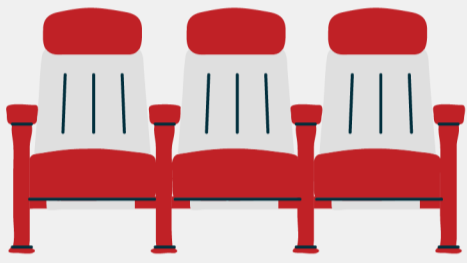


### A MAJORITY OF RUSSELL 3000 COMPANY BOARDS MAKE ROOM FOR WOMEN BY ADDING SEATS.

Using the data provided by our partner Equilar, as of September 30, 2021, 50/50 Women on Boards Gender Diversity Index™, research reveals that of the 2,958 active companies on the Russell 3000 Index and 27,141 board seats, women now hold 26.1% of the seats. In Q3 2021, women gained 264 total board seats, and gender-balanced boards increased from 7% to 8% from July 1 to September 30, 2021. Other key findings also reveal that new women directors are more likely to self-report their race & ethnicity, four sectors fall below the national average of the percentage of women on boards, and California is the first state to reach 30% women on boards. For the latest insights and the steps to achieve gender balance and diversity on corporate boards, visit: <https://5050wob.com>.

Women now hold **26.1%** of the Russell 3000 corporate board seats, a **0.5%** increase since June 30, 2021.



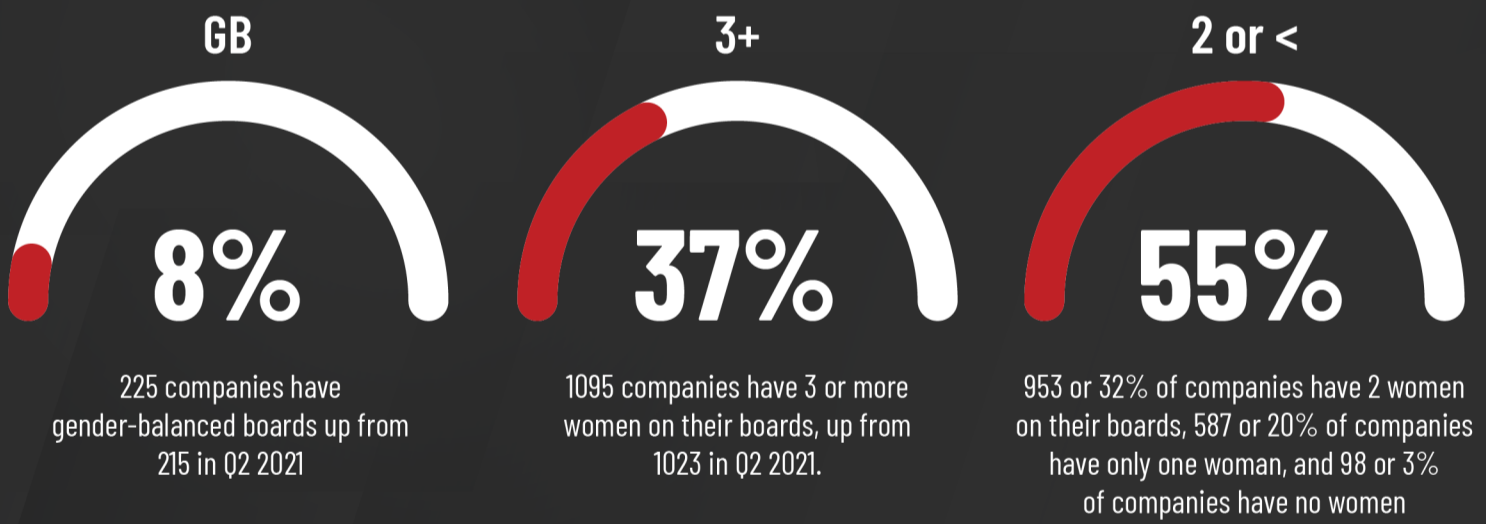
**48%** of the 561 directors appointed to boards in Q3 were women.



**87%** of the seats gained by women were seats added to a board, not replacing, or waiting for a man to retire.

## 50/50 WOMEN ON BOARDS COMPANY RATINGS

Women are gaining traction on boards. As of September 30, 2021, 92 fewer companies have 1 or no women on their boards. 45% of companies are GB or have 3 or more women.



## RACE & ETHNICITY

Upon reviewing the percentage of directors who self-report their race and ethnicity, new directors, in particular new women directors, are more likely to self-report. Women of color are often a “double only” at the highest level of leadership, which may impact their desire to self-report.

### ALL DIRECTORS

19% REPORTED THEIR RACE AND ETHNICITY

5% WOMEN

8% MEN

13% REPORTED AS PEOPLE OF COLOR

### NEW DIRECTORS

27% OF NEW DIRECTORS REPORTED THEIR RACE/ETHNICITY

15% WOMEN

9% MEN

24% OF THE NEW DIRECTORS ARE PEOPLE OF COLOR

# COMPANIES BY SECTOR

Sectors that exceed the national average of the percentage of women on boards.



**UTILITIES**  
30.2% Women on Boards



**CONSUMER DEFENSIVE**  
29.8% Women on Boards



**CONSUMER CYCLICAL**  
29.0% Women on Boards



**COMMUNICATION SERVICES**  
26.7% Women on Boards



**REAL ESTATE**  
26.5% Women on Boards



**TECHNOLOGY**  
26.5% Women on Boards

Sectors below the national average of the percentage of women on boards.



**BASIC MATERIALS**  
25.8% Women on Boards



**HEALTHCARE**  
25.7% Women on Boards



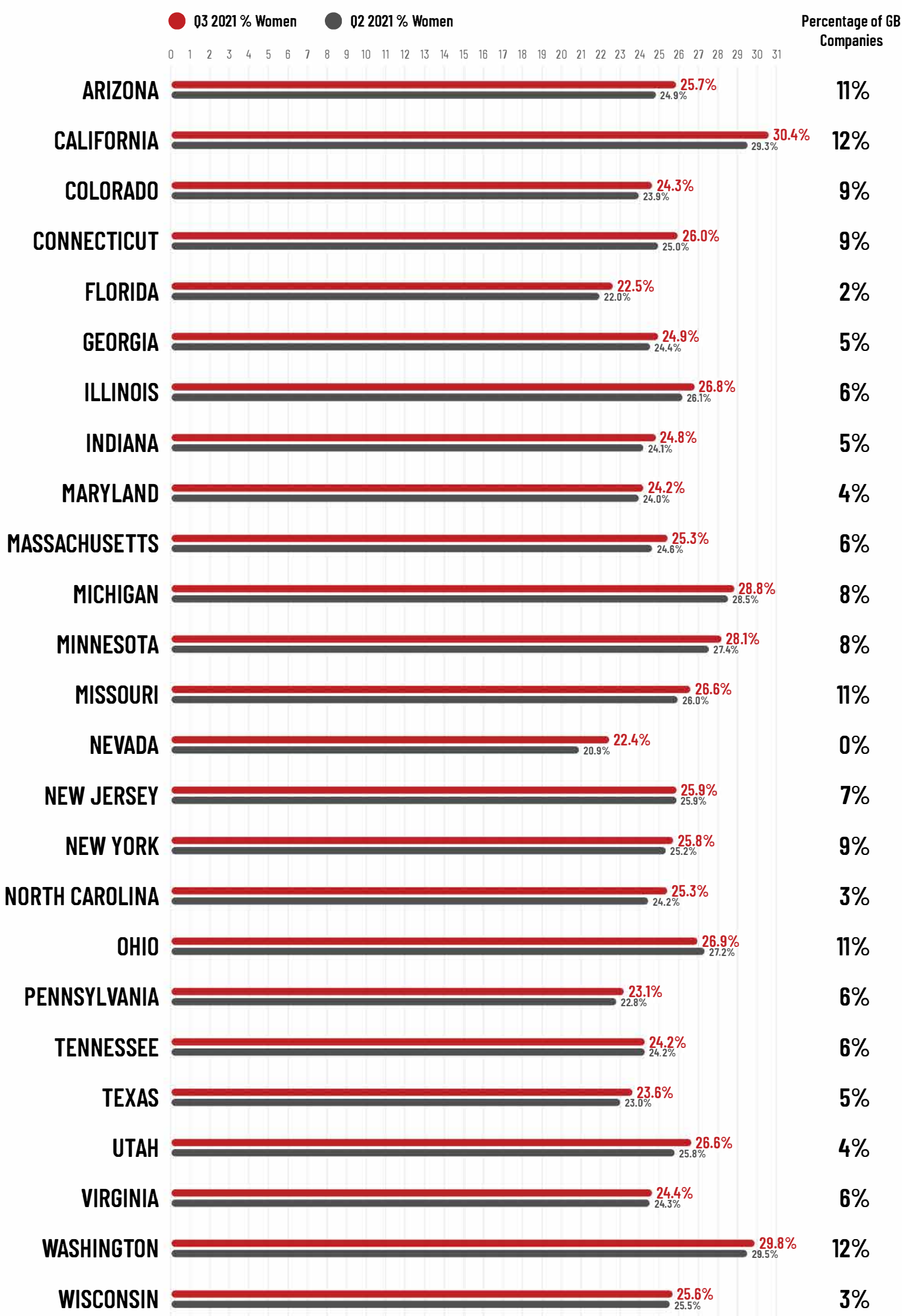
**INDUSTRIALS**  
25.1% Women on Boards



**FINANCIAL SERVICES**  
24.5% Women on Boards

## TOP 25 STATES

Of the states with more than 20 public companies, 15 states have 25% or more women on boards. California is the first state to reach and exceed 30% women on boards.



50/50 Women on Boards Gender Diversity Index™, reports on the gender composition of corporate boards on the Russell 3000 Index. Using the data provided by Equilar we analyze, track, and publish data on our website in our Gender Diversity Directory. This report reflects data made available as of September 30, 2021. 50/50 Women on Boards is committed to accelerating gender balance and diversity on corporate boards, with women holding 50% of all corporate board seats and women of color holding at least 20% of all corporate board seats.