

**Women-On-Board-Index 185 III**  
**Frauenanteil auf Arbeitnehmerseite des Aufsichtsrats der 160 im DAX, MDAX und SDAX und der 20 paritätisch mitbestimmten, im Regulierten Markt notierten Unternehmen zum Gesamtaufwirtsrat (Stand 1. Mai 2024)**

Position 01.05.2024	Unternehmen	Notierung	Gesamtzahl AR Mitgl.	Zahl Frauen AR	Anteil Frauen AR	Ges.zahl Arbeitnehmerseite	Frauen AN-Seite	Anteil Frauen AN-Seite
1	Hannover Rück SE	DAX	9	5	55,56%	3	3	100,00%
1	MLP SE	SDAX	6	3	50,00%	2	2	100,00%
3	Douglas AG	Reg. Markt	12	7	58,33%	6	5	83,33%
4	Beiersdorf AG	DAX	12	7	58,33%	6	4	66,67%
4	Drägerwerk AG & Co. KGaA	SDAX / TecDAX	12	6	50,00%	6	4	66,67%
4	Fresenius Medical Care AG	MDAX	12	6	50,00%	6	4	66,67%
4	Villeroy & Boch AG	Reg. Markt	12	6	50,00%	6	4	66,67%
4	Zalando SE	DAX	9	5	55,56%	3	2	66,67%
9	Hapag-Lloyd AG	Reg. Markt	16	6	37,50%	8	5	62,50%
9	MediClin AG	Reg. Markt	16	8	50,00%	8	5	62,50%
9	Vitesco Technologies Group AG	SDAX	16	7	43,75%	8	5	62,50%
12	CECONOMY AG	SDAX	19	10	52,63%	9	5	55,56%
12	SAP SE	DAX / TecDAX	18	8	44,44%	9	5	55,56%
14	Amadeus Fire AG	SDAX	12	5	41,67%	6	3	50,00%
14	BAYER AG	DAX	20	10	50,00%	10	5	50,00%
14	Bechtle AG	MDAX / TecDAX	16	6	37,50%	8	4	50,00%
14	Commerzbank AG	DAX	20	10	50,00%	10	5	50,00%
14	CompuGroup Medical SE & Co. KGaA	SDAX / TecDAX	12	5	41,67%	6	3	50,00%
14	Deutsche Telekom AG	DAX / TecDAX	20	9	45,00%	10	5	50,00%
14	DMG MORI AG	Reg. Markt	12	5	41,67%	6	3	50,00%
14	DWS Group GmbH & Co. KGaA	SDAX	12	5	41,67%	4	2	50,00%
14	FUCHS SE	MDAX	6	3	50,00%	2	1	50,00%
14	GEA Group AG	MDAX	12	5	41,67%	6	3	50,00%
14	Heidelberg Materials AG	DAX	12	6	50,00%	6	3	50,00%
14	Hugo Boss AG	MDAX	12	5	41,67%	6	3	50,00%
14	Indus Holding AG	SDAX	12	6	50,00%	6	3	50,00%
14	Infineon Technologies AG	DAX / TecDAX	16	7	43,75%	8	4	50,00%
14	JENOPTIK AG	MDAX / TecDAX	12	6	50,00%	6	3	50,00%
14	Koenig & Bauer AG	Reg. Markt	12	5	41,67%	6	3	50,00%
14	KWS SAAT SE & Co. KGaA	SDAX	7	2	28,57%	2	1	50,00%
14	LANXESS AG	MDAX	12	5	41,67%	6	3	50,00%
14	Münchener Rückversicherungsgesellschaft AG	DAX	20	9	45,00%	10	5	50,00%
14	Sartorius AG	DAX / TecDAX	12	5	41,67%	6	3	50,00%
14	SCHOTT PHARMA AG & Co.KGaA	SDAX	6	3	50,00%	2	1	50,00%
14	Siltronic AG	MDAX / TecDAX	12	5	41,67%	6	3	50,00%
14	SYNLAB AG	SDAX	12	5	41,67%	6	3	50,00%
14	TAG Immobilien AG	MDAX	6	2	33,33%	2	1	50,00%
14	Volkswagen AG	DAX	20	8	40,00%	10	5	50,00%
14	WASGAU Produktions & Handels AG	Reg. Markt	12	6	50,00%	6	3	50,00%
40	Deutsche Bank AG	DAX	20	7	35,00%	10	4	40,00%
40	Deutsche Lufthansa AG	MDAX	20	7	35,00%	10	4	40,00%
40	Deutsche Post AG	DAX	20	8	40,00%	10	4	40,00%
40	EnBW Energie Baden-Württemberg AG	Reg. Markt	20	7	35,00%	10	4	40,00%
40	Schaeffler AG	SDAX	20	7	35,00%	10	4	40,00%
40	Siemens AG	DAX	20	9	45,00%	10	4	40,00%
40	Siemens Healthineers AG	DAX / TecDAX	20	8	40,00%	10	4	40,00%
40	Südzucker AG	SDAX	20	7	35,00%	10	4	40,00%
40	thyssenkrupp AG	MDAX	20	8	40,00%	10	4	40,00%
40	TRATON SE	SDAX	20	7	35,00%	10	4	40,00%
50	adidas AG	DAX	16	6	37,50%	8	3	37,50%
50	BayWa AG	SDAX	16	5	31,25%	8	3	37,50%
50	Deutsche Börse AG	DAX	16	7	43,75%	8	3	37,50%
50	E.ON SE	DAX	16	6	37,50%	8	3	37,50%
50	Fielmann Group AG	SDAX	16	6	37,50%	8	3	37,50%
50	Henkel AG & Co. KGaA	DAX	16	7	43,75%	8	3	37,50%
50	Krones AG	MDAX	16	6	37,50%	8	3	37,50%
50	Merck KGaA	DAX	15	6	40,00%	8	3	37,50%
50	Talanx AG	MDAX	16	5	31,25%	8	3	37,50%
50	Wüstenrot & Württembergische AG	SDAX	16	7	43,75%	8	3	37,50%
60	Allianz SE	DAX	12	5	41,67%	6	2	33,33%
60	Aurubis AG	MDAX	12	4	33,33%	6	2	33,33%
60	BASF SE	DAX	12	4	33,33%	6	2	33,33%
60	Bilfinger SE	MDAX	12	4	33,33%	6	2	33,33%
60	Carl Zeiss Meditec AG	MDAX / TecDAX	12	4	33,33%	6	2	33,33%
60	CEWE Stiftung & Co. KGaA	SDAX	12	6	50,00%	6	2	33,33%
60	Covestro AG	DAX	11	5	45,45%	6	2	33,33%
60	Delivery Hero SE	MDAX	6	2	33,33%	3	1	33,33%
60	Deutsche Pfandbriefbank AG (pbb)	SDAX	9	4	44,44%	3	1	33,33%
60	DEUTZ AG	SDAX	12	4	33,33%	6	2	33,33%
60	Dürr AG	SDAX	12	4	33,33%	6	2	33,33%
60	ElringKlinger AG	Reg. Markt	12	4	33,33%	6	2	33,33%
60	freenet AG	MDAX / TecDAX	12	5	41,67%	6	2	33,33%
60	Fresenius SE & Co. KGaA	DAX	12	4	33,33%	6	2	33,33%
60	Gerresheimer AG	MDAX	12	5	41,67%	6	2	33,33%
60	Grammer AG	Reg. Markt	12	5	41,67%	6	2	33,33%
60	Hamborner REIT AG	SDAX	9	3	33,33%	3	1	33,33%
60	Hamburger Hafen und Logistik AG (HHLA)	Reg. Markt	12	4	33,33%	6	2	33,33%
60	Heidelberger Druckmaschinen AG	SDAX	12	4	33,33%	6	2	33,33%
60	HENSOLDT AG	MDAX	12	5	41,67%	6	2	33,33%
60	Jungheinrich AG	MDAX	12	5	41,67%	6	2	33,33%
60	Knaus Tabbert AG	Reg. Markt	12	4	33,33%	6	2	33,33%
60	Knorr-Bremse AG	MDAX	12	5	41,67%	6	2	33,33%
60	KSB SE & Co. KGaA	SDAX	12	4	33,33%	6	2	33,33%
60	Maternus-Kliniken AG	Reg. Markt	12	6	50,00%	6	2	33,33%
60	MTU Aero Engines AG	DAX	12	5	41,67%	6	2	33,33%
60	SMA Solar Technology AG	MDAX / TecDAX	12	4	33,33%	6	2	33,33%
60	Sto SE & Co. KGaA	SDAX	12	6	50,00%	6	2	33,33%

60	Symrise AG	DAX	12	4	33,33%	6	2	33,33%
60	Uniper SE	Reg. Markt	12	4	33,33%	6	2	33,33%
90	Bayerische Motoren Werke Aktiengesellschaft	DAX	20	6	30,00%	10	3	30,00%
90	Continental AG	DAX	20	6	30,00%	10	3	30,00%
90	Daimler Truck Holding AG	DAX	20	6	30,00%	10	3	30,00%
90	Evonik Industries AG	MDAX	20	6	30,00%	10	3	30,00%
90	Fraport AG	MDAX	20	7	35,00%	10	3	30,00%
90	Mainova AG	Reg. Markt	20	7	35,00%	10	3	30,00%
90	Mercedes-Benz Group AG	DAX	20	6	30,00%	10	3	30,00%
90	METRO AG	SDAX	20	6	30,00%	10	3	30,00%
90	MVV Energie AG	Reg. Markt	20	6	30,00%	10	3	30,00%
90	Porsche AG	DAX	20	6	30,00%	10	3	30,00%
90	RWE AG	DAX	20	7	35,00%	10	3	30,00%
90	Salzgitter AG	SDAX	21	7	33,33%	10	3	30,00%
90	Siemens Energy AG	DAX	20	9	45,00%	10	3	30,00%
90	TUI AG	Reg. Markt	20	9	45,00%	10	3	30,00%
90	ÜSTRA Hannoversche Verkehrsbetriebe	Reg. Markt	20	7	35,00%	10	3	30,00%
105	BREMER LAGERHAUS-GESELLSCHAFT	Reg. Markt	16	4	25,00%	8	2	25,00%
105	HELLA GmbH & Co. KGaA	MDAX	16	7	43,75%	8	2	25,00%
105	HOCHTIEF AG	MDAX	16	6	37,50%	8	2	25,00%
105	K + S AG	MDAX	16	5	31,25%	8	2	25,00%
105	KION GROUP AG	MDAX	16	5	31,25%	8	2	25,00%
105	Rheinmetall AG	DAX	16	5	31,25%	8	2	25,00%
105	SGL CARBON SE	SDAX	8	2	25,00%	4	1	25,00%
105	Ströer SE & Co. KGaA	MDAX	16	5	31,25%	8	2	25,00%
105	Wacker Chemie AG	MDAX	16	5	31,25%	8	2	25,00%
114	RENK Group AG	SDAX	12	3	25,00%	6	1	16,67%
115	RHÖN-KLINIKUM AG	Reg. Markt	16	5	31,25%	8	1	12,50%
116	1&1 AG	SDAX / TecDAX	6	1	16,67%	0	0	0,00%
116	adesso SE	SDAX	6	1	16,67%	0	0	0,00%
116	Adtran Holdings Inc.	SDAX	8	2	25,00%	0	0	0,00%
116	Adtran Networks SE	SDAX	3	1	33,33%	0	0	0,00%
116	Airbus Group SE	DAX	12	5	41,67%	0	0	0,00%
116	AIXTRON SE	MDAX / TecDAX	6	2	33,33%	0	0	0,00%
116	Aroundtown S.A.	MDAX	7	2	28,57%	0	0	0,00%
116	ATOSS Software AG	SDAX / TecDAX	4	0	0,00%	0	0	0,00%
116	AUTO1 Group SE	SDAX	6	2	33,33%	0	0	0,00%
116	Befesa S.A.	MDAX	6	3	50,00%	0	0	0,00%
116	Borussia Dortmund GmbH & Co. KGaA	SDAX	9	2	22,22%	0	0	0,00%
116	Brenntag SE	DAX	6	2	33,33%	0	0	0,00%
116	CANCOM SE	SDAX / TecDAX	6	2	33,33%	0	0	0,00%
116	CTS Eventim AG & Co. KGaA	MDAX	4	1	25,00%	0	0	0,00%
116	Dermapharm Holding SE	SDAX	3	0	0,00%	0	0	0,00%
116	Deutsche Beteiligungs AG	SDAX	6	1	16,67%	0	0	0,00%
116	Deutsche Wohnen SE	SDAX	6	2	33,33%	0	0	0,00%
116	Eckert & Ziegler Strahlen- und Medizintechnik	SDAX / TecDAX	6	1	16,67%	0	0	0,00%
116	Elmos Semiconductor SE	SDAX	6	0	0,00%	2	0	0,00%
116	Encavis AG	MDAX	9	2	22,22%	0	0	0,00%
116	Energiekontor AG	SDAX / TecDAX	3	0	0,00%	0	0	0,00%
116	EVOTEC SE	MDAX / TecDAX	6	4	66,67%	0	0	0,00%
116	flatexDEGIRO AG	SDAX	5	2	40,00%	0	0	0,00%
116	GFT Technologies SE	SDAX	7	3	42,86%	0	0	0,00%
116	Grand City Properties S.A.	SDAX	3	1	33,33%	0	0	0,00%
116	GRENKE AG	SDAX	6	1	16,67%	0	0	0,00%
116	HelloFresh SE	MDAX	4	2	50,00%	0	0	0,00%
116	HORNBAACH HOLDING AG & Co. KGaA	SDAX	6	4	66,67%	0	0	0,00%
116	Hypoport SE	SDAX	3	0	0,00%	0	0	0,00%
116	IONOS Group SE	SDAX	6	2	33,33%	0	0	0,00%
116	JOST Werke SE	SDAX	6	2	33,33%	0	0	0,00%
116	Klückner & Co SE	SDAX	6	1	16,67%	0	0	0,00%
116	Kontron AG	SDAX	5	2	40,00%	0	0	0,00%
116	LEG Immobilien SE	MDAX	6	2	33,33%	0	0	0,00%
116	MorphoSys AG	MDAX / TecDAX	6	2	33,33%	0	0	0,00%
116	Mutares SE & Co. KGaA	SDAX	4	1	25,00%	0	0	0,00%
116	Nagarro SE	SDAX / TecDAX	4	1	25,00%	0	0	0,00%
116	Nemetschek SE	MDAX / TecDAX	6	2	33,33%	0	0	0,00%
116	Nordex SE	MDAX / TecDAX	6	2	33,33%	0	0	0,00%
116	NORMA Group SE	SDAX	6	3	50,00%	0	0	0,00%
116	PATRIZIA SE	SDAX	7	2	28,57%	0	0	0,00%
116	Pfeiffer Vacuum Technology AG	SDAX / TecDAX	6	2	33,33%	2	0	0,00%
116	PNE AG	SDAX / TecDAX	7	2	28,57%	0	0	0,00%
116	Porsche SE	DAX	10	2	20,00%	0	0	0,00%
116	ProSiebenSat.1 Media SE	SDAX	9	4	44,44%	0	0	0,00%
116	Puma SE	MDAX	6	2	33,33%	2	0	0,00%
116	PVA TePla AG	SDAX	4	1	25,00%	0	0	0,00%
116	QIAGEN N.V.	DAX / TecDAX	10	4	40,00%	0	0	0,00%
116	RTL Group S.A.	MDAX	10	2	20,00%	0	0	0,00%
116	SAF-HOLLAND SE	SDAX	5	2	40,00%	0	0	0,00%
116	Scout24 SE	MDAX	6	3	50,00%	0	0	0,00%
116	SFC Energy AG	SDAX	4	1	25,00%	0	0	0,00%
116	Shop Apotheke Europe N.V.	MDAX	5	2	40,00%	0	0	0,00%
116	Sixt SE	MDAX	4	1	25,00%	0	0	0,00%
116	Stabilus S.A.	MDAX	6	2	33,33%	0	0	0,00%
116	STRATEC SE	SDAX	4	1	25,00%	0	0	0,00%
116	SÜSS MicroTec SE	SDAX / TecDAX	5	2	40,00%	0	0	0,00%
116	TAKKT AG	SDAX	6	2	33,33%	0	0	0,00%
116	TeamViewer AG	MDAX / TecDAX	7	3	42,86%	0	0	0,00%
116	thyssenkrupp nucera AG & Co. KGaA	SDAX	12	2	16,67%	0	0	0,00%
116	United Internet AG	MDAX / TecDAX	6	2	33,33%	0	0	0,00%
116	VERBIO Vereinigte BioEnergie AG	SDAX	3	1	33,33%	0	0	0,00%
116	Vonovia SE	DAX	10	5	50,00%	0	0	0,00%
116	Vossloh AG	SDAX	6	1	16,67%	2	0	0,00%
116	Wacker Neuson SE	SDAX	6	0	0,00%	2	0	0,00%
Ergebnis (alle 180 Unternehmen):			2070	773	37,34%	835	325	15,70%