



# Gender Diversity Statistics

For the year ended 31 July 2022

▶ New Zealand's Exchange  
Te Paehoko O Aotearoa

# Overview

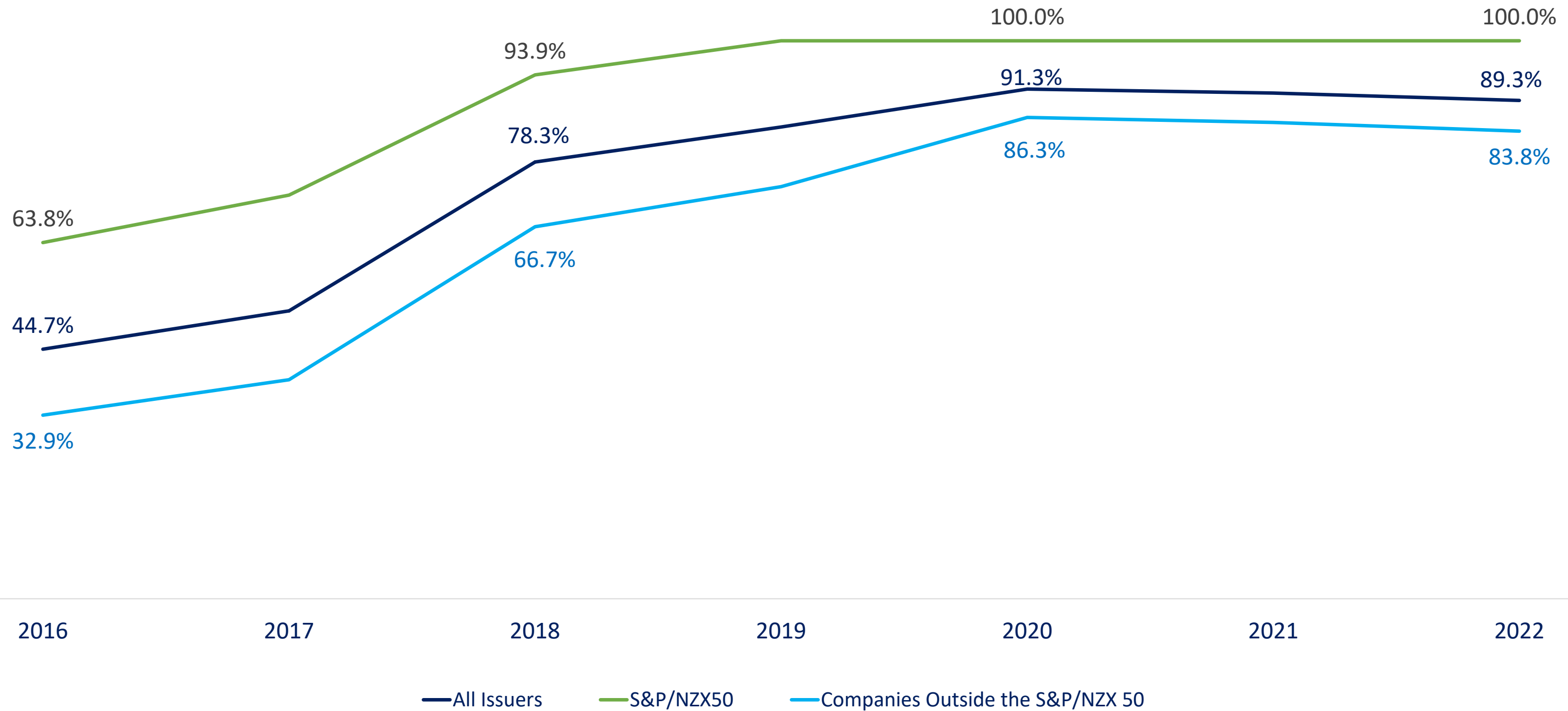
Under Listing Rules 3.8.1(c), issuers listed on the NZX Main Board (excluding funds) are required to include in their annual report a quantitative breakdown of the gender of their directors and officers at the financial year end, together with comparative figures for the prior financial year end. This report summarises the aggregated data reported for the period 1H2022.

- 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;
- Gender diversity of directors, comparison between S&P/NZX 50 and S&P/ASX 200;
- The emergence of ESG practices amongst NZX issuers



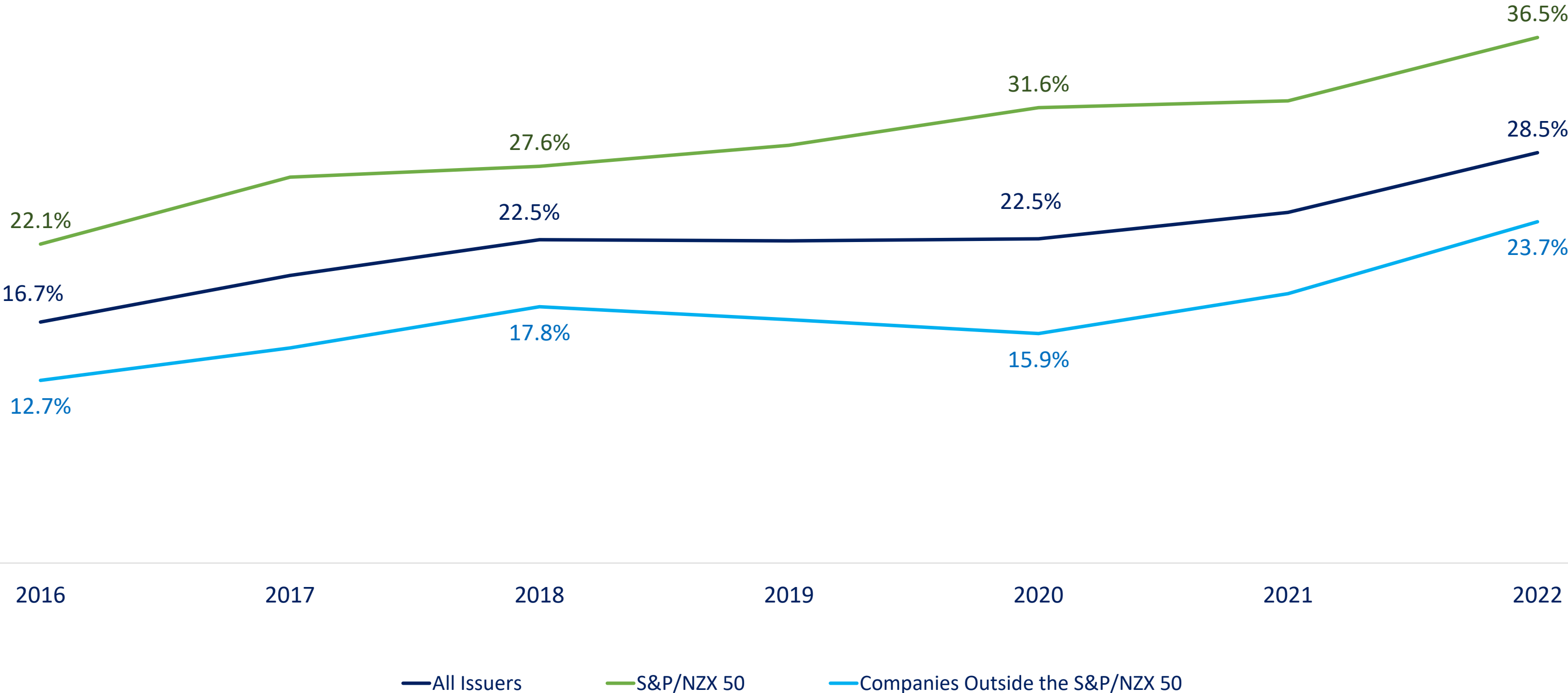
# Issuers with a Diversity Policy

All companies within the S&P/NZX 50 have a diversity policy for the fourth consecutive year of reporting. With 89% of issuers outside the 50 also displaying diversity policies, over 80% of all unique issuers on the NZX continue to implement policies.



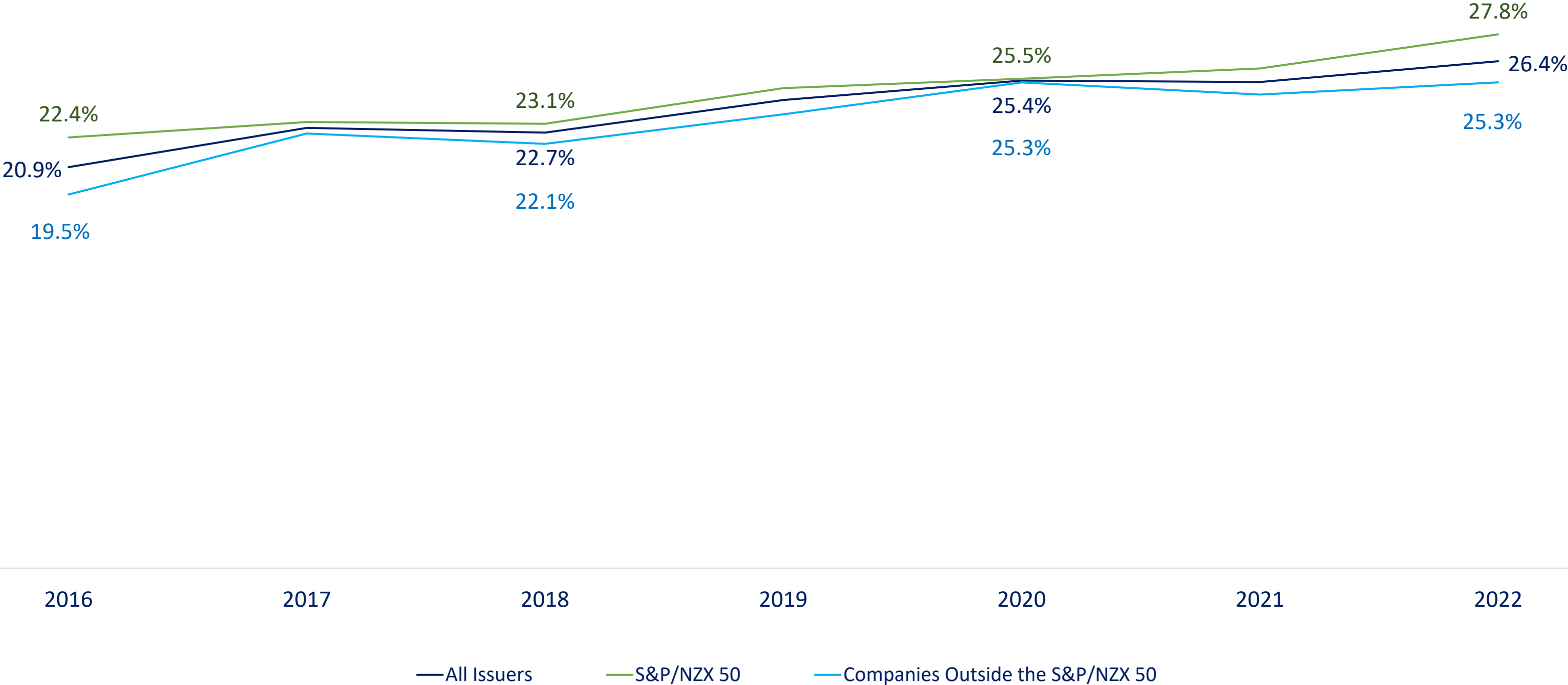
# Gender Diversity – Directors

Women now comprise 28.5% of all director positions across the NZX, with female representation across boards within the S&P/NZX 50 reaching a new high of 36.5% in 1H2022.



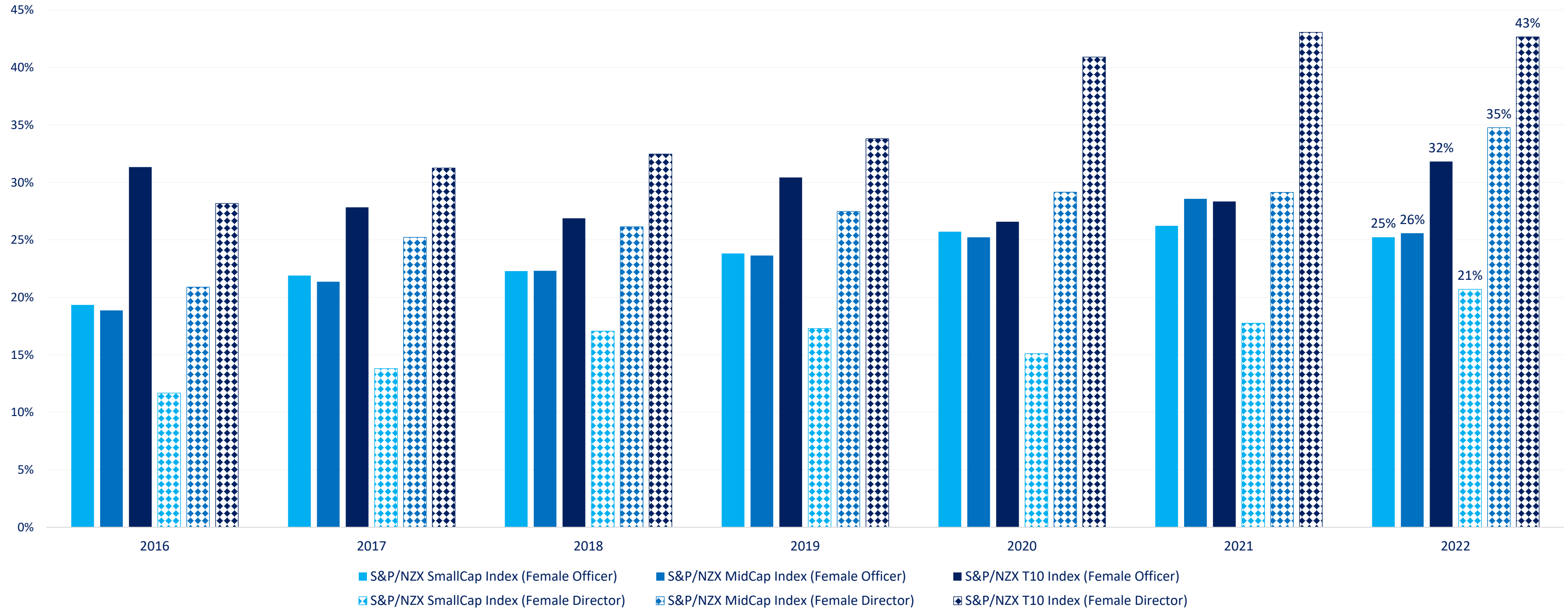
# Gender Diversity – Officers

Female representation within executive management positions increased to over 26% across all NZX issuers, with S&P/NZX50 companies comprising 27.8% female executives.



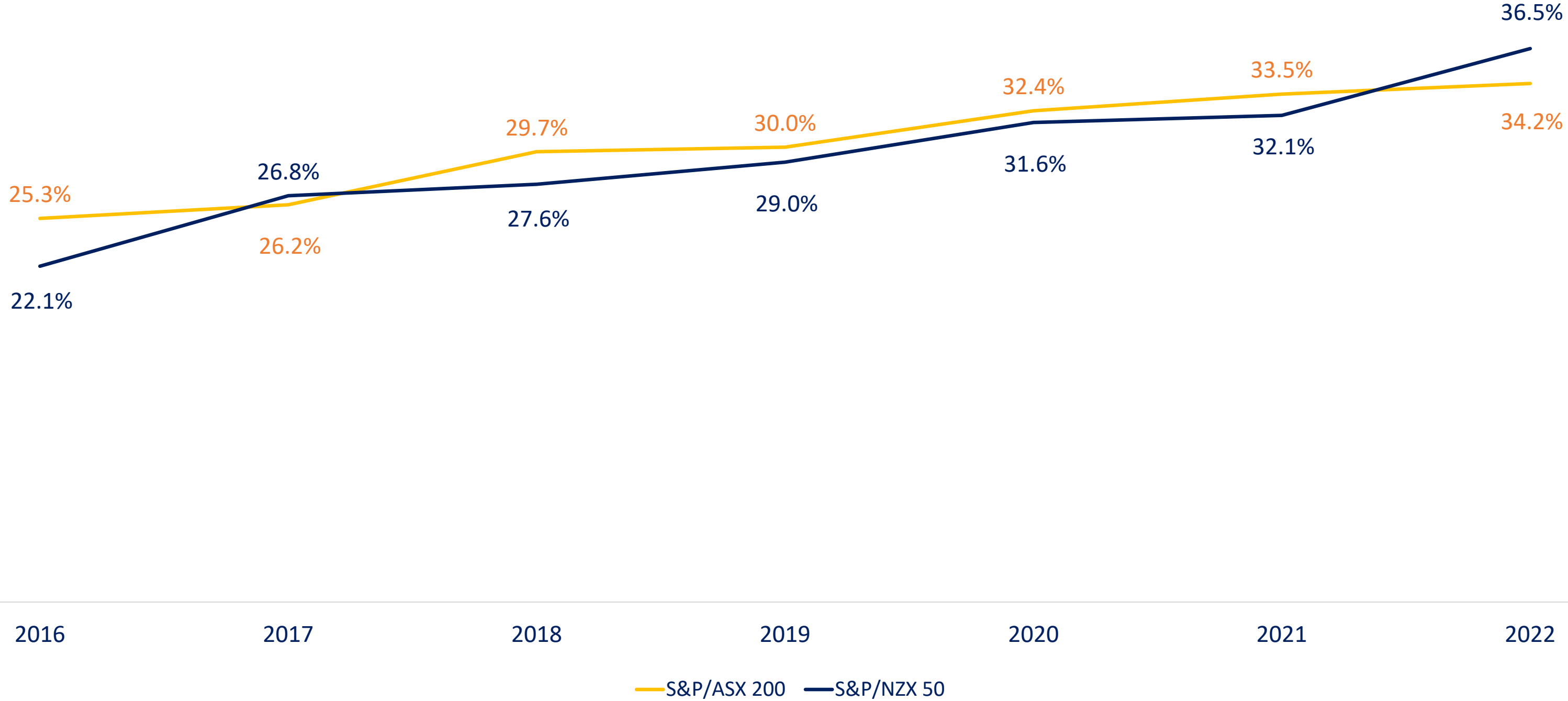
# Gender Diversity by Market Capitalisation

Constituents of the S&P/NZX 10 continue to have the strongest female representation, where 43% of directors and 32% of officers are now female. Women now comprise over one third of all mid cap board positions, with small cap issuers also noting an increase in female directors to over 20% for the first time.



# Gender Diversity – Directors: S&P/NZX 50 v S&P/ASX 200

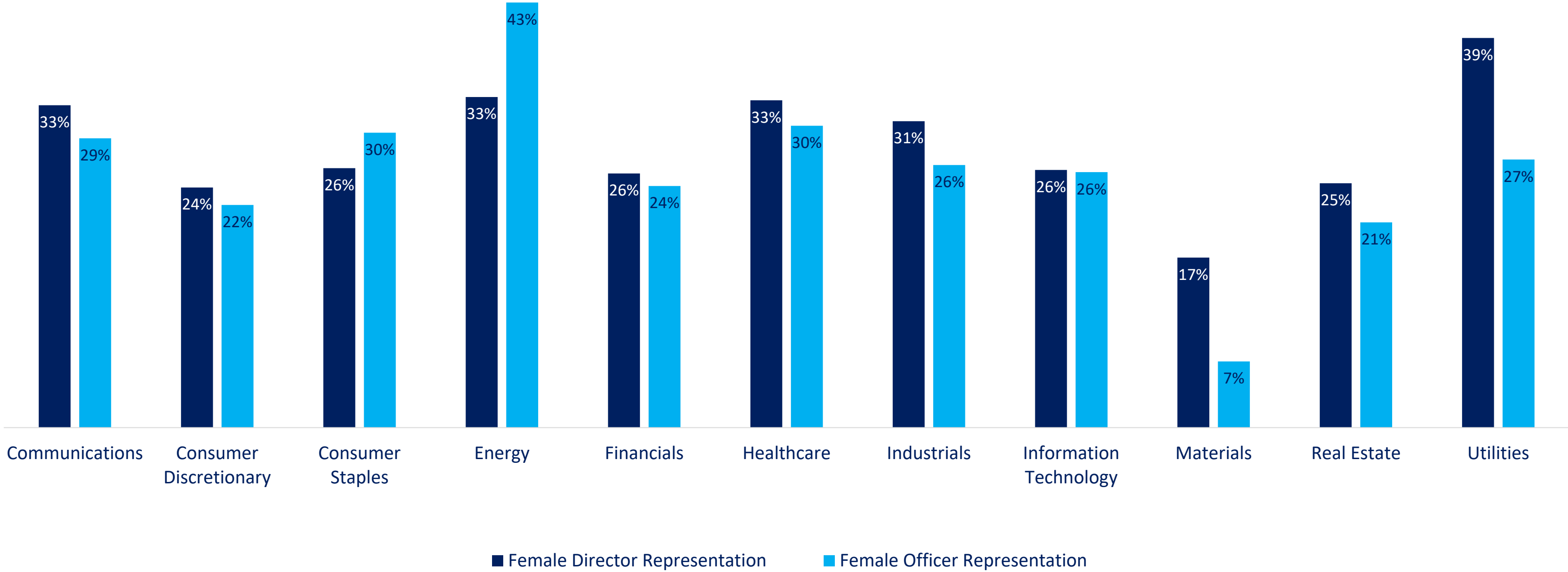
Diversity trajectory for directorships of S&P/NZX 50 companies is similar to the S&P/ASX 200 and positive, with the percentages across issuers on both indices rising steadily.



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

# Gender Diversity – GICS Sector

The energy sector leads the way in female officer representation, with 43% of executive positions now filled by women. Energy is joined by the communications, healthcare, and utilities sectors in boasting over one third female directors. Female representation within the materials sector currently falls significantly behind all other sectors.





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