THE STATUS OF GENDER ON JSE LISTED BOARDS 2022

A study of the opportunities for gender balancing the boards of companies listed on the Johannesburg Stock Exchange.
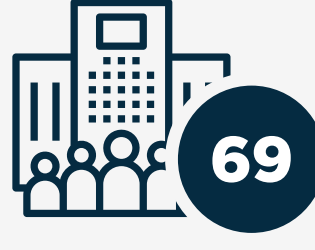
6th Edition

247 COMPANIES ANALYSED

87% it represents 87% of the companies listed on the Johannesburg Stock Exchange.

34 Based on the Integrated Annual Reports, this year it is assessed that there are currently 34 opportunities for women on boards.

**69** 69 companies did not report on their gender board policy. This is an increase on previous years.

20 companies have set themselves voluntary targets. Whilst this figure is much lower than in previous years it is assumed that some of those that have set and then met their targets are no longer reporting as such. We are now in the sixth year of the listing requirements and many of those companies that initially set targets planned to have those targets met by this point in time.
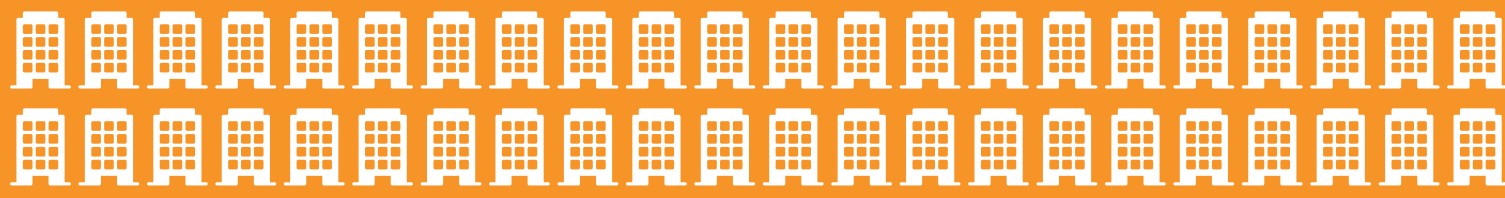
44 have already achieved their targets in terms of their gender policy. We believe that this figure is actually much higher but as noted elsewhere it is possible that if targets have been previously recorded as being met, companies may stop giving such notice. It is noticeable that companies are starting to tie their targets met with their SDG goals and ESG reporting.
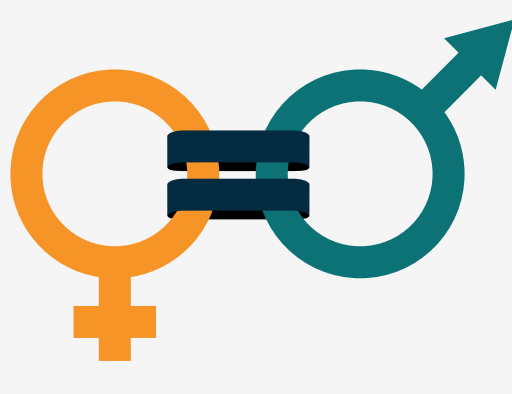
37 companies analysed have already achieved gender parity or better.

A FURTHER 33 companies are close to achieving parity whereby the appointment of one female to the board in place of a male member will achieve such parity.

At the date of publication of their annual reports there were **27 companies** that we surveyed that still have no female members on their board. This is an increase from the previous year. Currently there are **40 potential "One and Doners"**. In other words, having appointed one female to the board, is that all they intend to do? Again, this is an increase from last year.

The Encouraging Numbers
(Female Representation)

40% Audit Committee Members
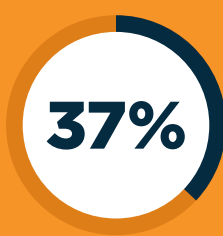
37% Audit & Risk Committee Members

35% Non-Executive Directors
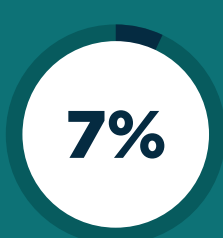
33% Audit & Risk Committee Chairs
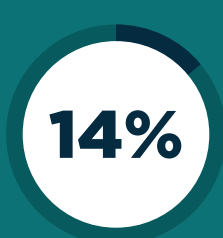
33% Risk Committee Members

32% Nominations Committees Members

The Disappointing Numbers
(Female Representation)

7% Chief Executive Officers

14% Investment Committee Chairs
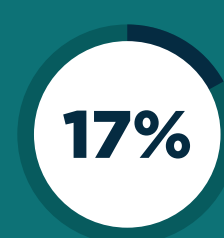
17% Board Chairs

17% Nominations & Remuneration Committee Members

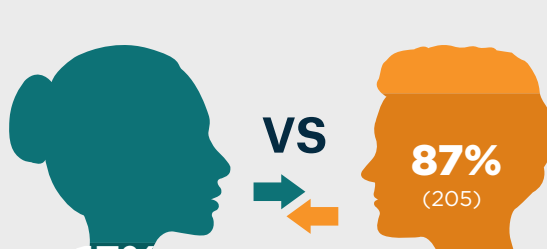**20%** Investment Committee Members

20% Mergers & Acquisitions Committee Members

Ages

the males on boards are between **5 to 9 years older** than female members.

DIRECTORS OVER THE AGE OF 66 YEARS

13% VS **87%** (205)

YOUNGEST DIRECTORS

44% VS **56%**