

# Gender Diversity Statistics

As at February 2020



NEW ZEALAND'S EXCHANGE  
TE PAEHOKO O AOTEAROA

# Overview

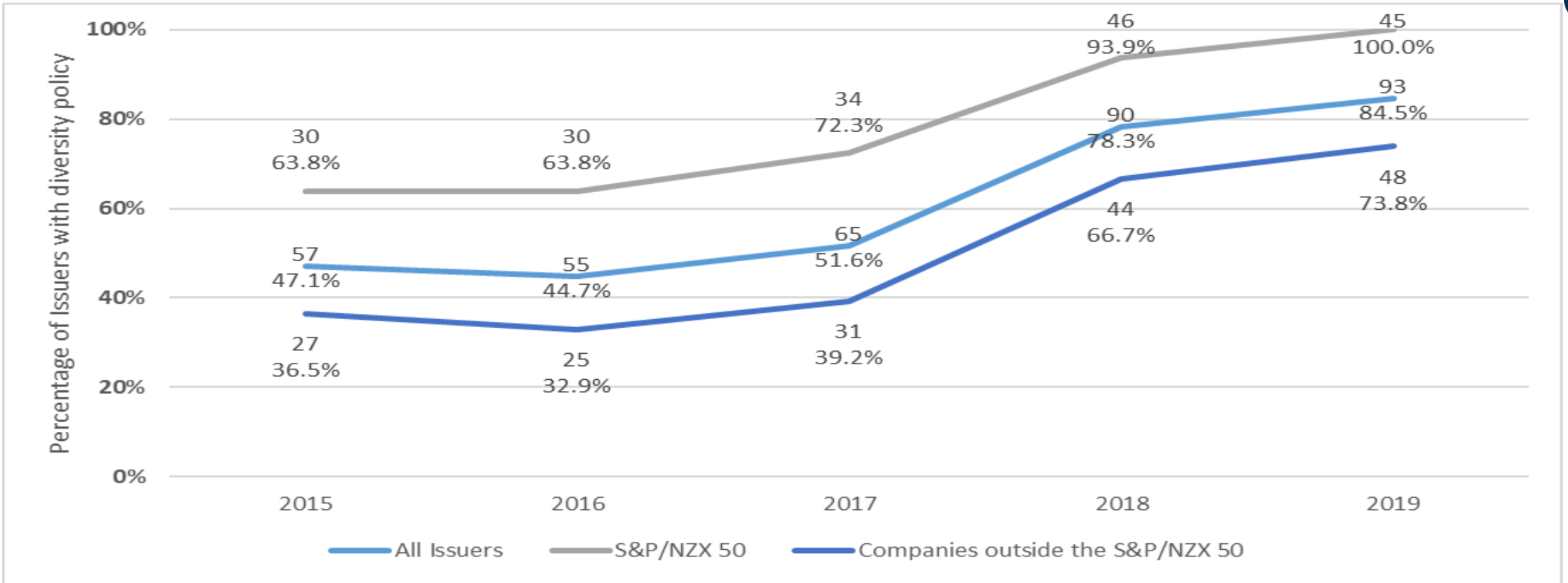
Under Listing Rules 3.8.1(c), issuers listed on the NZX Main Board (excluding funds) are required to include in their annual report a quantitative breakdown of the gender of their directors and officers at the financial year end, together with comparative figures for the prior financial year end. This report summarises the aggregated data reported for the period from 1 October 2018 to 30 September 2019 as follows:

- NZX listed issuers which reported having a diversity policy;
- Gender diversity of directors of companies listed on the NZX;
- Gender diversity of officers of companies listed on the NZX;
- Gender diversity of directors and officers by market capitalisation;
- Female director and officer new appointments; and
- Gender diversity of directors comparison between S&P/NZX 50 and S&P/ASX 200.



# Issuers with a Diversity Policy

All eligible S&P/NZX 50 issuers and 84.5% of all issuers have a written diversity policy in place

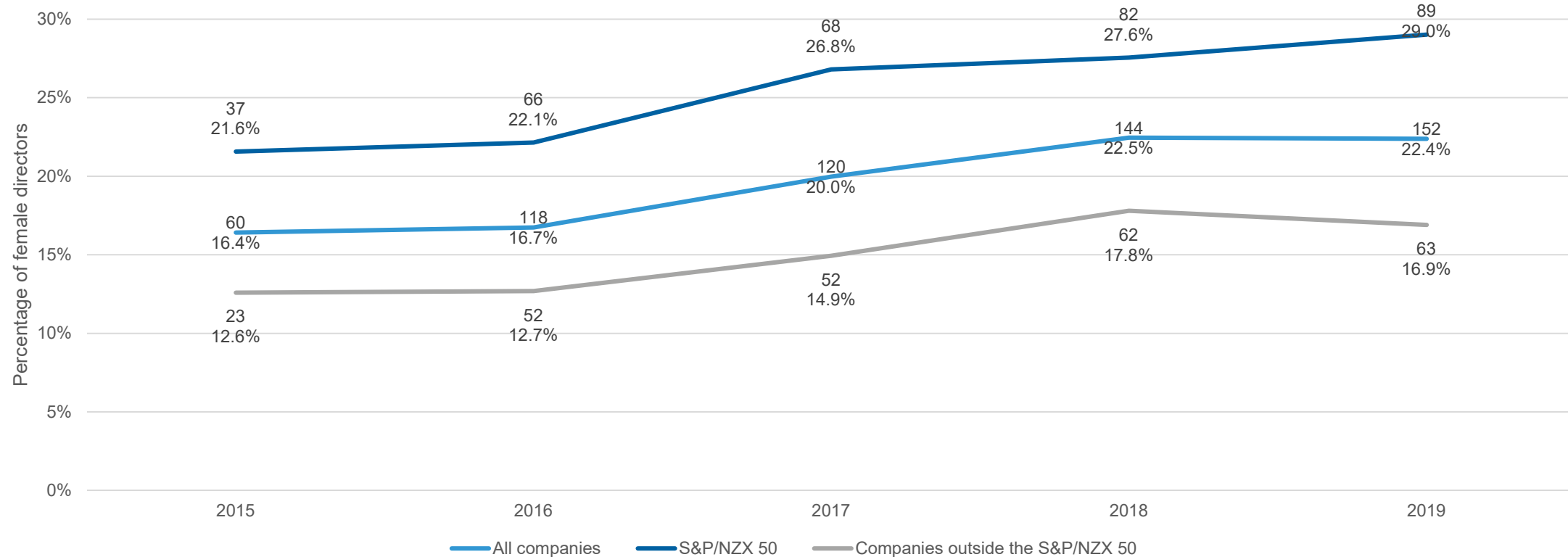


\*Please note that there are five companies from S&P/NZX50 which have been excluded from the 2019 database, these being funds or foreign domiciled.



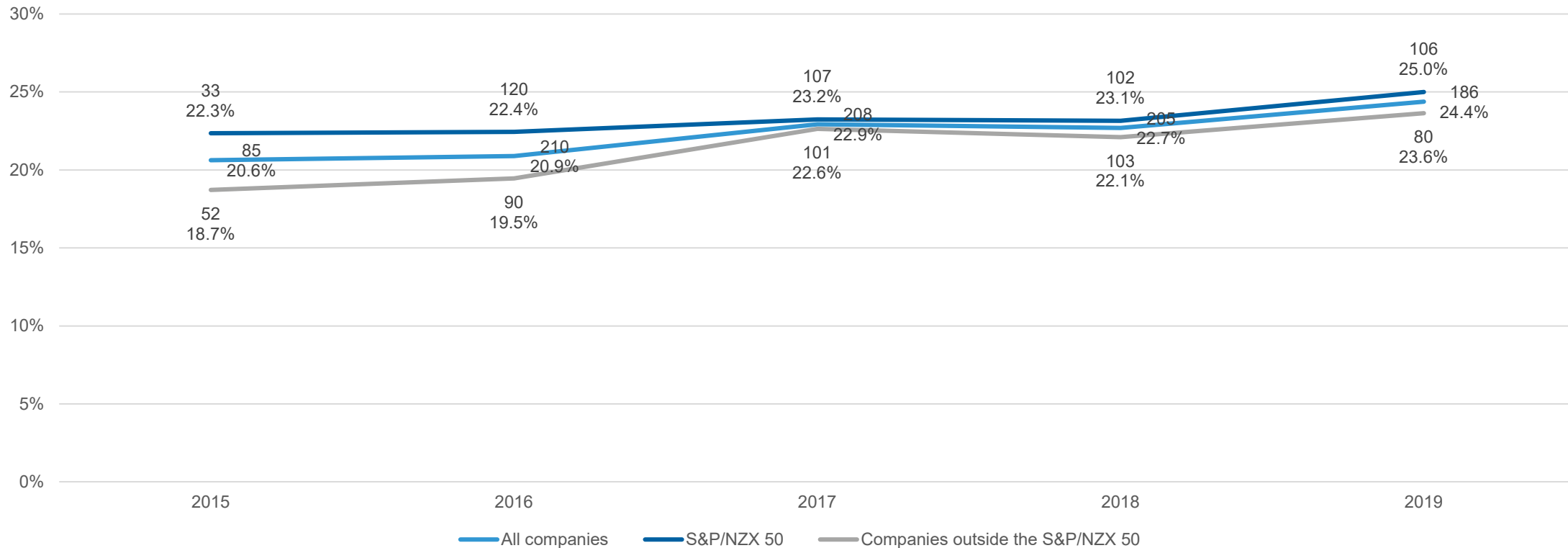
# Gender Diversity: Directors

The percentage of female directorships of S&P/NZX 50 companies is on track to meeting the 2020 target of 30%, as recommended by Global Women



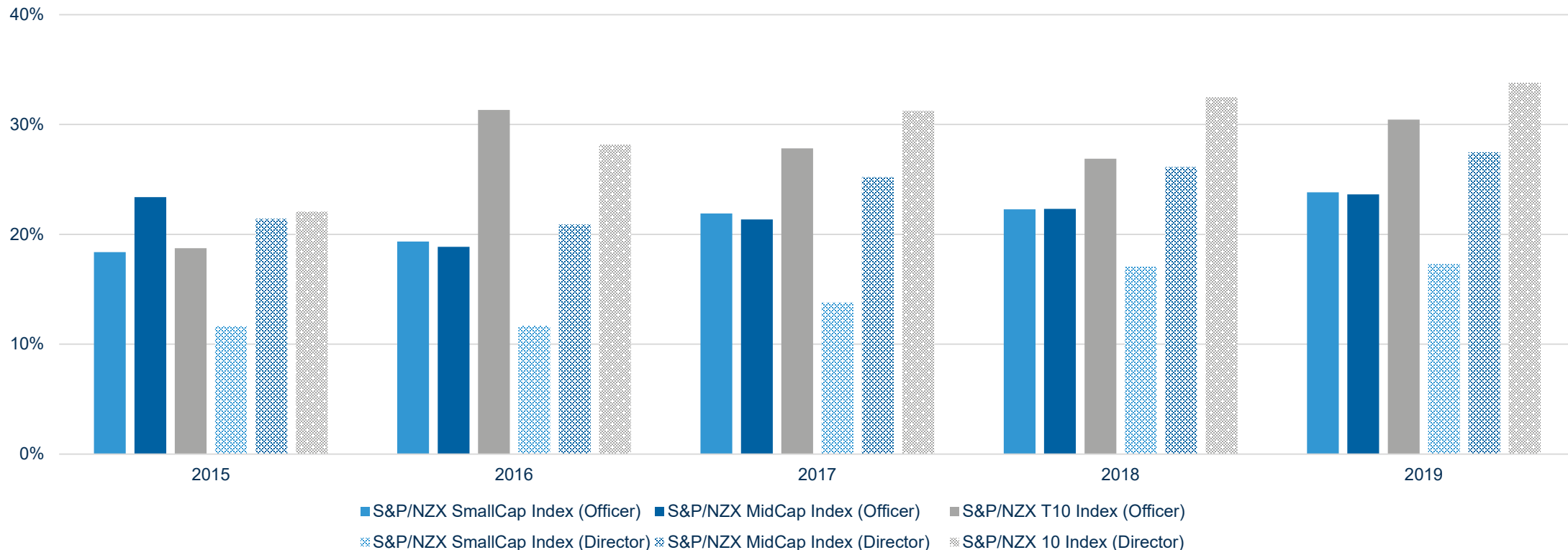
# Gender Diversity: Officers

7.5% increase in the proportion of female officers for all eligible issuers



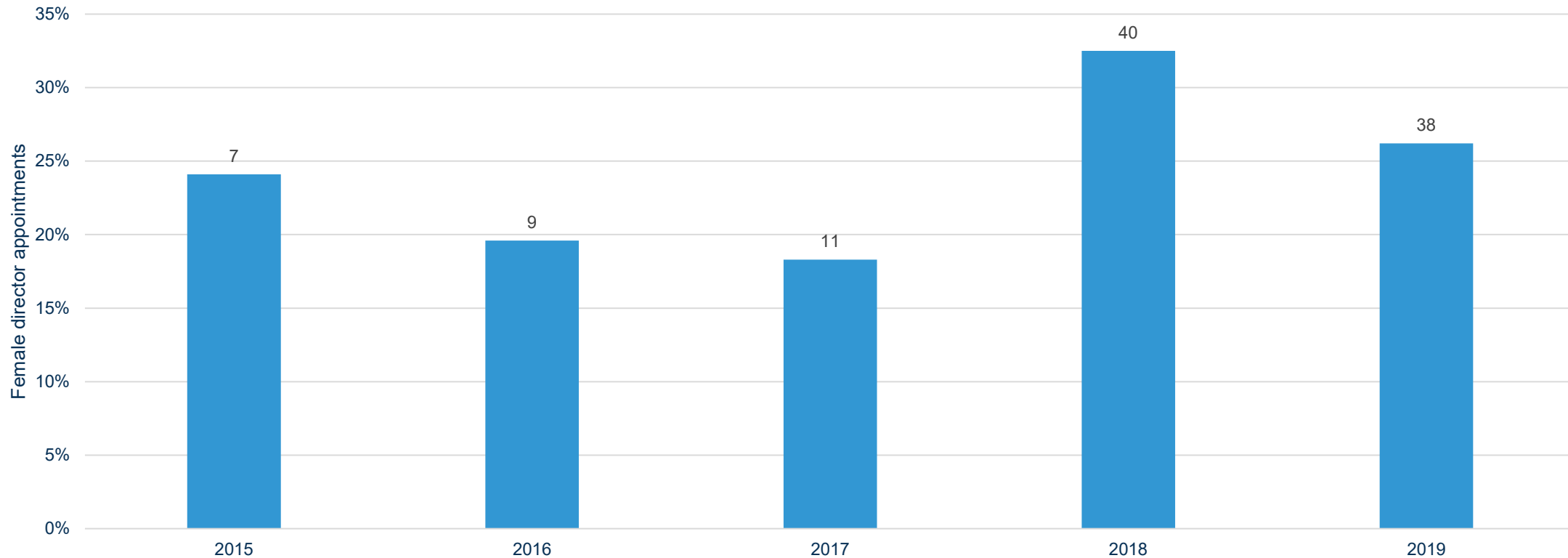
# Gender Diversity by Market Capitalisation

Constituents of the S&P/NZX 10 continue to have the highest female representation. However, there has been an increase in the proportion of female directors and officers across the market.



# Newly-appointed Female Directors for all NZX issuers

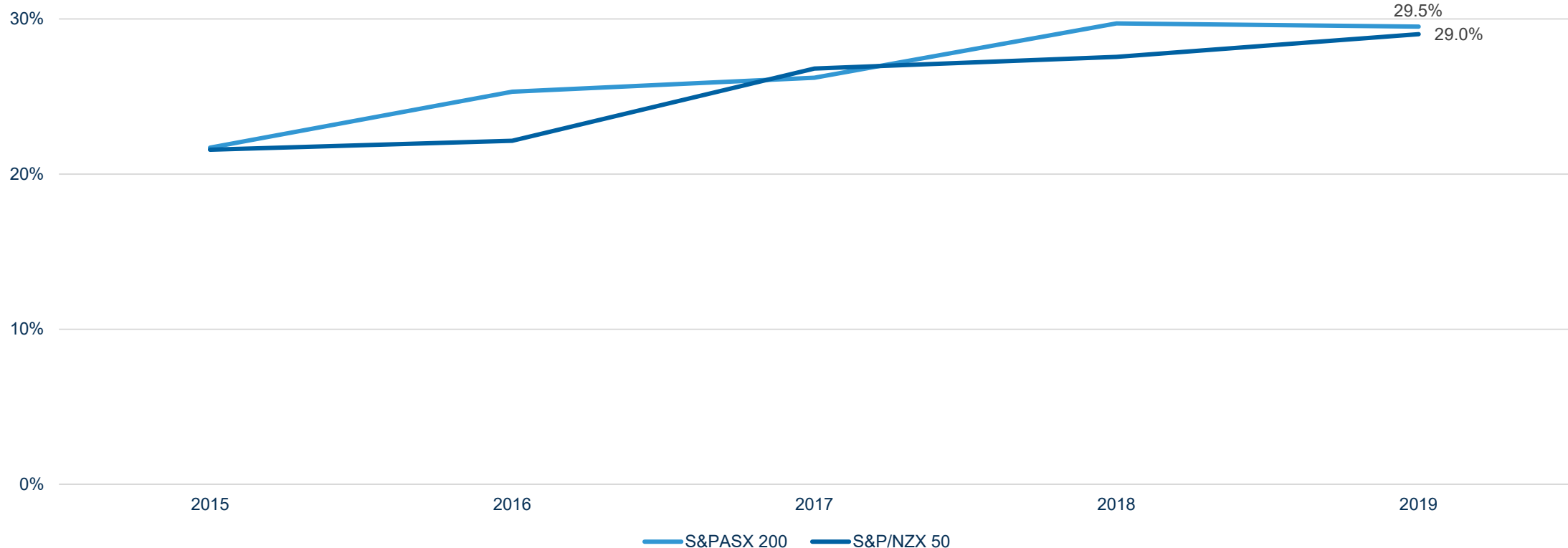
The net number of female directors appointed has increased in recent years



# Gender Diversity of Directors: S&P/NZX 50 and S&P/ASX 200



Diversity trajectory of the S&P/NZX 50 is similar to the S&P/ASX 200. The NZX continues to move in a positive direction



Source: NZX Data & Insights, Australian Institute of Company Directors.



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