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**Research Report**

## DIW women executives barometer: Method report and codebook for the waves 2015-2024

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# Data Documentation

Deutsches Institut für Wirtschaftsforschung

2024

## DIW Women Executives Barometer Method Report and Codebook for the Waves 2015-2024

Virginia Sondergeld and Katharina Wrohlich

# IMPRESSUM

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## **Data Documentation 107**

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**DIW Women Executives Barometer**

**Method Report and Codebook for the Waves 2015-2024**

Berlin, March 2024

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## 1. Introduction

Women are still underrepresented in leadership positions in German companies. The annual report of the DIW Women Executives Barometer documents the development of the share of women on executive and supervisory boards of important groups of companies in Germany.<sup>3</sup> In 2023, for example, just under 18 percent of the executive board members of the 200 largest companies were women. The proportion of women on the supervisory boards of this group of companies was higher, at almost 32 percent.

The gender gap in top leadership positions in the private sector has been the subject of intense political debate in Germany for quite some time. To increase the representation of women in these positions, several political measures have been introduced in the past years: In 2015, for example, a gender quota of 30 percent for supervisory boards was adopted as part of the First Act for the Equal Participation of Women and Men in Leadership Positions in the Private Sector and in Public Service (“FüpoG I”). This applies to companies that are both listed on the stock exchange and have equal co-determination in their supervisory board. Six years later, in 2021, a minimum participation requirement was set for executive board members as part of the Second Act for the Equal Participation of Women and Men in Leadership Positions in the Private Sector and in Public Service (“FüPoG II”). The minimum participation requirement came into force in August 2022 and applies to companies that are listed on the stock exchange, have equal co-determination in their supervisory board, and have a board of directors with at least 4 members. These policies have led to an increase in the proportion of women on the respective boards, although there are still large differences depending on the sector, group of companies or size of the company.<sup>4</sup>

Within this data set, the DIW Women Executives Barometer data of the years 2021-24 (for all surveyed companies) and data of the years 2015-2020 (for all companies listed in the German stock index DAX) are processed and made available for scientific research. In the following, we describe the procedure for selecting the groups of companies and collecting the data, as well as the structure and variables of the resulting data set.

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<sup>3</sup> See most recently: Sondergeld, Virginia, Wrohlich, Katharina, and Kirsch, Anja (2024): Share of women on the executive boards of large companies has increased, but generally is at most one woman. DIW Weekly Report No. 3, 26-36.

<sup>4</sup> Sondergeld et al., 2024.

## 2. Selection of companies

In the annual DIW Women Executives Barometer, the share of women<sup>5</sup> on the executive and supervisory boards of the largest companies in Germany is calculated separately for different groups of companies. These are the 200 companies with the highest turnover in Germany outside the financial sector (top 200 companies), all companies listed in the German stock index DAX (DAX companies) as well as the four DAX subgroups (DAX-30/40, MDAX, SDAX and TecDax), all companies with federal participation, the 100 largest banks and the 60 largest insurance companies.

In the first step of data collection, the companies and their membership to a company group must be determined. This is done using various sources.

- The **Top 200 companies** are selected based on the publication "Die 100 größten Unternehmen" of the Frankfurter Allgemeine Zeitung, which is published annually in July. Contrary to what the title suggests, the publication includes the country's 200 largest companies in the fields of *industry, trade and services*.<sup>6</sup> In the annual DIW Women Executives Barometer, both the top 200 and the top 100 are analysed separately.
- The list of listed companies in the individual **DAX groups** (DAX-40/30, MDAX, SDAX, TecDax) can be found on webpage [www.boerse.de](http://www.boerse.de). We draw this information at the end of November each year.
- The **companies with direct federal participation** are taken from the most recently published Federal Participation Report.<sup>7</sup>
- The selection of the **100 largest banks** in terms of total assets is based on the annual ranking of the journal "die bank – Zeitschrift für Bankpolitik und Praxis".<sup>8</sup>

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<sup>5</sup> In the context of the creation of this dataset, a binary understanding of gender was used. The gender of the people examined was determined on the basis of their first name, pronouns and appearance. There was no case of a person in whom a non-binary gender identity could be recognized. However, the authors are aware that not every non-binary person identifies their gender identity to the outside world.

<sup>6</sup> See most recently "Die 100 größten Unternehmen" of the Frankfurter Allgemeine Zeitung (supplement of 4 July 2023).

<sup>7</sup> See website of the Federal Ministry of Finance, [https://www.bundesfinanzministerium.de/Web/DE/Themen/Bundesvermoegen/Privatisierungs\\_und\\_Beteiligungspolitik/Beteiligungspolitik/Beteiligungsberichte/beteiligungsberichte.html](https://www.bundesfinanzministerium.de/Web/DE/Themen/Bundesvermoegen/Privatisierungs_und_Beteiligungspolitik/Beteiligungspolitik/Beteiligungsberichte/beteiligungsberichte.html)

<sup>8</sup> See most recently Anja U. Kraus and Harald Kuck (2022): Die 100 größten deutschen Kreditinstitute. die bank – Zeitschrift für Bankpolitik und Praxis, Issue 07/2023, 14–25.

- The selection of the **60 largest insurance companies** in terms of premium income is based on a special evaluation by the Cologne Institute for Insurance Information and Business Services (KIVI). In addition, the largest reinsurance companies are integrated into this list from the most recently available reinsurance statistics published by the Federal Financial Supervisory Authority (BaFin).
- The list of **companies subject to the gender quota** on the Supervisory Board is provided to the authors by the Initiative FidAR e.V.<sup>9</sup>

A dummy variable indicates for each company to which company group(s) it belongs. It should be noted that a company can belong to several groups of companies. Volkswagen, for example, was part of the Top 100, the Top 200, as well as the DAX-40 group in the 2024 Women Executives Barometer.

### 3. Data collection and sources

For each company, we collect the gender composition of the executive board and the supervisory board, i.e. the number of women and men in these boards, as well as the names of the CEOs and Chairpersons of the Supervisory Board Chairmen. The data is collected annually in the period from October to December for the publication of the Women Executives Barometer in January of the following year. The data, e.g. from the 2024 Women Executives Barometer, are collected from October to December 2023.

Various sources are used to collect this data in the following order:

- **Self-presentations of companies on the Internet:** The preferred source for the collection of data is the websites of the companies, as this usually contains the most up-to-date information on the members of the boards.
- **Company reports:** If no information on executive and supervisory boards can be found on the company websites, the most recent annual reports, annual financial statements or other company reports are consulted via the Bundesanzeiger.<sup>10</sup> These companies are asked by e-mail or telephone to confirm that the data from this source is up to date.

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<sup>9</sup> This list also forms the basis for the Women on Board Index published by FidAR e.V., see FidAR website: <https://wob-index.de/>.

<sup>10</sup> See <https://www.bundesanzeiger.de>.



- **Federal Participation Report:** For companies with federal participation whose websites do not show the composition of management and supervisory board members, information from the most recently published Federal Participation Report (“Beteiligungsbericht des Bundes”) is used. These companies are also asked by e-mail or telephone to confirm that the data collected is up-to-date.
- **Direct enquiries at the companies:** For companies for which no information on the composition of the Executive Board and Supervisory Board could be found via the above-mentioned sources, the information is kindly requested directly from the companies by e-mail or telephone.

Companies whose members of the Executive Board and Supervisory Board cannot be identified by the procedures described above remain in the data set, but the companies are not included in the calculation of the share of women in the respective positions.

## 4. Variable Description

The following table describes all variables included in the dataset and their encoding, as well as frequencies for the waves 2021, 2022, 2023 and 2024 for all companies of the observed groups (top-200 companies, DAX-companies, top-100 banks, top-60 insurance companies, and companies with direct federal participation), as well as additionally for the waves 2015, 2016, 2017, 2018, 2019 and 2020 for the DAX-companies.

### Wave 2015

| Variable name        | Description   | Coding/Distinct Values   | Frequencies                             |
|----------------------|---|--|---|
| company              | Name of the analyzed company  | String;<br>130 distinct values   | One observation per distinct value: 130 |
| id_company           | Identification number of a company in the data over time (for example relevant when the company name or legal form changes)   | Integer;<br>130 distinct values  | One observation per distinct value: 130 |
| year                 | Year of the Women Executives Barometer publication  | Integer;<br>One distinct value   | 2015: 130                               |
| DAX30                | Company is a part of the DAX30 group as of the cutoff date in November 2014   | Binary;<br>1: Listed in the DAX30<br>0: Not listed in the DAX30  | 1: 30<br>0: 100                         |
| MDAX                 | Company is a part of the MDAX group as of the cutoff date in November 2014  | Binary;<br>1: Listed in the MDAX<br>0: Not listed in the MDAX  | 1: 50<br>0: 80                          |
| SDAX                 | Company is a part of the SDAX group as of the cutoff date in November 2014  | Binary;<br>1: Listed in the SDAX<br>0: Not listed in the SDAX  | 1: 50<br>0: 80                          |
| supervis_board_quota | Company is affected by the supervisory board quota adopted in the FöPoG I from 2016, note: quota came into force on January 1, 2016, after the survey period of the 2015 wave | Binary;<br>1: Affected by the supervisory board quota as of 01.05.2015<br>0: Not affected by the supervisory board quota | 1: 65<br>0: 65                          |
| exec_board_size      | Total number of executive board members   | Integer;<br>1-11: Number of persons<br>Missing: For companies for which no information is available                      | 1-11: 128<br>Missing: 2                 |

|                          |  |   |  |
|--------------------------|--|---|--|
| exec_board_men           | Number of male executive board members                       | Integer;<br>1-10: Number of male executive board members<br>Missing: For companies for which no information is available  | 1-10: 128<br>Missing: 2  |
| exec_board_women         | Number of female executive board members                     | Integer;<br>0-2: Number of female executive board members<br>Missing: For companies for which no information is available   | 0-2: 128<br>Missing: 2   |
| exec_board_chair_1       | Name of the chairperson of the executive board/CEO           | String: Name of the person<br>No information: Upon request, the company has confirmed that it does not want to disclose any information<br>No information, man: Upon request, the company has confirmed that it does not want to disclose any information, but has stated that the CEO is a man<br>Missing: For companies for which no information is available | One observation per name: 124<br>No information: 1<br>No information, man: 2<br>Missing: 3 |
| woman_exec_board_chair_1 | Gender of the CEO  | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a CEO   | 1: 0<br>0: 126<br>Missing: 4   |
| exec_board_chair_2       | In case of co-CEOs with equal status: Name of the second CEO | String: Name of the person<br>Missing: For companies for which no information is available and for companies without a co-CEO   | One observation per name: 2<br>Missing: 128  |
| woman_exec_board_chair_2 | Gender of the second CEO                                     | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a co-CEO  | 1: 1<br>0: 1<br>Missing: 128   |

|                        |  |  |  |
|------------------------|--|--|--|
| no_ceo                 | Company does not have a CEO                              | Binary;<br>1: does not have a CEO<br>0: has a CEO<br>Missing: For companies for which no information is available                                | 1: 0<br>0: 124<br>Missing: 6                           |
| one_ceo                | Company has one CEO                                      | Binary;<br>1: has exactly one CEO<br>0: has zero, two or three CEOs<br>Missing: For companies for which no information is available              | 1: 122<br>0: 2<br>Missing: 6                           |
| two_ceos               | Company has two CEOs with equal status                   | Binary;<br>1: has exactly two CEOs<br>0: has zero, one or three CEOs<br>Missing: For companies for which no information is available             | 1: 2<br>0: 122<br>Missing: 6                           |
| three_ceos             | Company has three CEOs with equal status                 | Binary;<br>1: has exactly three CEOs<br>0: has zero, one or two CEOs<br>Missing: For companies for which no information is available             | 1: 0<br>0: 124<br>Missing: 6                           |
| names_exec_board_women | Names of all women on the executive board, if applicable | String: Names of the persons<br>Missing: For companies for which no information is available or without a woman on the executive board           | One observation per distinct value: 28<br>Missing: 102 |
| supervis_board_size    | Total number of supervisory board members                | Integer;<br>3-20: Number of persons<br>Missing: For companies for which no information is available  | 3-20: 129<br>Missing: 1                                |
| supervis_board_men     | Number of male supervisory board members                 | Integer;<br>3-18: Number of persons<br>Missing: For companies for which no information is available or for companies without a supervisory board | 3-18: 129<br>Missing: 1                                |

|                            |   |  |   |
|----------------------------|---|--|---|
| supervis_board_women       | Number of female supervisory board members  | Integer;<br>0-8: Number of persons<br>Missing: For companies for which no information is available or for companies without a supervisory board  | 0-8: 129<br>Missing: 1  |
| supervis_board_chair       | Name of the supervisory board chairperson   | String: Name of the person<br>No information, man: Upon request, the company has confirmed that it does not want to disclose any information, but has stated that the chair is a man<br>Missing: For companies for which no information is available and for companies without a supervisory board | One observation per name: 128<br>No information, man: 1<br>Missing: 1 |
| woman_supervis_board_chair | Gender of the supervisory board chairperson | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a supervisory board  | 1: 3<br>0: 126<br>Missing: 1  |

## Wave 2016

| Variable name | Description   | Coding/Distinct Values  | Frequencies                             |
|---------------|---|---|---|
| company       | Name of the analyzed company  | String;<br>130 distinct values                                  | One observation per distinct value: 130 |
| id_company    | Identification number of a company in the data over time (for example relevant when the company name or legal form changes) | Integer;<br>130 distinct values                                 | One observation per distinct value: 130 |
| year          | Year of the Women Executives Barometer publication  | Integer;<br>One distinct value                                  | 2016: 130                               |
| DAX30         | Company is a part of the DAX30 group as of the cutoff date in November 2015   | Binary;<br>1: Listed in the DAX30<br>0: Not listed in the DAX30 | 1: 30<br>0: 100                         |
| MDAX          | Company is a part of the MDAX group as of the cutoff date in November 2015  | Binary;<br>1: Listed in the MDAX<br>0: Not listed in the MDAX   | 1: 50<br>0: 80                          |

|                          |  |   |  |
|--------------------------|--|---|--|
| SDAX                     | Company is a part of the SDAX group as of the cutoff date in November 2015 | Binary;<br>1: Listed in the SDAX<br>0: Not listed in the SDAX   | 1: 50<br>0: 80   |
| supervis_board_quota     | Company is affected by the supervisory board quota adopted in the FöPoG I  | Binary;<br>1: Affected by the supervisory board quota<br>0: Not affected by the supervisory board quota                           | 1: 66<br>0: 64   |
| exec_board_size          | Total number of executive board members                                    | Integer;<br>1-15: Number of persons   | 1-15: 130  |
| exec_board_men           | Number of male executive board members                                     | Integer;<br>1-15: Number of male executive board members  | 1-15: 130  |
| exec_board_women         | Number of female executive board members                                   | Integer;<br>0-2: Number of female executive board members   | 0-2: 130   |
| exec_board_chair_1       | Name of the chairperson of the executive board/CEO                         | String: Name of the person<br>No CEO: Company does not have a CEO<br>Missing: For companies for which no information is available | One observation per name: 125<br>No CEO: 3<br>Missing: 2 |
| woman_exec_board_chair_1 | Gender of the CEO  | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a CEO     | 1: 0<br>0: 125<br>Missing: 5                             |
| exec_board_chair_2       | In case of co-CEOs with equal status: Name of the second CEO               | String: Name of the person<br>Missing: For companies for which no information is available and for companies without a co-CEO     | One observation per name: 2<br>Missing: 128              |
| woman_exec_board_chair_2 | Gender of the second CEO   | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a co-CEO  | 1: 1<br>0: 1<br>Missing: 128                             |
| no_ceo                   | Company does not have a CEO  | Binary;<br>1: does not have a CEO<br>0: has a CEO<br>Missing: For companies for which no information is available                 | 1: 3<br>0: 125<br>Missing: 2                             |

|                        |  |  |   |
|------------------------|--|--|---|
| one_ceo                | Company has one CEO                                      | Binary;<br>1: has exactly one CEO<br>0: has zero, two or three CEOs<br>Missing: For companies for which no information is available              | 1: 123<br>0: 5<br>Missing: 2                          |
| two_ceos               | Company has two CEOs with equal status                   | Binary;<br>1: has exactly two CEOs<br>0: has zero, one or three CEOs<br>Missing: For companies for which no information is available             | 1: 2<br>0: 126<br>Missing: 2                          |
| three_ceos             | Company has three CEOs with equal status                 | Binary;<br>1: has exactly three CEOs<br>0: has zero, one or two CEOs<br>Missing: For companies for which no information is available             | 1: 0<br>0: 128<br>Missing: 2                          |
| names_exec_board_women | Names of all women on the executive board, if applicable | String: Names of the persons<br>Missing: For companies for which no information is available or without a woman on the executive board           | One observation per distinct value: 32<br>Missing: 98 |
| supervis_board_size    | Total number of supervisory board members                | Integer;<br>3-21: Number of persons<br>Missing: For companies for which no information is available  | 3-21: 129<br>Missing: 1                               |
| supervis_board_men     | Number of male supervisory board members                 | Integer;<br>2-17: Number of persons<br>Missing: For companies for which no information is available or for companies without a supervisory board | 2-17: 129<br>Missing: 1                               |
| supervis_board_women   | Number of female supervisory board members               | Integer;<br>0-8: Number of persons<br>Missing: For companies for which no information is available or for companies without a supervisory board  | 0-8: 129<br>Missing: 1                                |

|                            |   |   |   |
|----------------------------|---|---|---|
| supervis_board_chair       | Name of the supervisory board chairperson   | String: Name of the person<br>Missing: For companies for which no information is available and for companies without a supervisory board    | One observation per name: 128<br>Missing: 2 |
| woman_supervis_board_chair | Gender of the supervisory board chairperson | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a supervisory board | 1: 4<br>0: 124<br>Missing: 2                |

## Wave 2017

| Variable name        | Description   | Coding/Distinct Values  | Frequencies                             |
|----------------------|---|---|---|
| company              | Name of the analyzed company  | String;<br>130 distinct values  | One observation per distinct value: 130 |
| id_company           | Identification number of a company in the data over time (for example relevant when the company name or legal form changes) | Integer;<br>130 distinct values   | One observation per distinct value: 130 |
| year                 | Year of the Women Executives Barometer publication  | Integer;<br>One distinct value  | 2017: 130                               |
| DAX30                | Company is a part of the DAX30 group as of the cutoff date in November 2016   | Binary;<br>1: Listed in the DAX30<br>0: Not listed in the DAX30   | 1: 30<br>0: 100                         |
| MDAX                 | Company is a part of the MDAX group as of the cutoff date in November 2016  | Binary;<br>1: Listed in the MDAX<br>0: Not listed in the MDAX   | 1: 50<br>0: 80                          |
| SDAX                 | Company is a part of the SDAX group as of the cutoff date in November 2016  | Binary;<br>1: Listed in the SDAX<br>0: Not listed in the SDAX   | 1: 50<br>0: 80                          |
| supervis_board_quota | Company is affected by the supervisory board quota adopted in the FöPoG I   | Binary;<br>1: Affected by the supervisory board quota<br>0: Not affected by the supervisory board quota | 1: 69<br>0: 61                          |
| exec_board_size      | Total number of executive board members   | Integer;<br>2-12: Number of persons   | 2-12: 130                               |



|                          |  |   |  |
|--------------------------|--|---|--|
| exec_board_men           | Number of male executive board members                       | Integer;<br>2-12: Number of male executive board members  | 2-12: 130  |
| exec_board_women         | Number of female executive board members                     | Integer;<br>0-2: Number of female executive board members   | 0-2: 130   |
| exec_board_chair_1       | Name of the chairperson of the executive board/CEO           | String: Name of the person<br>No CEO: Company does not have a CEO<br>Missing: For companies for which no information is available   | One observation per name: 125<br>No CEO: 4<br>Missing: 1 |
| woman_exec_board_chair_1 | Gender of the CEO  | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a CEO       | 1: 0<br>0: 125<br>Missing: 5                             |
| exec_board_chair_2       | In case of co-CEOs with equal status: Name of the second CEO | String: Name of the person<br>Missing: For companies for which no information is available and for companies without a co-CEO       | One observation per name: 1<br>Missing: 129              |
| woman_exec_board_chair_2 | Gender of the second CEO                                     | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a co-CEO    | 1: 1<br>0: 0<br>Missing: 129                             |
| no_ceo                   | Company does not have a CEO                                  | Binary;<br>1: does not have a CEO<br>0: has a CEO<br>Missing: For companies for which no information is available                   | 1: 4<br>0: 125<br>Missing: 1                             |
| one_ceo                  | Company has one CEO  | Binary;<br>1: has exactly one CEO<br>0: hat zero, two or three CEOs<br>Missing: For companies for which no information is available | 1: 124<br>0: 5<br>Missing: 1                             |

|                        |  |  |   |
|------------------------|--|--|---|
| two_ceos               | Company has two CEOs with equal status                   | Binary;<br>1: has exactly two CEOs<br>0: has zero, one or three CEOs<br>Missing: For companies for which no information is available                                   | 1: 1<br>0: 128<br>Missing: 1                          |
| three_ceos             | Company has three CEOs with equal status                 | Binary;<br>1: has exactly three CEOs<br>0: has zero, one or two CEOs<br>Missing: For companies for which no information is available                                   | 1: 0<br>0: 129<br>Missing: 1                          |
| names_exec_board_women | Names of all women on the executive board, if applicable | String: Names of the persons<br>Missing: For companies for which no information is available or without a woman on the executive board                                 | One observation per distinct value: 38<br>Missing: 92 |
| supervis_board_size    | Total number of supervisory board members                | Integer;<br>3-20: Number of persons<br>No supervisory board: Company does not have a supervisory board<br>Missing: For companies for which no information is available | 3-20: 126<br>No supervisory board: 1<br>Missing: 3    |
| supervis_board_men     | Number of male supervisory board members                 | Integer;<br>3-16: Number of persons<br>Missing: For companies for which no information is available or for companies without a supervisory board                       | 3-16: 126<br>Missing: 4                               |
| supervis_board_women   | Number of female supervisory board members               | Integer;<br>0-8: Number of persons<br>Missing: For companies for which no information is available or for companies without a supervisory board                        | 0-8: 126<br>Missing: 4                                |
| supervis_board_chair   | Name of the supervisory board chairperson                | String: Name of the person<br>Missing: For companies for which no information is available and for companies without a supervisory board                               | One observation per name: 126<br>Missing: 4           |

|                            |   |   |                              |
|----------------------------|---|---|------------------------------|
| woman_supervis_board_chair | Gender of the supervisory board chairperson | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a supervisory board | 1: 3<br>0: 123<br>Missing: 4 |
|----------------------------|---|---|------------------------------|

## Wave 2018

| Variable name        | Description   | Coding/Distinct Values  | Frequencies                             |
|----------------------|---|---|---|
| company              | Name of the analyzed company  | String;<br>130 distinct values  | One observation per distinct value: 130 |
| id_company           | Identification number of a company in the data over time (for example relevant when the company name or legal form changes) | Integer;<br>130 distinct values   | One observation per distinct value: 130 |
| year                 | Year of the Women Executives Barometer publication  | Integer;<br>One distinct value  | 2018: 130                               |
| DAX30                | Company is a part of the DAX30 group as of the cutoff date in November 2017   | Binary;<br>1: Listed in the DAX30<br>0: Not listed in the DAX30   | 1: 30<br>0: 100                         |
| MDAX                 | Company is a part of the MDAX group as of the cutoff date in November 2017  | Binary;<br>1: Listed in the MDAX<br>0: Not listed in the MDAX   | 1: 50<br>0: 80                          |
| SDAX                 | Company is a part of the SDAX group as of the cutoff date in November 2017  | Binary;<br>1: Listed in the SDAX<br>0: Not listed in the SDAX   | 1: 50<br>0: 80                          |
| supervis_board_quota | Company is affected by the supervisory board quota adopted in the FöPoG I   | Binary;<br>1: Affected by the supervisory board quota<br>0: Not affected by the supervisory board quota | 1: 72<br>0: 58                          |
| exec_board_size      | Total number of executive board members   | Integer;<br>1-12: Number of persons<br>Missing: For companies for which no information is available     | 1-12: 129<br>Missing: 1                 |

|                          |  |   |  |
|--------------------------|--|---|--|
| exec_board_men           | Number of male executive board members                       | Integer;<br>1-12: Number of male executive board members<br>Missing: For companies for which no information is available          | 1-12: 129<br>Missing: 1                                  |
| exec_board_women         | Number of female executive board members                     | Integer;<br>0-2: Number of female executive board members<br>Missing: For companies for which no information is available         | 0-2: 129<br>Missing: 1                                   |
| exec_board_chair_1       | Name of the chairperson of the executive board/CEO           | String: Name of the person<br>No CEO: Company does not have a CEO<br>Missing: For companies for which no information is available | One observation per name: 126<br>No CEO: 3<br>Missing: 1 |
| woman_exec_board_chair_1 | Gender of the CEO  | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a CEO     | 1: 2<br>0: 124<br>Missing: 4                             |
| exec_board_chair_2       | In case of co-CEOs with equal status: Name of the second CEO | String: Name of the person<br>Missing: For companies for which no information is available and for companies without a co-CEO     | One observation per name: 1<br>Missing: 129              |
| woman_exec_board_chair_2 | Gender of the second CEO                                     | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a co-CEO  | 1: 0<br>0: 1<br>Missing: 129                             |
| no_ceo                   | Company does not have a CEO                                  | Binary;<br>1: does not have a CEO<br>0: has a CEO<br>Missing: For companies for which no information is available                 | 1: 3<br>0: 126<br>Missing: 1                             |

|                        |  |  |   |
|------------------------|--|--|---|
| one_ceo                | Company has one CEO                                      | Binary;<br>1: has exactly one CEO<br>0: has zero, two or three CEOs<br>Missing: For companies for which no information is available              | 1: 125<br>0: 4<br>Missing: 1                          |
| two_ceos               | Company has two CEOs with equal status                   | Binary;<br>1: has exactly two CEOs<br>0: has zero, one or three CEOs<br>Missing: For companies for which no information is available             | 1: 1<br>0: 128<br>Missing: 1                          |
| three_ceos             | Company has three CEOs with equal status                 | Binary;<br>1: has exactly three CEOs<br>0: has zero, one or two CEOs<br>Missing: For companies for which no information is available             | 1: 0<br>0: 129<br>Missing: 1                          |
| names_exec_board_women | Names of all women on the executive board, if applicable | String: Names of the persons<br>Missing: For companies for which no information is available or without a woman on the executive board           | One observation per distinct value: 38<br>Missing: 92 |
| supervis_board_size    | Total number of supervisory board members                | Integer;<br>3-26: Number of persons<br>Missing: For companies for which no information is available  | 3-26: 129<br>Missing: 1                               |
| supervis_board_men     | Number of male supervisory board members                 | Integer;<br>2-22: Number of persons<br>Missing: For companies for which no information is available or for companies without a supervisory board | 2-22: 129<br>Missing: 1                               |
| supervis_board_women   | Number of female supervisory board members               | Integer;<br>0-9: Number of persons<br>Missing: For companies for which no information is available or for companies without a supervisory board  | 0-9: 129<br>Missing: 1                                |

|                            |   |   |   |
|----------------------------|---|---|---|
| supervis_board_chair       | Name of the supervisory board chairperson   | String: Name of the person<br>Missing: For companies for which no information is available and for companies without a supervisory board    | One observation per name: 129<br>Missing: 1 |
| woman_supervis_board_chair | Gender of the supervisory board chairperson | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a supervisory board | 1: 4<br>0: 125<br>Missing: 1                |

## Wave 2019

| Variable name | Description   | Coding/Distinct Values  | Frequencies                             |
|---------------|---|---|---|
| company       | Name of the analyzed company  | String;<br>159 distinct values                                    | One observation per distinct value: 159 |
| id_company    | Identification number of a company in the data over time (for example relevant when the company name or legal form changes) | Integer;<br>159 distinct values                                   | One observation per distinct value: 159 |
| year          | Year of the Women Executives Barometer publication  | Integer;<br>One distinct value                                    | 2019: 159                               |
| DAX30         | Company is a part of the DAX30 group as of the cutoff date in November 2018   | Binary;<br>1: Listed in the DAX30<br>0: Not listed in the DAX30   | 1: 29<br>0: 130                         |
| MDAX          | Company is a part of the MDAX group as of the cutoff date in November 2018  | Binary;<br>1: Listed in the MDAX<br>0: Not listed in the MDAX     | 1: 60<br>0: 99                          |
| SDAX          | Company is a part of the SDAX group as of the cutoff date in November 2018  | Binary;<br>1: Listed in the SDAX<br>0: Not listed in the SDAX     | 1: 70<br>0: 89                          |
| tecdax        | Company is a part of the TecDax group as of the cutoff date in November 2018  | Binary;<br>1: Listed in the TecDax<br>0: Not listed in the TecDax | 1: 30<br>0: 129                         |

|                          |   |  |   |
|--------------------------|---|--|---|
| supervis_board_quota     | Company is affected by the supervisory board quota adopted in the FöPoG I | Binary;<br>1: Affected by the supervisory board quota<br>0: Not affected by the supervisory board quota  | 1: 72<br>0: 87  |
| exec_board_size          | Total number of executive board members                                   | Integer;<br>1-17: Number of persons<br>Missing: For companies for which no information is available  | 1-17: 158<br>Missing: 1   |
| exec_board_men           | Number of male executive board members                                    | Integer;<br>1-16: Number of male executive board members<br>Missing: For companies for which no information is available   | 1-16: 158<br>Missing: 1   |
| exec_board_women         | Number of female executive board members                                  | Integer;<br>0-2: Number of female executive board members<br>Missing: For companies for which no information is available  | 0-2: 158<br>Missing: 1  |
| exec_board_chair_1       | Name of the chairperson of the executive board/CEO                        | String: Name of the person<br>No information: Upon request, the company has confirmed that it does not want to disclose any information<br>No CEO: Company does not have a CEO<br>Missing: For companies for which no information is available | One observation per name: 149<br>No information: 1<br>No CEO: 4<br>Missing: 5 |
| woman_exec_board_chair_1 | Gender of the CEO   | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a CEO  | 1: 4<br>0: 145<br>Missing: 10   |
| exec_board_chair_2       | In case of co-CEOs with equal status: Name of the second CEO              | String: Name of the person<br>Missing: For companies for which no information is available and for companies without a co-CEO  | One observation per name: 1<br>Missing: 158                                   |

|                          |  |  |  |
|--------------------------|--|--|--|
| woman_exec_board_chair_2 | Gender of the second CEO                                 | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a co-CEO       | 1: 0<br>0: 1<br>Missing: 158                           |
| no_ceo                   | Company does not have a CEO                              | Binary;<br>1: does not have a CEO<br>0: has a CEO<br>Missing: For companies for which no information is available                      | 1: 4<br>0: 149<br>Missing: 6                           |
| one_ceo                  | Company has one CEO                                      | Binary;<br>1: has exactly one CEO<br>0: has zero, two or three CEOs<br>Missing: For companies for which no information is available    | 1: 148<br>0: 5<br>Missing: 6                           |
| two_ceos                 | Company has two CEOs with equal status                   | Binary;<br>1: has exactly two CEOs<br>0: has zero, one or three CEOs<br>Missing: For companies for which no information is available   | 1: 1<br>0: 152<br>Missing: 6                           |
| three_ceos               | Company has three CEOs with equal status                 | Binary;<br>1: has exactly three CEOs<br>0: has zero, one or two CEOs<br>Missing: For companies for which no information is available   | 1: 0<br>0: 153<br>Missing: 6                           |
| names_exec_board_women   | Names of all women on the executive board, if applicable | String: Names of the persons<br>Missing: For companies for which no information is available or without a woman on the executive board | One observation per distinct value: 51<br>Missing: 108 |
| supervis_board_size      | Total number of supervisory board members                | Integer;<br>3-20: Number of persons<br>Missing: For companies for which no information is available                                    | 3-20: 158<br>Missing: 1                                |



|                            |   |  |   |
|----------------------------|---|--|---|
| supervis_board_men         | Number of male supervisory board members    | Integer;<br>2-16: Number of persons<br>Missing: For companies for which no information is available or for companies without a supervisory board | 2-16: 158<br>Missing: 1                     |
| supervis_board_women       | Number of female supervisory board members  | Integer;<br>0-9: Number of persons<br>Missing: For companies for which no information is available or for companies without a supervisory board  | 0-9: 158<br>Missing: 1                      |
| supervis_board_chair       | Name of the supervisory board chairperson   | String: Name of the person<br>Missing: For companies for which no information is available and for companies without a supervisory board         | One observation per name: 158<br>Missing: 1 |
| woman_supervis_board_chair | Gender of the supervisory board chairperson | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a supervisory board      | 1: 9<br>0: 149<br>Missing: 1                |

## Wave 2020

| Variable name | Description   | Coding/Distinct Values  | Frequencies                             |
|---------------|---|---|---|
| company       | Name of the analyzed company  | String;<br>159 distinct values                                  | One observation per distinct value: 159 |
| id_company    | Identification number of a company in the data over time (for example relevant when the company name or legal form changes) | Integer;<br>159 distinct values                                 | One observation per distinct value: 159 |
| year          | Year of the Women Executives Barometer publication  | Integer;<br>One distinct value                                  | 2020: 159                               |
| DAX30         | Company is a part of the DAX30 group as of the cutoff date in November 2019   | Binary;<br>1: Listed in the DAX30<br>0: Not listed in the DAX30 | 1: 29<br>0: 130                         |
| MDAX          | Company is a part of the MDAX group as of the cutoff date in November 2019  | Binary;<br>1: Listed in the MDAX<br>0: Not listed in the MDAX   | 1: 60<br>0: 99                          |

|                          |  |   |  |
|--------------------------|--|---|--|
| SDAX                     | Company is a part of the SDAX group as of the cutoff date in November 2019   | Binary;<br>1: Listed in the SDAX<br>0: Not listed in the SDAX   | 1: 70<br>0: 89   |
| tecdax                   | Company is a part of the TecDax group as of the cutoff date in November 2019 | Binary;<br>1: Listed in the TecDax<br>0: Not listed in the TecDax   | 1: 30<br>0: 129  |
| supervis_board_quota     | Company is affected by the supervisory board quota adopted in the FöPoG I    | Binary;<br>1: Affected by the supervisory board quota<br>0: Not affected by the supervisory board quota                           | 1: 80<br>0: 79   |
| exec_board_size          | Total number of executive board members                                      | Integer;<br>1-16: Number of persons   | 1-16: 159  |
| exec_board_men           | Number of male executive board members                                       | Integer;<br>1-14: Number of male executive board members  | 1-14: 159  |
| exec_board_women         | Number of female executive board members                                     | Integer;<br>0-2: Number of female executive board members   | 0-2: 159   |
| exec_board_chair_1       | Name of the chairperson of the executive board/CEO                           | String: Name of the person<br>No CEO: Company does not have a CEO<br>Missing: For companies for which no information is available | One observation per name: 154<br>No CEO: 2<br>Missing: 3 |
| woman_exec_board_chair_1 | Gender of the CEO  | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a CEO     | 1: 4<br>0: 150<br>Missing: 5                             |
| exec_board_chair_2       | In case of co-CEOs with equal status: Name of the second CEO                 | String: Name of the person<br>Missing: For companies for which no information is available and for companies without a co-CEO     | One observation per name: 4<br>Missing: 155              |
| woman_exec_board_chair_2 | Gender of the second CEO   | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a co-CEO  | 1: 1<br>0: 3<br>Missing: 155                             |

|                          |   |  |  |
|--------------------------|---|--|--|
| exec_board_chair_3       | In case of co-CEOs with equal status: Name of the third CEO | String: Name of the person<br>Missing: For companies for which no information is available and for companies without a co-CEO          | One observation per name: 1<br>Missing: 158            |
| woman_exec_board_chair_3 | Gender of the third CEO                                     | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a co-CEO       | 1: 0<br>0: 1<br>Missing: 158                           |
| no_ceo                   | Company does not have a CEO                                 | Binary;<br>1: does not have a CEO<br>0: has a CEO<br>Missing: For companies for which no information is available                      | 1: 2<br>0: 154<br>Missing: 3                           |
| one_ceo                  | Company has one CEO   | Binary;<br>1: has exactly one CEO<br>0: has zero, two or three CEOs<br>Missing: For companies for which no information is available    | 1: 150<br>0: 6<br>Missing: 3                           |
| two_ceos                 | Company has two CEOs with equal status                      | Binary;<br>1: has exactly two CEOs<br>0: has zero, one or three CEOs<br>Missing: For companies for which no information is available   | 1: 3<br>0: 153<br>Missing: 3                           |
| three_ceos               | Company has three CEOs with equal status                    | Binary;<br>1: has exactly three CEOs<br>0: has zero, one or two CEOs<br>Missing: For companies for which no information is available   | 1: 1<br>0: 155<br>Missing: 3                           |
| names_exec_board_women   | Names of all women on the executive board, if applicable    | String: Names of the persons<br>Missing: For companies for which no information is available or without a woman on the executive board | One observation per distinct value: 56<br>Missing: 103 |

|                            |   |   |   |
|----------------------------|---|---|---|
| supervis_board_size        | Total number of supervisory board members   | Integer;<br>3-21: Number of persons   | 3-21: 159                                   |
| supervis_board_men         | Number of male supervisory board members    | Integer;<br>2-15: Number of persons   | 2-15: 159                                   |
| supervis_board_women       | Number of female supervisory board members  | Integer;<br>0-9: Number of persons  | 0-9: 159                                    |
| supervis_board_chair       | Name of the supervisory board chairperson   | String: Name of the person<br>Missing: For companies for which no information is available and for companies without a supervisory board    | One observation per name: 155<br>Missing: 4 |
| woman_supervis_board_chair | Gender of the supervisory board chairperson | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a supervisory board | 1: 8<br>0: 147<br>Missing: 4                |

## Wave 2021

| Variable name | Description   | Coding/Distinct Values  | Frequencies                             |
|---------------|---|---|---|
| company       | Name of the analyzed company  | String;<br>531 distinct values                                  | One observation per distinct value: 531 |
| id_company    | Identification number of a company in the data over time (for example relevant when the company name or legal form changes) | Integer;<br>531 distinct values                                 | One observation per distinct value: 531 |
| year          | Year of the Women Executives Barometer publication  | Integer;<br>One distinct value                                  | 2021: 531                               |
| DAX30         | Company is a part of the DAX30 group as of the cutoff date in November 2020   | Binary;<br>1: Listed in the DAX30<br>0: Not listed in the DAX30 | 1: 29<br>0: 502                         |
| MDAX          | Company is a part of the MDAX group as of the cutoff date in November 2020  | Binary;<br>1: Listed in the MDAX<br>0: Not listed in the MDAX   | 1: 60<br>0: 471                         |

|                      |   |  |  |
|----------------------|---|--|--|
| SDAX                 | Company is a part of the SDAX group as of the cutoff date in November 2020    | Binary;<br>1: Listed in the SDAX<br>0: Not listed in the SDAX  | 1: 70<br>0: 461                              |
| tecdax               | Company is a part of the TecDax group as of the cutoff date in November 2020  | Binary;<br>1: Listed in the TecDax<br>0: Not listed in the TecDax  | 1: 30<br>0: 501                              |
| public               | Company is a part of the group of companies with direct federal participation | Binary;<br>1: Part of the group of companies with direct federal participation<br>0: Not part of the group of companies with direct federal participation  | 1: 63<br>0: 468                              |
| top200               | Company is a part of the F.A.Z.-list of the top-200 largest German companies  | Binary;<br>1: Part of the F.A.Z.-list of the top-200<br>0: Not part of the F.A.Z.-list of the top-200  | 1: 200<br>0: 331                             |
| bank                 | Company is a part of the group of the 100 largest German banks                | Binary;<br>1: Part of the top-100 banks<br>0: Not part of the top-100 banks  | 1: 100<br>0: 431                             |
| insurance            | Company is a part of the group of the 60 largest German insurances            | Binary;<br>1: Part of the 60 largest insurances<br>0: Not part of the 60 largest insurances  | 1: 60<br>0: 471                              |
| supervis_board_quota | Company is affected by the supervisory board quota adopted in the FöPoG I     | Binary;<br>1: Affected by the supervisory board quota<br>0: Not affected by the supervisory board quota  | 1: 107<br>0: 424                             |
| exec_board_size      | Total number of executive board members                                       | Integer;<br>1-15: Number of persons<br>No information: Upon request, the company has confirmed that it does not want to disclose any information<br>Missing: For companies for which no information is available | 1-15: 520<br>No information: 4<br>Missing: 7 |
| exec_board_men       | Number of male executive board members  | Integer;<br>0-13: Number of male executive board members<br>Missing: For companies for which no information is available   | 0-13: 520<br>Missing: 11                     |

|                          |  |  |   |
|--------------------------|--|--|---|
| exec_board_women         | Number of female executive board members                     | Integer;<br>0-4: Number of female executive board members<br>Missing: For companies for which no information is available  | 0-4: 520<br>Missing: 11   |
| exec_board_chair_1       | Name of the chairperson of the executive board/CEO           | String: Name of the person<br>No information: Upon request, the company has confirmed that it does not want to disclose any information<br>No CEO: Company does not have a CEO<br>Missing: For companies for which no information is available | One observation per name: 473<br>No information: 1<br>No CEO: 35<br>Missing: 22 |
| woman_exec_board_chair_1 | Gender of the CEO  | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a CEO  | 1: 31<br>0: 442<br>Missing: 58  |
| exec_board_chair_2       | In case of co-CEOs with equal status: Name of the second CEO | String: Name of the person<br>Missing: For companies for which no information is available and for companies without a co-CEO  | One observation per name: 5<br>Missing: 526                                     |
| woman_exec_board_chair_2 | Gender of the second CEO                                     | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a co-CEO   | 1: 0<br>0: 5<br>Missing: 526  |
| exec_board_chair_3       | In case of co-CEOs with equal status: Name of the third CEO  | String: Name of the person<br>Missing: For companies for which no information is available and for companies without a co-CEO  | One observation per name: 1<br>Missing: 530                                     |

|                          |  |  |   |
|--------------------------|--|--|---|
| woman_exec_board_chair_3 | Gender of the third CEO                                  | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a co-CEO                                       | 1: 0<br>0: 1<br>Missing: 530                            |
| no_ceo                   | Company does not have a CEO                              | Binary;<br>1: does not have a CEO<br>0: has a CEO<br>Missing: For companies for which no information is available  | 1: 35<br>0: 473<br>Missing: 23                          |
| one_ceo                  | Company has one CEO                                      | Binary;<br>1: has exactly one CEO<br>0: has zero, two or three CEOs<br>Missing: For companies for which no information is available                                    | 1: 468<br>0: 40<br>Missing: 23                          |
| two_ceos                 | Company has two CEOs with equal status                   | Binary;<br>1: has exactly two CEOs<br>0: has zero, one or three CEOs<br>Missing: For companies for which no information is available                                   | 1: 4<br>0: 504<br>Missing: 23                           |
| three_ceos               | Company has three CEOs with equal status                 | Binary;<br>1: has exactly three CEOs<br>0: has zero, one or two CEOs<br>Missing: For companies for which no information is available                                   | 1: 1<br>0: 507<br>Missing: 23                           |
| names_exec_board_women   | Names of all women on the executive board, if applicable | String: Names of the persons<br>Missing: For companies for which no information is available or without a woman on the executive board                                 | One observation per distinct value: 203<br>Missing: 328 |
| supervis_board_size      | Total number of supervisory board members                | Integer;<br>2-37: Number of persons<br>No supervisory board: Company does not have a supervisory board<br>Missing: For companies for which no information is available | 2-37: 473<br>No supervisory board: 36<br>Missing: 22    |

|                            |   |  |  |
|----------------------------|---|--|--|
| supervis_board_men         | Number of male supervisory board members    | Integer;<br>1-32: Number of persons<br>Missing: For companies for which no information is available or for companies without a supervisory board | 1-32: 473<br>Missing: 58                     |
| supervis_board_women       | Number of female supervisory board members  | Integer;<br>0-10: Number of persons<br>Missing: For companies for which no information is available or for companies without a supervisory board | 0-10: 473<br>Missing: 58                     |
| supervis_board_chair       | Name of the supervisory board chairperson   | String: Name of the person<br>Missing: For companies for which no information is available and for companies without a supervisory board         | One observation per name: 472<br>Missing: 59 |
| woman_supervis_board_chair | Gender of the supervisory board chairperson | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a supervisory board      | 1: 40<br>0: 432<br>Missing: 59               |

## Wave 2022

| Variable name | Description   | Coding/Distinct Values  | Frequencies                             |
|---------------|---|---|---|
| company       | Name of the analyzed company  | String;<br>530 distinct values                                  | One observation per distinct value: 530 |
| id_company    | Identification number of a company in the data over time (for example relevant when the company name or legal form changes)                                 | Integer;<br>530 distinct values                                 | One observation per distinct value: 530 |
| year          | Year of the Women Executives Barometer publication  | Integer;<br>One distinct value                                  | 2022: 530                               |
| DAX40         | Company is a part of the DAX40 group as of the cutoff date in November 2021;<br>Only exists from 2021, as the DAX30 was expanded to DAX40 in September 2021 | Binary;<br>1: Listed in the DAX40<br>0: Not listed in the DAX40 | 1: 39<br>0: 491                         |



|                      |   |   |   |
|----------------------|---|---|---|
| MDAX                 | Company is a part of the MDAX group as of the cutoff date in November 2021    | Binary;<br>1: Listed in the MDAX<br>0: Not listed in the MDAX   | 1: 50<br>0: 480   |
| SDAX                 | Company is a part of the SDAX group as of the cutoff date in November 2021    | Binary;<br>1: Listed in the SDAX<br>0: Not listed in the SDAX   | 1: 70<br>0: 460   |
| tecdax               | Company is a part of the TecDax group as of the cutoff date in November 2021  | Binary;<br>1: Listed in the TecDax<br>0: Not listed in the TecDax   | 1: 30<br>0: 500   |
| public               | Company is a part of the group of companies with direct federal participation | Binary;<br>1: Part of the group of companies with direct federal participation<br>0: Not part of the group of companies with direct federal participation | 1: 66<br>0: 464   |
| top200               | Company is a part of the F.A.Z.-list of the top-200 largest German companies  | Binary;<br>1: Part of the F.A.Z.-list of the top-200<br>0: Not part of the F.A.Z.-list of the top-200   | 1: 200<br>0: 330  |
| ranking_faz          | Rank in the F.A.Z.-list of the top-200 largest German companies               | Integer;<br>Missing: For companies, that are not part of the F.A.Z.-list of the top-200   | 1-200: One observation per distinct value:<br>200<br>Missing: 330 |
| bank                 | Company is a part of the group of the 100 largest German banks                | Binary;<br>1: Part of the top-100 banks<br>0: Not part of the top-100 banks   | 1: 99<br>0: 431   |
| bank_ranking         | Rank in the list of the 100 largest German banks                              | Integer;<br>Missing: For companies, that are not part of the top-100 banks  | 1-100: One observation per distinct value: 99<br>Missing: 431     |
| insurance            | Company is a part of the group of the 60 largest German insurances            | Binary;<br>1: Part of the 60 largest insurances<br>0: Not part of the 60 largest insurances   | 1: 60<br>0: 470   |
| supervis_board_quota | Company is affected by the supervisory board quota adopted in the FöPoG I     | Binary;<br>1: Affected by the supervisory board quota<br>0: Not affected by the supervisory board quota   | 1: 103<br>0: 427  |

|                          |  |  |   |
|--------------------------|--|--|---|
| exec_board_quota         | Company is affected by the minimum participation requirement for the executive board adopted in the FöPoG II at the time of the survey | Binary;<br>1: Affected by the minimum participation requirement<br>0: Not affected by the minimum participation requirement  | 1: 66<br>0: 464   |
| exec_board_size          | Total number of executive board members  | Integer;<br>1-15: Number of persons<br>No information: Upon request, the company has confirmed that it does not want to disclose any information<br>Missing: For companies for which no information is available                               | 1-15: 521<br>No information: 2<br>Missing: 7                                    |
| exec_board_men           | Number of male executive board members   | Integer;<br>0-12: Number of male executive board members<br>Missing: For companies for which no information is available   | 0-12: 521<br>Missing: 9   |
| exec_board_women         | Number of female executive board members   | Integer;<br>0-6: Number of female executive board members<br>Missing: For companies for which no information is available  | 0-6: 521<br>Missing: 9  |
| exec_board_chair_1       | Name of the chairperson of the executive board/CEO   | String: Name of the person<br>No information: Upon request, the company has confirmed that it does not want to disclose any information<br>No CEO: Company does not have a CEO<br>Missing: For companies for which no information is available | One observation per name: 469<br>No information: 2<br>No CEO: 47<br>Missing: 12 |
| woman_exec_board_chair_1 | Gender of the CEO  | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a CEO  | 1: 40<br>0: 429<br>Missing: 61  |

|                          |  |  |  |
|--------------------------|--|--|--|
| exec_board_chair_2       | In case of co-CEOs with equal status: Name of the second CEO | String: Name of the person<br>Missing: For companies for which no information is available and for companies without a co-CEO        | One observation per name: 12<br>Missing: 518 |
| woman_exec_board_chair_2 | Gender of the second CEO                                     | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a co-CEO     | 1: 0<br>0: 12<br>Missing: 518                |
| exec_board_chair_3       | In case of co-CEOs with equal status: Name of the third CEO  | String: Name of the person<br>Missing: For companies for which no information is available and for companies without a co-CEO        | One observation per name: 2<br>Missing: 528  |
| woman_exec_board_chair_3 | Gender of the third CEO                                      | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a co-CEO     | 1: 0<br>0: 2<br>Missing: 528                 |
| no_ceo                   | Company does not have a CEO                                  | Binary;<br>1: does not have a CEO<br>0: has a CEO<br>Missing: For companies for which no information is available                    | 1: 47<br>0: 474<br>Missing: 9                |
| one_ceo                  | Company has one CEO  | Binary;<br>1: has exactly one CEO<br>0: has zero, two or three CEOs<br>Missing: For companies for which no information is available  | 1: 463<br>0: 58<br>Missing: 9                |
| two_ceos                 | Company has two CEOs with equal status                       | Binary;<br>1: has exactly two CEOs<br>0: has zero, one or three CEOs<br>Missing: For companies for which no information is available | 1: 9<br>0: 512<br>Missing: 9                 |

|                            |  |  |   |
|----------------------------|--|--|---|
| three_ceos                 | Company has three CEOs with equal status                 | Binary;<br>1: has exactly three CEOs<br>0: has zero, one or two CEOs<br>Missing: For companies for which no information is available                                   | 1: 2<br>0: 519<br>Missing: 9                            |
| names_exec_board_women     | Names of all women on the executive board, if applicable | String: Names of the persons<br>Missing: For companies for which no information is available or without a woman on the executive board                                 | One observation per distinct value: 235<br>Missing: 295 |
| supervis_board_size        | Total number of supervisory board members                | Integer;<br>3-32: Number of persons<br>No supervisory board: Company does not have a supervisory board<br>Missing: For companies for which no information is available | 3-32: 477<br>No supervisory board: 37<br>Missing: 16    |
| supervis_board_men         | Number of male supervisory board members                 | Integer;<br>1-29: Number of persons<br>Missing: For companies for which no information is available or for companies without a supervisory board                       | 1-29: 477<br>Missing: 53                                |
| supervis_board_women       | Number of female supervisory board members               | Integer;<br>0-10: Number of persons<br>Missing: For companies for which no information is available or for companies without a supervisory board                       | 0-10: 477<br>Missing: 53                                |
| supervis_board_chair       | Name of the supervisory board chairperson                | String: Name of the person<br>Missing: For companies for which no information is available and for companies without a supervisory board                               | One observation per name: 476<br>Missing: 54            |
| woman_supervis_board_chair | Gender of the supervisory board chairperson              | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a supervisory board                            | 1: 49<br>0: 427<br>Missing: 54                          |

## Wave 2023

| Variable name | Description   | Coding/Distinct Values  | Frequencies                             |
|---------------|---|---|---|
| company       | Name of the analyzed company  | String;<br>528 distinct values  | One observation per distinct value: 528 |
| id_company    | Identification number of a company in the data over time (for example relevant when the company name or legal form changes)                                 | Integer;<br>528 distinct values   | One observation per distinct value: 528 |
| year          | Year of the Women Executives Barometer publication  | Integer;<br>One distinct value  | 2023: 528                               |
| DAX40         | Company is a part of the DAX40 group as of the cutoff date in November 2022;<br>Only exists from 2021, as the DAX30 was expanded to DAX40 in September 2021 | Binary;<br>1: Listed in the DAX40<br>0: Not listed in the DAX40   | 1: 39<br>0: 489                         |
| MDAX          | Company is a part of the MDAX group as of the cutoff date in November 2022  | Binary;<br>1: Listed in the MDAX<br>0: Not listed in the MDAX   | 1: 50<br>0: 478                         |
| SDAX          | Company is a part of the SDAX group as of the cutoff date in November 2022  | Binary;<br>1: Listed in the SDAX<br>0: Not listed in the SDAX   | 1: 70<br>0: 458                         |
| tecdax        | Company is a part of the TecDax group as of the cutoff date in November 2022  | Binary;<br>1: Listed in the TecDax<br>0: Not listed in the TecDax   | 1: 30<br>0: 498                         |
| public        | Company is a part of the group of companies with direct federal participation   | Binary;<br>1: Part of the group of companies with direct federal participation<br>0: Not part of the group of companies with direct federal participation | 1: 69<br>0: 459                         |
| top200        | Company is a part of the F.A.Z.-list of the top-200 largest German companies  | Binary;<br>1: Part of the F.A.Z.-list of the top-200<br>0: Not part of the F.A.Z.-list of the top-200   | 1: 200<br>0: 328                        |

|                      |  |   |  |
|----------------------|--|---|--|
| ranking_faz          | Rank in the F.A.Z.-list of the top-200 largest German companies  | Integer;<br>Missing: For companies, that are not part of the F.A.Z.-list of the top-200   | 1-200: One observation per distinct value: 200<br>Missing: 328 |
| bank                 | Company is a part of the group of the 100 largest German banks   | Binary;<br>1: Part of the top-100 banks<br>0: Not part of the top-100 banks   | 1: 100<br>0: 428   |
| insurance            | Company is a part of the group of the 60 largest German insurances   | Binary;<br>1: Part of the 60 largest insurances<br>0: Not part of the 60 largest insurances                                       | 1: 60<br>0: 468  |
| supervis_board_quota | Company is affected by the supervisory board quota adopted in the FöPoG I  | Binary;<br>1: Affected by the supervisory board quota<br>0: Not affected by the supervisory board quota                           | 1: 102<br>0: 426   |
| exec_board_quota     | Company is affected by the minimum participation requirement for the executive board adopted in the FöPoG II at the time of the survey | Binary;<br>1: Affected by the minimum participation requirement<br>0: Not affected by the minimum participation requirement       | 1: 62<br>0: 466  |
| exec_board_size      | Total number of executive board members  | Integer;<br>1-15: Number of persons<br>Missing: For companies for which no information is available                               | 1-15: 523<br>Missing: 5  |
| exec_board_men       | Number of male executive board members   | Integer;<br>0-14: Number of male executive board members<br>Missing: For companies for which no information is available          | 0-14: 523<br>Missing: 5  |
| exec_board_women     | Number of female executive board members   | Integer;<br>0-7: Number of female executive board members<br>Missing: For companies for which no information is available         | 0-7: 523<br>Missing: 5   |
| exec_board_chair_1   | Name of the chairperson of the executive board/CEO   | String: Name of the person<br>No CEO: Company does not have a CEO<br>Missing: For companies for which no information is available | One observation per name: 475<br>No CEO: 48<br>Missing: 5      |

|                          |  |   |   |
|--------------------------|--|---|---|
| woman_exec_board_chair_1 | Gender of the CEO  | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a CEO       | 1: 37<br>0: 438<br>Missing: 53              |
| exec_board_chair_2       | In case of co-CEOs with equal status: Name of the second CEO | String: Name of the person<br>Missing: For companies for which no information is available and for companies without a co-CEO       | One observation per name: 7<br>Missing: 521 |
| woman_exec_board_chair_2 | Gender of the second CEO                                     | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a co-CEO    | 1: 0<br>0: 7<br>Missing: 521                |
| exec_board_chair_3       | In case of co-CEOs with equal status: Name of the third CEO  | String: Name of the person<br>Missing: For companies for which no information is available and for companies without a co-CEO       | One observation per name: 1<br>Missing: 527 |
| woman_exec_board_chair_3 | Gender of the third CEO                                      | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a co-CEO    | 1: 0<br>0: 1<br>Missing: 527                |
| no_ceo                   | Company does not have a CEO                                  | Binary;<br>1: does not have a CEO<br>0: has a CEO<br>Missing: For companies for which no information is available                   | 1: 48<br>0: 475<br>Missing: 5               |
| one_ceo                  | Company has one CEO  | Binary;<br>1: has exactly one CEO<br>0: hat zero, two or three CEOs<br>Missing: For companies for which no information is available | 1: 468<br>0: 55<br>Missing: 5               |

|                        |  |  |   |
|------------------------|--|--|---|
| two_ceos               | Company has two CEOs with equal status                   | Binary;<br>1: has exactly two CEOs<br>0: has zero, one or three CEOs<br>Missing: For companies for which no information is available                                   | 1: 6<br>0: 517<br>Missing: 5                            |
| three_ceos             | Company has three CEOs with equal status                 | Binary;<br>1: has exactly three CEOs<br>0: has zero, one or two CEOs<br>Missing: For companies for which no information is available                                   | 1: 1<br>0: 522<br>Missing: 5                            |
| names_exec_board_women | Names of all women on the executive board, if applicable | String: Names of the persons<br>Missing: For companies for which no information is available or without a woman on the executive board                                 | One observation per distinct value: 254<br>Missing: 274 |
| supervis_board_size    | Total number of supervisory board members                | Integer;<br>1-35: Number of persons<br>No supervisory board: Company does not have a supervisory board<br>Missing: For companies for which no information is available | 1-35: 476<br>No supervisory board: 26<br>Missing: 26    |
| supervis_board_men     | Number of male supervisory board members                 | Integer;<br>1-30: Number of persons<br>Missing: For companies for which no information is available or for companies without a supervisory board                       | 1-30: 476<br>Missing: 52                                |
| supervis_board_women   | Number of female supervisory board members               | Integer;<br>0-10: Number of persons<br>Missing: For companies for which no information is available or for companies without a supervisory board                       | 0-10: 476<br>Missing: 52                                |
| supervis_board_chair   | Name of the supervisory board chairperson                | String: Name of the person<br>Missing: For companies for which no information is available and for companies without a supervisory board                               | One observation per name: 477<br>Missing: 51            |



|                                |  |   |                                |
|--------------------------------|--|---|--------------------------------|
| woman_supervis_<br>board_chair | Gender of the supervisory<br>board chairperson | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for<br>which no information is<br>available and for<br>companies without a<br>supervisory board | 1: 54<br>0: 423<br>Missing: 51 |
|--------------------------------|--|---|--------------------------------|

## Wave 2024

| Variable name | Description   | Coding/Distinct Values  | Frequencies                                   |
|---------------|---|---|---|
| company       | Name of the analyzed<br>company   | String;<br>532 distinct values                                    | One observation<br>per distinct<br>value: 532 |
| id_company    | Identification number of a<br>company in the data over<br>time (for example relevant<br>when the company name<br>or legal form changes)                                       | Integer;<br>532 distinct values                                   | One observation<br>per distinct<br>value: 532 |
| year          | Year of the Women<br>Executives Barometer<br>publication  | Integer;<br>One distinct value                                    | 2024: 532                                     |
| DAX40         | Company is a part of the<br>DAX40 group as of the<br>cutoff date in November<br>2023;<br>Only exists from 2021, as<br>the DAX30 was expanded<br>to DAX40 in September<br>2021 | Binary;<br>1: Listed in the DAX40<br>0: Not listed in the DAX40   | 1: 40<br>0: 492                               |
| MDAX          | Company is a part of the<br>MDAX group as of the<br>cutoff date in November<br>2023   | Binary;<br>1: Listed in the MDAX<br>0: Not listed in the MDAX     | 1: 50<br>0: 482                               |
| SDAX          | Company is a part of the<br>SDAX group as of the<br>cutoff date in November<br>2023   | Binary;<br>1: Listed in the SDAX<br>0: Not listed in the SDAX     | 1: 70<br>0: 462                               |
| tecdax        | Company is a part of the<br>TecDax group as of the<br>cutoff date in November<br>2023   | Binary;<br>1: Listed in the TecDax<br>0: Not listed in the TecDax | 1: 30<br>0: 502                               |

|                      |  |  |   |
|----------------------|--|--|---|
| Public               | Company is a part of the group of companies with direct federal participation  | Binary;<br>1: Part of the group of companies with direct federal participation<br>0: Not part of the group of companies with direct federal participation  | 1: 69<br>0: 463   |
| top200               | Company is a part of the F.A.Z.-list of the top-200 largest German companies   | Binary;<br>1: Part of the F.A.Z.-list of the top-200<br>0: Not part of the F.A.Z.-list of the top-200  | 1: 200<br>0: 332  |
| ranking_faz          | Rank in the F.A.Z.-list of the top-200 largest German companies  | Integer;<br>Missing: For companies, that are not part of the F.A.Z.-list of the top-200  | 1-200: One observation per distinct value:<br>200<br>Missing: 332 |
| bank                 | Company is a part of the group of the 100 largest German banks   | Binary;<br>1: Part of the top-100 banks<br>0: Not part of the top-100 banks  | 1: 99<br>0: 433   |
| insurance            | Company is a part of the group of the 60 largest German insurances   | Binary;<br>1: Part of the 60 largest insurances<br>0: Not part of the 60 largest insurances  | 1: 60<br>0: 472   |
| supervis_board_quota | Company is affected by the supervisory board quota adopted in the FöPoG I  | Binary;<br>1: Affected by the supervisory board quota<br>0: Not affected by the supervisory board quota  | 1: 101<br>0: 431  |
| exec_board_quota     | Company is affected by the minimum participation requirement for the executive board adopted in the FöPoG II at the time of the survey | Binary;<br>1: Affected by the minimum participation requirement<br>0: Not affected by the minimum participation requirement  | 1: 63<br>0: 469   |
| exec_board_size      | Total number of executive board members  | Integer;<br>1-15: Number of persons<br>No information: Upon request, the company has confirmed that it does not want to disclose any information<br>Missing: For companies for which no information is available | 1-15: 527<br>No information: 2<br>Missing: 3                      |

|                          |  |   |   |
|--------------------------|--|---|---|
| exec_board_men           | Number of male executive board members                       | Integer;<br>0-12: Number of male executive board members<br>Missing: For companies for which no information is available          | 0-12: 527<br>Missing: 5                                   |
| exec_board_women         | Number of female executive board members                     | Integer;<br>0-9: Number of female executive board members<br>Missing: For companies for which no information is available         | 0-9: 527<br>Missing: 5                                    |
| exec_board_chair_1       | Name of the chairperson of the executive board/CEO           | String: Name of the person<br>No CEO: Company does not have a CEO<br>Missing: For companies for which no information is available | One observation per name: 487<br>No CEO: 40<br>Missing: 5 |
| woman_exec_board_chair_1 | Gender of the CEO  | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a CEO     | 1: 47<br>0: 440<br>Missing: 45                            |
| exec_board_chair_2       | In case of co-CEOs with equal status: Name of the second CEO | String: Name of the person<br>Missing: For companies for which no information is available and for companies without a co-CEO     | One observation per name: 6<br>Missing: 526               |
| woman_exec_board_chair_2 | Gender of the second CEO                                     | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a co-CEO  | 1: 0<br>0: 6<br>Missing: 526                              |
| no_ceo                   | Company does not have a CEO                                  | Binary;<br>1: does not have a CEO<br>0: has a CEO<br>Missing: For companies for which no information is available                 | 1: 40<br>0: 487<br>Missing: 5                             |

|                        |  |  |   |
|------------------------|--|--|---|
| one_ceo                | Company has one CEO                                      | Binary;<br>1: has exactly one CEO<br>0: has zero, two or three CEOs<br>Missing: For companies for which no information is available                                    | 1: 481<br>0: 46<br>Missing: 5                           |
| two_ceos               | Company has two CEOs with equal status                   | Binary;<br>1: has exactly two CEOs<br>0: has zero, one or three CEOs<br>Missing: For companies for which no information is available                                   | 1: 6<br>0: 521<br>Missing: 5                            |
| three_ceos             | Company has three CEOs with equal status                 | Binary;<br>1: has exactly three CEOs<br>0: has zero, one or two CEOs<br>Missing: For companies for which no information is available                                   | 1: 0<br>0: 527<br>Missing: 5                            |
| names_exec_board_women | Names of all women on the executive board, if applicable | String: Names of the persons<br>Missing: For companies for which no information is available or without a woman on the executive board                                 | One observation per distinct value: 287<br>Missing: 245 |
| supervis_board_size    | Total number of supervisory board members                | Integer;<br>2-35: Number of persons<br>No supervisory board: Company does not have a supervisory board<br>Missing: For companies for which no information is available | 2-35: 475<br>No supervisory board: 23<br>Missing: 34    |
| supervis_board_men     | Number of male supervisory board members                 | Integer;<br>0-28: Number of persons<br>Missing: For companies for which no information is available or for companies without a supervisory board                       | 0-28: 475<br>Missing: 57                                |
| supervis_board_women   | Number of female supervisory board members               | Integer;<br>0-10: Number of persons<br>Missing: For companies for which no information is available or for companies without a supervisory board                       | 0-10: 475<br>Missing: 57                                |

|                            |   |   |  |
|----------------------------|---|---|--|
| supervis_board_chair       | Name of the supervisory board chairperson   | String: Name of the person<br>Missing: For companies for which no information is available and for companies without a supervisory board    | One observation per name: 477<br>Missing: 55 |
| woman_supervis_board_chair | Gender of the supervisory board chairperson | Binary;<br>1: Woman<br>0: Man<br>Missing: For companies for which no information is available and for companies without a supervisory board | 1: 50<br>0: 427<br>Missing: 55               |

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