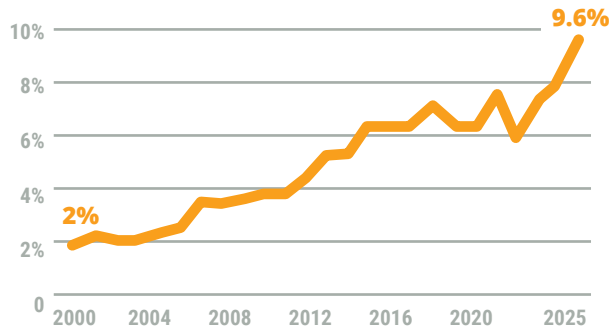


FAST FACTS

WOMEN'S POWER GAP — CORPORATIONS STUDY 2025

S&P 500 COMPANIES

PROGRESS MADE — FROM 9 TO 48 WOMEN CEOs



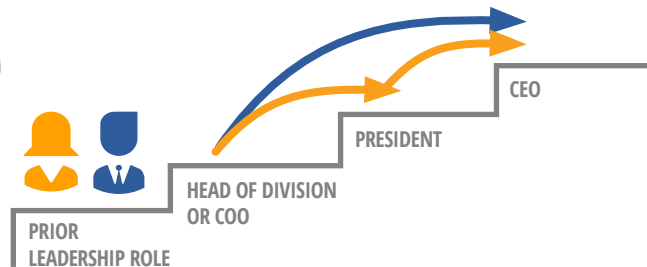
**17% OF NEW S&P 500
CEO HIRES WERE WOMEN
IN 2024**

**WOMEN CEOs ARE
EQUALLY, IF NOT
MORE, QUALIFIED.**

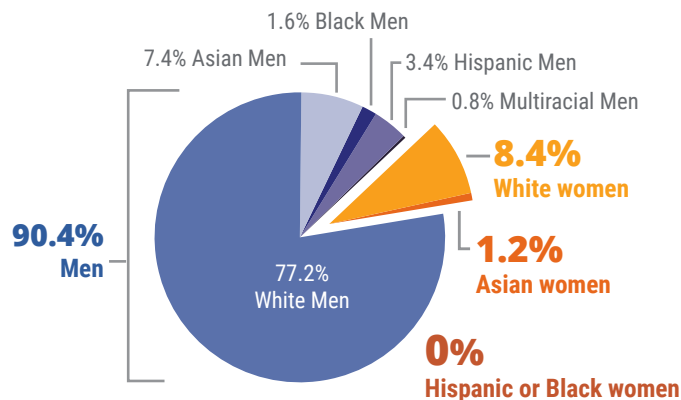


IN FACT...

**...WOMEN ARE 32% MORE LIKELY TO SERVE
AN EXTRA STEP AS PRESIDENT.**



CEOs BY GENDER, RACE & ETHNICITY



NO WOMEN FOUNDERS

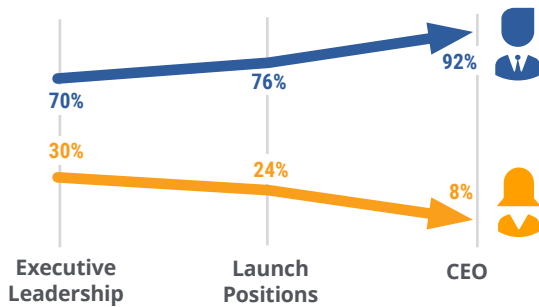
Within the S&P 500, 29 (6%) of the men CEOs were founders of their companies, while none were women. At a larger data set within the Russell 3000, there were 36 (1.3%) women and 484 (18%) men founders among the CEOs.

FAST FACTS

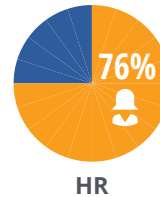
WOMEN'S POWER GAP — CORPORATIONS STUDY 2025

S&P 100 COMPANIES

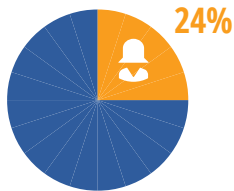
PATH TO CEO: S&P 100



WOMEN ARE OVERREPRESENTED IN NON P&L ROLES



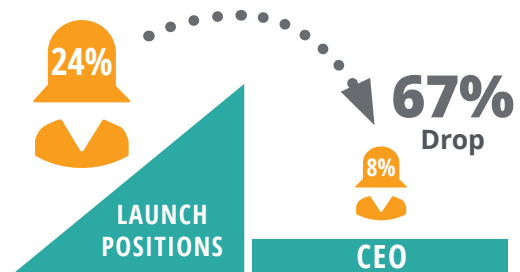
WOMEN COMPRISE NEARLY 1/4 OF LAUNCH POSITIONS



Head of Business Division/Regional Market, COO, or President (S&P 100)

YET...

STEEP FINAL DROP



CFO IS A GOOD LAUNCH POSITION FOR WOMEN

CFO as Immediate Prior Position to CEO



DIFFERENCES BY INDUSTRY — RUSSELL 3000

Women comprised 15% of CEOs of utility companies and 11% of materials, yet only 4% of technology, financial services, and energy company CEOs.

