

Gender Diversity Index First Quarter 2021 Key Findings

Corporate Boards on the Russell 3000 Index Added 309 Women in Q1 2021

Using the data provided by Equilar, as of Mar. 31, 2021, 50/50 Women on Boards Gender Diversity Index™ Research reveals that there are 2,918 active companies on the Russell 3000 Index and 27,091 total board seats. Women now hold 6,598 (or 24.4%) of the seats, a 0.7 percentage point increase from Dec. 31, 2020. Our findings also reveal the number of California Russell 3000 index companies that need to add women to comply with SB 826 by year-end and the number of seats available to women. For the latest insights and the steps to achieve gender balance and diversity on corporate boards, visit <https://5050wob.com>.

Women hold **24.4%** of corporate board seats on the Russell 3000 Index. A **0.7%** percentage point increase since 12/31/20



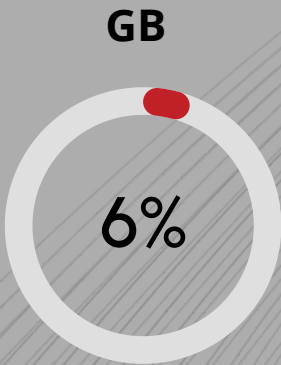
41% of the new board seats went to women



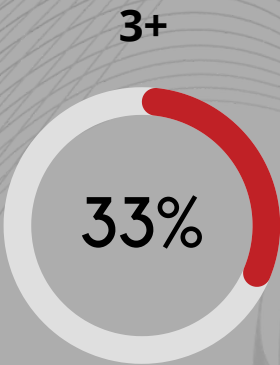
In Q1 2021, 578 companies added 787 new directors

91% of companies added women by expanding their boards

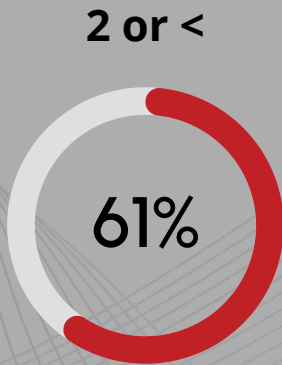
50/50WOB Board Rating



169 companies have gender-balanced boards



957 companies have 3+ women on their boards



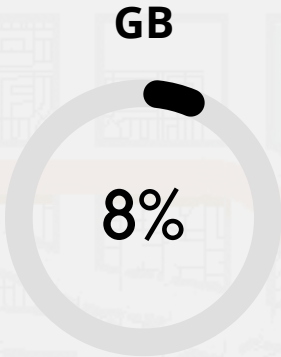
970 companies have 2 women, 673 have 1, & 149 have 0 women

California Deadline

More than half of the publicly traded companies headquartered in California still need to add women to their boards to comply with SB 826, creating an opportunity for more than 300 women to join California company boards by the close of the 2021 calendar year.

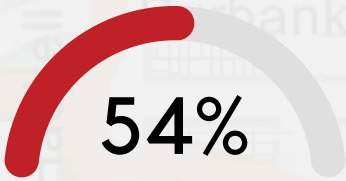
Total number of active Russell 3000 companies headquartered in California is **487**

Percentage of board seats held by women is up from 26.6% in Q4 to **27.7%**

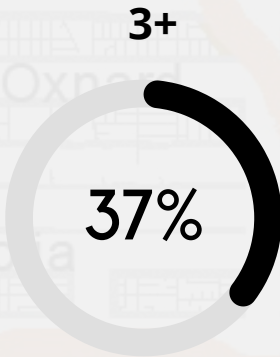


40 companies have gender-balanced boards

Companies Not in Compliance with SB 826



264 companies need to add women to their boards by yearend 2021



181 companies have 3+ women

The approximate number of seats available for women is between **335 - 350**, depending on whether women replace men or board seats are added