



The representation of **WOMEN** in corporate leadership is coming under increasing scrutiny as stakeholders demand a greater degree of commitment to progress on **GENDER EQUITY**. This infographic looks at gender balance, D&I and leadership trends across the globe, paying special attention to the regions that include members of the **HERoes Women Role Model lists**. Those selected for this accolade include individuals who lead by example to drive change, increasing gender balance in the workplace.

US

- Women are 29% of S&P500 boards, up from 19% in 2014.
- The US is ranked 7th in terms of female representation among the S&P500 leadership teams at 23%.
- HR is the job function with the highest percentage of female participation within the leadership team at 70% — 6 Individuals from HERoes list sit within that function: Kathy Rearden from Dollar General, Jacqui Canney from WPP, Anne Erni from Audible, Marissa Andrada from Chipolte, Frances Taplett from the Broad Institute of Harvard and MIT and Susan Lamonica from Citizens.
- There are several women serving on corporate boards including Megan Clarkin from Criteo, Beth Ann Kaminkow from VMLY&R Commerce and Ana Dutra from CME Group and Harvest health and Recreation Inc.

BRAZIL

Brazil only has 12% female representation at the board level and just under 10% female representation among the Bovespa companies' leadership teams.

IRELAND

The percentage of women on Ireland's ISEQ-20 boards in Ireland more than doubled between since 2014. The ISEQ-20 also finds itself on the top 5 list in terms of its gender balance on leadership teams with 25.5%.

BELGIUM

Global Head of trade, Mayra Souza works for Solvey SA which finds itself on the top list of top 23 organizations with the most gender balance on the Board. The BEL-20 currently has 35% female representation on their boards.

ITALY

37% female representation on its board but less than 10% female representation on among the FTSE/MIB companies' leadership teams.

SOUTH AFRICA

South Africa sits on the top 10 list for leadership team percentages, in 8th place with 22.5% female representation on leadership teams.

UK

- The FTSE100 currently sees 36% female representation, exceeding the voluntary target of 33%.
- CHRO Mairead Nayager from the HERoes Executive lists for 2020 works for Diageo, a company that finds itself in the top 5 organizations for gender balance on boards with 60% female representation.
- HR is the job function with the highest percentage of female participation within the leadership team at 73%. 3 Individuals from this year's HERoes list sit within that job function including Danny Harmer from Aviva, Sarah Morris from Compass Group and Leena Nair from Unilever.
- There are several women serving on corporate boards including Ann Cairns from Mastercard, Mel Edwards from Wunderman Thomson, Sue Fox from HSBC and Julie Page from Aon.

JAPAN

Japans Topix Core 30 has more than tripled its female board representation from 4% to 14% in the last 6 years. However, they only have 2% female representation within leadership teams.

BoardEx includes millions of executive level profiles and insight on the board and leadership teams of the organizations they lead.

BoardEx includes current and historic leadership experience as well as nonprofit and university affiliation along with awards and recognition within each executive profile. Individuals that have been selected for the **HERoes Women Role Model Lists 2021** will have that achievement included in their profile.

Findings presented in this infographic can be explored further by downloading *The Global Gender Balance Report* and the upcoming *Global Leadership Team Gender Balance Report*.