



Gender Diversity Statistics

For the year ended 30 September 2020

▶ New Zealand's Exchange
Te Paehoko O Aotearoa

Overview

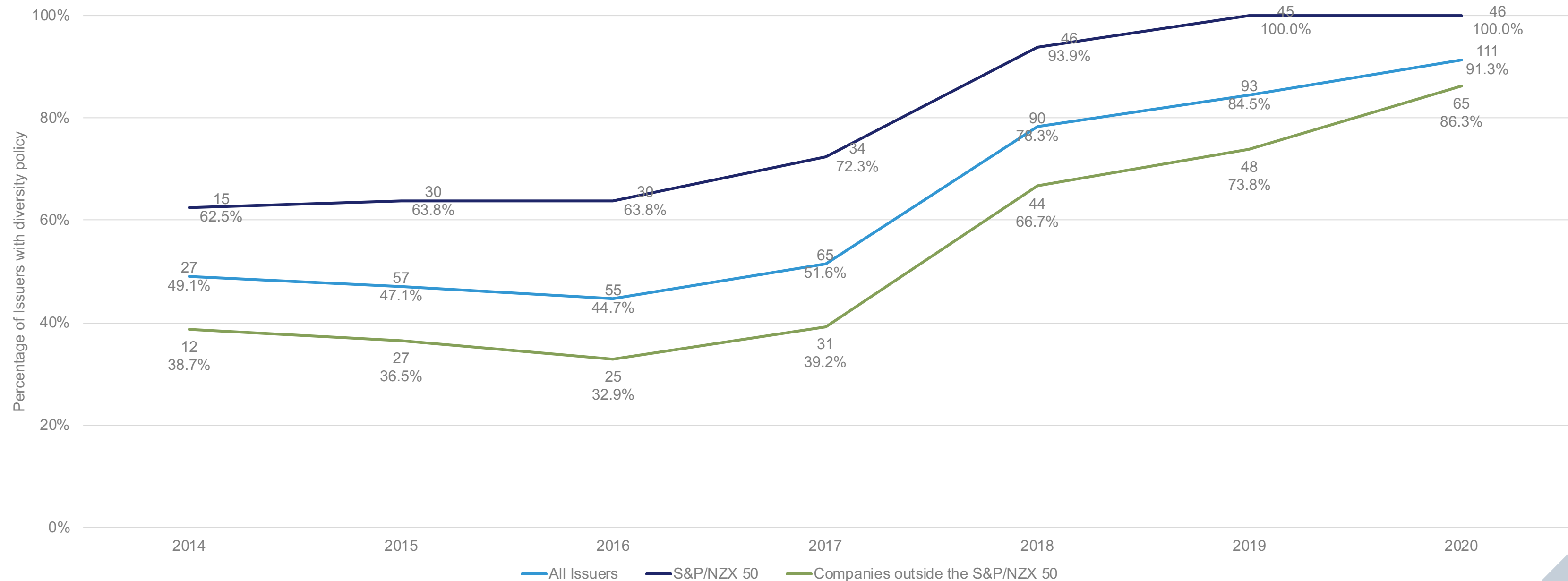
Under Listing Rules 3.8.1(c), issuers listed on the NZX Main Board (excluding funds) are required to include in their annual report a quantitative breakdown of the gender of their directors and officers at the financial year end, together with comparative figures for the prior financial year end. This report summarises the aggregated data reported for the period from 1 October 2019 to 30 September 2020 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

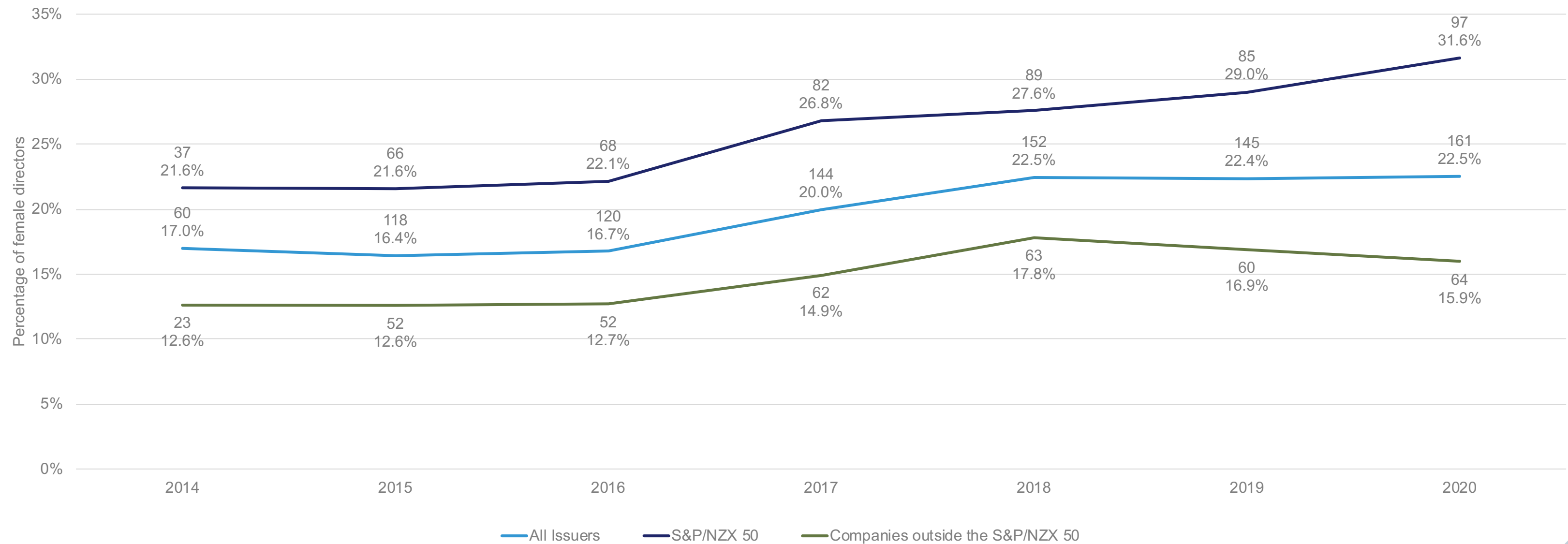
With all S&P/NZX 50 companies continuing to have a diversity policy, it is encouraging to see a further lift in the proportion of other issuers with a written policy – reaching a new high of 86.3%.



*Please note that there are four companies from S&P/NZX50 that have been excluded from the 2020 database, these being funds or foreign domiciled.

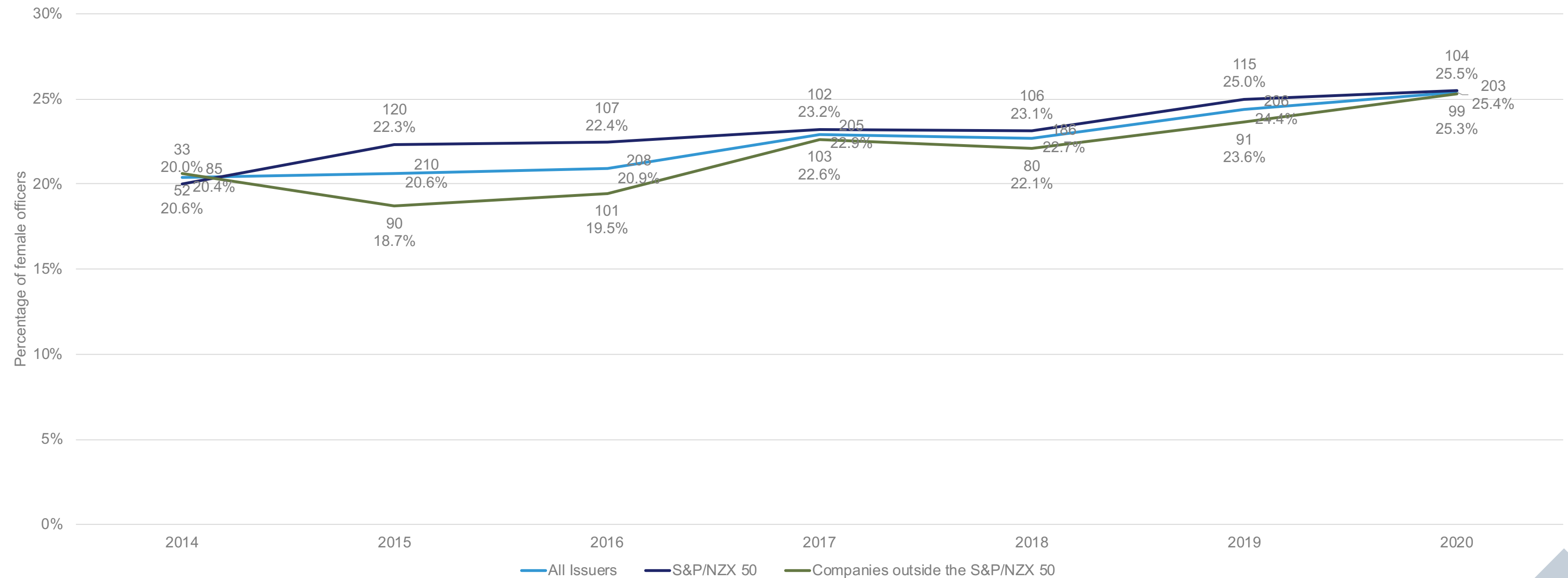
Gender diversity – directors

The proportion of female directors across S&P/NZX 50 companies continues to increase, and is on track to reach Global Women’s new 40% target by 2026. It was disappointing to note a further drop in the percentage of female directors among companies outside the S&P/NZX 50.



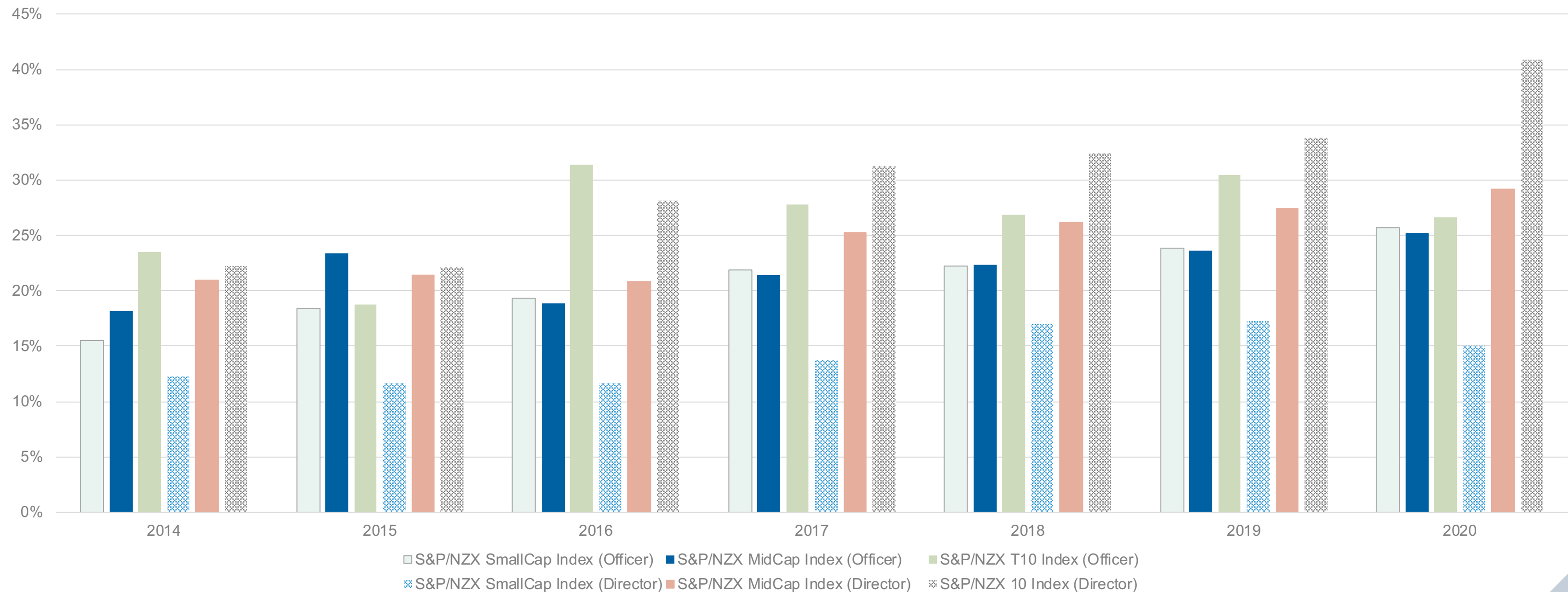
Gender diversity – officers

The proportion of female officers is now equivalent across S&P/NZX 50 and other issuers, with the average for all companies rising above 25% for the first time.



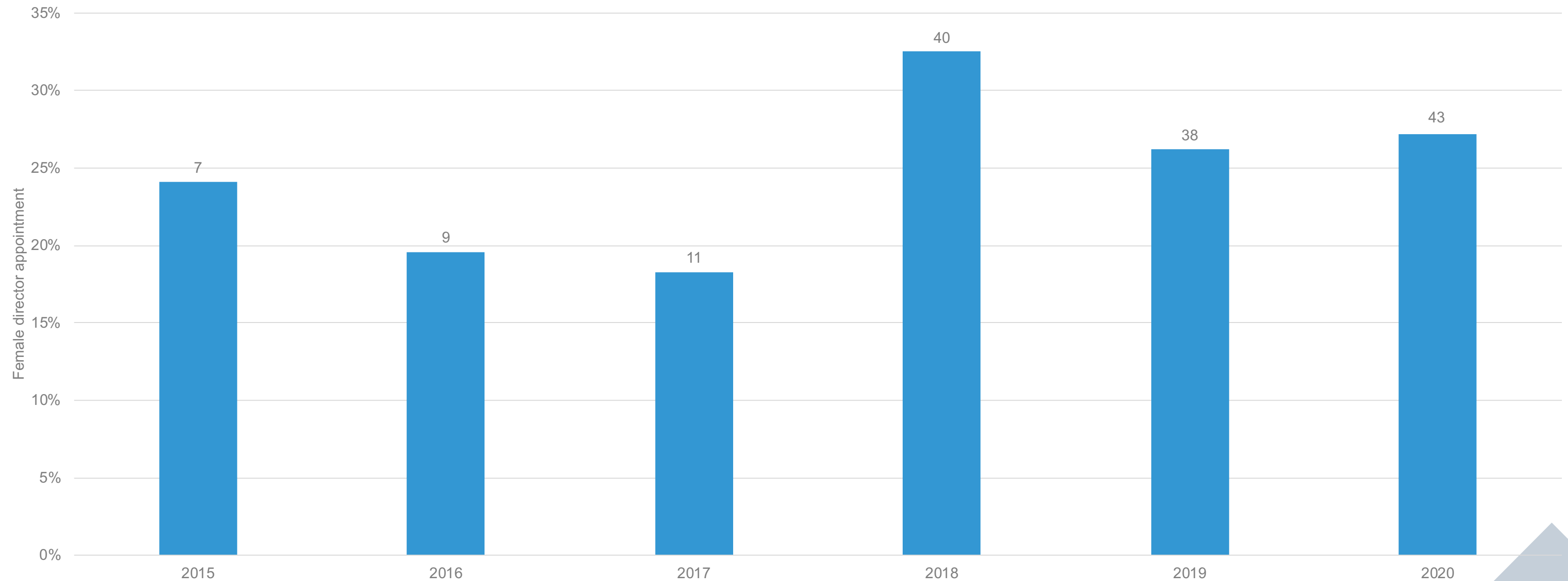
Gender diversity by market capitalisation

Constituents of the S&P/NZX 10 continue to have the strongest female representation, particularly directorships. It is positive to note the further lift in the percentage of female officers with Small and MidCap companies, and the overall increase in the proportion of female directors and officers across the market.



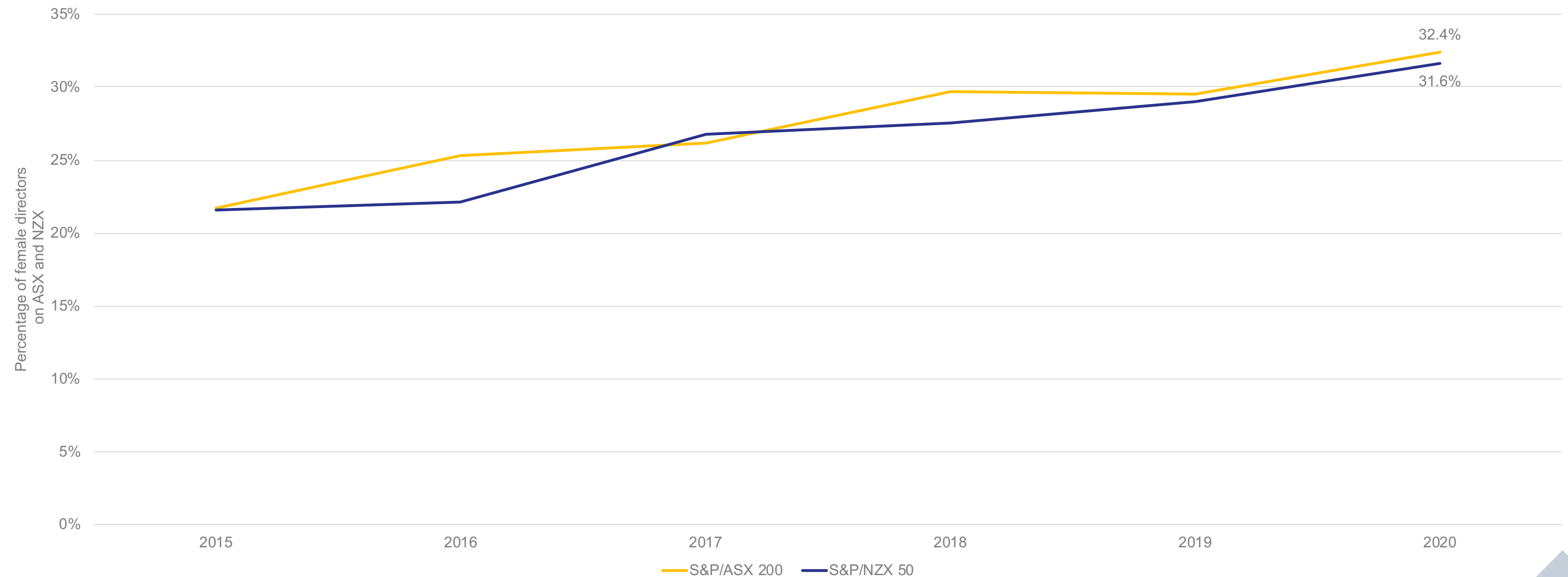
Newly-appointed female directors (all Issuers)

During the year ended 30 September 2020, the number of female director appointments across all issuers reached a record high of 43 – representing more than 27% of all director appointments confirmed over the reporting period. This continues a positive trend, with the proportion of female directorships averaging 28.6% over the past three years.



Gender diversity – directors: S&P/NZX 50 v S&P/ASX 200

Diversity trajectory for directorships of S&P/NZX 50 companies is similar to the S&P/ASX 200 and positive, with the percentages across issuers on both indices rising above 30% over the past year.



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

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