



# Gender Diversity Statistics

July  
2017



# Overview

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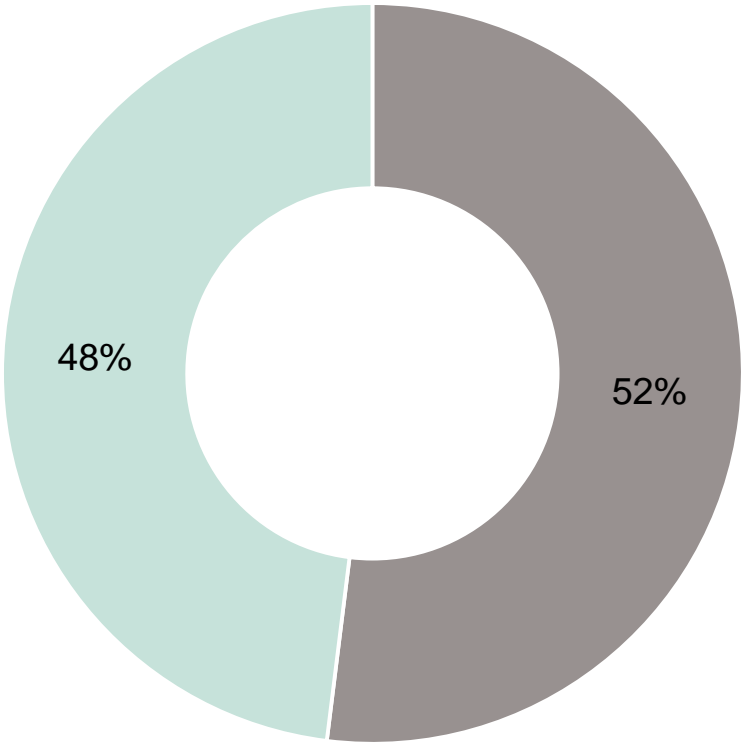
Under listing rule 10.4.5(j), issuers listed on the NZX Main Board (excluding overseas companies) are required to include in their annual report quantitative data on the gender breakdown of their directors and officers at the financial year end, together with comparative figures for the prior financial year end. The following slides summarise:

- ▶ NZX Main Board listed issuers which reported having a diversity policy
- ▶ Director and officers listed on the NZX Main Board
- ▶ Diversity of directors and officers listed on the S&P/NZX 50
- ▶ Directors and officers by market capitalisation
- ▶ Directors and officers by sector

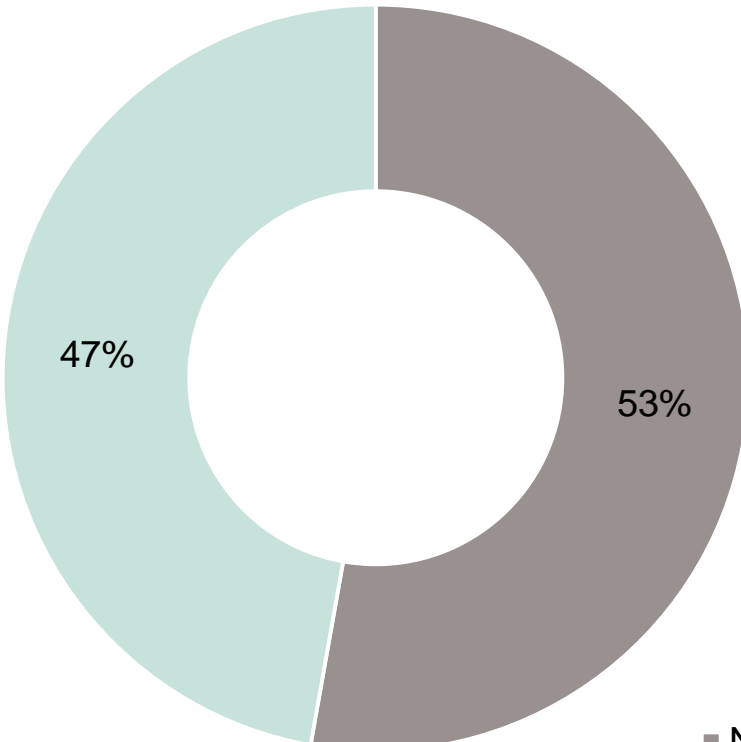
*\*Please note all data from the 2015/2016 financial year was disclosed to NZX between 1 July 2015 – 30 June 2016. All data from the 2016/2017 financial year was disclosed to NZX between 1 July 2016 – 30 June 2017.*

# Main Board issuers with a diversity policy

2015/2016 year



2016/2017 year

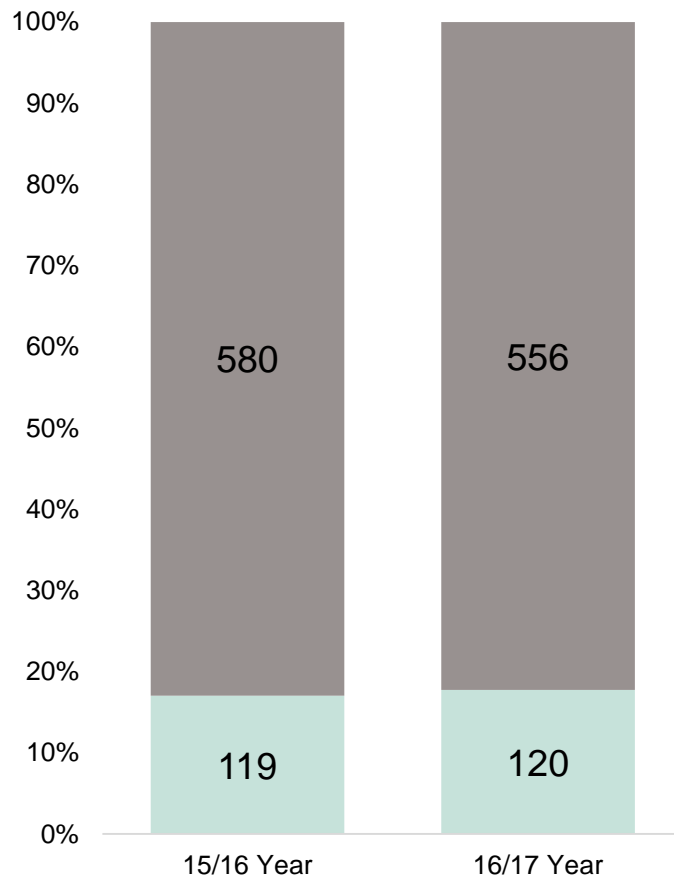


▶ NZX published its final Corporate Governance Code in May, which encourages all issuers to adopt a Diversity Policy. Issuers are encouraged to publish this policy from 31 December 2017 when the Recommended NZX Code takes effect.

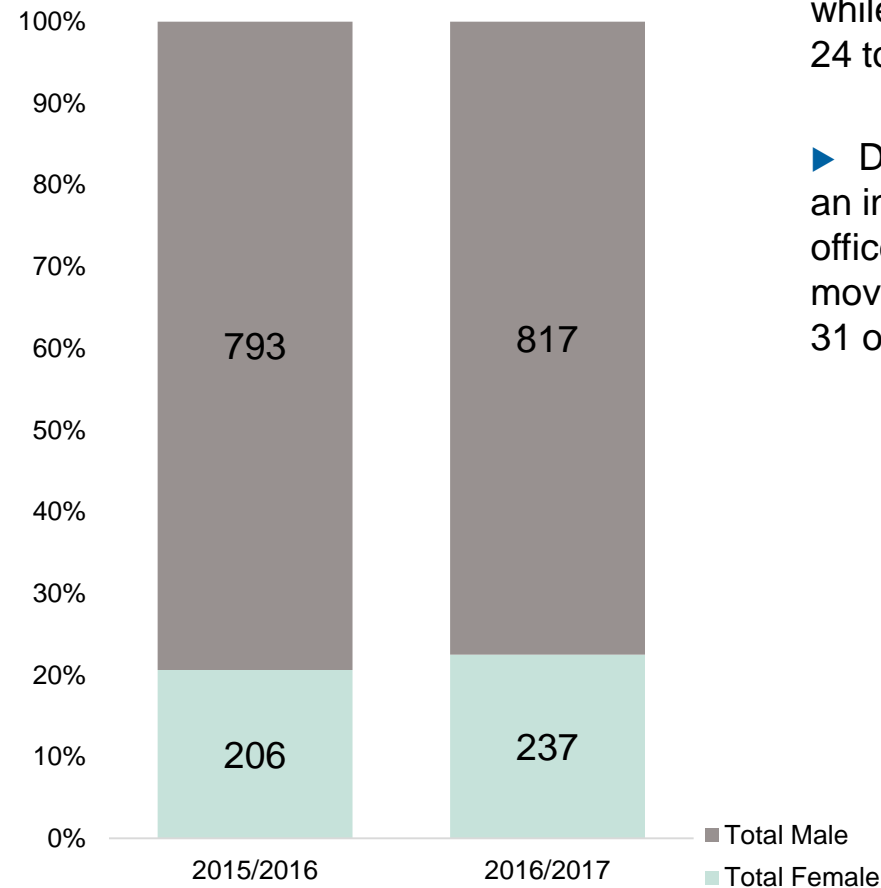
■ No  
■ Yes

# Directors & officers listed on NZX Main Board

Number of directors



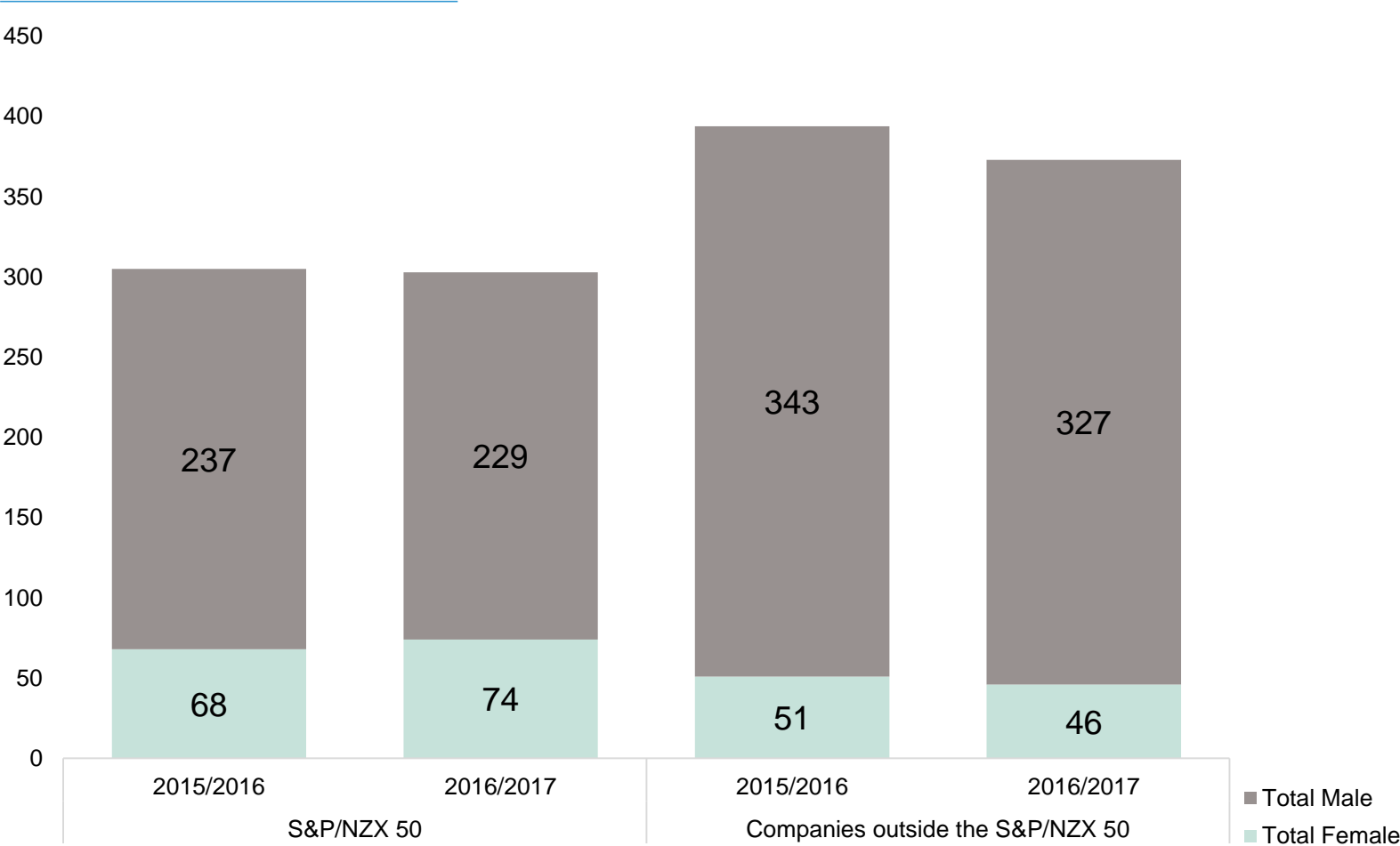
Number of officers



▶ NZX Main Board female directors were up one to 120, while male directors were down 24 to 556.

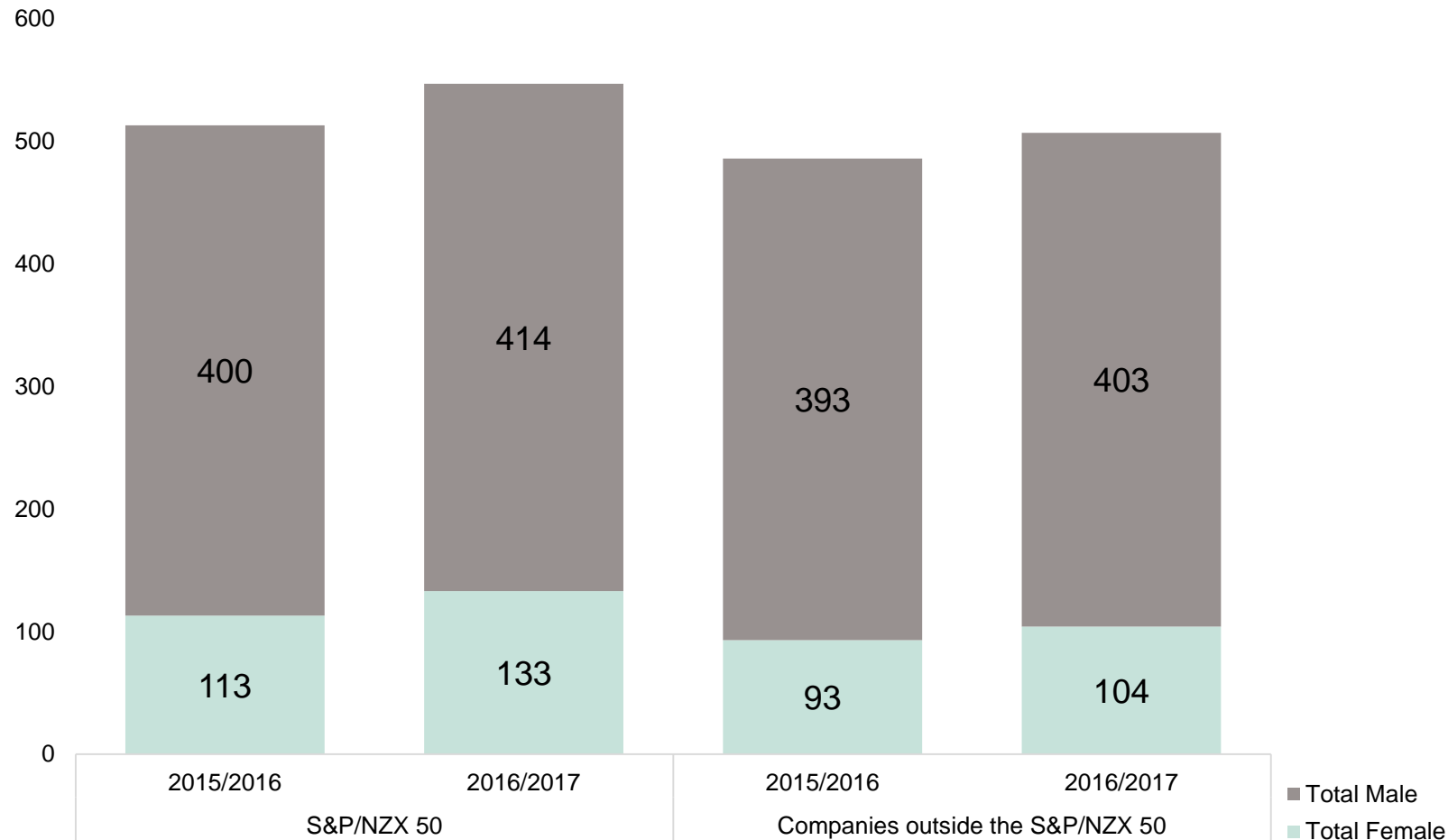
▶ During 2016/2017 there was an increase in the total number officers, with the biggest movement in female officers up 31 or 15%.

# Diversity of directors on S&P/NZX 50



- ▶ The number of directors in the S&P/NZX 50 decreased by 2 to 303.
- ▶ The number of directors outside the S&P/NZX 50 decreased by 21 to 373.
- ▶ The number of female directors in the S&P/NZX 50 increased 6 to 74. The number of female directors outside the S&P/NZX 50 decreased by 5 to 46.

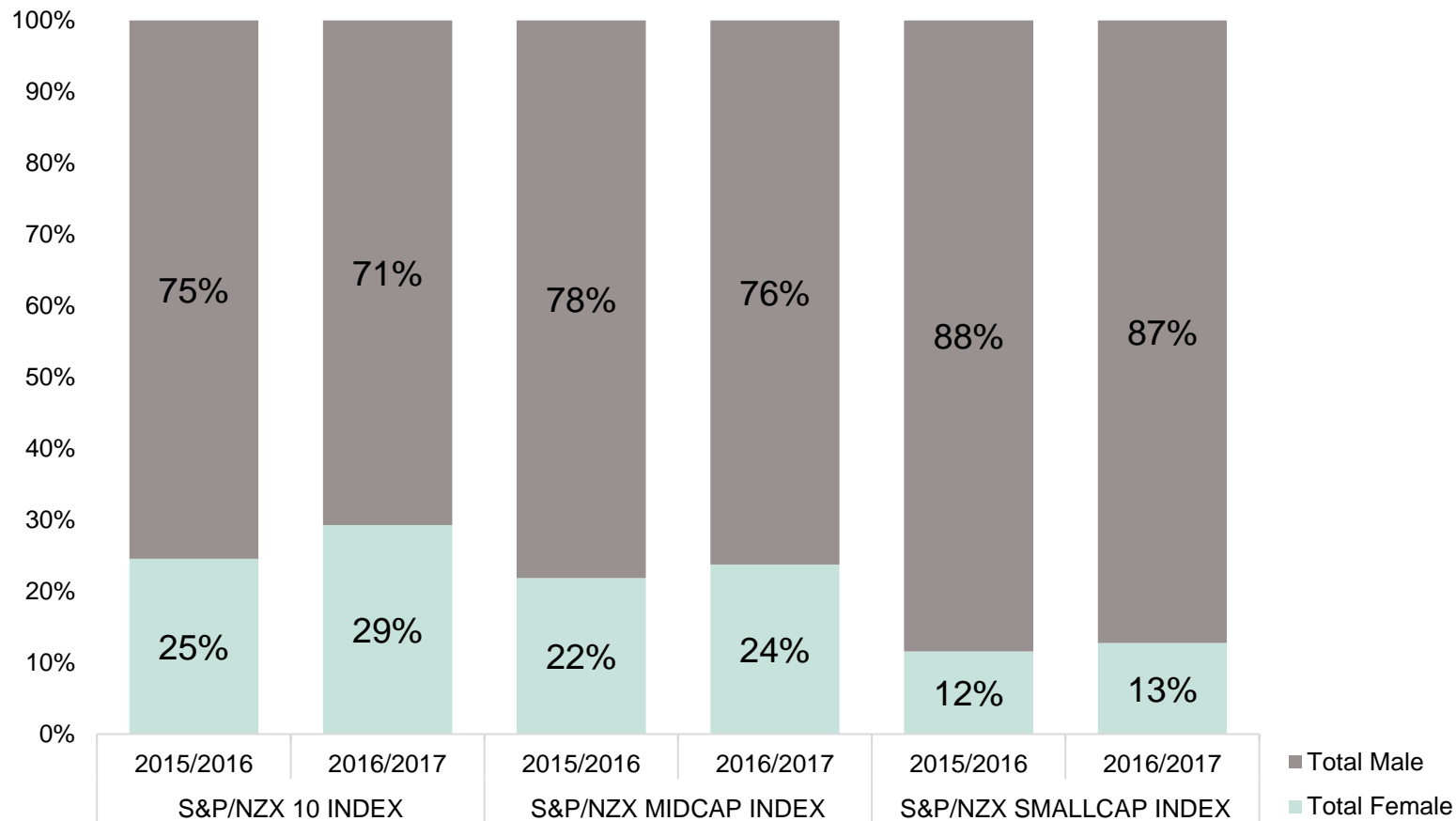
# Diversity of officers on S&P/NZX 50



► The number of female officers in the S&P/NZX 50 increased by 18% (or 20) to 133. Male officers increased by 3.5% (or 14) to 414.

► The number of female officers outside the S&P/NZX 50 increased by 12% (or 11) to 104. The number of male officers increased by 2.5% (or 10) to 403.

# Female & male directors by market capitalisation

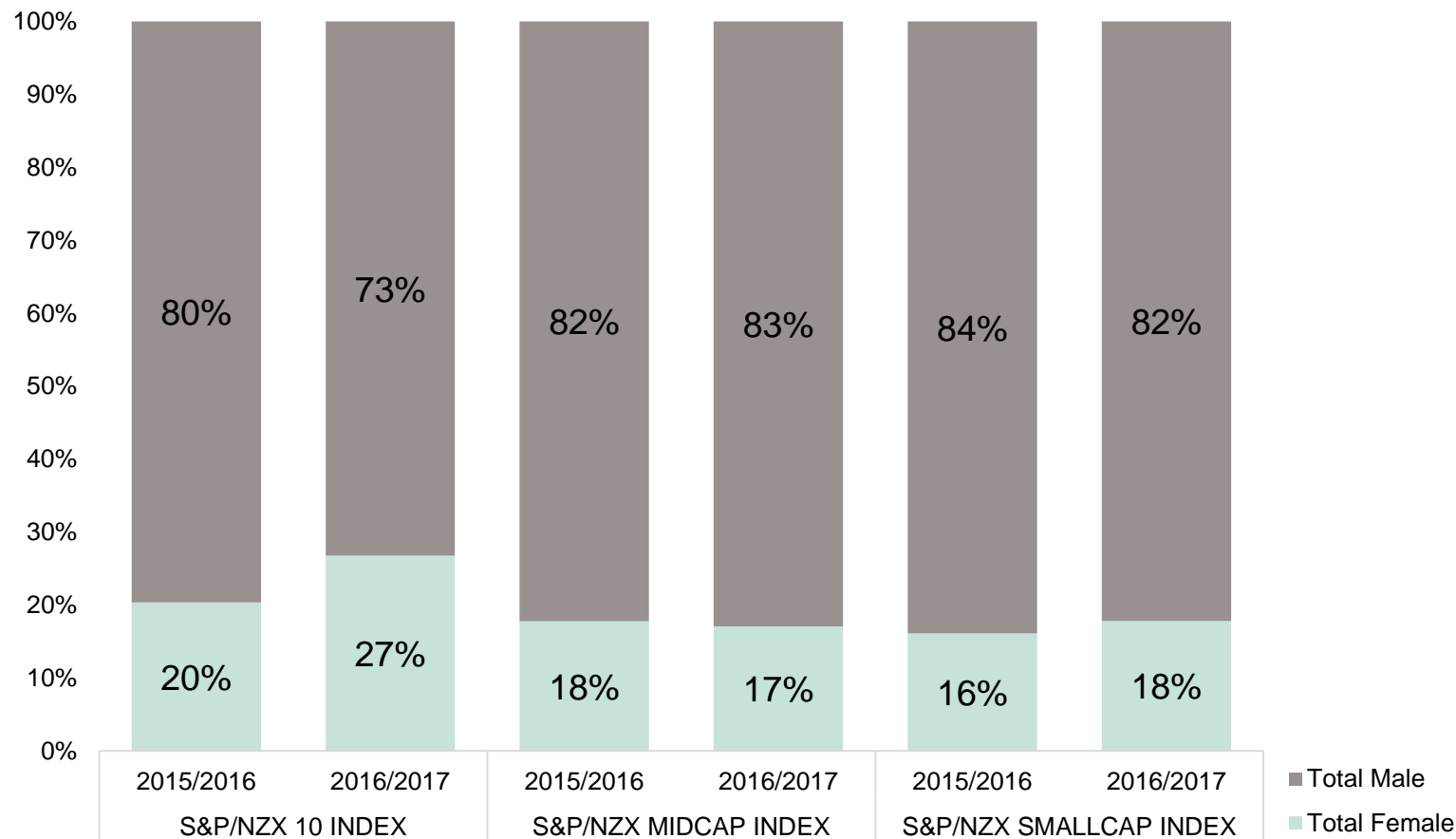


▶ In the S&P/NZX 10 Index the number of male directors decreased to 71%, while the number of female directors increased to 29%.

▶ In the S&P/NZX Midcap Index the number of male directors decreased to 76%, while the number of female directors rose to 24%.

▶ In the S&P/NZX SmallCap Index the total number of male directors decreased 87%, while female directors increased 13%.

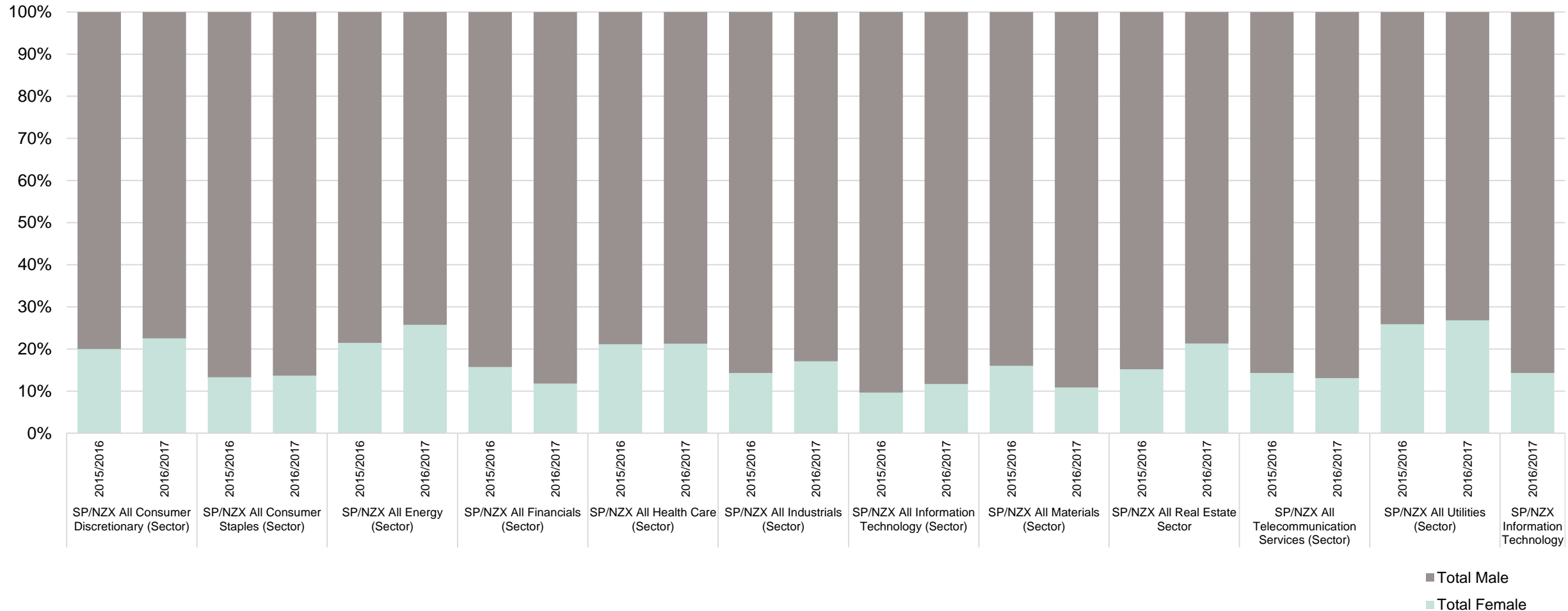
# Female & male officers by market capitalisation



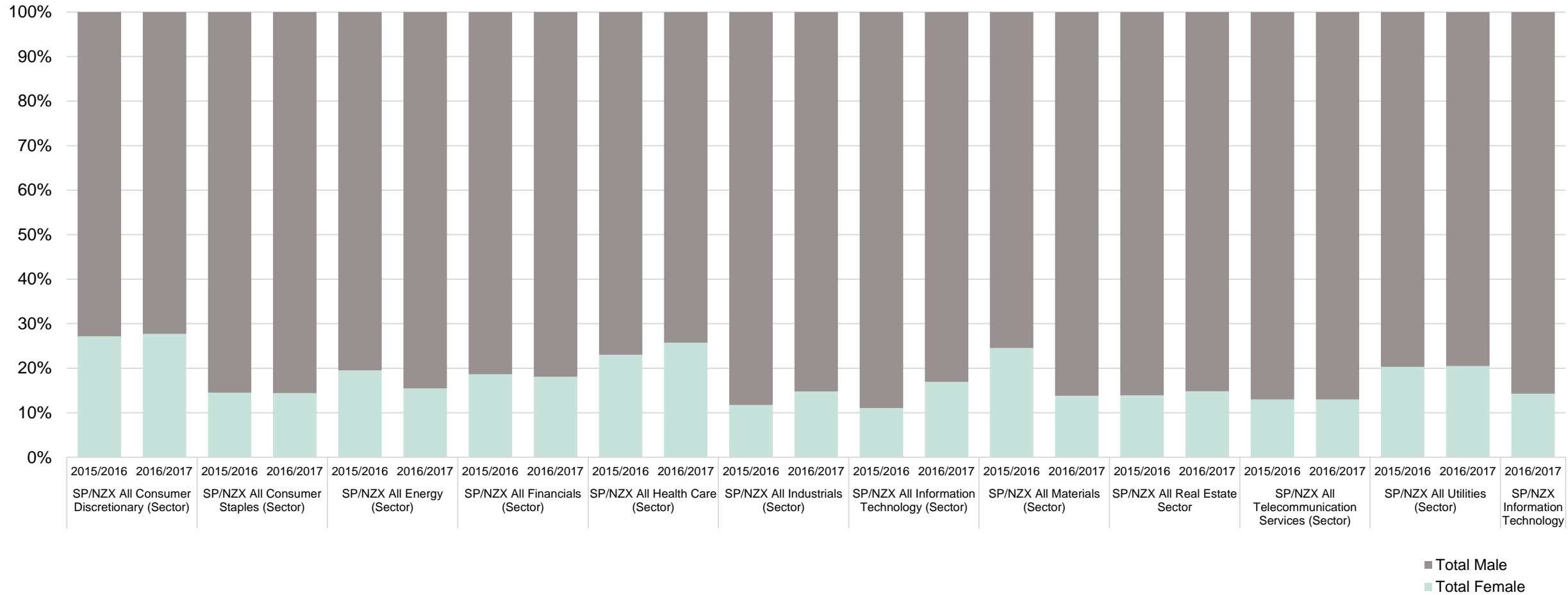
- ▶ In the S&P/NZX 10 Index the total number of male officers decreased 73%, while female officers increased 27%.
- ▶ In the S&P/NZX MidCap Index the total number of male officers increased 83%, while female officers decreased 17%.
- ▶ In the S&P/NZX SmallCap Index the total number of male officers decreased 82%, while female officers increased 18%.



# Female & male directors by sector



# Female & male officers by sector





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