

Jamissiis?

A Conference on Equality and Diversity

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/ NORDIC WEST OFFICE





What have Finnish companies done?

1. Women to the top
2. Mentoring for women leaders

KEY INGREDIENTS:



H e
F o r
S h e





It's Finally Happening!

Finland Today



Listed Companies' Women Board Members:

29 % All

34 % Large Cap

Listed Companies' Women CEOs:

Finland: 7,2 %

Sweden: 8,5 %

EU average: 6,3 %

Listed Companies' Executive Management:

Finland: 23 % → 25 % in one year

50 Companies to Watch in 2019

Bloomberg Businessweek

Boston Properties

BXP US

Est. sales growth	Est. EPS growth	Total assets	12-month sales	1-year total return	Female board membership
4.9%	9.3%	\$19.96B	\$2.64B	2.4%	27.3%



Quotas?

Self-regulation seems to be working.



DIVERSITY

**“Nordic Companies are
Good for the World.”**