Schindler Group. The picture continues with the signatory powers. Here too, SGS (5 %) and Kuehne + Nagel (6 %) bring up the rear.

Some studies in the market communicate significantly better ratios. We would like to point out that the Diversity Report Switzerland is the only full survey and has aggregated the data of all companies from the commercial register entries and the annual reports as well as the investor relations communication. Other studies work with random samples or rely on the voluntary self-declarations of selected companies. This leads to a sometimes optimistic bias in the results. The Diversity Report Switzerland reflects the whole reality.

### The biggest zero numbers

83 listed Swiss companies (36 %) do not have a single woman on the board of directors at the beginning of 2021. The largest companies with a mixing gap are the following: Arbonia, SoftwareONE, Phoenix Mecano, Bobst, Conzzeta, Rieter, Also, Vetropack, Feintool and Compagnie Financière Tradition.

134 listed Swiss companies (58%) do not have a single woman on their management board. The largest ten all-male-led companies are: SGS, Kühne + Nagel, Schindler, Compagnie Financière Richemont, DKSH, Alcon, Clariant, Georg Fischer, Geberit and Bell Food.

51 listed Swiss companies (22 %) do not grant a single woman signing authority in the commercial register. The largest ten companies without signatory responsibility for women are: Bell Food, Dufry, Phoenix Mecano, Also, Vifor Pharma, Cicor Technologies, Ypsomed, Mikron, Partners Group, LEM.

The largest company to consistently score poorly in all three categories at the beginning of 2021 is Phoenix Mecano, an internationally active Swiss technology company in the fields of enclosures and industrial components. The company employs over 7'000 people worldwide and generated sales of over 700 million Swiss francs in 2019. Other technology and industrial companies such as Logitech and LafargeHolcim show in the comparison that the industry does not necessarily have to be a reason for poor gender mix.

**Do you have any questions about our offers? We will be happy to advise you personally.**



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