

OMXH25, OMX HELSINKI 25	Women in the board of directors 2019	%	Female/ male Chairman of the board	Rating	Score Boardroom	Women in Executive management 2019	%	Female/ male CEO	Rating	Score Executive management	total gender balance score 2019
Orion Oyj B	3 out of 7	42,9	m	balanced	2	3 out of 9	33,3	m	1 woman missing	5	3,5
Huhtamäki Oyj	3 out of 7	42,9	m	balanced	2	2 out of 8	25,0	m	2 women missing	7	4,5
Outotec Oyj	4 out of 8	50,0	m	balanced	2	3 out of 10	30,0	m	2 women missing	7	4,5
Outokumpu Oyj	3 out of 7	42,9	m	balanced	2	2 out of 9	22,2	m	2 women missing	7	4,5
Kemira Oyj	3 out of 6	50,0	m	balanced	2	1 out of 8	12,5	m	3 women missing	8	5
DNA Oyj	3 out of 7	42,9	m	balanced	2	1 out of 9	11,1	m	3 women missing	8	5
Elisa Oyj	3 out of 7	42,9	m	balanced	2	2 out of 10	20,0	m	3 women missing	8	5
Valmet Oyj	4 out of 8	50,0	m	balanced	2	2 out of 13	15,4	m	4 women missing	9	5,5
Cargotec Oyj	3 out of 9	33,3	m	1 woman missing	5	3 out of 11	27,3	m	2 women missing	7	6
Metsä Board Oyj B	2 out of 9	22,2	m	2 women missing	7	2 out of 6	33,3	m	1 woman missing	5	6
Stora Enso Oyj R	2 out of 9	22,2	m	2 women missing	7	5 out of 12	41,7	m	1 woman missing	5	6
Telia Company	4 out of 11	36,4	f	1 woman missing	4	3 out of 12	25,0	m	3 women missing	8	6
Fortum Oyj	3 out of 8	37,5	m	1 woman missing	5	2 out of 10	20,0	m	3 women missing	8	6,5
Kesko Oyj B	2 out of 7	28,6	m	1 woman missing	5	1 out of 8	12,5	m	3 women missing	8	6,5
Sampo Oyj A	3 out of 8	37,5	m	1 woman missing	5	1 out of 9	11,1	m	3 women missing	8	6,5
Nokian Renkaat Oyj	2 out of 8	25,0	m	2 women missing	7	5 out of 15	33,3	f	2 women missing	6	6,5
Konecranes Oyj	2 out of 8	25,0	m	2 women missing	7	2 out of 9	22,2	m	2 women missing	7	7
Nordea Bank Abp	6 out of 14	42,9	m	1 woman missing	5	1 out of 10	10,0	m	4 women missing	9	7
Neste Oyj	3 out of 8	37,5	m	1 woman missing	5	2 out of 12	16,7	m	4 women missing	9	7
Wärtsilä Oyj Abp	2 out of 8	25,0	m	2 women missing	7	1 out of 7	14,3	m	2 women missing	7	7
Tieto Oyj	2 out of 10	20,0	m	3 women missing	8	2 out of 13	15,4	m	4 women missing	9	8,5
KONE Oyj	3 out of 8	37,5	m	1 woman missing	5	1 out of 14	7,1	m	6 women missing	10	7,5
Nokia Oyj	4 out of 10	40,0	m	1 woman missing	5	3 out of 17	17,6	m	5 women missing	10	7,5
Metso Oyj	1 out of 8	12,5	m	3 women missing	8	2 out of 10	20,0	m	3 women missing	8	8
UPM-Kymmene Oyj	3 out of 10	30,0	m	2 women missing	7	2 out of 12	16,7	m	4 women missing	9	8
	73 out of 210	34,8	m=24 and f=1	27 women missing		54 out of 263	20,5	m=24 and f=1	72 women missing		