

Women CEOs

Opening Doors to Boards and C-Suites

Irene Natividad

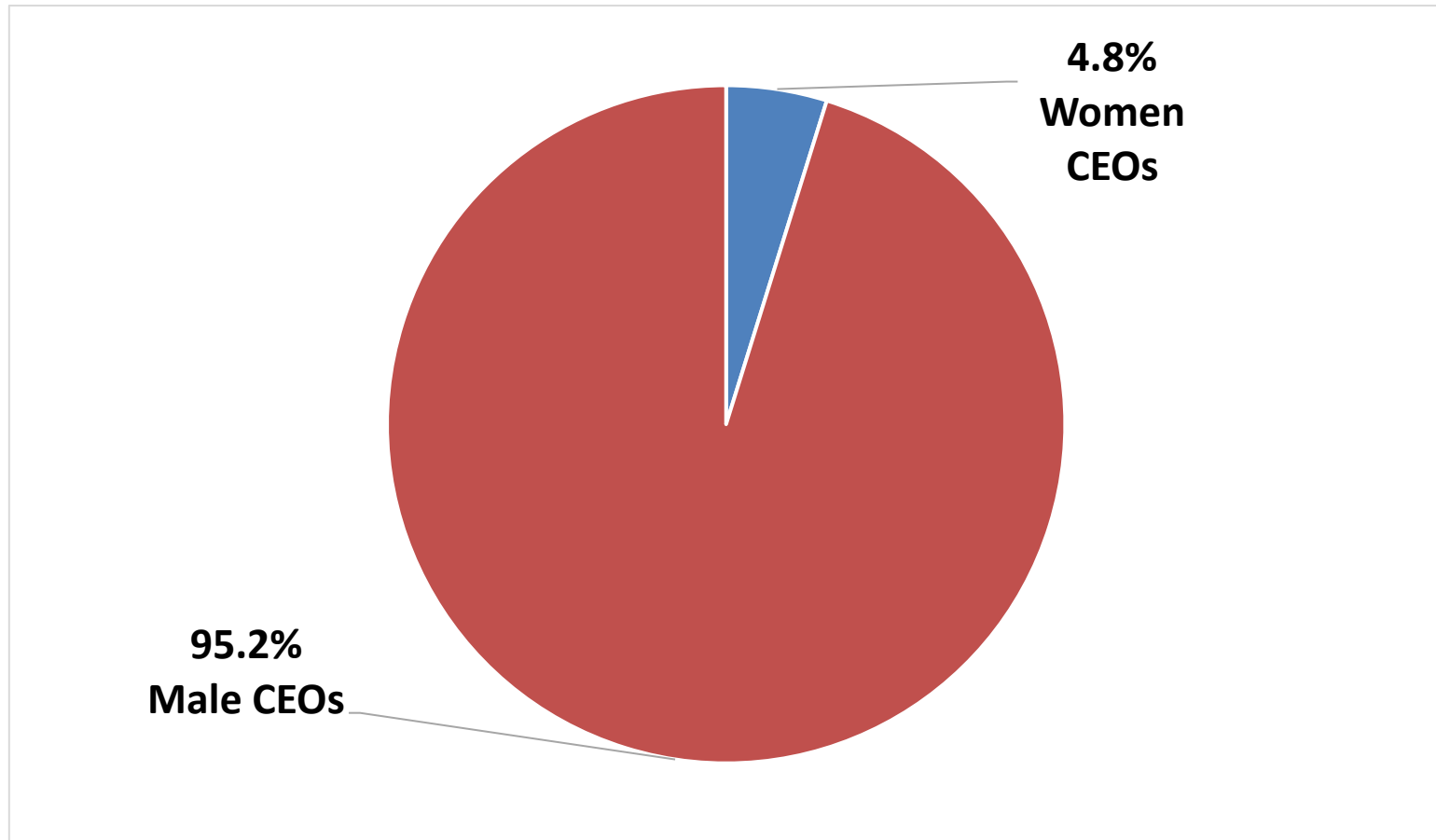
President, Global Summit of Women and
Chair, Corporate Women Directors International

Global Diversity Colloquium
Washington, DC

September 9, 2021



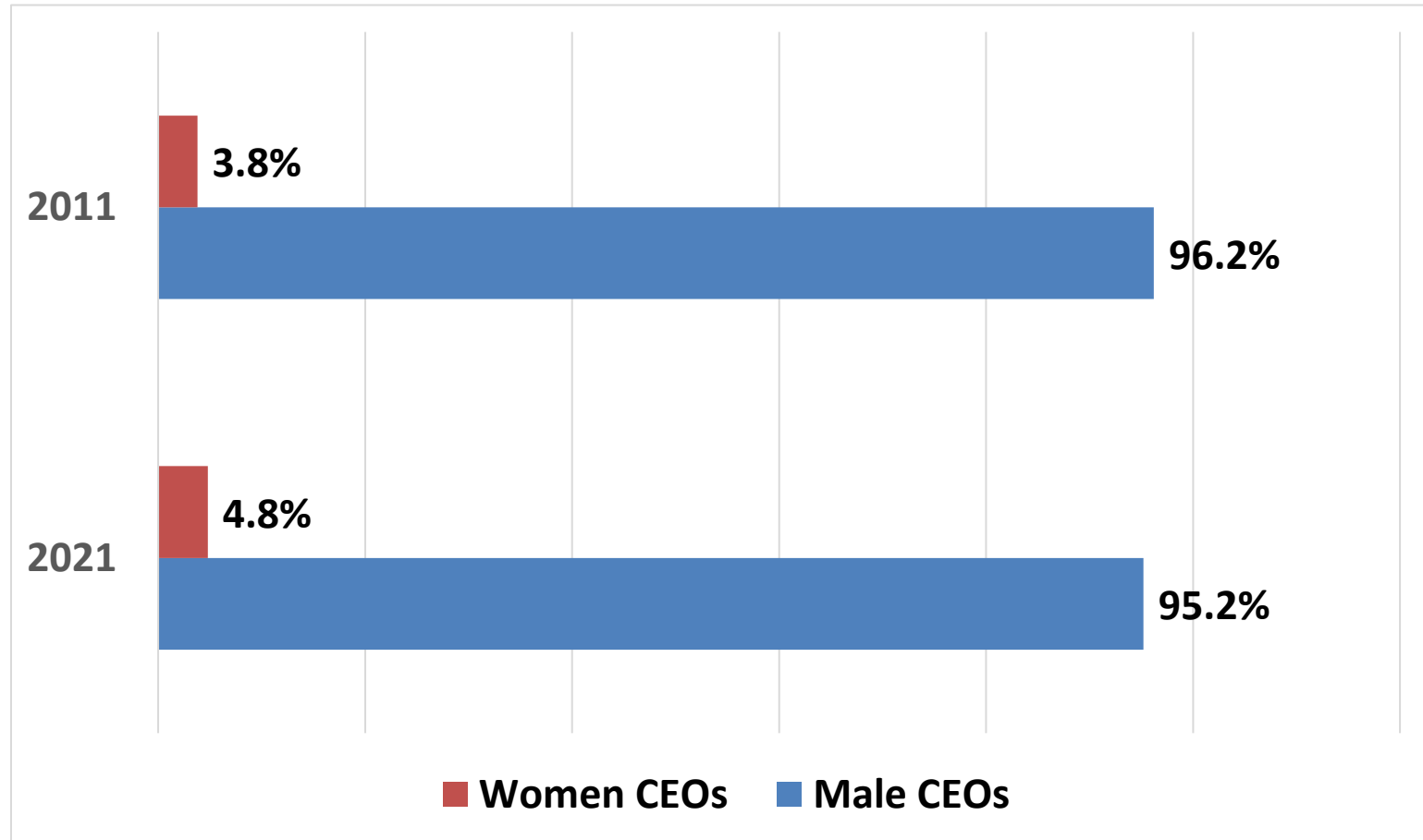
Percentage of Companies with Women CEOs Globally (as of January 1, 2021)



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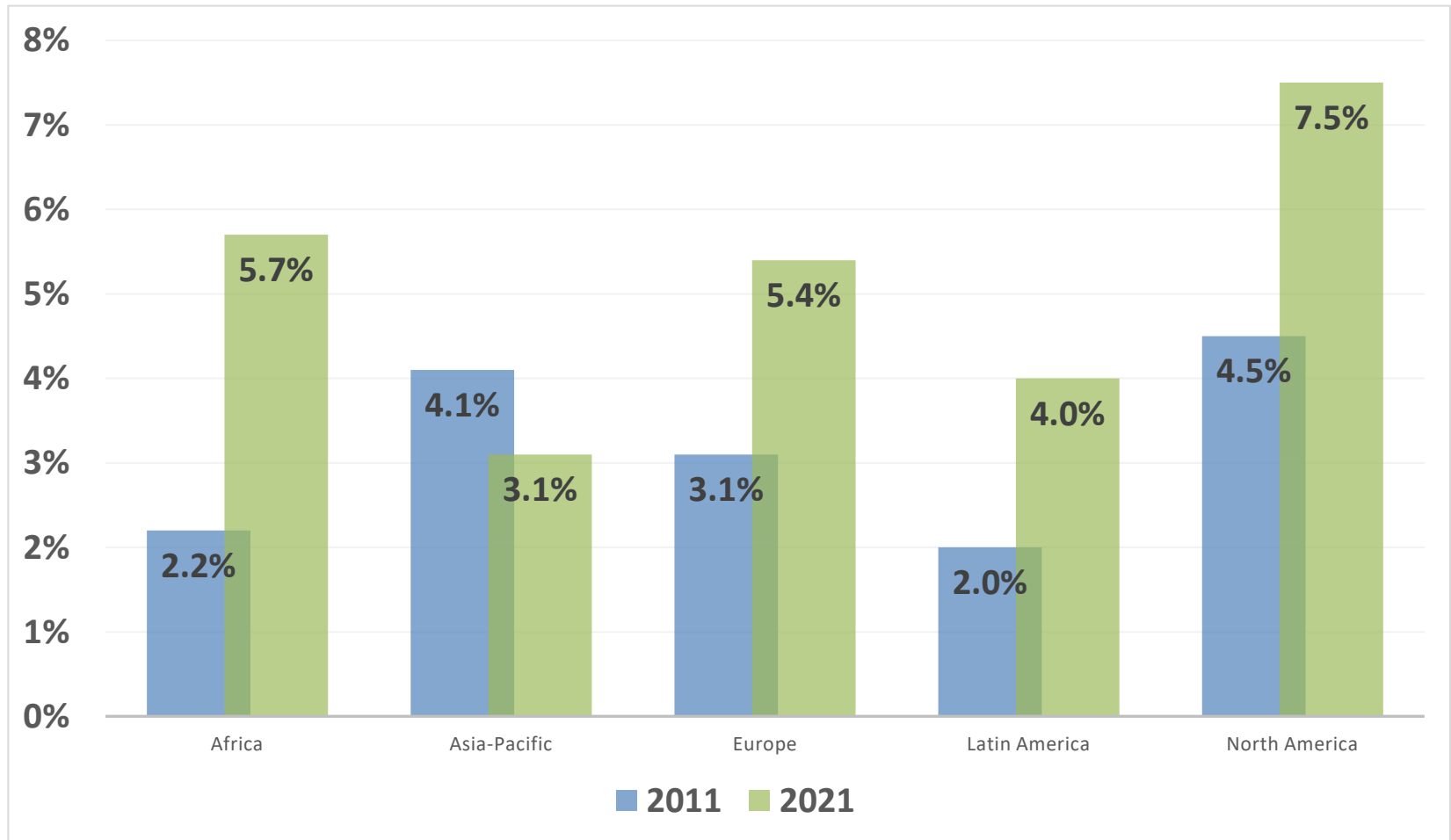
Percentage of Companies with Women CEOs, 2011 and 2021



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Regional Comparison of Women CEOs

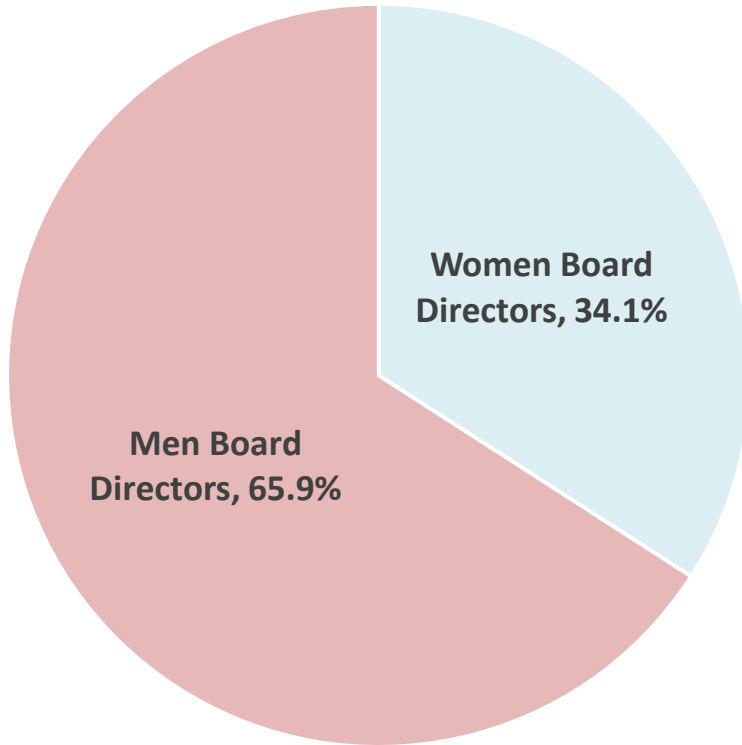


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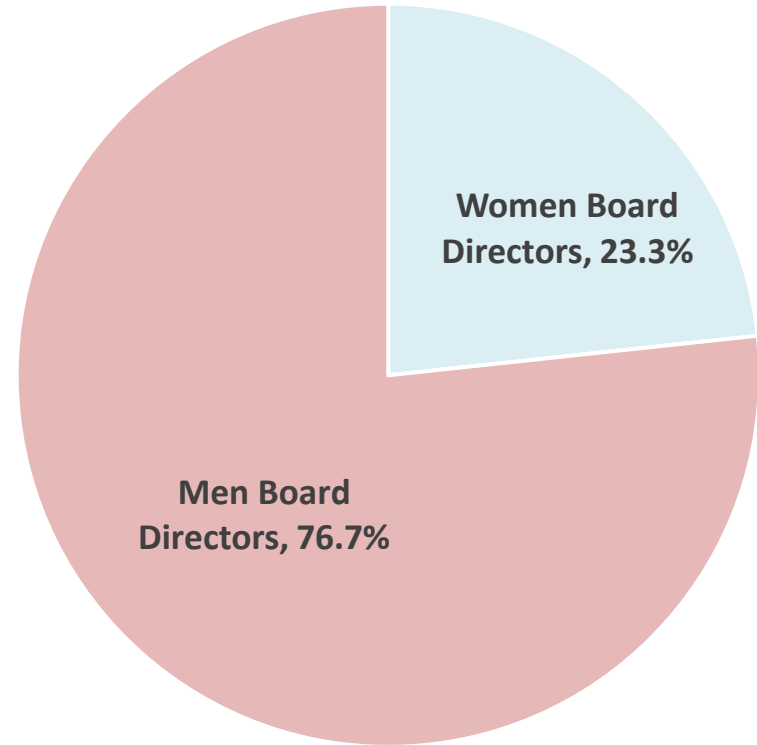


Percentage of Women Board Directors of Companies with Women and Men CEOs

Companies with Women CEOs



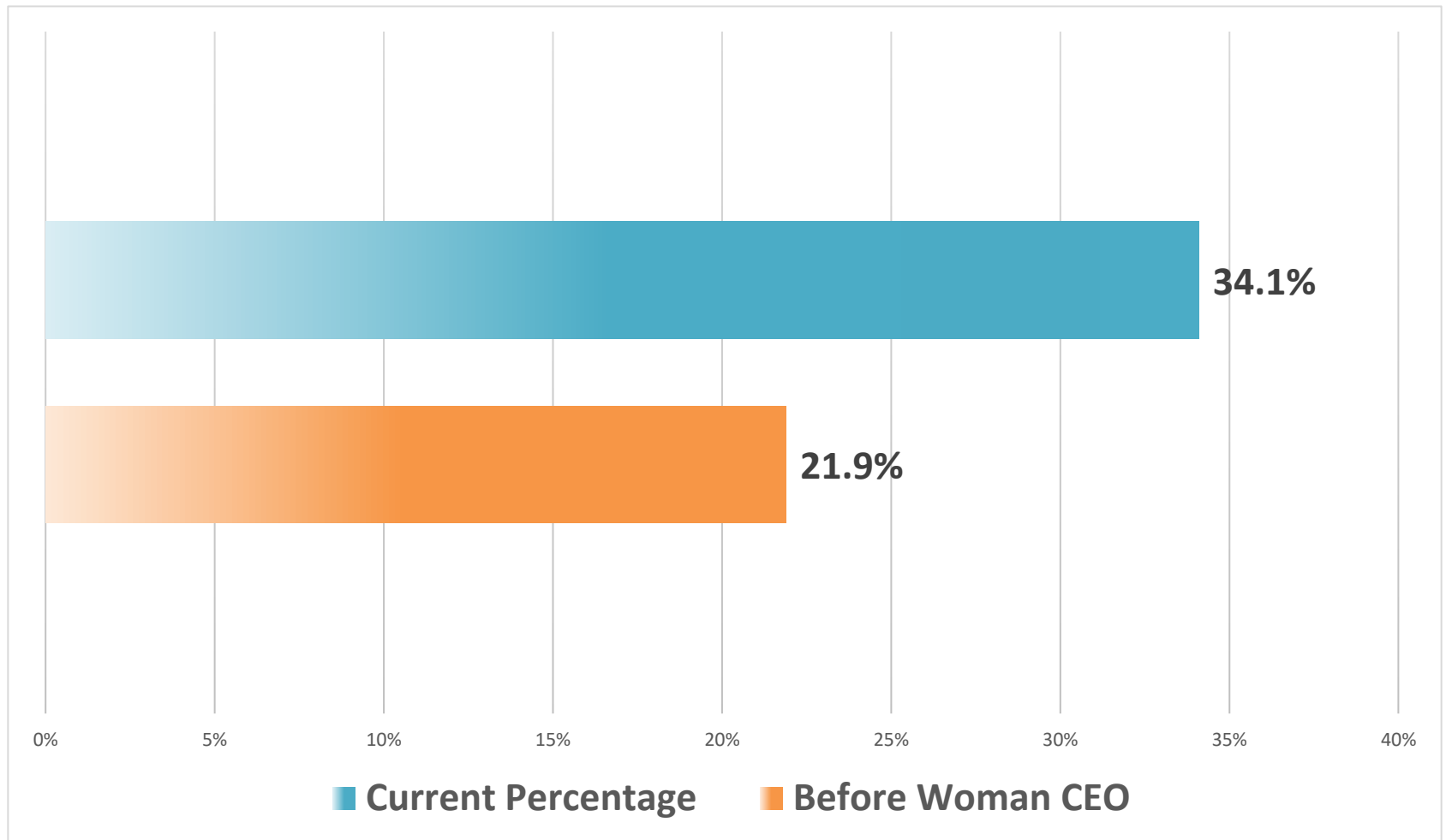
Companies with Men CEOs



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Percentage of Women Board Directors, Before and After a Woman CEO



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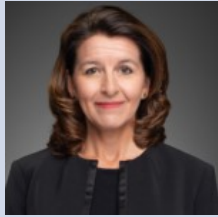


Women CEOs of Companies with Top 5 Percentages of Women Board Directors

RANK	COMPANY	COUNTRY		CEO	% WOMEN BOARD DIRECTORS
1	Hennes & Mauritz	Sweden		Helena Helmersson	66.7%
2	DNB ASA	Norway		Kjerstin Braathe	60%
3	Spark NZ	New Zealand		Jolie Hodson	57.1%

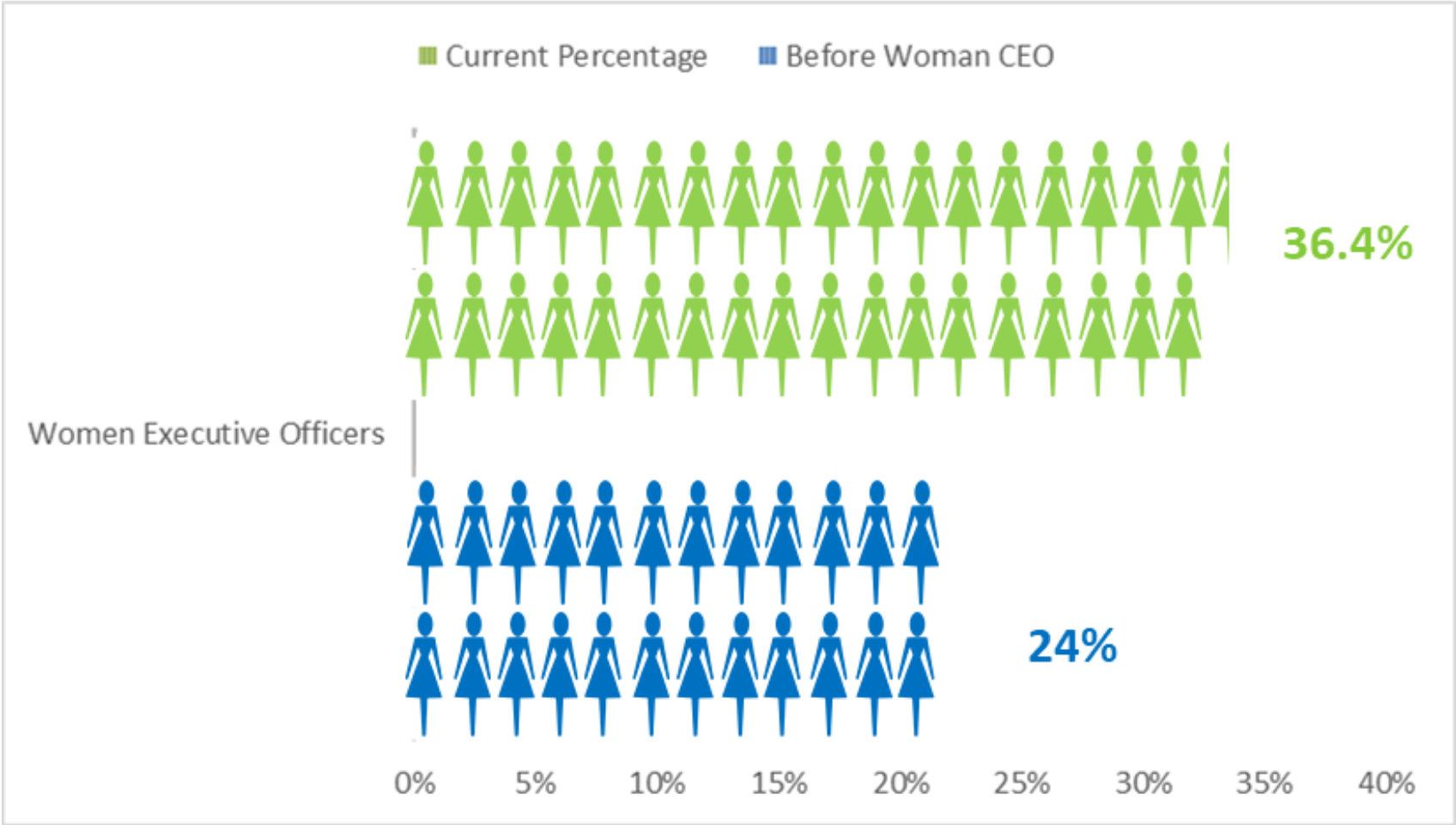


Women CEOs of Companies with Top 5 Percentages of Women Board Directors (CONT.)

RANK	COMPANY	COUNTRY		CEO	% WOMEN BOARD DIRECTORS
4 (tie)	General Motors	USA		Mary Barra	53.8%
4 (tie)	Svenska Handelsbanken	Sweden		Carina Akerstrom	53.8%
5 (tie)	Northrup Grumman	USA		Kathy Warden	53.3%
5 (tie)	Solvay	Belgium		Ilham Kadri	53.3%



Percentage of Women Executive Officers Before and After a Woman CEO



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Women CEOs of Companies with Top 5 Percentages of Women Executive Officers




RANK	COMPANY	COUNTRY		CEO	% WOMEN BOARD DIRECTORS
1	SSI GROUP	Philippines		Zenaida R. Tantoco	80%
2 (tie)	Bumrungrad Hospital	Thailand		Linda Lisahapanya	75%
2 (tie)	Metalac AD	Serbia		Radmila Trifunovic	75%
3	CSR Ltd	Australia		Julie Coates	71.4%



Women CEOs of Companies with Top 5 Percentages of Women Executive Officers

RANK	COMPANY	COUNTRY		CEO	% WOMEN BOARD DIRECTORS
4 (tie)	The Gap	USA		Sonia Syngal	66.7%
4 (tie)	Biotika	Slovakia		Miroslava Vargová	66.7%
4 (tie)	SPH Reit	Singapore		Susan Leng Mee Yin	66.7%
4 (tie)	Panin Financial	Indonesia		Lianna Loren Limanto	66.7%

Women CEOs of Companies with Top 5 Percentages of Women Executive Officers

RANK	COMPANY	COUNTRY		CEO	% WOMEN BOARD DIRECTORS
4 (tie)	Mapletree Logistics Trust	Singapore		Ng Klat	66.7%
4 (tie)	Ekspress Group	Estonia		Mari-Liis Rüütsalu	66.7%
5	Victoria's Milling Co	Philippines		Minnie O. Chua	60%

KEY INGREDIENTS FOR A GOOD PIPELINE PROGRAM

- **A structured mentorship/sponsorship program that enable high potential women to be visible to senior leaders and to be guided in navigating the pathway to the C-suite;**
- **Assignment of women to revenue-generating line assignments;**
- **Paid parental leave for female and male employees so women can reduce any career gaps tied to family-related responsibilities;**
- **Commitment from the top and all levels of management to make gender equity in the workplace real by including measurable targets and accountability at all levels.**

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