

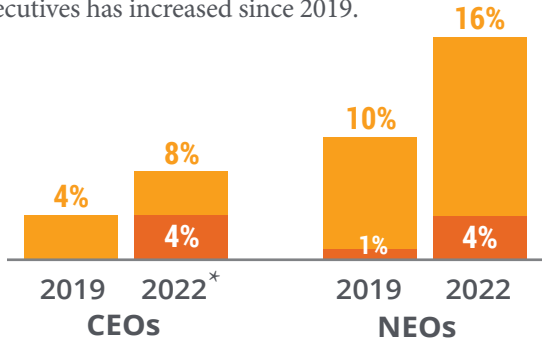
# FAST FACTS

WOMEN'S POWER GAP – MASSACHUSETTS CORPORATIONS 2023 STUDY & RANKINGS

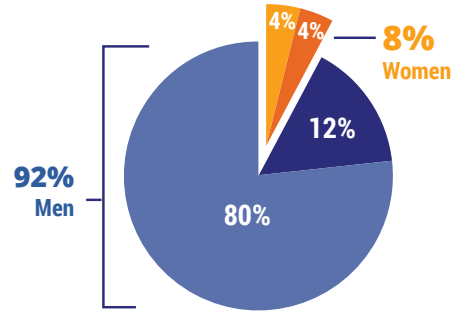
## MASSACHUSETTS LARGEST PUBLIC COMPANIES

### PROGRESS MADE...

Women's representation among top executives has increased since 2019.

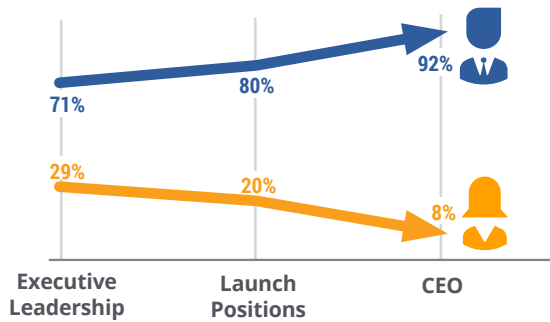


### ...YET ONLY SIX WOMEN CEOs AND NONE ARE HISPANIC

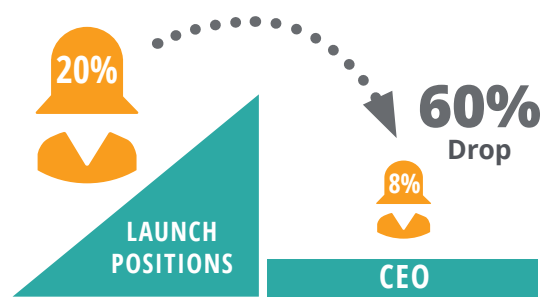


## QUANTIFYING THE GLASS CEILING: NOT A PIPELINE PROBLEM

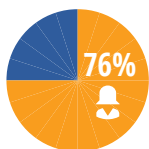
### PATH TO CEO



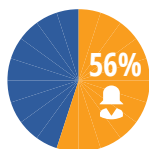
### STEEP FINAL DROP



## WOMEN EXECUTIVE LEADERS FACE INVISIBLE WALLS

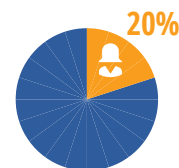


HR

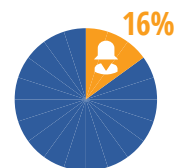


Marketing/  
Communications

— MEANWHILE —



Head of Division/  
Regional Market/Sales



COO/  
President

# FAST FACTS

WOMEN'S POWER GAP – MASSACHUSETTS CORPORATIONS 2023 STUDY & RANKINGS

## MASSACHUSETTS LARGEST PUBLIC COMPANIES

### 5 COMPANIES HAVE GENDER PARITY ON BOARDS

Alnylam Pharmaceuticals, Bright Horizons, Insulet, Novanta, and The TJX Companies



### 6 WOMEN CEOs

Alnylam Pharmaceuticals: Yvonne Greenstreet  
Axcelis Technologies: Mary Puma  
Blueprint Medicines: Kate Haviland  
HubSpot: Yamini Rangan  
Lantheus Holdings: Mary Heino  
Vertex Pharmaceuticals: Reshma Kewalramani



### ONLY 3 COMPANIES IDENTIFIED LGBTQ+ BOARD MEMBERS IN PROXIES

### 19 WOMEN INDEPENDENT BOARD CHAIRS/LIDs...

Abiomed, Alnylam Pharmaceuticals, American Tower, AspenTech, Blueprint Medicines, Boston Properties, Cabot Corporation, Dynatrace, Eastern Bankshares, Haemonetics, Hologic, HubSpot, Independent Bank Corp., Iron Mountain, MKS Instruments, Repligen, Sarepta Therapeutics, State Street, The Hanover Insurance Group

### ...YET ONLY 1 WOMAN OF COLOR

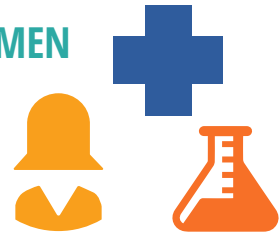
Eastern Bankshares

## BIOTECH LEADING THE WAY IN ADVANCING WOMEN

**4/10**  
Among Top 10 Ranking

**25%**  
Women CEO

**22%**  
Women NEO



## PUBLIC DATA DISCLOSURE IS CRITICAL TO DRIVE CHANGE

### NASDAQ



**100%**  
Disclosed intersectional board data

### NEW YORK STOCK EXCHANGE



Only **26%**  
Disclosed

Only **23%** publicly disclosed their EEO-1 report.

