

## WOMEN-ON-BOARD-INDEX 185 I

Frauenanteil im Aufsichtsrat der 160 im DAX, MDAX und SDAX sowie der  
23 paritätisch mitbestimmten, im Regulierten Markt notierten Unternehmen (Stand Dezember 2022)

| Position<br>06.12.2022 | Unternehmen                               | Notierung     | Gesamt<br>zahl<br>AR-<br>Mitgl. | Zahl<br>Frauen<br>in AR | Anteil<br>Frauen<br>AR | Ges.zahl<br>Anteilseite | Zahl<br>Frauen<br>AE-<br>Seite | Anteil<br>Frauen<br>AE-Seite | Ges.zahl<br>Arbeitneh-<br>merseite | Zahl<br>Frauen<br>AN-<br>Seite | Anteil<br>Frauen<br>AN-Seite | WoB-Index<br>185 I (AR) | Vergleich z.<br>Stand<br>14.01.15 |
|------------------------|---|---------------|---------------------------------|-------------------------|------------------------|-------------------------|--------------------------------|------------------------------|------------------------------------|--------------------------------|------------------------------|-------------------------|-----------------------------------|
| 1                      | CEWE Stiftung & Co. KGaA                  | SDAX          | 12                              | 8                       | 66,67%                 | 6                       | 4                              | 66,67%                       | 6                                  | 4                              | 66,67%                       | 66,67%                  | (+) 33,33                         |
| 1                      | EVOTEC SE                                 | MDAX / TecDAX | 6                               | 4                       | 66,67%                 | 6                       | 4                              | 66,67%                       | 0                                  | 0                              | 0,00%                        | 66,67%                  | (+) 50,00                         |
| 1                      | HORNBACH HOLDING AG & Co. KGaA            | SDAX          | 6                               | 4                       | 66,67%                 | 6                       | 4                              | 66,67%                       | 0                                  | 0                              | 0,00%                        | 66,67%                  | (+) 50,00                         |
| 4                      | Software AG                               | MDAX / TecDAX | 5                               | 3                       | 60,00%                 | 3                       | 1                              | 33,33%                       | 2                                  | 2                              | 100,00%                      | 60,00%                  | (+) 26,67                         |
| 5                      | Hannover Rück SE                          | DAX           | 9                               | 5                       | 55,56%                 | 6                       | 2                              | 33,33%                       | 3                                  | 3                              | 100,00%                      | 55,56%                  | (+) 22,22                         |
| 5                      | Zalando SE                                | DAX           | 9                               | 5                       | 55,56%                 | 6                       | 3                              | 50,00%                       | 3                                  | 2                              | 66,67%                       | 55,56%                  | (+) 33,33                         |
| 7                      | Covestro AG                               | DAX           | 12                              | 6                       | 50,00%                 | 6                       | 3                              | 50,00%                       | 6                                  | 3                              | 50,00%                       | 50,00%                  | NEU                               |
| 7                      | Deutsche Telekom AG                       | DAX / TecDAX  | 20                              | 10                      | 50,00%                 | 10                      | 4                              | 40,00%                       | 10                                 | 6                              | 60,00%                       | 50,00%                  | (+) 15,00                         |
| 7                      | FUCHS PETROLUB SE                         | MDAX          | 6                               | 3                       | 50,00%                 | 4                       | 2                              | 50,00%                       | 2                                  | 1                              | 50,00%                       | 50,00%                  | (+) 33,33                         |
| 7                      | HeidelbergCement AG                       | DAX           | 12                              | 6                       | 50,00%                 | 6                       | 3                              | 50,00%                       | 6                                  | 3                              | 50,00%                       | 50,00%                  | (+) 33,33                         |
| 7                      | JENOPTIK AG                               | SDAX / TecDAX | 12                              | 6                       | 50,00%                 | 6                       | 3                              | 50,00%                       | 6                                  | 3                              | 50,00%                       | 50,00%                  | (+) 25,00                         |
| 7                      | KWS SAAT SE & Co. KGaA                    | SDAX          | 6                               | 3                       | 50,00%                 | 4                       | 2                              | 50,00%                       | 2                                  | 1                              | 50,00%                       | 50,00%                  | (+) 33,33                         |
| 7                      | Maternus-Kliniken AG                      | Reg. Markt    | 12                              | 6                       | 50,00%                 | 6                       | 4                              | 66,67%                       | 6                                  | 2                              | 33,33%                       | 50,00%                  | (+) 33,33                         |
| 7                      | MediClin AG                               | Reg. Markt    | 16                              | 8                       | 50,00%                 | 8                       | 4                              | 50,00%                       | 8                                  | 4                              | 50,00%                       | 50,00%                  | (+) 25,00                         |
| 7                      | Nagarro SE                                | SDAX / TecDAX | 2                               | 1                       | 50,00%                 | 2                       | 1                              | 50,00%                       | 0                                  | 0                              | 0,00%                        | 50,00%                  | NEU                               |
| 7                      | SAP SE                                    | DAX / TecDAX  | 18                              | 9                       | 50,00%                 | 9                       | 4                              | 44,44%                       | 9                                  | 5                              | 55,56%                       | 50,00%                  | (+) 27,78                         |
| 7                      | Sto SE & Co. KGaA                         | SDAX          | 12                              | 6                       | 50,00%                 | 6                       | 4                              | 66,67%                       | 6                                  | 2                              | 33,33%                       | 50,00%                  | NEU                               |
| 7                      | TUI AG                                    | Reg. Markt    | 18                              | 9                       | 50,00%                 | 9                       | 6                              | 66,67%                       | 9                                  | 3                              | 33,33%                       | 50,00%                  | (+) 32,50                         |
| 19                     | BAYER AG                                  | DAX           | 20                              | 9                       | 45,00%                 | 10                      | 4                              | 40,00%                       | 10                                 | 5                              | 50,00%                       | 45,00%                  | (+) 25,00                         |
| 19                     | Commerzbank AG                            | MDAX          | 20                              | 9                       | 45,00%                 | 10                      | 5                              | 50,00%                       | 10                                 | 4                              | 40,00%                       | 45,00%                  | (+) 10,00                         |
| 21                     | Deutsche Pfandbriefbank AG (pbb)          | SDAX          | 9                               | 4                       | 44,44%                 | 6                       | 3                              | 50,00%                       | 3                                  | 1                              | 33,33%                       | 44,44%                  | NEU                               |
| 21                     | Vantage Towers AG                         | MDAX / TecDAX | 9                               | 4                       | 44,44%                 | 9                       | 4                              | 44,44%                       | 0                                  | 0                              | 0,00%                        | 44,44%                  | NEU                               |
| 23                     | HELLA GmbH & Co. KGaA                     | MDAX          | 16                              | 7                       | 43,75%                 | 8                       | 4                              | 50,00%                       | 8                                  | 3                              | 37,50%                       | 43,75%                  | (+) 6,25                          |
| 23                     | Henkel AG & Co. KGaA                      | DAX           | 16                              | 7                       | 43,75%                 | 8                       | 3                              | 37,50%                       | 8                                  | 4                              | 50,00%                       | 43,75%                  | gleich                            |
| 23                     | Infinion Technologies AG                  | DAX / TecDAX  | 16                              | 7                       | 43,75%                 | 8                       | 3                              | 37,50%                       | 8                                  | 4                              | 50,00%                       | 43,75%                  | (+) 6,25                          |
| 23                     | Wacker Chemie AG                          | MDAX          | 16                              | 7                       | 43,75%                 | 8                       | 3                              | 37,50%                       | 8                                  | 4                              | 50,00%                       | 43,75%                  | (+) 31,25                         |
| 23                     | Wüstenrot & Württembergische AG           | Reg. Markt    | 16                              | 7                       | 43,75%                 | 8                       | 4                              | 50,00%                       | 8                                  | 3                              | 37,50%                       | 43,75%                  | (+) 37,50                         |
| 28                     | Allianz SE                                | DAX           | 12                              | 5                       | 41,67%                 | 6                       | 3                              | 50,00%                       | 6                                  | 2                              | 33,33%                       | 41,67%                  | (+) 8,33                          |
| 28                     | Amadeus Fire AG                           | SDAX          | 12                              | 5                       | 41,67%                 | 6                       | 2                              | 33,33%                       | 6                                  | 3                              | 50,00%                       | 41,67%                  | (+) 8,33                          |
| 28                     | BAUER Aktiengesellschaft                  | Reg. Markt    | 12                              | 5                       | 41,67%                 | 6                       | 3                              | 50,00%                       | 6                                  | 2                              | 33,33%                       | 41,67%                  | (+) 25,00                         |
| 28                     | Beiersdorf AG                             | DAX           | 12                              | 5                       | 41,67%                 | 6                       | 3                              | 50,00%                       | 6                                  | 2                              | 33,33%                       | 41,67%                  | (+) 16,67                         |
| 28                     | CompuGroup Medical SE & Co. KGaA          | SDAX / TecDAX | 12                              | 5                       | 41,67%                 | 6                       | 2                              | 33,33%                       | 6                                  | 3                              | 50,00%                       | 41,67%                  | (+) 25,00                         |
| 28                     | DMG MORI AG                               | Reg. Markt    | 12                              | 5                       | 41,67%                 | 6                       | 2                              | 33,33%                       | 6                                  | 3                              | 50,00%                       | 41,67%                  | (+) 33,33                         |
| 28                     | freenet AG                                | MDAX / TecDAX | 12                              | 5                       | 41,67%                 | 6                       | 3                              | 50,00%                       | 6                                  | 2                              | 33,33%                       | 41,67%                  | (+) 8,33                          |
| 28                     | Fresenius SE & Co. KGaA                   | DAX           | 12                              | 5                       | 41,67%                 | 6                       | 2                              | 33,33%                       | 6                                  | 3                              | 50,00%                       | 41,67%                  | (+) 41,67                         |
| 28                     | GEA Group AG                              | MDAX          | 12                              | 5                       | 41,67%                 | 6                       | 2                              | 33,33%                       | 6                                  | 3                              | 50,00%                       | 41,67%                  | (+) 16,67                         |
| 28                     | Gerresheimer AG                           | MDAX          | 12                              | 5                       | 41,67%                 | 6                       | 3                              | 50,00%                       | 6                                  | 2                              | 33,33%                       | 41,67%                  | (+) 8,33                          |
| 28                     | Grammer AG                                | Reg. Markt    | 12                              | 5                       | 41,67%                 | 6                       | 3                              | 50,00%                       | 6                                  | 2                              | 33,33%                       | 41,67%                  | (+) 25,00                         |
| 28                     | HENSOLDT AG                               | SDAX          | 12                              | 5                       | 41,67%                 | 6                       | 3                              | 50,00%                       | 6                                  | 2                              | 33,33%                       | 41,67%                  | NEU                               |
| 28                     | Hugo Boss AG                              | MDAX          | 12                              | 5                       | 41,67%                 | 6                       | 2                              | 33,33%                       | 6                                  | 3                              | 50,00%                       | 41,67%                  | (+) 33,33                         |
| 28                     | Indus Holding AG                          | SDAX          | 12                              | 5                       | 41,67%                 | 6                       | 2                              | 33,33%                       | 6                                  | 3                              | 50,00%                       | 41,67%                  | (+) 25,00                         |
| 28                     | Knorr-Bremse AG                           | MDAX          | 12                              | 5                       | 41,67%                 | 6                       | 2                              | 33,33%                       | 6                                  | 2                              | 33,33%                       | 41,67%                  | NEU                               |
| 28                     | LANXESS AG                                | MDAX          | 12                              | 5                       | 41,67%                 | 6                       | 2                              | 33,33%                       | 6                                  | 3                              | 50,00%                       | 41,67%                  | (+) 25,00                         |
| 28                     | Sartorius AG                              | DAX / TecDAX  | 12                              | 5                       | 41,67%                 | 6                       | 2                              | 33,33%                       | 6                                  | 3                              | 50,00%                       | 41,67%                  | (+) 16,67                         |
| 28                     | Synlab AG                                 | SDAX          | 12                              | 5                       | 41,67%                 | 8                       | 3                              | 37,50%                       | 4                                  | 2                              | 50,00%                       | 41,67%                  | NEU                               |
| 46                     | Ceconomy AG                               | SDAX          | 20                              | 8                       | 40,00%                 | 10                      | 5                              | 50,00%                       | 10                                 | 3                              | 30,00%                       | 40,00%                  | (+) 15,00                         |
| 46                     | Deutsche Lufthansa AG                     | MDAX          | 20                              | 8                       | 40,00%                 | 10                      | 4                              | 40,00%                       | 10                                 | 4                              | 40,00%                       | 40,00%                  | (+) 10,00                         |
| 46                     | Deutsche Post AG                          | DAX           | 20                              | 8                       | 40,00%                 | 10                      | 4                              | 40,00%                       | 10                                 | 4                              | 40,00%                       | 40,00%                  | (+) 5,00                          |
| 46                     | HelloFresh SE                             | MDAX          | 5                               | 2                       | 40,00%                 | 5                       | 2                              | 40,00%                       | 0                                  | 0                              | 0,00%                        | 40,00%                  | NEU                               |
| 46                     | Kontron AG                                | SDAX          | 5                               | 2                       | 40,00%                 | 5                       | 2                              | 40,00%                       | 0                                  | 0                              | 0,00%                        | 40,00%                  | NEU                               |
| 46                     | Munchener Rück AG (Munich Re)             | DAX           | 20                              | 8                       | 40,00%                 | 10                      | 4                              | 40,00%                       | 10                                 | 4                              | 40,00%                       | 40,00%                  | gleich                            |
| 46                     | SAF-HOLLAND SE                            | SDAX          | 5                               | 2                       | 40,00%                 | 5                       | 2                              | 40,00%                       | 0                                  | 0                              | 0,00%                        | 40,00%                  | (+) 11,43                         |
| 46                     | Shop Apotheke Europe N.V.                 | SDAX          | 5                               | 2                       | 40,00%                 | 5                       | 2                              | 40,00%                       | 0                                  | 0                              | 0,00%                        | 40,00%                  | NEU                               |
| 46                     | thyssenkrupp AG                           | MDAX          | 20                              | 8                       | 40,00%                 | 10                      | 5                              | 50,00%                       | 10                                 | 3                              | 30,00%                       | 40,00%                  | (+) 15,00                         |
| 55                     | adidas AG                                 | DAX           | 16                              | 6                       | 37,50%                 | 8                       | 3                              | 37,50%                       | 8                                  | 3                              | 37,50%                       | 37,50%                  | (+) 4,17                          |
| 55                     | Deutsche Börse AG                         | DAX           | 16                              | 6                       | 37,50%                 | 8                       | 3                              | 37,50%                       | 8                                  | 3                              | 37,50%                       | 37,50%                  | (+) 15,28                         |
| 55                     | Fiellmann AG                              | SDAX          | 16                              | 6                       | 37,50%                 | 8                       | 3                              | 37,50%                       | 8                                  | 3                              | 37,50%                       | 37,50%                  | (+) 12,50                         |
| 55                     | Hapag-Lloyd AG                            | Reg. Markt    | 16                              | 6                       | 37,50%                 | 8                       | 1                              | 12,50%                       | 8                                  | 5                              | 62,50%                       | 37,50%                  | NEU                               |
| 55                     | Merck KGaA                                | DAX           | 16                              | 6                       | 37,50%                 | 8                       | 3                              | 37,50%                       | 8                                  | 3                              | 37,50%                       | 37,50%                  | gleich                            |
| 55                     | QIAGEN N.V.                               | DAX / TecDAX  | 8                               | 3                       | 37,50%                 | 8                       | 3                              | 37,50%                       | 0                                  | 0                              | 0,00%                        | 37,50%                  | (+) 8,93                          |
| 55                     | SGL CARBON SE                             | SDAX          | 8                               | 3                       | 37,50%                 | 4                       | 2                              | 50,00%                       | 4                                  | 1                              | 25,00%                       | 37,50%                  | (+) 12,50                         |
| 55                     | Suse S. A.                                | SDAX / TecDAX | 8                               | 3                       | 37,50%                 | 8                       | 3                              | 37,50%                       | 0                                  | 0                              | 0,00%                        | 37,50%                  | NEU                               |
| 63                     | Airbus Group SE                           | DAX           | 11                              | 4                       | 36,36%                 | 11                      | 4                              | 36,36%                       | 0                                  | 0                              | 0,00%                        | 36,36%                  | (+) 28,03                         |
| 64                     | EnBW Energie Baden-Württemberg AG         | Reg. Markt    | 20                              | 7                       | 35,00%                 | 10                      | 3                              | 30,00%                       | 10                                 | 4                              | 40,00%                       | 35,00%                  | (+) 15,00                         |
| 64                     | Mercedes-Benz Group AG                    | DAX           | 20                              | 7                       | 35,00%                 | 10                      | 4                              | 40,00%                       | 10                                 | 3                              | 30,00%                       | 35,00%                  | (+) 10,00                         |
| 64                     | METRO AG                                  | SDAX          | 20                              | 7                       | 35,00%                 | 10                      | 3                              | 30,00%                       | 10                                 | 4                              | 40,00%                       | 35,00%                  | NEU                               |
| 64                     | RWE AG                                    | DAX           | 20                              | 7                       | 35,00%                 | 10                      | 4                              | 40,00%                       | 10                                 | 3                              | 30,00%                       | 35,00%                  | (+) 20,00                         |
| 64                     | Schaeffler AG                             | SDAX          | 20                              | 7                       | 35,00%                 | 10                      | 3                              | 30,00%                       | 10                                 | 4                              | 40,00%                       | 35,00%                  | NEU                               |
| 64                     | Siemens AG                                | DAX           | 20                              | 7                       | 35,00%                 | 10                      | 3                              | 30,00%                       | 10                                 | 4                              | 40,00%                       | 35,00%                  | (+) 5,00                          |
| 64                     | Südzucker AG                              | SDAX          | 20                              | 7                       | 35,00%                 | 10                      | 3                              | 30,00%                       | 10                                 | 4                              | 40,00%                       | 35,00%                  | (+) 15,00                         |
| 64                     | USTRA Hannoversche Verkehrsbetriebe Aktie | Reg. Markt    | 20                              | 7                       | 35,00%                 | 10                      | 4                              | 40,00%                       | 10                                 | 3                              | 30,00%                       | 35,00%                  | (+) 10,00                         |
| 64                     | Volkswagen AG                             | DAX           | 20                              | 7                       | 35,00%                 | 10                      | 3                              | 30,00%                       | 10                                 | 4                              | 40,00%                       | 35,00%                  | (+) 15,00                         |
| 73                     | Adtran Holdings Inc.                      | MDAX / TecDAX | 9                               | 3                       | 33,33%                 | 9                       | 3                              | 33,33%                       | 0                                  | 0                              | 0,00%                        | 33,33%                  | NEU                               |
| 73                     | ADVA Optical Networking SE                | SDAX          | 3                               | 1                       | 33,33%                 | 3                       | 1                              | 33,33%                       | 0                                  | 0                              | 0,00%                        | 33,33%                  | NEU                               |
| 73                     | AIXTRON SE                                | MDAX / TecDAX | 6                               | 2                       | 33,33%                 | 6                       | 2                              | 33,33%                       | 0                                  | 0                              | 0,00%                        | 33,33%                  | (+) 16,67                         |
| 73                     | Aroundtown S.A.                           | MDAX          | 6                               | 2                       | 33,33%                 | 6                       | 2                              | 33,33%                       | 0                                  | 0                              | 0,00%                        | 33,33%                  | NEU                               |
| 73                     | Aurubis AG                                | MDAX          | 12                              | 4                       | 33,33%                 | 6                       | 2                              | 33,33%                       | 6                                  | 2                              | 33,33%                       | 33,33%                  | (+) 16,67                         |
| 73                     | AUTO1 Group SE                            | SDAX          | 6                               | 2                       | 33,33%                 | 6                       | 2                              | 33,33%                       | 0                                  | 0                              | 0,00%                        | 33,33%                  | NEU                               |
| 73                     | BASF SE                                   | DAX           | 12                              | 4                       | 33,33%                 | 6                       | 2                              | 33,33%                       | 6                                  | 2                              | 33,33%                       | 33,33%                  | (+) 8,33                          |
| 73                     | Basler AG                                 | SDAX          | 6                               | 2                       | 33,33%                 | 4                       | 1                              | 25,00%                       | 2                                  | 1                              | 50,00%                       | 33,33%                  | NEU                               |
| 73                     | Bechtle AG                                | MDAX / TecDAX | 12                              | 4                       | 33,33%                 | 6                       | 2                              | 33,33%                       | 6                                  | 2                              | 33,33%                       | 33,33%                  | (+) 8,33                          |
| 73                     | Befesa S.A.                               | MDAX          | 6                               | 2                       | 33,33%                 | 6                       | 2                              | 33,33%                       | 0                                  | 0                              | 0,00%                        | 33,33%                  | NEU                               |
| 73                     | Billfinger SE                             | SDAX          | 12                              | 4                       | 33,33%                 | 6                       | 2                              | 33,33%                       | 6                                  | 2                              | 33,33%                       | 33,33%                  | (+) 25,00                         |
| 73                     | Brenntag SE                               | DAX           | 6                               | 2                       | 33,33%                 | 6                       | 2                              | 33,33%                       | 0                                  | 0                              | 0,00%                        | 33,33%                  | (+) 16,67                         |
| 73                     | CANCOM SE                                 | SDAX / TecDAX | 6                               | 2                       | 33,33%                 | 6                       | 2                              | 33,33%                       | 0                                  | 0                              | 0,00%                        | 33,33%                  | (+) 13,33                         |
| 73                     | Carl Zeiss Meditec AG                     | MDAX / TecDAX | 9                               | 3                       | 33,33%                 | 6                       | 2                              | 33,33%                       | 3                                  | 1                              | 33,33%                       | 33,33%                  | gleich                            |
| 73                     | Delivery Hero SE                          | MDAX          | 6                               | 2                       | 33,33%                 | 3                       | 1                              | 33,33%                       | 3                                  | 1                              | 33,33%                       | 33,33%                  | NEU                               |
| 73                     | Deutsche Wohnen SE                        | SDAX          | 6                               | 2                       | 33,33%                 | 6                       | 2                              | 33,33%                       | 0                                  | 0                              | 0,00%                        | 33,33%                  | (+) 33,33                         |
| 73                     | DEUTZ AG                                  | SDAX          | 12                              | 4                       | 33,33%                 | 6                       | 2                              | 33,33%                       | 6                                  | 2                              | 33,33%                       | 33,33%                  | (+) 16,67                         |
| 73                     | Drägerwerk AG & Co. KGaA                  | SDAX / TecDAX | 12                              | 4                       | 33,33%                 | 6                       | 2                              | 33,33%                       | 6                                  | 2                              | 33,33%                       | 33,33%                  | (+) 25,00                         |
| 73                     | Durr AG                                   | MDAX          | 12                              | 4                       | 33,33%                 | 6                       | 2                              | 33,33%                       | 6                                  | 2                              | 33,33%                       | 33,33%                  | (+) 25,00                         |
| 73                     | DWS Group GmbH & Co. KGaA                 | SDAX          | 12                              | 4                       | 33,33%                 | 8                       | 3                              | 37,50%                       | 4                                  | 1                              | 25,00%                       | 33,33%                  | NEU                               |
| 73                     | ErlingKlinger AG                          | Reg. Markt    | 12                              | 4                       | 33,33%                 | 6                       | 2                              | 33,33%                       | 6                                  | 2                              | 33,33%                       | 33,33%                  | (+) 8,33                          |

|   |   |               |             |            |               |             |            |               |            |            |               |               |                  |
|---|---|---------------|-------------|------------|---------------|-------------|------------|---------------|------------|------------|---------------|---------------|------------------|
| 73                                      | Fresenius Medical Care AG & Co. KGaA          | DAX           | 6           | 2          | 33,33%        | 6           | 2          | 33,33%        | 0          | 0          | 0,00%         | 33,33%        | (+) 33,33        |
| 73                                      | Hamborner REIT AG                             | SDAX          | 9           | 3          | 33,33%        | 6           | 2          | 33,33%        | 3          | 1          | 33,33%        | 33,33%        | gleich           |
| 73                                      | Hamburger Hafen und Logistik AG (HHLA)        | Reg. Markt    | 12          | 4          | 33,33%        | 6           | 2          | 33,33%        | 6          | 2          | 33,33%        | 33,33%        | (+) 16,67        |
| 73                                      | Heidelberger Druckmaschinen AG                | SDAX          | 12          | 4          | 33,33%        | 6           | 2          | 33,33%        | 6          | 2          | 33,33%        | 33,33%        | (+) 16,67        |
| 73                                      | Jungheinrich AG                               | MDAX          | 12          | 4          | 33,33%        | 6           | 2          | 33,33%        | 6          | 2          | 33,33%        | 33,33%        | (+) 16,67        |
| 73                                      | Knaus Tabbert AG                              | Reg. Markt    | 12          | 4          | 33,33%        | 6           | 2          | 33,33%        | 6          | 2          | 33,33%        | 33,33%        | NEU              |
| 73                                      | Koenig & Bauer AG                             | Reg. Markt    | 12          | 4          | 33,33%        | 6           | 2          | 33,33%        | 6          | 2          | 33,33%        | 33,33%        | (+) 25,00        |
| 73                                      | KSB SE & Co. KGaA                             | Reg. Markt    | 12          | 4          | 33,33%        | 6           | 2          | 33,33%        | 6          | 2          | 33,33%        | 33,33%        | (+) 25,00        |
| 73                                      | LEG Immobilien SE                             | MDAX          | 6           | 2          | 33,33%        | 6           | 2          | 33,33%        | 0          | 0          | 0,00%         | 33,33%        | (+) 33,33        |
| 73                                      | Leoni AG                                      | Reg. Markt    | 12          | 4          | 33,33%        | 6           | 2          | 33,33%        | 6          | 2          | 33,33%        | 33,33%        | (+) 16,67        |
| 73                                      | MorphoSys AG                                  | SDAX / TecDAX | 6           | 2          | 33,33%        | 6           | 2          | 33,33%        | 0          | 0          | 0,00%         | 33,33%        | (+) 16,67        |
| 73                                      | MTU Aero Engines AG                           | DAX           | 12          | 4          | 33,33%        | 6           | 2          | 33,33%        | 6          | 2          | 33,33%        | 33,33%        | (+) 16,67        |
| 73                                      | Nemetschek SE                                 | MDAX / TecDAX | 6           | 2          | 33,33%        | 6           | 2          | 33,33%        | 0          | 0          | 0,00%         | 33,33%        | (+) 33,33        |
| 73                                      | New Work SE                                   | SDAX / TecDAX | 6           | 2          | 33,33%        | 6           | 2          | 33,33%        | 0          | 0          | 0,00%         | 33,33%        | gleich           |
| 73                                      | Nordex SE                                     | SDAX / TecDAX | 6           | 2          | 33,33%        | 6           | 2          | 33,33%        | 0          | 0          | 0,00%         | 33,33%        | (+) 16,67        |
| 73                                      | NORMA Group SE                                | SDAX          | 6           | 2          | 33,33%        | 6           | 2          | 33,33%        | 0          | 0          | 0,00%         | 33,33%        | (+) 16,67        |
| 73                                      | Pfeiffer Vacuum Technology AG                 | SDAX / TecDAX | 6           | 2          | 33,33%        | 4           | 2          | 50,00%        | 2          | 0          | 0,00%         | 33,33%        | (+) 33,33        |
| 73                                      | ProSiebenSat.1 Media SE                       | MDAX          | 9           | 3          | 33,33%        | 9           | 3          | 33,33%        | 0          | 0          | 0,00%         | 33,33%        | (+) 8,33         |
| 73                                      | Puma SE                                       | MDAX          | 6           | 2          | 33,33%        | 4           | 2          | 50,00%        | 2          | 0          | 0,00%         | 33,33%        | (+) 33,33        |
| 73                                      | RTL Group S.A.                                | MDAX          | 9           | 3          | 33,33%        | 9           | 3          | 33,33%        | 0          | 0          | 0,00%         | 33,33%        | (+) 33,33        |
| 73                                      | Siltronic AG                                  | MDAX / TecDAX | 12          | 4          | 33,33%        | 6           | 2          | 33,33%        | 6          | 2          | 33,33%        | 33,33%        | NEU              |
| 73                                      | SMA Solar Technology AG                       | SDAX / TecDAX | 12          | 4          | 33,33%        | 6           | 2          | 33,33%        | 6          | 2          | 33,33%        | 33,33%        | (+) 25,00        |
| 73                                      | Symrise AG                                    | DAX           | 12          | 4          | 33,33%        | 6           | 2          | 33,33%        | 6          | 2          | 33,33%        | 33,33%        | (+) 8,33         |
| 73                                      | TAG Immobilien AG                             | MDAX          | 6           | 2          | 33,33%        | 4           | 1          | 25,00%        | 2          | 1          | 50,00%        | 33,33%        | (+) 33,33        |
| 73                                      | TRATON SE                                     | SDAX          | 18          | 6          | 33,33%        | 9           | 2          | 22,22%        | 10         | 4          | 40,00%        | 33,33%        | NEU              |
| 73                                      | Uniper SE                                     | SDAX          | 12          | 4          | 33,33%        | 6           | 2          | 33,33%        | 6          | 2          | 33,33%        | 33,33%        | NEU              |
| 73                                      | VERBIO Vereinigte BioEnergie AG               | MDAX / TecDAX | 3           | 1          | 33,33%        | 3           | 1          | 33,33%        | 0          | 0          | 0,00%         | 33,33%        | NEU              |
| 73                                      | Villeroy & Boch AG                            | Reg. Markt    | 12          | 4          | 33,33%        | 6           | 2          | 33,33%        | 6          | 2          | 33,33%        | 33,33%        | (+) 25,00        |
| 73                                      | Vonovia SE                                    | DAX           | 12          | 4          | 33,33%        | 12          | 4          | 33,33%        | 0          | 0          | 0,00%         | 33,33%        | (+) 8,33         |
| 73                                      | WASGAU Produktions- & Handels AG              | Reg. Markt    | 12          | 4          | 33,33%        | 6           | 2          | 33,33%        | 6          | 2          | 33,33%        | 33,33%        | (+) 8,33         |
| 124                                     | Porsche AG                                    | DAX           | 19          | 6          | 31,58%        | 10          | 3          | 30,00%        | 9          | 3          | 33,33%        | 31,58%        | NEU              |
| 125                                     | BREMER LAGERHAUS-GESELLSCHAFT -Aktie          | Reg. Markt    | 16          | 5          | 31,25%        | 8           | 2          | 25,00%        | 8          | 3          | 37,50%        | 31,25%        | NEU              |
| 125                                     | HOCHTIEF AG                                   | SDAX          | 16          | 5          | 31,25%        | 8           | 2          | 25,00%        | 8          | 2          | 25,00%        | 31,25%        | (+) 25,00        |
| 125                                     | KION GROUP AG                                 | MDAX          | 16          | 5          | 31,25%        | 8           | 3          | 37,50%        | 8          | 2          | 25,00%        | 31,25%        | (+) 12,50        |
| 125                                     | Krones AG                                     | SDAX          | 16          | 5          | 31,25%        | 8           | 3          | 37,50%        | 8          | 2          | 25,00%        | 31,25%        | (+) 14,58        |
| 125                                     | Rheinmetall AG                                | MDAX          | 16          | 5          | 31,25%        | 8           | 3          | 37,50%        | 8          | 2          | 25,00%        | 31,25%        | (+) 18,75        |
| 125                                     | RHON-KLINIKUM AG                              | Reg. Markt    | 16          | 5          | 31,25%        | 8           | 4          | 50,00%        | 8          | 1          | 12,50%        | 31,25%        | (+) 11,25        |
| 125                                     | Stroer SE & Co. KGaA                          | MDAX          | 16          | 5          | 31,25%        | 8           | 3          | 37,50%        | 8          | 2          | 25,00%        | 31,25%        | (+) 31,25        |
| 125                                     | Talanx AG                                     | MDAX          | 16          | 5          | 31,25%        | 8           | 2          | 25,00%        | 8          | 3          | 37,50%        | 31,25%        | (+) 6,25         |
| 125                                     | Vitesco Technologies Group AG                 | SDAX          | 16          | 5          | 31,25%        | 8           | 2          | 25,00%        | 8          | 3          | 37,50%        | 31,25%        | NEU              |
| 134                                     | Bayerische Motoren Werke Aktiengesellschaft   | DAX           | 20          | 6          | 30,00%        | 10          | 3          | 30,00%        | 10         | 3          | 30,00%        | 30,00%        | (+) 5,00         |
| 134                                     | Continental AG                                | DAX           | 20          | 6          | 30,00%        | 10          | 3          | 30,00%        | 10         | 3          | 30,00%        | 30,00%        | (+) 10,00        |
| 134                                     | Daimler Truck Holding AG                      | DAX           | 20          | 6          | 30,00%        | 10          | 3          | 30,00%        | 10         | 3          | 30,00%        | 30,00%        | NEU              |
| 134                                     | Deutsche Bank AG                              | DAX           | 20          | 6          | 30,00%        | 10          | 3          | 30,00%        | 10         | 3          | 30,00%        | 30,00%        | (-) 5,00         |
| 134                                     | E.ON SE                                       | DAX           | 20          | 6          | 30,00%        | 10          | 3          | 30,00%        | 10         | 3          | 30,00%        | 30,00%        | (+) 13,33        |
| 134                                     | Evonik Industries AG                          | MDAX          | 20          | 6          | 30,00%        | 10          | 3          | 30,00%        | 10         | 3          | 30,00%        | 30,00%        | (+) 15,00        |
| 134                                     | Fraport AG                                    | MDAX          | 20          | 6          | 30,00%        | 10          | 3          | 30,00%        | 10         | 3          | 30,00%        | 30,00%        | (+) 10,00        |
| 134                                     | Mainova AG                                    | Reg. Markt    | 20          | 6          | 30,00%        | 10          | 3          | 30,00%        | 10         | 3          | 30,00%        | 30,00%        | (+) 5,00         |
| 134                                     | MVV Energie AG                                | Reg. Markt    | 20          | 6          | 30,00%        | 10          | 3          | 30,00%        | 10         | 3          | 30,00%        | 30,00%        | (+) 10,00        |
| 134                                     | Siemens Energy AG                             | DAX           | 20          | 6          | 30,00%        | 10          | 4          | 40,00%        | 10         | 2          | 20,00%        | 30,00%        | NEU              |
| 144                                     | PATRIZIA SE                                   | SDAX          | 7           | 2          | 28,57%        | 7           | 2          | 28,57%        | 0          | 0          | 0,00%         | 28,57%        | (+) 28,57        |
| 144                                     | PNE AG  | SDAX          | 7           | 2          | 28,57%        | 7           | 2          | 28,57%        | 0          | 0          | 0,00%         | 28,57%        | NEU              |
| 144                                     | Salzgitter AG                                 | SDAX          | 21          | 6          | 28,57%        | 11          | 3          | 27,27%        | 10         | 3          | 30,00%        | 28,57%        | (+) 9,52         |
| 147                                     | BayWa AG                                      | SDAX          | 16          | 4          | 25,00%        | 8           | 2          | 25,00%        | 8          | 2          | 25,00%        | 25,00%        | (+) 12,50        |
| 147                                     | CTS Eventim AG & Co. KGaA                     | MDAX          | 4           | 1          | 25,00%        | 4           | 1          | 25,00%        | 0          | 0          | 0,00%         | 25,00%        | (+) 25,00        |
| 147                                     | flatexDEGIRO AG                               | SDAX          | 4           | 1          | 25,00%        | 4           | 1          | 25,00%        | 0          | 0          | 0,00%         | 25,00%        | NEU              |
| 147                                     | GFT Technologies SE                           | SDAX          | 4           | 1          | 25,00%        | 4           | 1          | 25,00%        | 0          | 0          | 0,00%         | 25,00%        | NEU              |
| 147                                     | K + S AG                                      | MDAX          | 16          | 4          | 25,00%        | 8           | 2          | 25,00%        | 8          | 2          | 25,00%        | 25,00%        | (+) 12,50        |
| 147                                     | SFC Energy AG                                 | SDAX          | 4           | 1          | 25,00%        | 4           | 1          | 25,00%        | 0          | 0          | 0,00%         | 25,00%        | NEU              |
| 147                                     | Sixt SE                                       | MDAX          | 4           | 1          | 25,00%        | 4           | 1          | 25,00%        | 0          | 0          | 0,00%         | 25,00%        | (+) 25,00        |
| 147                                     | STRATEC SE                                    | SDAX          | 4           | 1          | 25,00%        | 4           | 1          | 25,00%        | 0          | 0          | 0,00%         | 25,00%        | NEU              |
| 147                                     | Telefonica Deutschland Holding AG             | MDAX / TecDAX | 16          | 4          | 25,00%        | 8           | 2          | 25,00%        | 8          | 2          | 25,00%        | 25,00%        | (-) 12,50        |
| 156                                     | Encavis AG                                    | MDAX          | 9           | 2          | 22,22%        | 9           | 2          | 22,22%        | 0          | 0          | 0,00%         | 22,22%        | (+) 22,22        |
| 157                                     | Linde plc                                     | DAX           | 10          | 2          | 20,00%        | 10          | 2          | 20,00%        | 0          | 0          | 0,00%         | 20,00%        | (+) 3,33         |
| 157                                     | Siemens Healthineers AG                       | DAX / TecDAX  | 10          | 2          | 20,00%        | 10          | 2          | 20,00%        | 0          | 0          | 0,00%         | 20,00%        | NEU              |
| 157                                     | Stabilus S.A.                                 | MDAX          | 5           | 1          | 20,00%        | 5           | 1          | 20,00%        | 0          | 0          | 0,00%         | 20,00%        | (+) 20,00        |
| 157                                     | TeamViewer AG                                 | MDAX / TecDAX | 5           | 1          | 20,00%        | 5           | 1          | 20,00%        | 0          | 0          | 0,00%         | 20,00%        | NEU              |
| 161                                     | T&I AG  | SDAX          | 6           | 1          | 16,67%        | 6           | 1          | 16,67%        | 0          | 0          | 0,00%         | 16,67%        | gleich           |
| 161                                     | CropEnergies AG                               | SDAX          | 6           | 1          | 16,67%        | 6           | 1          | 16,67%        | 0          | 0          | 0,00%         | 16,67%        | NEU              |
| 161                                     | DIC Asset AG                                  | SDAX          | 6           | 1          | 16,67%        | 6           | 1          | 16,67%        | 0          | 0          | 0,00%         | 16,67%        | (+) 16,67        |
| 161                                     | Eckert & Ziegler Strahlen- und Medizintechnik | SDAX / TecDAX | 6           | 1          | 16,67%        | 6           | 1          | 16,67%        | 0          | 0          | 0,00%         | 16,67%        | NEU              |
| 161                                     | GRENKE AG                                     | SDAX          | 6           | 1          | 16,67%        | 6           | 1          | 16,67%        | 0          | 0          | 0,00%         | 16,67%        | (+) 16,67        |
| 161                                     | JOST Werke AG                                 | SDAX          | 6           | 1          | 16,67%        | 6           | 1          | 16,67%        | 0          | 0          | 0,00%         | 16,67%        | NEU              |
| 161                                     | Klockner & Co SE                              | SDAX          | 6           | 1          | 16,67%        | 6           | 1          | 16,67%        | 0          | 0          | 0,00%         | 16,67%        | gleich           |
| 161                                     | Scout24 AG                                    | MDAX          | 6           | 1          | 16,67%        | 6           | 1          | 16,67%        | 0          | 0          | 0,00%         | 16,67%        | NEU              |
| 161                                     | secunet Security Networks AG                  | SDAX          | 6           | 1          | 16,67%        | 4           | 0          | 0,00%         | 2          | 1          | 50,00%        | 16,67%        | NEU              |
| 161                                     | United Internet AG                            | MDAX / TecDAX | 6           | 1          | 16,67%        | 6           | 1          | 16,67%        | 0          | 0          | 0,00%         | 16,67%        | (+) 16,67        |
| 171                                     | Porsche SE                                    | DAX           | 10          | 1          | 10,00%        | 10          | 1          | 10,00%        | 0          | 0          | 0,00%         | 10,00%        | NEU              |
| 172                                     | adesso SE                                     | SDAX          | 5           | 0          | 0,00%         | 5           | 0          | 0,00%         | 0          | 0          | 0,00%         | 0,00%         | NEU              |
| 172                                     | ATOSS Software AG                             | SDAX          | 3           | 0          | 0,00%         | 3           | 0          | 0,00%         | 0          | 0          | 0,00%         | 0,00%         | NEU              |
| 172                                     | Dermapharm Holding SE                         | SDAX          | 3           | 0          | 0,00%         | 3           | 0          | 0,00%         | 0          | 0          | 0,00%         | 0,00%         | NEU              |
| 172                                     | Elmos Semiconductor SE                        | SDAX          | 6           | 0          | 0,00%         | 4           | 0          | 0,00%         | 2          | 0          | 0,00%         | 0,00%         | NEU              |
| 172                                     | Energiekontor AG                              | SDAX          | 3           | 0          | 0,00%         | 3           | 0          | 0,00%         | 0          | 0          | 0,00%         | 0,00%         | NEU              |
| 172                                     | Grand City Properties S.A.                    | SDAX          | 3           | 0          | 0,00%         | 3           | 0          | 0,00%         | 0          | 0          | 0,00%         | 0,00%         | NEU              |
| 172                                     | Hypoport SE                                   | SDAX          | 3           | 0          | 0,00%         | 3           | 0          | 0,00%         | 0          | 0          | 0,00%         | 0,00%         | NEU              |
| 172                                     | PVA TePla AG                                  | SDAX          | 3           | 0          | 0,00%         | 3           | 0          | 0,00%         | 0          | 0          | 0,00%         | 0,00%         | NEU              |
| 172                                     | Rational AG                                   | MDAX          | 7           | 0          | 0,00%         | 7           | 0          | 0,00%         | 0          | 0          | 0,00%         | 0,00%         | gleich           |
| 172                                     | VARTA AG                                      | SDAX / TecDAX | 5           | 0          | 0,00%         | 5           | 0          | 0,00%         | 0          | 0          | 0,00%         | 0,00%         | NEU              |
| 172                                     | Wacker Neuson SE                              | SDAX          | 6           | 0          | 0,00%         | 4           | 0          | 0,00%         | 2          | 0          | 0,00%         | 0,00%         | gleich           |
| 172                                     | Zeal Network SE                               | SDAX          | 6           | 0          | 0,00%         | 6           | 0          | 0,00%         | 0          | 0          | 0,00%         | 0,00%         | NEU              |
| <b>Ergebnis (alle 183 Unternehmen):</b> |   |               | <b>2067</b> | <b>722</b> | <b>34,93%</b> | <b>1245</b> | <b>420</b> | <b>33,73%</b> | <b>823</b> | <b>302</b> | <b>36,70%</b> | <b>34,93%</b> | <b>(+) 13,03</b> |

> 12 (6,6%) der 160 im DAX, MDAX und SDAX sowie der 23 im Regulierten Markt notierten und voll mitbestimmten Unternehmen haben **keine** Frau im Aufsichtsrat.  
 > 40 (21,9 %) der im 160 DAX, MDAX und SDAX sowie der 23 im Regulierten Markt notierten und voll mitbestimmten Unternehmen erreichen derzeit **nicht** den Anteil von 30 Prozent Frauen im Aufsichtsrat.

Anmerkungen:

- > FidAR bemüht sich bei der Erhebung der Informationen um größtmögliche Sorgfalt. Dennoch haftet FidAR nicht für deren Richtigkeit, Aktualität und Vollständigkeit.
- > Alle Daten beziehen sich auf den Stand 06.12.2022. Aktualisiert wurden die Zahlen zu Aufsichtsrat und Vorstand.
- > Bereits berücksichtigt sind die Veränderungen für die Auswahlindizes der Deutschen Börse vom 05.12.2022 mit Wirkung zum 19.12.2022 sowie diverse außerplanmäßige Änderungen in den Indizes.