

BREAKING THROUGH TO THE TOP

Diversity Among Executive Leadership at Massachusetts' Largest Public Companies

2023 Study and Rankings



Women's Power Gap

Eos Foundation

GENDER PARITY NOW

BREAKING THROUGH TO THE TOP:

Diversity Among Executive Leadership at Massachusetts' Largest Public Companies

2023 STUDY AND RANKINGS

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*Published by
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March 2023
EosFoundation.org*



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Acknowledgments

The WPG team thanks Beth Boland, Vanessa Calderón-Rosado, Heather Campion, Gail Deegan, Diane Hessian, Grace Lee, Pam Lenehan, Evelyn Murphy, Colette Phillips, Pam Reeve, Marta Rosa, and Linda Whitlock. We salute [The Boston Club](#) which has led in this arena over the past 20 years with its annual [Census of Women Directors and Executive Officers of Massachusetts Public Companies](#) — specifically Constance Armstrong, Patricia Flynn, Nancy Nager, Lisa Pryor, and Toni Wolfman. This report builds upon their exceptional work.

We are grateful to the companies who responded to the data request, specifically, those who took the time to share and discuss racial and ethnic data among their top leadership and those whose teams are engaging with us on innovative and effective diversity and inclusion policies and practices.

We thank Michael Kennedy, our technology expert at Zudy, Melody Stanford Martin at Cambridge Creative Group, and Sandy Lish and team at The Castle Group. Finally, we thank our team for their tireless efforts to research, verify, organize, and display this data in an accessible form: Lois King, Kellie Marchant, Megan Martino, Danielle McPhee, Thomas Mengebier, Kemi Morrison, Akshayaa Shrestha, and Samuel Tsongalis. *Design by Cambridge Creative Group (cambridgecreativegroup.com).*

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PREFACE

Corporate America is at a critical inflection point. The global pandemic has upended the workplace, putting at risk the gains women have made in the past several decades. We must seize the opportunity to rebuild our corporations in a more inclusive manner, better representing the communities they serve. This will make them stronger and more profitable. To recruit and retain the best talent, they need to signal that everyone has the opportunity to advance to the top — and what better way to do that than by reaching gender parity in the CEO’s office?

Launched in 2018, the Women’s Power Gap (WPG) initiative utilizes data to accelerate the number and diversity of women chief executives across all sectors of our economy. In Massachusetts, where we piloted our work, we have seen significant progress among the leadership of college and university presidents and board chairs. In particular, women of color now hold 16% of presidencies, more than doubling in the past five years and sitting at more than three times the national average of 5%.¹

“**Change the system, not the women. Rather than boosting women and underrepresented groups over institutional barriers, we need to do away with the barriers for everyone.**”

This report examines the 75 largest public companies in Massachusetts (by market capitalization), showing progress since our 2020 report. However, the pace of change remains far too slow. Most troubling, we continue to find a substantial glass ceiling where women climb to the launch positions to the CEO’s office, only to see their numbers plummet in assuming the role itself. **The small number of women CEOs cannot be explained as merely a**

pipeline problem. Systemic obstacles are preventing women’s full ascension. We have quantified the glass ceiling, or better put, the final drop. Women comprise 20% of the CEO “launch positions” (COO/ presidents, division heads) yet only 8% of chief executive officers, a dramatic drop-off of 60%. It is our belief that systemic biases in corporate culture play a major role in hindering this last ascent.

We also examine “invisible walls” that women at all levels face, preventing many of them from assuming positions with profit and loss (P&L) responsibility. Women on the executive leadership teams are vastly overrepresented as chief human resource officers and underrepresented as heads of divisions. This is problematic because P&L experience is considered essential for anyone aspiring to become a CEO.

This study sheds light on the path to the CEO’s office, explores obstacles women and underrepresented groups face, and provides recommendations and best practices for accelerating diversity and inclusion at our largest corporations.

An underlying tenet of the Women’s Power Gap is that we need to “change the system, not the women.” Approaches that train and mentor women may have been helpful over the past few decades but have not taken us far enough to combat discrimination and bias. Rather than boosting women and underrepresented groups over institutional barriers, we need to do away with the barriers for everyone.



A stylized handwritten signature in black ink.

ANDREA SILBERT
PRESIDENT, EOS FOUNDATION

TOP TEN COMPANIES IN GENDER RANKINGS

TOP TEN COMPANIES FOR GENDER DIVERSITY AMONG EXECUTIVE LEADERSHIP

Vertex Pharmaceuticals
HubSpot
Blueprint Medicines
Lantheus Holdings
Bright Horizons
Alnylam Pharmaceuticals
Axcelis Technologies
Charles River Laboratories
Moderna
Waters Corporation



TOP TEN COMPANIES FOR GENDER DIVERSITY AMONG BOARD OF DIRECTORS

Alnylam Pharmaceuticals
The TJX Companies
Hologic
MKS Instruments
HubSpot
Insulet
American Tower
The Hanover Insurance Group
Blueprint Medicines
Iron Mountain



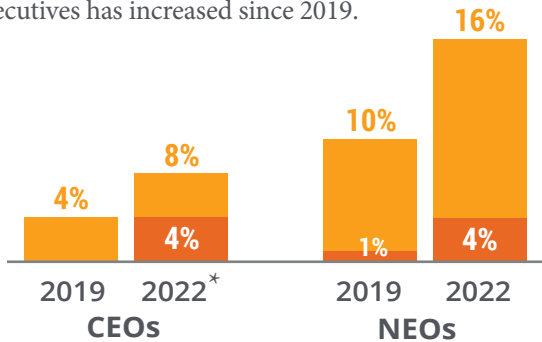
FAST FACTS

WOMEN'S POWER GAP – MASSACHUSETTS CORPORATIONS 2023 STUDY & RANKINGS

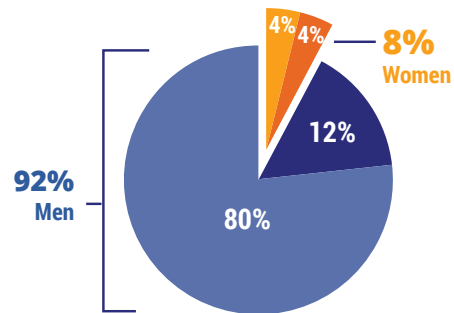
MASSACHUSETTS LARGEST PUBLIC COMPANIES

PROGRESS MADE...

Women's representation among top executives has increased since 2019.

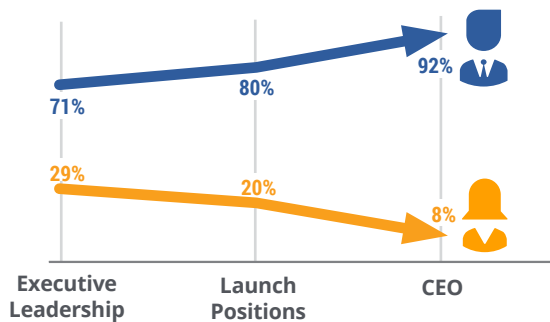


...YET ONLY SIX WOMEN CEOs AND NONE ARE HISPANIC

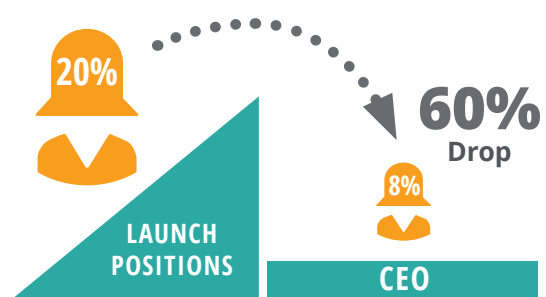


QUANTIFYING THE GLASS CEILING: NOT A PIPELINE PROBLEM

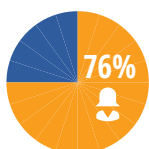
PATH TO CEO



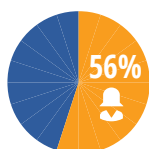
STEEP FINAL DROP



WOMEN EXECUTIVE LEADERS FACE INVISIBLE WALLS

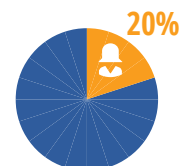


HR

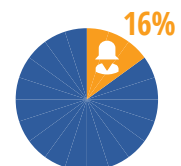


Marketing/
Communications

— MEANWHILE —



Head of Division/
Regional Market/Sales



COO/
President

FAST FACTS

WOMEN'S POWER GAP – MASSACHUSETTS CORPORATIONS 2023 STUDY & RANKINGS

MASSACHUSETTS LARGEST PUBLIC COMPANIES

5 COMPANIES HAVE GENDER PARITY ON BOARDS

Alnylam Pharmaceuticals, Bright Horizons, Insulet, Novanta, and The TJX Companies



6 WOMEN CEOs

Alnylam Pharmaceuticals: Yvonne Greenstreet
Axcelis Technologies: Mary Puma
Blueprint Medicines: Kate Haviland
HubSpot: Yamini Rangan
Lantheus Holdings: Mary Heino
Vertex Pharmaceuticals: Reshma Kewalramani



ONLY 3 COMPANIES IDENTIFIED LGBTQ+ BOARD MEMBERS IN PROXIES

19 WOMEN INDEPENDENT BOARD CHAIRS/LIDs...

Abiomed, Alnylam Pharmaceuticals, American Tower, AspenTech, Blueprint Medicines, Boston Properties, Cabot Corporation, Dynatrace, Eastern Bankshares, Haemonetics, Hologic, HubSpot, Independent Bank Corp., Iron Mountain, MKS Instruments, Repligen, Sarepta Therapeutics, State Street, The Hanover Insurance Group

...YET ONLY 1 WOMAN OF COLOR

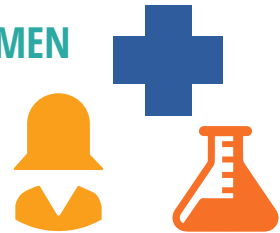
Eastern Bankshares

BIOTECH LEADING THE WAY IN ADVANCING WOMEN

4/10
Among Top 10 Ranking

25%
Women CEO

22%
Women NEO



PUBLIC DATA DISCLOSURE IS CRITICAL TO DRIVE CHANGE

NASDAQ



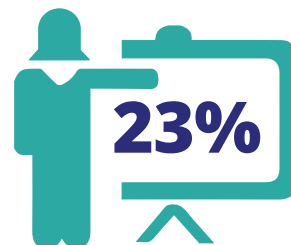
100%
Disclosed intersectional board data

NEW YORK STOCK EXCHANGE



Only **26%**
Disclosed

Only **23%** publicly disclosed their EEO-1 report.



I. INTRODUCTION & METHODOLOGY

The goal of the [Women's Power Gap \(WPG\)](#) is to dramatically increase the number of women from diverse backgrounds among chief executive officers (CEOs) and C-suite leaders across all sectors of our economy. We collect and analyze publicly available data and rank companies and institutions on the proportion of their women executives, with a particular focus on women of color. By spotlighting who's making progress and who's not, these rankings create a race to the top. Our reports highlight the barriers to gender and racial equity and promote systemic practices and policies to dismantle and remove the obstacles that all underrepresented groups face. We also call upon employers to disclose intersectional diversity data for their boards, C-suites, and executive leadership teams; lack of transparency impedes accountability. **We were not able to create rankings for people of color because only 33 (44%) companies provided that data.**

We released our first Massachusetts corporate report in 2020, which established a diversity baseline among leaders of the 25 largest Massachusetts-based public companies. This report expanded to include the 75 largest public companies (by market cap as of September 1, 2022). Our team began by collecting publicly available data and using public sources to ascertain gender. We then asked each company to complete a survey verifying the gender data (man,

woman, gender nonbinary) and providing us with racial and ethnic demographics, which we cannot glean from company websites. Our survey also asked for LGBTQ+ data and left an open section for sharing any other data the companies collect with respect to underrepresented groups (veterans, disability status, etc.). Only three companies identified LGBTQ+ members on their boards: Karuna Therapeutics, MKS Instruments, and Relay Therapeutics. Throughout the whole dataset, no individuals were identified as gender nonbinary.

Our report includes two gender rankings: one for the executive leadership and another for the board of directors (see Appendix A). We ranked leadership for each company using a weighted formula that took into account women's representation among their CEOs, chief financial officers (CFOs), named executive officers (NEOs), and executive leadership teams. For the boards, we looked at the board chair, several committee chairs, and board membership. For the full methodology, see Appendix B.

Of final note, the WPG 2020 report used data as of December 5, 2019. For this report, most data is as of September 1, 2022 or 2022 proxy statements, with the exception of CEOs and boards, which were updated on February 1, 2023.



The goal of the [Women's Power Gap](#) is to dramatically increase the number of women from diverse backgrounds among CEOs and C-suite leaders across all sectors of our economy. By spotlighting who's making progress and who's not, these rankings create a race to the top.

II. KEY FINDINGS

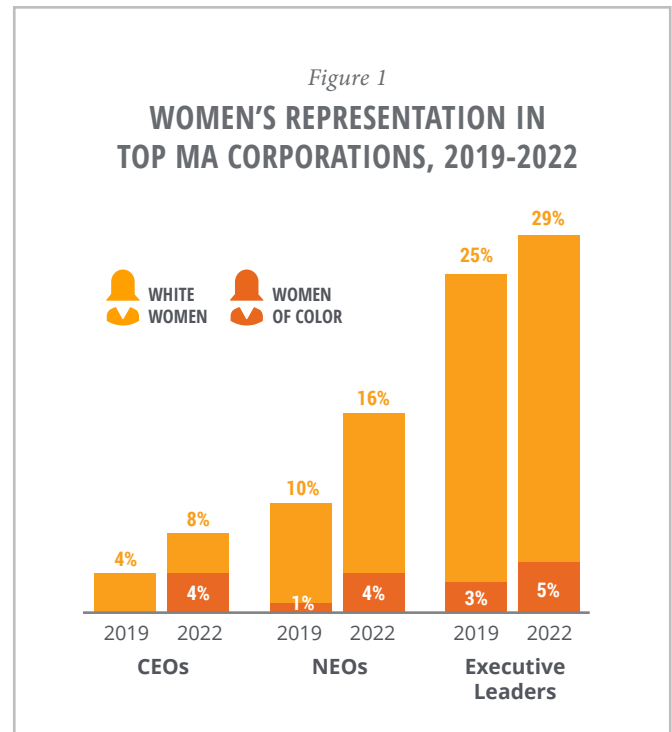
1. Women’s representation among top executives has increased, yet the pace remains far too slow.

PROGRESS

Women have made progress in all categories since our 2020 report. As per Figure 1, the percentage of women CEOs increased from 4% to 8%, and of the six women CEOs, three are women of color — one Black and two Asian (no Hispanic women). Among the NEOs, a category that includes the CEO, the CFO, and the three next most highly paid executives, women’s overall representation increased from 10% to 16% since our first study, and women of color from 1% to 4%. On another positive note, 46 companies, more than 60%, have at least one woman NEO. Achieving gender parity among NEOs is a key to narrowing persistent gender pay gaps. Among the executive leadership teams, the number of women rose from 25% to 29% with women of color increasing from 3% to 5%.

PROGRESS: Among the NEOs, a category that includes the CEO, the CFO, and the three next most highly paid executives, women’s overall representation increased from 10% to 16% since our first study, and women of color from 1% to 4%. Achieving gender parity among NEOs is a key to narrowing persistent gender pay gaps.

We also examined the S&P 500 data (as of December 2022) to see how Massachusetts compared with national averages. At 8%, Massachusetts’ proportion of women CEOs is not significantly higher than the S&P 500 at 7%. Also of note, three of the six women CEOs in Massachusetts are in the biotech



industry. Netting out the biotech companies from the equation, women CEOs comprise only 5% of all the other Massachusetts CEOs. So while our biotech sector is leading, other industries are lagging national averages.

Women of color only accounted for just 1% (one Black and three Asian) among the S&P 500. It remains to be seen whether the higher percentage of women of color CEOs in Massachusetts (4%) is a trend or a statistical anomaly. Of greatest concern, there was not one Hispanic woman CEO among our 75 companies, nor among the 500 CEOs in the S&P. Interestingly, there were 19 Hispanic men within the S&P 500.

There was not one Hispanic woman CEO among our 75 companies, nor among the 500 CEOs in the S&P.

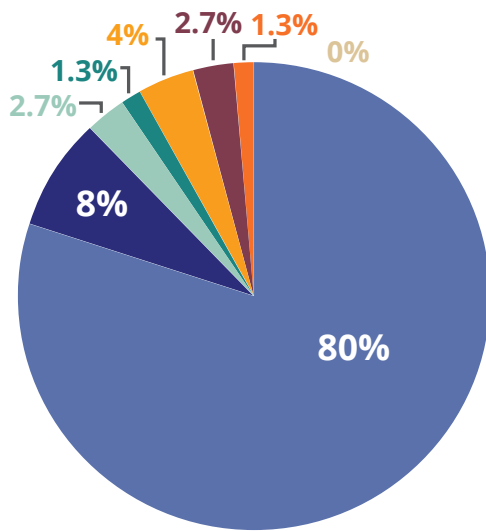
YET PROGRESS IS TOO SLOW

While we have seen progress for women and people of color among top executives since our first report, white men still dominate: They account for 80% of the CEOs and 74% of the NEOs, and men of color comprise 12% and 11% respectively. It is important

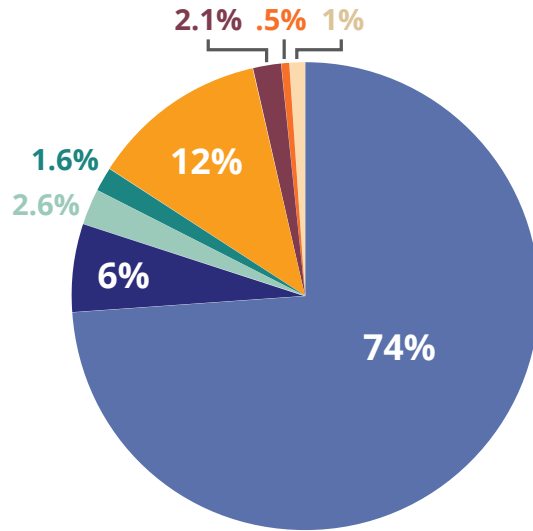
to note that Asian men comprise the majority of those two groups, with 8% of CEOs and 6% of NEOs. There are only two Black men and one Hispanic among the CEOs of the 75 companies. Figure 2 provides a full breakdown by gender and race/ethnicity.

Figure 2

CEOs BY GENDER AND RACE



NEOs BY GENDER AND RACE



* Multiracial NEOs account for 0.3% and are not included in the chart.

“

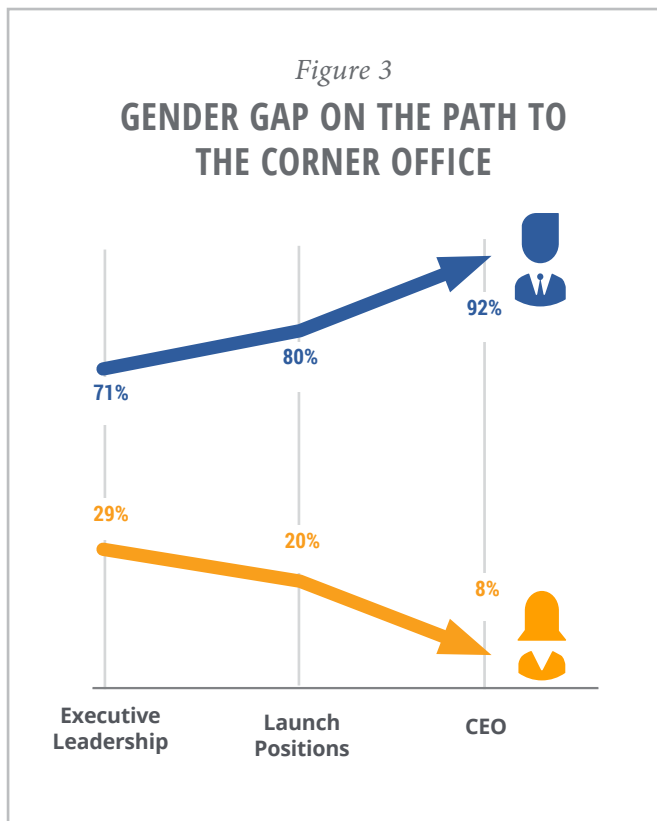
Most troubling, we continue to find a substantial glass ceiling where women climb to the launch positions to the CEO’s office, only to see their numbers plummet in assuming the role itself. The small number of women CEOs cannot be explained as merely a pipeline problem. Systemic obstacles are preventing women’s full ascension. We have quantified the glass ceiling, or better put, the final drop. Women comprise 20% of the CEO “launch positions” (COO/presidents, division heads) yet only 8% of chief executive officers, a dramatic drop-off of 60%. It is our belief that systemic biases in corporate culture play a major role in hindering this last ascent.

”

2. Women are held back by both glass ceilings and invisible walls.

GLASS CEILINGS

Our data quantifies the glass ceiling phenomenon, finding that women executives are on the second-to-last rung of the ladder in more than twice the numbers as those who reach the final step — for every one woman CEO, there are more than two ready for the job. The small number of women CEOs cannot be explained as merely a pipeline problem. **Women represent 20% of the three main launch positions (COO/president, head of division/regional market, and head of sales/business development), yet only 8% of CEOs — a drop of 60% (see CEO Path Analysis on page 13).** We suspect that bias in the CEO selection process may account for a significant portion of this precipitous drop.



INVISIBLE WALLS - THE OPPORTUNITY GAP DUE TO OCCUPATIONAL SEGREGATION

Our research supports the well-documented observation that occupational segregation persists at even the highest levels — among executive leadership teams and the C-suite. Women are concentrated in roles that do not lead to the CEO position, roles such as chiefs of human resources and heads of marketing/communications (see Figure 4). These positions typically do not provide them with profit and loss (P&L) responsibility, considered a necessary experience to become a CEO. Women are often tracked into these roles at early stages of their careers, without getting sufficient information about other opportunities that would give them P&L responsibility — an opportunity gap.

“Women experience “invisible walls” that sideline them from P&L roles.”

INVISIBLE WALLS AND THE OPPORTUNITY GAP

Women are concentrated in roles that typically do not lead to the CEO’s office, such as human resources and marketing. P&L responsibility is critical to increase their numbers among CEOs.

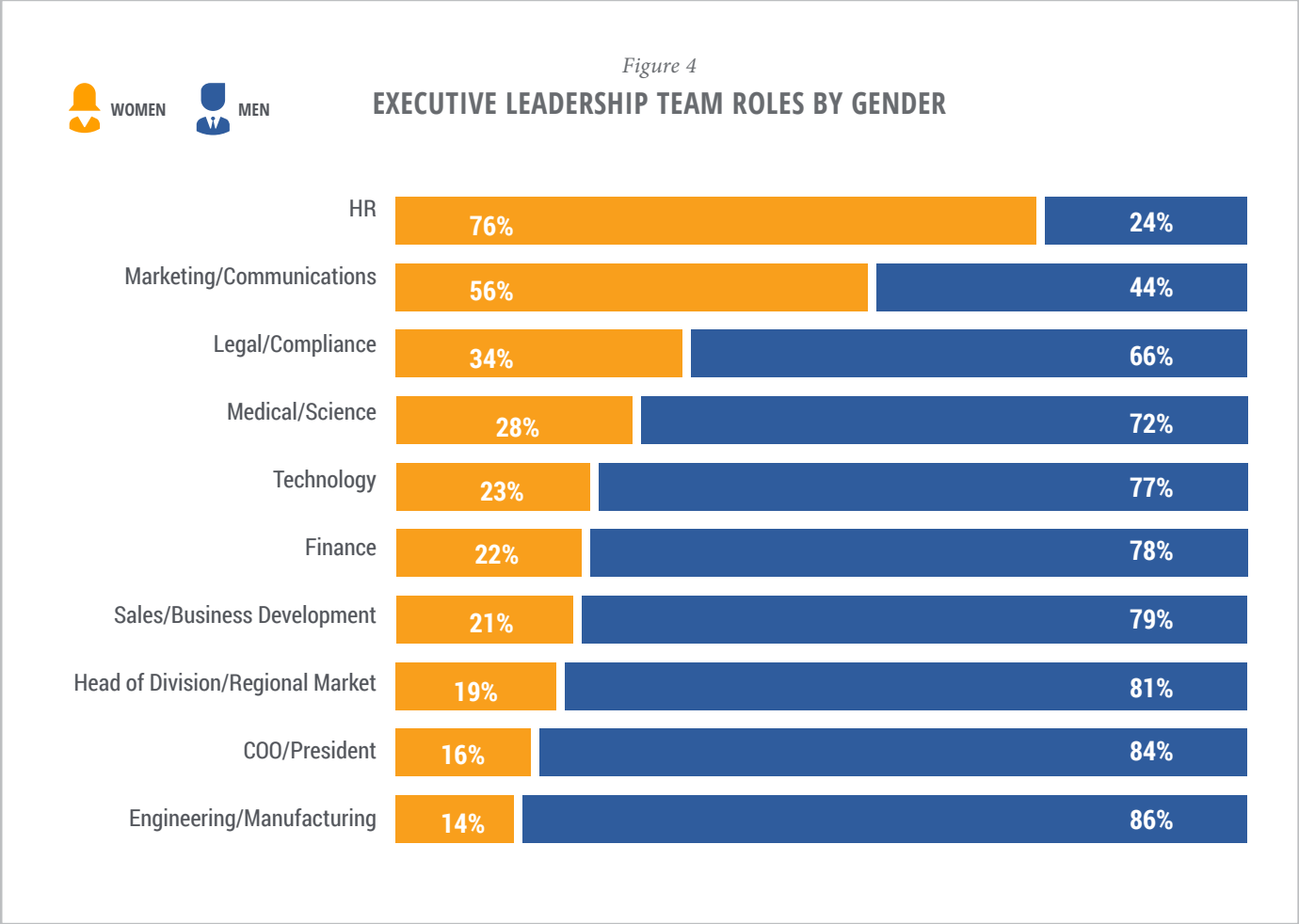
Among the executive leadership teams, women account for 76% of chief human resource officers and 56% of heads of marketing/communications, yet only 16% of COO/presidents, 19% of heads of division and regional market, and 21% of heads of sales/business development. Those three functional roles comprise 86% of the immediate prior position to CEO in our sample (see Figure 5).

In an article in *The Wall Street Journal*, reporter Vanessa Fuhrmans interviewed women CEOs who had experienced what she labeled “invisible walls” that sidelined them from these P&L roles.² She also cited a study of 3,000 professionals, conducted by the Working Mother Media Group, which found that women and men receive different career-building cues.

The study concluded that men were:

- **Three times more likely to have been encouraged to take a P&L role**
- **Twice as likely to have been promoted or selected for leadership training, and**
- **50% of men got detailed advice on charting their path to a P&L job, versus 15% of women**
- **79% of men said they had a strategic support network championing them for promotions versus 45% of women**

Through interviews with women CEOs and executives, Fuhrmans found that even when women asked to be transferred to high-level roles leading departments or divisions, they often faced substantial pushback.³



PATH ANALYSIS TO THE CEO'S OFFICE

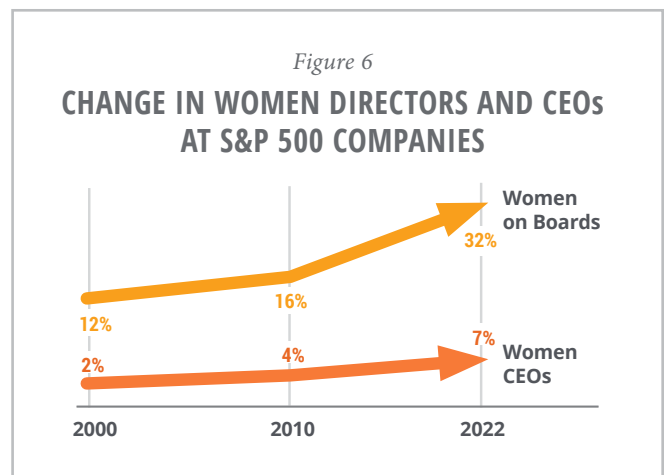
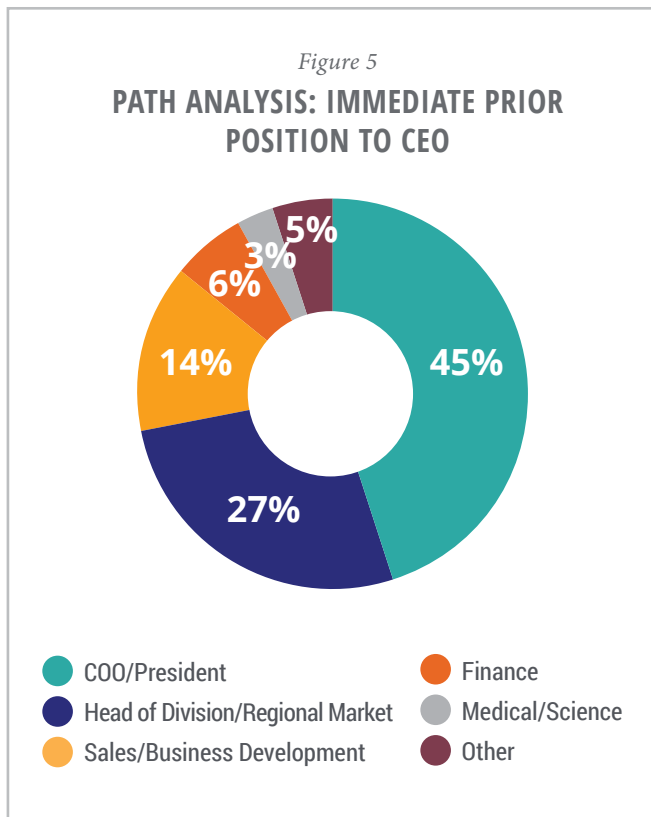
We conducted a path analysis for all 75 CEOs to determine the immediate prior position for each to their *first* CEO role. In Figure 5, we sorted that data into functional categories to determine the key launch positions. Please note that founders account for 12% of the dataset, and we left them out of this analysis because they often start businesses early in their careers and don't have traditional pathways. Also of note, none of the nine founders are women, which is unsurprising given that, in 2021, companies founded solely by women garnered just 2.4% of the total capital invested in venture-backed startups in the U.S., per PitchBook.⁴

The most common positions are COO/president at 45%, followed by heads of divisions or geographic regions at 27%, and then heads of sales and business development at 14%. These three roles collectively account for 86% of the launch positions. For biotech and technology companies, there is a small representation of chief medical/scientific officers or

chief technology officers directly being selected as CEOs, yet most individuals in these roles go through the COO route before becoming CEOs. Of the six women CEOs, their paths broke down as follows: Four were COO/president, one was chief customer officer (sales/business development), and one was EVP/chief medical officer (medical/science).

3. Stakeholder pressure has worked to diversify boards of directors, but has not been applied to executive leadership teams.

Since 2000, numerous initiatives have focused on increasing the number of women and underrepresented groups on boards of directors of public companies, which have been critical to driving change. Stakeholders, particularly institutional investors, have used their power to challenge companies at their annual meetings through proxy votes. This has resulted in a significant increase in the percentage of women board directors, rising from 12% in 2000 to 32% in 2022 among the S&P 500 (see Figure 6).^{5,6} However, there is very little pressure to diversify executive leadership, resulting in only incremental gains for women CEOs. The percentage of women CEOs only increased from 2% to 7% over this same time period.⁷



Of the 75 companies we examined, women account for 30% of board seats. More than half of the companies have 30% or more women directors, and five boards have reached gender parity: Alnylam, Bright Horizons, Insulet, Novanta, and TJX. In addition, 27% have women independent board chairs or lead independent directors, up from 20% in 2019 (see the list below).

We have not seen similar outside pressure on corporations for transparency and increased diversity among executive positions. No doubt, it is easier to appoint women to boards given the number of opportunities and more frequent turnover. But if we hope to accelerate the number of women, people of color, and other underrepresented groups in the CEO role, we need similar mechanisms to demand data transparency and to hold companies accountable for more diversity among CEOs, COOs, and C-suite positions.

With regard to stakeholder pressure to disclose employee diversity data, one notable and important exception comes from State Street Global Advisors. State Street declared as of January 2022, “If a company in the S&P 500 does not disclose its EEO-1 report, we will vote against the Chair of the Compensation Committee.” (We discuss EEO-1 reporting in the next section and provide a sample report in our recommendations.)

“With regard to stakeholder pressure to disclose employee diversity data, one notable and important exception comes from State Street Global Advisors. State Street declared as of January 2022, “If a company in the S&P 500 does not disclose its EEO-1 report, we will vote against the Chair of the Compensation Committee.”

5 Companies Have Achieved Gender Parity on Their Boards
(as of 2/1/2023)

- Alnylam Pharmaceuticals
- Bright Horizons
- Insulet
- Novanta
- The TJX Companies

19 Companies With Women Independent Board Chairs/Lead Independent Directors, Yet Only One With WOC (Eastern Bankshares)

Abiomed*	Hologic
Alnylam Pharmaceuticals	HubSpot
American Tower	Independent Bank Corp.
AspenTech	Iron Mountain
Blueprint Medicines	MKS Instruments
Boston Properties	Repligen
Cabot Corporation	Sarepta Therapeutics
Dynatrace	State Street
Eastern Bankshares	The Hanover Insurance Group
Haemonetics	

* In December 2022, Abiomed was acquired by Johnson & Johnson and is no longer governed by its own board.



4. Lack of intersectional data disclosure presents a significant barrier to accelerating leadership diversity, especially for women of color.

What gets measured gets managed. WPG’s gold standard **inclusion, diversity, and equity (IDE)** report includes two critical elements:

- 1. Executive Leadership Team (ELT) data:** Should be the actual executive leadership team as made public on companies’ websites. Too many companies include a much larger group in the senior executive category — as an example, Bank of America has 4,500 employees in their EEO-1 top executive category.⁸
- 2. Intersectional data:** Breaks down all data by gender and race/ethnicity providing percentages in each census group: white men, white women, Black men, Black women, etc. Without intersectional data, women of color are left behind. Must also include LGBTQ+ data.

We have not found a single public diversity report that includes these two elements. We have been told by several corporations that they do keep intersectional data at multiple levels of employment but don’t make it public. If it isn’t public, stakeholders can’t hold companies accountable.

As we mentioned in our introduction, to conduct this study and rankings, we collected gender data through public sources. However, we had to rely on each company to provide us with aggregate

race, ethnicity, and other data for the executive leadership team, NEOs, and their board. **Fewer than half of the companies in our survey provided us with racial and ethnic data: Only 33 of 75, just 44%.**

With respect to LGBTQ+, the vast majority of companies did not report data. Only three companies reported in their proxies a total of five individuals on their boards who identify as LGBTQ+. Zero companies reported any LGBTQ+ data for executive leadership.

Nasdaq requires all companies listed on its exchange to provide disaggregated (intersectional) data for their boards of directors in their annual proxy statements. The New York Stock Exchange does not. Only eight of the 31 (26%) companies in our dataset that are listed on the NYSE publicly disclosed the demographic data for their boards.

With respect to employee data, currently, companies with more than 100 employees are required to file an annual EEO-1 report on their workforce demographics (including those in management and executive positions) to the federal Equal Employment Opportunity Commission (EEOC). However, they are not required to make this report public. Of the 75 companies we surveyed, only 17 (23%) shared their EEO-1 filings publicly. These companies are listed below.

Companies That Shared Their EEO-1 Filings Publicly

Akamai Technologies	Eversource Energy	State Street
American Tower	General Electric	Teradyne
Analog Devices	Keurig Dr Pepper	The TJX Companies
Axcelis Technologies	LPL Financial Holdings	Thermo Fisher Scientific
Biogen	Moderna	Vertex Pharmaceuticals
Boston Scientific	PerkinElmer	

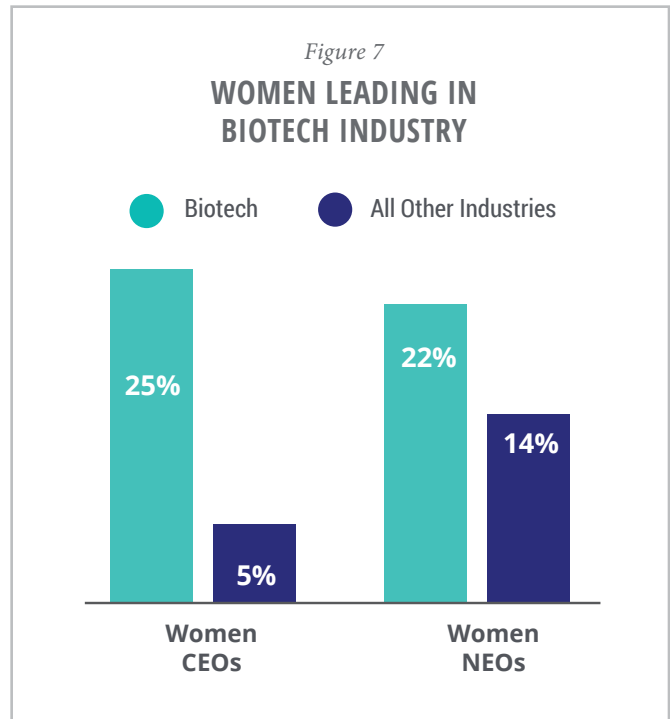
NYSE Companies That Shared Board Diversity Data in Their Proxy Statements

American Tower	PerkinElmer
Boston Properties	State Street
Boston Scientific	Watts Water Technologies
Clean Harbors	
Eversource	

5. Biotechnology companies are leading the way in advancing women to positions of power and pay.

Of the six Massachusetts corporations led by women, three are in the biotechnology sector, and one more is in pharmaceuticals. In addition, among the top 10 companies that are leading overall for women executives' advancement, four are in biotechnology and an additional three are in pharmaceuticals and medical diagnostics & research. Women comprise 25% of the CEOs and 22% of the NEOs of the 12 biotechnology companies in our dataset, as compared with 5% and 14% respectively for the other 63 companies.

Ascertaining why this is the case was outside the scope of our report, but it may be explained by the fact that women have pursued careers in the life sciences for decades and/or by the fact that the sector may be more receptive to a more diverse leadership, including women, people of color, and new immigrants. More research into this



phenomenon is needed — and recommended — as it could provide tremendous insight into the sector and on what practices other industries might learn from it.

“

Our ability to create transformative medicines for people with serious diseases relies on both the diversity of our people and an inclusive and equitable culture that enables all people to thrive and in so doing, contribute to our mission. It's not only the right thing to do — and it is — but our business depends on it. We are the most innovative, make the best decisions for patients and build the highest performing teams with these values embedded throughout our organization.

– **Reshma Kewalramani**
CEO and President, Vertex Pharmaceuticals

Corporate responsibility has been a guiding principle for who we are and how we operate since Alnylam's inception. In 2021, we integrated corporate responsibility even further into our company's RNA by addressing health inequities in our communities, advancing efforts to reduce our environmental impact, and strengthening our commitment to diversity, equity, and inclusion. As we continue to drive these efforts forward for our patients, science, employees, communities, and planet, we are also committed to transparently and regularly communicating our progress.

– **Yvonne Greenstreet**
CEO, Alnylam Pharmaceuticals' Corporate Responsibility Report

”

III. RECOMMENDATIONS



To achieve diversity and equity, we must embrace structural and cultural change which comes through authentic inclusive practices and policies. Several companies, including Vertex Pharmaceuticals, regard this work as Inclusion, Diversity, and Equity (IDE) as opposed to DEI to emphasize that inclusion must come first. We agree with that approach. Achieving gender parity will require today’s leaders to deeply examine their own — as well as institutional — biases that create corporate cultures and systemic barriers preventing more women and people of color from advancing.

Case in point: A Boston Consulting Group study of more than 200,000 employees found that corporate cultures affect women’s ambition. In workplaces where men and women said their company had made good progress on diversifying their top ranks, 85% of mid-career women reported they sought a higher leadership position, nearly equal to the 87% of men who said so. At companies that scored poorly on gender diversity, only 66% of women did, compared with 83% of men.⁹

1. All CEOs should think of themselves as the chief diversity officer.

The CEO must make clear to all employees that inclusion, diversity, and equity are essential parts of the business strategy and baked into all lines of business and functional departments. The actual chief diversity officer should report directly to the CEO, working hand in hand to listen to and understand the experiences

of different groups of employees. This signals that this is a company that wants *everyone* to achieve and advance. Senior executives should role model family-friendly behavior by taking advantage of benefits like parental leave (especially men) and flexible work (where possible), signaling that these benefits are not only acceptable, but encouraged. The board chair and CEO should engage in intentional succession planning by hiring and preparing diverse leaders to run divisions and departments that put them on the path to the CEO’s office.

“ A Boston Consulting Group study of more than 200,000 employees found that corporate cultures affect women’s ambition. In workplaces where men and women said their company had made good progress on diversifying their top ranks, 85% of mid-career women reported they sought a higher leadership position, nearly equal to the 87% of men who said so. At companies that scored poorly on gender diversity, only 66% of women did, compared with 83% of men.⁹ ”

2. Data collection/disclosure is essential: What is measured is valued.

Companies must disclose data publicly, especially data they are already collecting, such as EEO-1 forms. Boards should work with the

RECOMMENDATIONS *Continued*

CEO and team to set disaggregated/intersectional goals, benchmarks, and annual progress, reviewing them at each board meeting. Diversity reports should be intersectional and include the executive leadership team on its own as we mentioned in Finding 4, which discusses the WPG gold standard for IDE reporting.

NYSE companies should use the Nasdaq template and disclose their board data. The EEO-1 form includes intersectional employee data by levels. However, it doesn't break out the executive

leadership team, and the top level can include dozens if not hundreds of individuals, obscuring diversity at the C-suite level.

BREAKTHROUGH SYSTEMIC ACTION:

One of the largest institutional investors, State Street Global Advisors (SSGA), recently announced that it is prepared to vote against the compensation chair of boards of S&P 500 companies that don't disclose their annual EEO-1 reports.*

* In the upcoming proxy season, SSGA will take voting action against responsible directors if (1) companies in the S&P 500 and FTSE 100 do not have a person of color on their board, (2) companies in the S&P 500 and FTSE 100 do not disclose the racial and ethnic diversity of their boards, and (3) companies in the S&P 500 do not disclose their EEO-1 reports.

Sample EEO-1 Report

SECTION D - EMPLOYMENT DATA															
JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												OVERALL TOTALS
	MALE	FEMALE	***** MALE *****						***** FEMALE *****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	4	2	42	1	0	1	0	0	12	1	0	2	0	0	65
FIRST/MID OFFICIALS & MGRS	33	23	301	18	2	85	0	6	185	13	2	57	0	10	735
PROFESSIONALS	43	32	597	23	0	432	4	18	230	19	0	202	2	10	1612
TECHNICIANS	9	4	21	1	1	3	0	3	9	0	0	2	0	2	55
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	58	86	377	21	12	52	4	31	372	31	16	58	2	37	1157
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	18	20	29	31	1	9	1	4	20	19	1	22	0	1	176
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	15	1	11	1	0	0	0	0	2	0	0	0	0	0	30
TOTAL	180	168	1378	96	16	582	9	62	830	83	19	343	4	60	3830
PREVIOUS REPORT TOTAL	134	130	1001	76	8	503	3	16	491	60	11	279	3	17	2732

SECTION F - REMARKS

3. Set goals and tie compensation to success at meeting them.

It's critical that executive leaders bring in mid- and lower-level managers to assist in playing a role to increase inclusivity rather than have only top-down mandates. Managers who have been involved in setting diversity goals will feel a better sense of ownership. Once goals are set, boards of directors should review the diversity goals of the CEO and executive leaders, determine if these plans represent significant/ acceptable progress toward parity, and vote to accept the goals or send them back for modification. Compensation should be linked to achievement of diversity goals.

When measuring diversity data, it is essential to focus on outcomes rather than inputs or activities. For instance, requirements such as the "Rooney Rule" only guarantee diversity in job pools but don't measure outcomes over multiple hires to verify if women and underrepresented groups are actually getting the promotions and the jobs.

BEST PRACTICE: Sensata Technologies aligns its Diversity, Equity & Inclusion organizational goals to the compensation structure of its executives. "Modeling inclusive behavior begins at the top," the company said in its sustainability report.¹⁰

4. Make sure women and underrepresented groups get P&L experience.

If companies hope to move more women into CEO roles, they need to be intentional about ensuring that women executives take on P&L responsibility. Companies should steer women into roles involving core business functions, offer "cross-functional training," and provide women with "stretch assignments" so they can gain P&L experience, even if those assignments fall outside the purview of their current role. As part of formal succession planning, companies should proactively examine what additional experience women need to advance to the next level, including taking on P&L responsibility.

BEST PRACTICE: Alnylam Pharmaceuticals prepares senior managers and associate director-level employees for future leadership roles by providing one-on-one mentoring with an operating team member (vice president or above), regular assessments, and tailored individual development plans. These promising candidates engage in programs and projects to broaden their perspectives across Alnylam's various business units.

5. Tackle selection bias head-on.

Companies should conduct an audit of all practices, processes, and procedures within the organization to root out bias. They must ensure that job descriptions, compensation policies, HR policies, daily operations practices, and informal networking opportunities are as objective as possible and clearly communicate to all employees how they will be evaluated for advancement. They must examine how candidates are evaluated and reconsider the criteria for top roles. If companies are unsuccessful in attempts to diversify top leadership, they need to look into how they evaluate candidates for senior management positions and broaden their ideas of leadership. It is important to make sure networking opportunities do not feel too “gender specific” or preclude participation of employees who need/want flexibility to meet family commitments.

NATIONAL BEST PRACTICE: The Chevron Corp., which is based in California, adopted a broader set of metrics to assess high-potential managers, including accountability and consensus-building. Women scored much higher than before in its internal leadership assessment ... With the help of the data, the company is mapping leadership paths for many of those women and has doubled the number of women in the pipeline for the several dozen highest-level roles in the company.¹¹

BEST PRACTICE: Vertex Pharmaceuticals is tackling the issue of bias head-on. The company has created a “Bias Interrupters” training to help employees identify common biases and agree upon actionable steps they can take to proactively disrupt bias in moments that matter — like the hiring and performance management processes. Vertex also hosts an annual Inclusion, Diversity, and Equity week for all employees globally where they create space for connection and learning, ensuring everyone has the opportunity to engage meaningfully with external and internal speakers who share insights and practical actions that each employee and the organization can take to drive further progress.

Companies should make experience managing diverse teams a requirement for board and C-suite hires, and include it as a necessary skill in the position description in hiring and advancement decisions. Women and people of color are more likely to have this type of experience. In fact, studies have found that women CEOs are more likely to have a higher proportion of women in their executive leadership teams.¹²

6. Formalize sponsorship programs for all management employees and make sure to include women and underrepresented groups. Provide male allies for women.

Senior women and underrepresented populations should be offered internal sponsors and mentors, who can help them chart their career paths, suggest P&L experience, develop the skills necessary to assume leadership roles, and negotiate the inevitable biases that could derail them on the path to the CEO's office.

Additionally, rising women leaders should be encouraged to sit on boards of directors of other companies to broaden their experience. Korn Ferry found that 70% of rising leaders reported that sitting on an outside board “boosted their leadership skills and set them up with the know-how to eventually manage their own boards.”¹³ A study in the Harvard Business Review suggested that companies wanting to prepare high-potential women for C-suite roles should help them find outside board seats.¹⁴

NATIONAL BEST PRACTICE: The Hershey Company, based in Pennsylvania, began more systematically building a female talent pipeline to the C-suite. Five times a year, the CEO and executive team review the top 70 roles in the company. They discuss what career-critical assignments the men and women in those positions, and the high-potential talent just below them, should take on next to move higher, including by getting P&L experience.¹⁵

BEST PRACTICE: Vertex Pharmaceuticals has created an Executive Mentoring Program (EMC), providing opportunity for directors and above who have self-identified as Black/African American and Hispanic/Latinx to develop meaningful relationships with an Executive Committee (EC) member and each other. Aimed at career growth and development, the inaugural EMC cohort was piloted in 2021 in recognition of the need to ensure this community has equitable access to executive mentoring. Each EC member leads a cross-functional mentoring circle with individuals who are outside of their organizational hierarchy to discuss business, leadership, and career advancement topics. EC members also meet individually with each mentee at least twice during the program. This is an excellent way for mentees to supplement development conversations with their managers with additional guidance and counsel from EC mentors.

GENDER RANKINGS

For this report, we examined publicly available data from the 75 largest public companies in Massachusetts based on market cap as of September 1, 2022. For each company, we collected publicly available data on their executive leadership team and board including gender and then asked each company to verify the gender data (man, woman, non-binary) and to provide us with racial, ethnic, LGBTQ+ demographics, which are not available through public sources. We created two rankings: one for the executive leadership and another for the board. We ranked leadership for each company using a weighted formula which took into account women's representation among their CEOs, CFOs, named

executive officers (NEOs), and executive leadership teams. For the boards, we looked at the board chair, independent board chair/lead independent director, as well as audit, compensation, and nominating & governance committee chairs and board membership.

The companies that are bolded validated all data.

Abiomed was acquired by Johnson & Johnson in December 2022 but is included in our dataset anchored on September 1, 2022.

UD stands for Undisclosed. For a full review of our methodology, see Appendix B.

Table 1: Executive Gender Ranking

Companies in bold validated all data.

RANK	Company	Market Cap (in Billions)	CEO Gender	CFO Gender	Women Among NEOs	Women Among Exec. Leaders	Industry Sector
1	Vertex Pharmaceuticals	\$74	W	M	2/5 (40%)	3/8 (38%)	Biotechnology
2	HubSpot	\$15	W	W	2/5 (40%)	4/12 (33%)	Technology
3	Blueprint Medicines	\$4	W	M	1/5 (20%)	5/10 (50%)	Biotechnology
3	Lantheus Holdings	\$5	W	M	1/7 (14%)	5/10 (50%)	Pharmaceuticals
5	Bright Horizons	\$4	M	W	3/5 (60%)	6/9 (67%)	Consumer
6	Alnylam Pharmaceuticals	\$25	W	M	2/6 (33%)	2/9 (22%)	Biotechnology
7	Axcelis Technologies	\$2	W	M	2/5 (40%)	1/6 (17%)	Technology
8	Charles River Laboratories	\$10	M	W	2/5 (40%)	9/19 (47%)	Medical Diagnostics/Research
9	Moderna	\$54	M	M	2/6 (33%)	4/9 (44%)	Biotechnology
9	Waters Corporation	\$18	M	M	2/6 (33%)	4/9 (44%)	Medical Diagnostics/Research
11	Toast Inc.	\$10	M	W	2/6 (33%)	7/17 (41%)	Technology
12	Beam Therapeutics	\$4	M	W	1/3 (33%)	6/10 (60%)	Biotechnology
13	Boston Beer Company	\$4	M	M	1/5 (20%)	4/7 (57%)	Consumer
13	Haemonetics	\$4	M	M	1/5 (20%)	4/7 (57%)	Medical Instruments
15	Biogen	\$29	M	M	1/5 (20%)	7/13 (54%)	Pharmaceuticals
16	Ameresco	\$3	M	M	2/5 (40%)	3/9 (33%)	Industrials
16	Cabot Corporation	\$4	M	W	2/5 (40%)	3/9 (33%)	Materials
18	CarGurus	\$2	M	M	2/6 (33%)	2/8 (25%)	Consumer
18	Tripadvisor	\$3	M	M	2/5 (40%)	2/8 (25%)	Consumer
20	Sage Therapeutics	\$2	M	W	1/5 (20%)	6/13 (46%)	Biotechnology
21	Intellia Therapeutics	\$5	M	M	1/5 (20%)	5/11 (45%)	Biotechnology
22	Analog Devices	\$78	M	M	1/5 (20%)	3/7 (43%)	Technology
22	Sarepta Therapeutics	\$10	M	M	1/5 (20%)	3/7 (43%)	Biotechnology
24	Rapid7	\$3	M	M	1/5 (20%)	7/19 (37%)	Technology
25	Novanta	\$5	M	M	1/4 (25%)	3/9 (33%)	Technology
26	Azenta Life Sciences	\$4	M	M	1/5 (20%)	4/13 (31%)	Medical Instruments
27	Hologic	\$17	M	W	1/5 (20%)	3/10 (30%)	Medical Instruments
27	Iron Mountain	\$15	M	M	1/5 (20%)	3/10 (30%)	Real Estate
29	General Electric	\$80	M	W	1/5 (20%)	7/25 (28%)	Industrials
30	Eversource Energy	\$31	M	M	1/5 (20%)	2/7 (29%)	Utilities
30	MKS Instruments	\$6	M	M	1/5 (20%)	2/7 (29%)	Technology
32	BJ's Wholesale Club	\$10	M	W	1/5 (20%)	2/8 (25%)	Consumer
32	Cognex	\$7	M	M	1/5 (20%)	1/4 (25%)	Technology
34	Insulet	\$18	M	M	1/5 (20%)	2/9 (22%)	Medical Devices
34	Onto Innovation	\$3	M	M	1/5 (20%)	2/9 (22%)	Technology
36	Dynatrace	\$11	M	M	0/5 (0%)	4/10 (40%)	Technology
36	Ginkgo Bioworks	\$5	M	M	1/3 (33%)	1/5 (20%)	Biotechnology

RANK	Company	Market Cap (in Billions)	CEO Gender	CFO Gender	Women Among NEOs	Women Among Exec. Leaders	Industry Sector
36	Karuna Therapeutics	\$9	M	M	1/5 (20%)	1/5 (20%)	Biotechnology
36	MACOM Technology	\$4	M	M	1/6 (17%)	1/5 (20%)	Technology
36	The TJX Companies	\$74	M	M	1/5(20%)	1/5 (20%)	Consumer
41	Eastern Bankshares	\$3	M	M	0/5 (0%)	5/13 (38%)	Financial Services
42	AspenTech	\$13	M	W	1/4 (25%)	2/11 (18%)	Technology
42	PTC Inc.	\$14	M	M	1/6 (17%)	2/11 (18%)	Technology
44	NetScout Systems	\$2	M	W	1/4 (25%)	2/12 (17%)	Technology
44	UniFirst Corporation	\$3	M	M	1/5 (20%)	1/6 (17%)	Industrials
46	Repligen	\$12	M	M	1/5 (20%)	2/13 (15%)	Medical Instruments
47	Acushnet Holdings	\$3	M	M	1/5 (20%)	1/7 (14%)	Consumer
48	Independent Bank Corp.	\$4	M	M	0/5 (0%)	4/12 (33%)	Financial Services
49	Pegasystems	\$3	M	M	0/6 (0%)	6/19 (32%)	Technology
50	State Street	\$25	M	M	0/5 (0%)	7/23 (30%)	Financial Services
51	Keurig Dr Pepper	\$54	M	M	0/6 (0%)	3/10 (30%)	Consumer
52	Entegris	\$14	M	M	1/5 (20%)	1/11 (9%)	Technology
53	Boston Scientific	\$59	M	M	0/5 (0%)	5/19 (26%)	Medical Devices
54	Clean Harbors	\$6	M	M	0/5 (0%)	2/8 (25%)	Industrials
54	The Hanover Insurance	\$5	M	M	0/5 (0%)	2/8 (25%)	Financial Services
56	Thermo Fisher Scientific	\$216	M	M	0/5 (0%)	5/21 (24%)	Medical Diagnostics/Research
56	Wayfair	\$5	M	M	0/7 (0%)	5/21 (24%)	Consumer
58	Akamai Technologies	\$14	M	M	0/5 (0%)	2/9 (22%)	Technology
58	American Tower	\$120	M	M	0/5 (0%)	2/9 (22%)	Real Estate
58	LPL Financial Holdings	\$18	M	M	0/5 (0%)	2/9 (22%)	Financial Services
58	Sensata Technologies	\$6	M	M	0/5 (0%)	2/9 (22%)	Technology
62	Boston Properties	\$13	M	M	0/5 (0%)	3/14 (21%)	Real Estate
63	Relay Therapeutics	\$3	M	M	0/5 (0%)	3/15 (20%)	Biotechnology
64	DraftKings	\$7	M	M	0/5 (0%)	2/11 (18%)	Consumer
64	Mercury Systems	\$3	M	M	0/5 (0%)	2/11 (18%)	Industrials
66	PerkinElmer	\$17	M	M	0/5 (0%)	1/6 (17%)	Medical Diagnostics/Research
67	Cerevel Therapeutics	\$5	M	M	0/5 (0%)	1/7 (14%)	Biotechnology
67	STAG Industrial	\$6	M	M	0/5 (0%)	2/14 (14%)	Real Estate
67	Watts Water Technologies	\$5	M	M	0/5 (0%)	1/7 (14%)	Industrials
70	Teradyne	\$13	M	M	0/6 (0%)	3/22 (14%)	Technology
71	Abiomed	\$12	M	M	0/5 (0%)	1/8 (13%)	Medical Devices
71	IPG Photonics	\$5	M	M	0/5 (0%)	1/8 (13%)	Technology
73	Vicor	\$3	M	M	0/7 (0%)	1/10 (10%)	Technology
75	Altra Industrial Motion	\$2	M	M	0/5 (0%)	0/3 (0%)	Industrials
75	Bruker	\$8	M	M	0/5 (0%)	0/5 (0%)	Medical Devices

Table 2: Board Gender Ranking

Companies in bold validated all data.

RANK	Company	Market Cap (in Billions)	Women on Board	Board Chair	LID	Audit Chair	Comp. Chair	N&G Chair	Industry Sector
1	Anlylam Pharmaceuticals*	\$25	6/12 (50%)	W	W	W	W	M	Biotechnology
2	The TJX Companies	\$74	5/10 (50%)	W	M	M	W	W	Consumer
3	Hologic	\$17	4/9 (44%)	M	W	M	M	W	Medical Instruments
4	MKS Instruments	\$6	3/9 (33%)	M	W	W	M	W	Technology
5	HubSpot	\$15	4/10 (40%)	M	W	M	M	W	Technology
6	Insulet*	\$18	5/9 (56%)	M	M	W	M	M	Medical Devices
7	American Tower*	\$120	5/13 (39%)	W	W	W	M	M	Real Estate
7	The Hanover Insurance*	\$5	5/13 (39%)	W	W	W	M	M	Financial Services
9	Blueprint Medicines	\$4	3/10 (30%)	M	W	W	W	M	Biotechnology
10	Iron Mountain*	\$15	4/11 (36%)	W	W	M	W	M	Real Estate
11	Abiomed	\$12	3/9 (33%)	M	W	W	M	M	Medical Devices
11	Bright Horizons	\$4	5/10 (50%)	M	M	M	M	W	Consumer
11	Haemonetics*	\$4	3/9 (33%)	W	W	M	M	W	Medical Instruments
14	State Street	\$25	4/13 (31%)	M	W	M	W	M	Financial Services
15	AspenTech*	\$13	2/9 (22%)	W	W	W	M	W	Technology
16	LPL Financial Holdings*	\$18	3/10 (30%)	M	M	W	W	W	Financial Services
17	Relay Therapeutics*	\$3	3/8 (38%)	M	M	W	M	W	Biotechnology
18	Repligen*	\$12	2/7 (29%)	W	W	M	M	W	Medical Instruments
19	Boston Properties	\$13	4/11 (36%)	M	W	M	M	M	Real Estate
20	Novanta	\$5	4/8 (50%)	M	M	M	M	N/A	Technology
21	Cabot Corporation*	\$4	3/11 (27%)	W	W	M	M	W	Materials
22	Independent Bank Corp.*	\$4	4/15 (27%)	W	W	W	M	M	Financial Services
23	Beam Therapeutics*	\$4	3/7 (43%)	M	M	M	W	M	Biotechnology
24	General Electric	\$80	4/10 (40%)	M	M	W	M	N/A	Industrials
25	Sarepta Therapeutics*	\$10	2/8 (25%)	W	W	W	M	M	Biotechnology
26	Dynatrace*	\$11	2/9 (22%)	W	W	M	M	W	Technology
27	BJ's Wholesale Club	\$10	3/10 (30%)	M	M	M	W	W	Consumer
28	Altra Industrial Motion	\$2	3/8 (38%)	M	M	M	M	W	Industrials
28	Onto Innovation*	\$3	3/8 (38%)	M	M	W	M	M	Technology
30	Vertex Pharmaceuticals	\$74	4/11 (36%)	M	M	M	M	W	Biotechnology
31	Charles River Laboratories	\$10	3/11 (27%)	M	M	W	M	W	Medical Diagnostics/Research
31	Eastern Bankshares	\$3	3/11 (27%)	M	W	M	M	M	Financial Services
33	Clean Harbors	\$6	4/12 (33%)	M	M	W	M	M	Industrials
33	Eversource Energy	\$31	4/12 (33%)	M	M	M	M	W	Utilities
33	Ginkgo Bioworks*	\$5	3/9 (33%)	M	M	M	M	W	Biotechnology
33	Intellia Therapeutics*	\$5	3/9 (33%)	M	M	W	M	M	Biotechnology
33	Lantheus Holdings*	\$5	3/9 (33%)	M	M	M	M	W	Pharmaceuticals

* Companies with an independent board chair (board chair and LID are the same person).

RANK	Company	Market Cap (in Billions)	Women on Board	Board Chair	LID	Audit Chair	Comp. Chair	N&G Chair	Industry Sector
33	Mercury Systems*	\$3	3/9 (33%)	M	M	M	W	M	Industrials
33	Moderna*	\$54	3/9 (33%)	M	M	W	M	M	Biotechnology
40	Tripadvisor	\$3	3/10 (30%)	M	N/A	M	W	N/A	Consumer
41	Analog Devices	\$78	4/13 (31%)	M	M	W	M	M	Technology
42	Akamai Technologies*	\$14	3/10 (30%)	M	M	W	M	M	Technology
42	Azenta Life Sciences*	\$4	3/10 (30%)	M	M	M	W	M	Medical Instruments
42	Boston Scientific	\$59	3/10 (30%)	M	M	M	W	M	Medical Devices
42	PTC Inc.*	\$14	3/10 (30%)	M	M	M	M	W	Technology
42	Sensata Technologies*	\$6	3/10 (30%)	M	M	W	M	M	Technology
47	Pegasystems	\$3	2/7 (29%)	M	N/A	M	W	M	Technology
48	Cerevel Therapeutics	\$5	3/11 (27%)	M	M	W	M	M	Biotechnology
48	DraftKings	\$7	3/11 (27%)	M	N/A	M	M	W	Consumer
50	Axcelis Technologies*	\$2	3/9 (33%)	M	M	M	M	M	Technology
50	Entegris*	\$14	2/8 (25%)	M	M	M	M	W	Technology
50	Keurig Dr Pepper	\$54	4/12 (33%)	M	M	M	M	M	Consumer
50	PerkinElmer*	\$17	3/9 (33%)	M	M	M	M	M	Medical Diagnostics/Research
50	Rapid7	\$3	3/9 (33%)	M	M	M	M	M	Technology
50	Teradyne*	\$13	2/8 (25%)	M	M	M	M	W	Technology
56	Boston Beer Company	\$4	2/9 (22%)	M	M	M	M	W	Consumer
56	Karuna Therapeutics*	\$9	2/9 (22%)	M	M	M	M	W	Biotechnology
56	NetScout Systems	\$2	2/9 (22%)	M	M	M	W	M	Technology
56	Waters Corporation	\$18	2/9 (22%)	M	M	W	M	M	Medical Diagnostics/Research
56	Watts Water Technologies	\$5	2/9 (22%)	M	M	W	M	M	Industrials
61	Toast Inc.	\$10	2/10 (20%)	M	M	M	W	M	Technology
62	Bruker	\$8	3/11 (27%)	M	M	M	M	M	Medical Devices
62	IPG Photonics Corp.*	\$5	3/11 (27%)	M	M	M	M	M	Technology
64	Biogen*	\$29	2/11 (18%)	M	M	W	M	M	Pharmaceuticals
65	Ameresco	\$3	2/8 (25%)	M	M	M	M	M	Industrials
65	Cognex*	\$7	2/8 (25%)	M	M	M	M	M	Technology
65	MACOM Technology*	\$4	2/8 (25%)	M	M	M	M	M	Technology
65	Thermo Fisher Scientific	\$216	3/12 (25%)	M	M	M	M	M	Medical Diagnostics/Research
69	CarGurus	\$2	1/7 (14%)	M	N/A	W	UD	N/A	Consumer
70	UniFirst Corporation*	\$3	2/9 (22%)	M	M	M	M	M	Industrials
70	Wayfair	\$5	2/9 (22%)	M	UD	M	UD	UD	Consumer
72	STAG Industrial	\$6	2/10 (20%)	M	M	M	M	M	Real Estate
73	Acushnet Holdings*	\$3	1/8 (13%)	M	M	M	M	M	Consumer
74	Sage Therapeutics*	\$2	1/9 (11%)	M	M	M	M	M	Biotechnology
75	Vicor	\$3	1/12 (8%)	M	N/A	M	M	N/A	Technology

* Companies with an independent board chair (board chair and LID are the same person).

METHODOLOGY AND DEFINITIONS

This report comprises data from the 75 largest public companies based on their market cap as of September 1, 2022. Our researchers used 2022 proxy statements, other SEC filings, corporate websites, and other publicly available data to establish this year's dataset of each company's executive leadership and board. The anchor date for the data is September 1, 2022, with the exception of CEO and boards updated to February 1, 2023. We organized and pre-populated the data into a survey that was sent to each company for validation. Companies were also asked to provide racial/ethnic data. For a sample of the survey template, please visit our [website](#).¹⁶

Data was organized for the following groups of leaders:

- **Chief executive officer (CEO)**
- **Named executive officers (NEOs):** highest paid individuals at each company, including CEO, chief financial officer, and three other most highly compensated executives as identified in the company's proxy statement. The number of NEOs may vary by company.
- **Executive leadership team:** a group of leaders as identified on each company's website. The makeup and size of the executive leadership team varies by company.
- **Board of directors:** the highest governing authority at a publicly traded company, as identified in the company's proxy statement and website.

Researchers attempted, through written and telephone follow-up requests, to work with the officials at each company to ensure completion of the data request and provide an opportunity to update their data. A total of 33 (44%) companies responded with gender and racial/ethnic information. For the companies that did not respond to our survey request, gender and racial/ethnic data for top leaders was collected via multiple publicly available sources. While great effort was taken to ensure precision of this data, we recognize that inaccuracies may have occurred and take responsibility for any errors.

Gender

For each individual listed in our corporate survey, we included their name, title, and gender. We defined gender in accordance with current convention, utilizing W (woman), M (man), and NB (nonbinary). Nonbinary is a term used to identify a person who does not identify within the gender binary classifications of woman or man. We are not able to report on LGBTQ+, gender nonconforming, and other diverse categories due to limited availability of data. We used at least two methods to determine gender, such as diversity matrices in the proxy statements and pronouns from bios, press releases, articles, and company websites.

Race/Ethnicity

We attempted to identify the race/ethnicity of the top leaders of each company, such as CEOs and NEOs. In compiling this data, we used publicly

available information, e.g., diversity matrices in the proxy statements, bios, press releases, and used annotations defining race/ethnicity, such as “first ever African American CEO.” While selecting the race category, we adapted the U.S. 2020 Census Bureau’s definitions, using Hispanic/Latinx as a race, not ethnicity. For brevity, in our tables and graphs, we used abbreviations, as listed in parenthesis below:

- American Indian or Alaska Native (AIAN)
- Asian
- Black or African American (Black)
- Hispanic/Latinx (Hispanic)
- Native Hawaiian or Pacific Islander (NHPI)
- White
- Two or more races (Multiracial)
- Unknown was used when race/ethnicity was either not provided or not discernible.

We asked companies to provide race/ethnicity data at an aggregate level using these same categories.

Throughout this report, we refer to people of color (or men/women of color). This relates to individuals who are neither white nor unknown race. The abbreviations used are: people of color (POC), men of color (MOC), and women of color (WOC).

Companies that validated all data (N=33):

Abiomed, Acushnet Holdings, Akamai Technologies, Alnylam Pharmaceuticals, American Tower, AspenTech, Azenta Life Sciences, Bright

Horizons Family Solutions, Boston Properties, CarGurus, Cerevel Therapeutics, Charles River Laboratories, Clean Harbors, DraftKings, Eastern Bankshares, Eversource Energy, Hologic, HubSpot, Independent Bank Corporation, Intellia Therapeutics, IPG Photonics, Keurig Dr Pepper, LPL Financial Holdings, MKS Instruments, NetScout Systems, Onto Innovation, PTC Inc., Relay Therapeutics, State Street, Teradyne, Tripadvisor, Vertex Pharmaceuticals, Waters Corporation

Companies that provided partial data (N=3):

Analog Devices, Novanta, Wayfair

Companies that did not respond/declined to participate (N=39):

Altra Industrial Motion, Ameresco, Axcelis Technologies, Beam Therapeutics, Biogen, BJ’s Wholesale Club, Blueprint Medicines, Boston Beer Company, Boston Scientific, Bruker, Cabot Corporation, Cognex, Dynatrace, Entegris, Iron Mountain, General Electric, Ginkgo Bioworks, Haemonetics, Insulet, Karuna Therapeutics, Lantheus Holdings, MACOM Technology Solutions, Mercury Systems, Moderna, Pegasystems, PerkinElmer, Rapid7, Repligen, Sage Therapeutics, Sarepta Therapeutics, Sensata Technologies, STAG Industrial, Thermo Fisher Scientific, The TJX Companies, The Hanover Insurance Group, Toast Inc., UniFirst Corporation, Vicor, Watts Water Technologies

GENDER RANKINGS

Once the data was collected, validated, and finalized, we ranked each company by assigning points. The weighting schema was developed to reflect top corporate positions of power and influence, and to assign points to women in these positions. At the executive level, top positions include chief executive officer (CEO), chief financial officer (CFO), named executive officers (NEOs), and

executive leadership team. Weighted positions at the board level include board chair, lead independent director (LID), chairs of the audit, compensation, and nominating & governance (N&G) committees, and board members. If a company did not have an N&G committee, we modified their maximum points possible to reflect that in the ranking schema.

Table 3: Gender Ranking Weighting Schema

Point Allocation/Weighting Used to Develop the Comprehensive Gender Index and Ranking	
Leadership Category	Points Assigned if Woman
Executive Leadership	
CEO	20 points
CFO	5 points
NEOs (net of CEO and CFO)	5 points each
Executive leadership	% of women multiplied by 25 points
Board of Directors	
Non-independent chair	5 points
Independent chair/LID	10 points
Audit chair	5 points
Compensation chair	5 points
Nominating & governance chair	5 points
Board members	% of women multiplied by 60 points

COMPANY PROFILES

In this appendix, we have provided profiles for each of the companies used in our report. The ranked 75 companies are listed in alphabetical order.

The profiles for the companies include:

- **Year founded**
- **Market cap** – this is as of September 1, 2022
- **Number of employees** – as found on the company’s website or other public documents
- **Verification status** – validated all data, submitted partial data, or did not validate
- **CEO name, gender, race/ethnicity**
- **LID/independent chair (board)** – name, gender, race/ethnicity
- **Audit chair (board)** – name and gender
- **Comp (compensation) chair (board)** – name and gender
- **N&G chair (board)** – name and gender. Some companies are not required to have an N&G committee; N/A has been applied to these companies.
- **Past women CEOs:** This is the number of past women CEOs. If data was not available or if the company did not respond, it is reflected as such.
- **Past women LIDs/independent chairs:** This is the number of past women LIDs/independent chairs. If data was not available or if the company did not respond, it is reflected as such.
- **Table of demographics** for executive leadership, NEOs (may include former employees who were listed as NEOs on the most recent proxy statement), and board of directors. We also asked each company to disclose any LGBTQ+ executives or board members. The majority of companies do not have any data to report.
- **UD** stands for Undisclosed.

Abiomed

Ranking
Executive Board

71 11

Year Founded: 1981 | Market Cap: \$11.79B | Employees: 2,003 | Validated All Data

CEO: Michael Minogue, M, White | LID/Independent Chair: Dorothy Puhly, W, White

Audit Chair: Dorothy Puhly, W | Comp Chair: Paul Thomas, M | N&G Chair: Martin Sutter, M

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		8			5			9	
White	13%	75%	-	-	100%	-	22%	56%	-
Black	-	-	-	-	-	-	11%	11%	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	13%	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	-	-
Total %	13%	88%	0%	0%	100%	0%	33%	67%	0%

LGBTQ+

Comment: In November 2022, Abiomed announced that it would be acquired by Johnson & Johnson. The deal closed on December 22, 2022. Following the acquisition, Abiomed continues to operate as a standalone business within Johnson & Johnson's MedTech segment led by Andrew Greenfield as its president.

Acushnet Holdings

Ranking
Executive Board

47 73

Year Founded: 1910 | Market Cap: \$3.42B | Employees: 7,300 | Validated All Data

CEO: David Maher, M, White | LID/Independent Chair: Yoon Soo Yoon, M, Asian

Audit Chair: Sean Sullivan, M | Comp Chair: Steven Tishman, M | N&G Chair: Keun Chang Yoon, M

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		7			5			8	
White	14%	86%	-	20%	80%	-	13%	50%	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	38%	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	-	-
Total %	14%	86%	0%	20%	80%	0%	13%	88%	0%

LGBTQ+

Did Not Disclose

Did Not Disclose

Did Not Disclose

Akamai Technologies

Ranking
Executive Board

58 42

Year Founded: 1998 | Market Cap: \$14.33B | Employees: 9,800 | Validated All Data

CEO: Tom Leighton, M, White | LID/Independent Chair: Daniel Hesse, M, White

Audit Chair: Madhu Ranganathan, W | Comp Chair: Monte Ford, M | N&G Chair: Bernardus Verwaayen, M

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		9			5			10	
White	22%	56%	-	-	100%	-	10%	60%	-
Black	-	11%	-	-	-	-	10%	10%	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	11%	-	-	-	-	10%	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	-	-
Total %	22%	78%	0%	0%	100%	0%	30%	70%	0%
LGBTQ+									

Anylam Pharmaceuticals

Ranking
Executive Board

6 1

Year Founded: 2002 | Market Cap: \$25.35B | Employees: 2,002 | Validated All Data

CEO: Yvonne Greenstreet, W, Black | LID/Independent Chair: Amy Schulman, W, White

Audit Chair: Marsha Fanucci, W | Comp Chair: Amy Schulman, W | N&G Chair: David Pyott, M

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		9			6			12	
White	11%	44%	-	-	33%	-	33%	50%	-
Black	-	-	-	17%	-	-	8%	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	33%	-	-	33%	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	11%	-	-	17%	-	-	-	-	-
Multiracial	-	-	-	-	-	-	8%	-	-
Unknown	-	-	-	-	-	-	-	-	-
Total %	22%	78%	0%	33%	67%	0%	50%	50%	0%
LGBTQ+								0	

Altra Industrial Motion

Ranking
Executive Board

75 28

Year Founded: 2004 | Market Cap: \$2.45B | Employees: 9,314 | Did Not Validate Data

CEO: Carl Christenson, M, White | **LID/Independent Chair:** Lyle Ganske, M, White

Audit Chair: James Woodward, Jr., M | **Comp Chair:** Thomas Swidarski, M | **N&G Chair:** Margot Hoffman, W

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		3			5			8	
White	-	-	-	-	-	-	25%	63%	-
Black	-	-	-	-	-	-	13%	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	100%	-	-	100%	-	-	-	-
Total %	0%	100%	0%	0%	100%	0%	38%	63%	0%
LGBTQ+									

Ameresco

Ranking
Executive Board

16 65

Year Founded: 2000 | Market Cap: \$3.42B | Employees: 1,363 | Did Not Validate Data

CEO: George Sakellaris, M, White | **LID/Independent Chair:** Joseph Sutton, M, White

Audit Chair: Frank Wisneski, M | **Comp Chair:** Joseph Sutton, M | **N&G Chair:** Douglas Foy, M

Past Women CEOs: The current CEO is the company's first CEO.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		9			5			8	
White	-	-	-	-	-	-	-	-	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	33%	67%	-	40%	60%	-	25%	75%	-
Total %	33%	67%	0%	40%	60%	0%	25%	75%	0%
LGBTQ+									

American Tower

Ranking
Executive Board

58 7

Year Founded: 1995 | Market Cap: \$119.95B | Employees: 6,391 | Validated All Data

CEO: Thomas Bartlett, M, White | **LID/Independent Chair:** Pamela Reeve, W, White

Audit Chair: JoAnn Reed, W | **Comp Chair:** Craig Macnab, M | **N&G Chair:** Robert Hormats, M

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		9			5			13	
White	11%	56%	-	-	100%	-	23%	46%	-
Black	11%	11%	-	-	-	-	8%	15%	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	11%	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	8%	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	-	-
Total %	22%	78%	0%	0%	100%	0%	38%	62%	0%

LGBTQ+

Comment: In 2023, Ruth Dowling took over the position of chief administrative officer and general counsel .

Analog Devices

Ranking
Executive Board

22 41

Year Founded: 1965 | Market Cap: \$77.50B | Employees: 24,450 | Submitted Partial Data

CEO: Vincent Roche, M, Unknown | **LID/Independent Chair:** James Champy, M, White

Audit Chair: Karen Golz, W | **Comp Chair:** Edward Frank, M | **N&G Chair:** James Champy, M

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		7			5			13	
White	-	-	-	-	-	-	15%	38%	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	8%	8%	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	8%	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	43%	57%	-	20%	80%	-	-	15%	8%
Total %	43%	57%	0%	20%	80%	0%	31%	62%	8%

LGBTQ+

AspenTech

Ranking
Executive Board

42 15

Year Founded: 1981 | Market Cap: \$12.93B | Employees: 3,574 | Validated All Data

CEO: Antonio Pietri, M, Hispanic | LID/Independent Chair: Jill Smith, W, White

Audit Chair: Karen Golz, W | Comp Chair: Thomas Bogan, M | N&G Chair: Jill Smith, W

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		11			4			9	
White	9%	55%	-	25%	25%	-	22%	56%	-
Black	9%	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	18%	-	-	25%	-	-	11%	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	9%	-	-	25%	-	-	11%	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	-	-
Total %	18%	82%	0%	25%	75%	0%	22%	78%	0%
LGBTQ+									

Axcelis Technologies

Ranking
Executive Board

7 50

Year Founded: 2000 | Market Cap: \$2.09B | Employees: 1,388 | Did Not Validate Data

CEO: Mary Puma, W, White | LID/Independent Chair: Richard Faubert, M, White

Audit Chair: John Kurtzweil, M | Comp Chair: Jorge Titinger, M | N&G Chair: Joseph Keithley, M

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		6			5			9	
White	-	-	-	-	-	-	22%	44%	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	11%	11%	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	11%	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	17%	83%	-	40%	60%	-	-	-	-
Total %	17%	83%	0%	40%	60%	0%	33%	67%	0%
LGBTQ+									

Azenta Life Sciences

Ranking
Executive Board

26 42

Year Founded: 1978 | Market Cap: \$3.88B | Employees: 3,700 | Validated All Data

CEO: Stephen Schwartz, M, White | **LID/Independent Chair:** Joseph Martin, M, White

Audit Chair: Alfred Woollacott, III, M | **Comp Chair:** Ellen Zane, W | **N&G Chair:** Krishna Palepu, M

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		13			5			10	
White	8%	62%	-	-	80%	-	30%	60%	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	15%	8%	-	20%	-	-	-	10%	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	8%	-	-	-	-	-	-	-	-
Total %	31%	69%	0%	20%	80%	0%	30%	70%	0%
LGBTQ+									0

Beam Therapeutics

Ranking
Executive Board

12 23

Year Founded: 2017 | Market Cap: \$3.91B | Employees: 507 | Did Not Validate Data

CEO: John Evans, M, White | **LID/Independent Chair:** Mark Fishman, M, White

Audit Chair: Graham Cooper, M | **Comp Chair:** Kristina Burow, W | **N&G Chair:** Mark Fishman, M

Past Women CEOs: The current CEO is the company's first CEO.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		10			3			7	
White	-	-	-	-	-	-	14%	57%	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	14%	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	60%	40%	-	33%	67%	-	14%	-	-
Total %	60%	40%	0%	33%	67%	0%	43%	57%	0%
LGBTQ+									0

Biogen

Ranking
Executive Board

15 64

Year Founded: 1978 | Market Cap: \$28.99B | Employees: 8,725 | Did Not Validate Data

CEO: Christopher Viehbacher, M, White | **LID/Independent Chair:** Stelios Papadopoulos, M, White

Audit Chair: Caroline Dorsa, W | **Comp Chair:** William Jones, M | **N&G Chair:** Alexander Denner, M

Past Women CEOs: Company did not provide data.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		13			5			11	
White	-	-	-	-	-	-	9%	55%	-
Black	-	-	-	-	-	-	-	9%	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	9%	9%	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	54%	46%	-	20%	80%	-	-	9%	-
Total %	54%	46%	0%	20%	80%	0%	18%	82%	0%
LGBTQ+									0

BJ's Wholesale Club

Ranking
Executive Board

32 27

Year Founded: 1984 | Market Cap: \$10.06B | Employees: 34,000 | Did Not Validate Data

CEO: Robert Eddy, M, White | **LID/Independent Chair:** Rob Steele, M, White

Audit Chair: Chris Peterson, M | **Comp Chair:** Judy Werthausser, W | **N&G Chair:** Judy Werthausser, W

Past Women CEOs: 1

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		8			5			10	
White	-	-	-	-	-	-	-	-	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	25%	75%	-	20%	80%	-	30%	70%	-
Total %	25%	75%	0%	20%	80%	0%	30%	70%	0%
LGBTQ+									

Blueprint Medicines

Ranking
Executive Board

3 9

Year Founded: 2011 | Market Cap: \$4.40B | Employees: 641 | Did Not Validate Data

CEO: Kate Haviland, W, White | **LID/Independent Chair:** Lynn Seely, W, White

Audit Chair: Daniella Beckman, W | **Comp Chair:** Lynn Seely, W | **N&G Chair:** Lonnel Coats, M

Past Women CEOs: Company did not provide data.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors			
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%	
Total #		10			5			10		
White	-	-	-	-	-	-	30%	50%	-	
Black	-	-	-	-	-	-	-	10%	-	
AIAN	-	-	-	-	-	-	-	-	-	
Asian	-	-	-	-	-	-	-	10%	-	
NHPI	-	-	-	-	-	-	-	-	-	
Hispanic	-	-	-	-	-	-	-	-	-	
Multiracial	-	-	-	-	-	-	-	-	-	
Unknown	50%	50%	-	20%	80%	-	-	-	-	
Total %	50%	50%	0%	20%	80%	0%	30%	70%	0%	
LGBTQ+										

Boston Beer Company

Ranking
Executive Board

13 56

Year Founded: 1984 | Market Cap: \$4.14B | Employees: 2,679 | Did Not Validate Data

CEO: David Burwick, M, White | **LID/Independent Chair:** Jean-Michel Valette, M, White

Audit Chair: Jean-Michel Valette, M | **Comp Chair:** Michael Spillane, M | **N&G Chair:** Meghan Joyce, W

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors			
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%	
Total #		7			5			9		
White	-	-	-	-	-	-	-	-	-	
Black	-	-	-	-	-	-	-	-	-	
AIAN	-	-	-	-	-	-	-	-	-	
Asian	-	-	-	-	-	-	-	-	-	
NHPI	-	-	-	-	-	-	-	-	-	
Hispanic	-	-	-	-	-	-	-	-	-	
Multiracial	-	-	-	-	-	-	-	-	-	
Unknown	57%	43%	-	20%	80%	-	22%	78%	-	
Total %	57%	43%	0%	20%	80%	0%	22%	78%	0%	
LGBTQ+										

Boston Properties

Ranking
Executive Board

62 19

Year Founded: 1970 | Market Cap: \$12.52B | Employees: 780 | Validated All Data

CEO: Owen Thomas, M, White | LID/Independent Chair: Kelly Ayotte, W, White

Audit Chair: David Twardock, M | Comp Chair: Joel Klein, M | N&G Chair: Matthew Lustig, M

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		14			5			11	
White	21%	79%	-	-	100%	-	27%	64%	-
Black	-	-	-	-	-	-	9%	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	-	-
Total %	21%	79%	0%	0%	100%	0%	36%	64%	0%
LGBTQ+									

Boston Scientific

Ranking
Executive Board

53 42

Year Founded: 1979 | Market Cap: \$58.68B | Employees: 45,000 | Did Not Validate Data

CEO: Michael Mahoney, M, White | LID/Independent Chair: Edward Ludwig, M, White

Audit Chair: Charles Dockendorff, M | Comp Chair: Donna James, W | N&G Chair: David Roux, M

Past Women CEOs: Company did not provide data.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		19			5			10	
White	-	-	-	-	-	-	10%	60%	-
Black	-	-	-	-	-	-	20%	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	10%	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	26%	74%	-	-	100%	-	-	-	-
Total %	26%	74%	0%	0%	100%	0%	30%	70%	0%
LGBTQ+									

Bright Horizons Family Solutions

Ranking
Executive Board

5 11

Year Founded: 1986 | Market Cap: \$3.88B | Employees: 29,100 | Validated All Data

CEO: Stephen Kramer, M, White | **LID/Independent Chair:** Jordan Hitch, M, White

Audit Chair: Lawrence Alleva, M | **Comp Chair:** Jordan Hitch, M | **N&G Chair:** Laurel Richie, W

Past Women CEOs: Company did not provide data.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #	9			5			10		
White	44%	33%	-	60%	40%	-	30%	50%	-
Black	11%	-	-	-	-	-	20%	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	11%	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	-	-
Total %	67%	33%	0%	60%	40%	0%	50%	50%	0%
LGBTQ+	Did Not Disclose								

Bruker

Ranking
Executive Board

75 62

Year Founded: 1960 | Market Cap: \$8.33B | Employees: 8,525 | Did Not Validate Data

CEO: Frank Laukien, M, White | **LID/Independent Chair:** William Linton, M, White

Audit Chair: John Ornell, M | **Comp Chair:** Richard Packer, M | **N&G Chair:** Marc Kastner, M

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #	5			5			11		
White	-	-	-	-	-	-	27%	55%	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	9%	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	100%	-	-	100%	-	-	9%	-
Total %	0%	100%	0%	0%	100%	0%	27%	73%	0%
LGBTQ+	0								

Cabot Corporation

Ranking
Executive Board

16 21

Year Founded: 1882 | Market Cap: \$3.97B | Employees: 4,190 | Did Not Validate Data

CEO: Sean Keohane, M, White | **LID/Independent Chair:** Sue Rataj, W, White

Audit Chair: Michael Morrow, M | **Comp Chair:** Matthias Wolfgruber, M | **N&G Chair:** Sue Rataj, W

Past Women CEOs: Company did not provide data.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		9			5			11	
White	-	-	-	-	-	-	-	-	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	33%	67%	-	40%	60%	-	27%	73%	-
Total %	33%	67%	0%	40%	60%	0%	27%	73%	0%
LGBTQ+									

CarGurus

Ranking
Executive Board

18 69

Year Founded: 2006 | Market Cap: \$2.28B | Employees: 1,403 | Validated All Data

CEO: Jason Trevisan, M, White | **LID/Independent Chair:** N/A

Audit Chair: Lori Hickok, W | **Comp Chair:** Ian Smith, UD | **N&G Chair:** N/A

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		8			6			7	
White	25%	63%	-	33%	67%	-	14%	57%	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	13%	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	-	29%
Total %	25%	75%	0%	33%	67%	0%	14%	57%	29%
LGBTQ+								0	

Comment: Company's CFO departed in October 2022 changing the percentage of women NEOs to 40%.

Cerevel Therapeutics

Ranking
Executive Board

67 48

Year Founded: 2018 | Market Cap: \$4.64B | Employees: 298 | Validated All Data

CEO: Anthony Coles, M, Black | **LID/Independent Chair:** Norbert Riedel, M, White

Audit Chair: Gabrielle Sulzberger, W | **Comp Chair:** Marijn Dekkers, M | **N&G Chair:** Christopher Gordon, M

Past Women CEOs: The current CEO is the company's first CEO.

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		7			5			11	
White	14%	43%	-	-	20%	-	18%	45%	-
Black	-	14%	-	-	40%	-	9%	18%	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	14%	-	-	20%	-	-	9%	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	14%	-	-	20%	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	-	-
Total %	14%	86%	0%	0%	100%	0%	27%	73%	0%
LGBTQ+	Did Not Disclose						Did Not Disclose		

Charles River Laboratories

Ranking
Executive Board

8 31

Year Founded: 1947 | Market Cap: \$10.33B | Employees: 20,000 | Validated All Data

CEO: James Foster, M, White | **LID/Independent Chair:** George Massaro, M, White

Audit Chair: Virginia Wilson, W | **Comp Chair:** Richard Reese, M | **N&G Chair:** Deborah Kochevar, W

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		19			5			11	
White	42%	47%	-	20%	60%	-	27%	64%	-
Black	-	-	-	-	-	-	-	9%	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	5%	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	5%	-	-	20%	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	-	-
Total %	47%	53%	0%	40%	60%	0%	27%	73%	0%
LGBTQ+									

Clean Harbors

Ranking
Executive Board

54 33

Year Founded: 1980 | Market Cap: \$6.30B | Employees: 19,775 | Validated All Data

CEO: Alan McKim, M, White | **LID/Independent Chair:** Eugene Banucci, M, White

Audit Chair: Andrea Robertson, W | **Comp Chair:** Thomas Shields, M | **N&G Chair:** John Welch, M

Past Women CEOs: The current CEO is the company's first CEO.

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		8			5			12	
White	13%	75%	-	-	100%	-	25%	58%	-
Black	13%	-	-	-	-	-	8%	8%	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	-	-
Total %	25%	75%	0%	0%	100%	0%	33%	67%	0%
LGBTQ+									

Cognex

Ranking
Executive Board

32 65

Year Founded: 1981 | Market Cap: \$7.37B | Employees: 2,441 | Did Not Validate Data

CEO: Robert Willett, M, White | **LID/Independent Chair:** Anthony Sun, M, Asian

Audit Chair: Theodor Krantz, M | **Comp Chair:** Theodor Krantz, M | **N&G Chair:** Anthony Sun, M

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		4			5			8	
White	-	-	-	-	-	-	13%	38%	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	38%	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	25%	75%	-	20%	80%	-	13%	-	-
Total %	25%	75%	0%	20%	80%	0%	25%	75%	0%
LGBTQ+								0	

DraftKings

Ranking
Executive Board

64 48

Year Founded: 2012 | Market Cap: \$7.15B | Employees: 4,200 | Validated All Data

CEO: Jason Robins, M, White | LID/Independent Chair: N/A

Audit Chair: Steven Murray, M | Comp Chair: Ryan Moore, M | N&G Chair: Marni Walden, W

Past Women CEOs: The current CEO is the company's first CEO.

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		11			5			11	
White	18%	73%	-	-	80%	-	9%	73%	-
Black	-	-	-	-	-	-	18%	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	9%	-	-	20%	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	-	-
Total %	18%	82%	0%	0%	100%	0%	27%	73%	0%
LGBTQ+									

Dynatrace

Ranking
Executive Board

36 26

Year Founded: 2005 | Market Cap: \$10.51B | Employees: 3,600 | Did Not Validate Data

CEO: Rick McConnell, M, White | LID/Independent Chair: Jill Ward, W, White

Audit Chair: Stephen Lifshatz, M | Comp Chair: Michael Capone, M | N&G Chair: Jill Ward, W

Past Women CEOs: Company did not provide data.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		10			5			9	
White	-	-	-	-	-	-	-	-	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	40%	60%	-	-	100%	-	22%	78%	-
Total %	40%	60%	0%	0%	100%	0%	22%	78%	0%
LGBTQ+									

Eastern Bankshares

Ranking
Executive Board

41 31

Year Founded: 1818 | Market Cap: \$3.45B | Employees: 2,146 | Validated All Data

CEO: Robert Rivers, M, White | **LID/Independent Chair:** Deborah Jackson, W, Black

Audit Chair: Richard Bane, M | **Comp Chair:** Peter Markell, M | **N&G Chair:** Paul Connolly, M

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		13			5			11	
White	31%	54%	-	-	80%	-	18%	55%	-
Black	-	8%	-	-	20%	-	9%	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	8%	-	-	-	-	-	-	9%	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	9%	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	-	-
Total %	38%	62%	0%	0%	100%	0%	27%	73%	0%
LGBTQ+									

Entegris

Ranking
Executive Board

52 50

Year Founded: 1966 | Market Cap: \$13.80B | Employees: 10,000 | Did Not Validate Data

CEO: Bertrand Loy, M, White | **LID/Independent Chair:** Paul Olson, M, White

Audit Chair: James Lederer, M | **Comp Chair:** James Gentilcore, M | **N&G Chair:** Azita Saleki-Gerhardt, W

Past Women CEOs: Company did not provide data.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		11			5			8	
White	-	-	-	-	-	-	13%	63%	-
Black	-	-	-	-	-	-	-	13%	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	13%	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	9%	91%	-	20%	80%	-	-	-	-
Total %	9%	91%	0%	20%	80%	0%	25%	75%	0%
LGBTQ+									

Eversource Energy

Ranking
Executive Board

30 33

Year Founded: 1966 | Market Cap: \$31.48B | Employees: 9,626 | Validated All Data

CEO: Joseph Nolan, Jr., M, White | LID/Independent Chair: William Van Faasen, M, White

Audit Chair: Francis Doyle, M | Comp Chair: William Van Faasen, M | N&G Chair: Cotton Cleveland, W

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #	7			5			12		
White	29%	57%	-	20%	80%	-	17%	50%	-
Black	-	-	-	-	-	-	17%	8%	-
AIAN	-	14%	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	8%	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	-	-
Total %	29%	71%	0%	20%	80%	0%	33%	67%	0%
LGBTQ+									

General Electric

Ranking
Executive Board

29 24

Year Founded: 1892 | Market Cap: \$80.13B | Employees: 172,000 | Did Not Validate Data

CEO: H. Lawrence Culp, Jr., M, White | LID/Independent Chair: Thomas Horton, M, White

Audit Chair: Leslie Seidman, W | Comp Chair: Thomas Horton, M | N&G Chair: N/A

Past Women CEOs: Company did not provide data.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #	25			5			10		
White	-	-	-	-	-	-	40%	50%	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	28%	72%	-	20%	80%	-	-	10%	-
Total %	28%	72%	0%	20%	80%	0%	40%	60%	0%
LGBTQ+									

Ginkgo Bioworks

Ranking
Executive Board

36 33

Year Founded: 2008 | Market Cap: \$4.88B | Employees: 641 | Did Not Validate Data

CEO: Jason Kelly, M, White | **LID/Independent Chair:** Marijn Dekkers, M, White

Audit Chair: Christian Henry, M | **Comp Chair:** Shyam Sankar, M | **N&G Chair:** Reshma Kewalramani, W

Past Women CEOs: The current CEO is the company's first CEO.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		5			3			9	
White	-	-	-	-	-	-	-	-	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	20%	80%	-	33%	67%	-	33%	67%	-
Total %	20%	80%	0%	33%	67%	0%	33%	67%	0%
LGBTQ+									

Haemonetics

Ranking
Executive Board

13 11

Year Founded: 1971 | Market Cap: \$3.81B | Employees: 2,821 | Did Not Validate Data

CEO: Christopher Simon, M, White | **LID/Independent Chair:** Ellen Zane, W, White

Audit Chair: Charles Dockendorff, M | **Comp Chair:** Robert Abernathy, M | **N&G Chair:** Ellen Zane, W

Past Women CEOs: Company did not provide data.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		7			5			9	
White	-	-	-	-	-	-	-	-	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	57%	43%	-	20%	80%	-	33%	67%	-
Total %	57%	43%	0%	20%	80%	0%	33%	67%	0%
LGBTQ+									

Hologic

Ranking
Executive **27** Board **3**

Year Founded: 1985 | Market Cap: \$17.08B | Employees: 6,944 | Validated All Data

CEO: Stephen MacMillan, M, White | **LID/Independent Chair:** Sally Crawford, W, White
Audit Chair: Charles Dockendorff, M | **Comp Chair:** Scott Garrett, M | **N&G Chair:** Sally Crawford, W
Past Women CEOs: 0
Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		10			5			9	
White	30%	60%	-	20%	80%	-	33%	44%	-
Black	-	10%	-	-	-	-	11%	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	11%	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	-	-
Total %	30%	70%	0%	20%	80%	0%	44%	56%	0%
LGBTQ+								0	

HubSpot

Ranking
Executive **2** Board **5**

Year Founded: 2006 | Market Cap: \$14.88B | Employees: 7,433 | Validated All Data

CEO: Yamini Rangan, W, Asian | **LID/Independent Chair:** Lorrie Norrington, W, White
Audit Chair: Ron Gill, M | **Comp Chair:** Jay Simons, M | **N&G Chair:** Lorrie Norrington, W
Past Women CEOs: 0
Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		12			5			10	
White	33%	50%	-	20%	40%	-	30%	30%	-
Black	-	-	-	-	-	-	-	10%	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	8%	-	20%	20%	-	10%	20%	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	8%	-	-	-	-	-	-	-
Total %	33%	67%	0%	40%	60%	0%	40%	60%	0%
LGBTQ+									

Independent Bank Corp.

Ranking
Executive Board

48 22

Year Founded: 1907 | Market Cap: \$3.56B | Employees: 1,691 | Validated All Data

CEO: Jeffrey Tengel, M, White | LID/Independent Chair: Donna Abelli, W, White

Audit Chair: Eileen Miskell, W | Comp Chair: Daniel O'Brien, M | N&G Chair: John Morrissey, M

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		12			5			15	
White	25%	67%	-	-	100%	-	27%	60%	-
Black	8%	-	-	-	-	-	-	13%	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	-	-
Total %	33%	67%	0%	0%	100%	0%	27%	73%	0%
LGBTQ+	Did Not Disclose			Did Not Disclose			0		

Insulet

Ranking
Executive Board

34 6

Year Founded: 2000 | Market Cap: \$18.01B | Employees: 2,600 | Did Not Validate Data

CEO: James Hollingshead, M, White | LID/Independent Chair: Timothy Scannell, M, White

Audit Chair: Corinne Nevinny, W | Comp Chair: James Hollingshead, M | N&G Chair: Timothy Scannell, M

Past Women CEOs: 1

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		9			5			9	
White	-	-	-	-	-	-	44%	33%	-
Black	-	-	-	-	-	-	-	11%	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	11%	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	22%	78%	-	20%	80%	-	-	-	-
Total %	22%	78%	0%	20%	80%	0%	56%	44%	0%
LGBTQ+									

Intellia Therapeutics

Ranking
Executive Board

21 33

Year Founded: 2014 | Market Cap: \$4.55B | Employees: 598 | Validated All Data

CEO: John Leonard, M, White | LID/Independent Chair: Frank Verwiel, M, White

Audit Chair: Caroline Dorsa, W | Comp Chair: John Crowley, M | N&G Chair: Frank Verwiel, M

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		11			5			9	
White	-	36%	-	-	80%	-	22%	67%	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	11%	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	9%	-	-	20%	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	36%	18%	-	-	-	-	-	-	-
Total %	45%	55%	0%	20%	80%	0%	33%	67%	0%
LGBTQ+									

IPG Photonics Corporation

Ranking
Executive Board

71 62

Year Founded: 1990 | Market Cap: \$4.54B | Employees: 6,230 | Validated All Data

CEO: Eugene Scherbakov, M, White | LID/Independent Chair: John Peeler, M, White

Audit Chair: Thomas Seifert, M | Comp Chair: Gregory Dougherty, M | N&G Chair: Eric Meurice, M

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		8			5			11	
White	13%	63%	-	-	80%	-	18%	73%	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	9%	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	13%	-	-	-	-	-	-	-
Multiracial	-	13%	-	-	20%	-	-	-	-
Unknown	-	-	-	-	-	-	-	-	-
Total %	13%	88%	0%	0%	100%	0%	27%	73%	0%
LGBTQ+									

Iron Mountain

Ranking
Executive Board

27 10

Year Founded: 1951 | Market Cap: \$15.48B | Employees: 26,000 | Did Not Validate Data

CEO: William Meaney, M, White | **LID/Independent Chair:** Pamela Arway, W, White

Audit Chair: Walter Rakowich, M | **Comp Chair:** Pamela Arway, W | **N&G Chair:** Alfred Verrecchia, M

Past Women CEOs: Company did not provide data.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #	10			5			11		
White	-	-	-	-	-	-	36%	55%	-
Black	-	-	-	-	-	-	-	9%	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	30%	70%	-	20%	80%	-	-	-	-
Total %	30%	70%	0%	20%	80%	0%	36%	64%	0%
LGBTQ+									

Karuna Therapeutics

Ranking
Executive Board

36 56

Year Founded: 2009 | Market Cap: \$8.55B | Employees: 210 | Did Not Validate Data

CEO: Bill Meury, M, White | **LID/Independent Chair:** Christopher Coughlin, M, White

Audit Chair: Christopher Coughlin, M | **Comp Chair:** Atul Pande, M | **N&G Chair:** Laurie Olson, W

Past Women CEOs: Company did not provide data.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #	5			5			9		
White	-	-	-	-	-	-	11%	44%	-
Black	-	-	-	-	-	-	-	11%	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	11%	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	11%	-	-
Unknown	20%	80%	-	20%	80%	-	-	-	11%
Total %	20%	80%	0%	20%	80%	0%	22%	67%	11%
LGBTQ+	3								

Keurig Dr Pepper

Ranking
Executive Board

51 50

Year Founded: 2014 | Market Cap: \$54.27B | Employees: 28,000 | Validated All Data

CEO: Robert Gamgort, M, White | LID/Independent Chair: Paul Michaels, M, White

Audit Chair: Robert Singer, M | Comp Chair: Paul Michaels, M | N&G Chair: Paul Michaels, M

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		10			6			12	
White	20%	50%	-	-	50%	-	25%	58%	-
Black	-	10%	-	-	17%	-	-	8%	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	10%	-	-	33%	-	-	-	-
Multiracial	-	-	-	-	-	-	8%	-	-
Unknown	10%	-	-	-	-	-	-	-	-
Total %	30%	70%	0%	0%	100%	0%	33%	67%	0%
LGBTQ+								0	

Lantheus Holdings

Ranking
Executive Board

3 33

Year Founded: 1956 | Market Cap: \$5.40B | Employees: 698 | Did Not Validate Data

CEO: Mary Heino, W, White | LID/Independent Chair: Brian Markison, M, White

Audit Chair: Samuel Leno, M | Comp Chair: Gary Pruden, M | N&G Chair: Julie McHugh, W

Past Women CEOs: Company did not provide data.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		10			7			9	
White	-	-	-	-	-	-	22%	67%	-
Black	-	-	-	-	-	-	11%	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	50%	50%	-	14%	86%	-	-	-	-
Total %	50%	50%	0%	14%	86%	0%	33%	67%	0%
LGBTQ+									

LPL Financial Holdings

Ranking
Executive Board

58 16

Year Founded: 1989 | Market Cap: \$17.74B | Employees: 6,900 | Validated All Data

CEO: Dan Arnold, M, White | **LID/Independent Chair:** James Putnam, M, White

Audit Chair: Paulett Eberhart, W | **Comp Chair:** Allison Mnookin, W | **N&G Chair:** Anne Mulcahy, W

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		9			5			10	
White	22%	67%	-	-	100%	-	30%	50%	-
Black	-	-	-	-	-	-	-	10%	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	11%	-	-	-	-	-	10%	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	-	-
Total %	22%	78%	0%	0%	100%	0%	30%	70%	0%
LGBTQ+									

MACOM Technology Solutions

Ranking
Executive Board

36 65

Year Founded: 1950 | Market Cap: \$4.02B | Employees: 1,200 | Did Not Validate Data

CEO: Stephen Daly, M, White | **LID/Independent Chair:** John Ocampo, M, Asian

Audit Chair: Geoffrey Ribar, M | **Comp Chair:** Peter Chung, M | **N&G Chair:** Charles Bland, M

Past Women CEOs: Company did not provide data.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		5			6			8	
White	-	-	-	-	-	-	-	50%	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	25%	25%	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	20%	80%	-	17%	83%	-	-	-	-
Total %	20%	80%	0%	17%	83%	0%	25%	75%	0%
LGBTQ+									

Mercury Systems

Ranking
Executive Board

64 33

Year Founded: 1981 | Market Cap: \$2.70B | Employees: 2,486 | Did Not Validate Data

CEO: Mark Aslett, M, White | **LID/Independent Chair:** William O'Brien, M, White

Audit Chair: Barry Nearhos, M | **Comp Chair:** Mary Louise Krakauer, W | **N&G Chair:** William O'Brien, M

Past Women CEOs: Company did not provide data.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		11			5			9	
White	-	-	-	-	-	-	22%	56%	-
Black	-	-	-	-	-	-	11%	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	18%	82%	-	-	100%	-	-	11%	-
Total %	18%	82%	0%	0%	100%	0%	33%	67%	0%
LGBTQ+									

MKS Instruments

Ranking
Executive Board

30 4

Year Founded: 1961 | Market Cap: \$6.44B | Employees: 6,000 | Validated All Data

CEO: John Lee, M, Asian | **LID/Independent Chair:** Jacqueline Moloney, W, White

Audit Chair: Elizabeth Mora, W | **Comp Chair:** Rajeev Batra, M | **N&G Chair:** Jacqueline Moloney, W

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		7			5			9	
White	29%	71%	-	20%	60%	-	33%	44%	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	20%	-	-	22%	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	-	-
Total %	29%	71%	0%	20%	80%	0%	33%	67%	0%
LGBTQ+		Did Not Disclose			Did Not Disclose			1	

Moderna

Ranking
Executive Board

9 33

Year Founded: 2010 | Market Cap: \$54.35B | Employees: 3,900 | Did Not Validate Data

CEO: Stéphane Bancel, M, White | **LID/Independent Chair:** Noubar Afeyan, M, White

Audit Chair: Elizabeth Tallet, W | **Comp Chair:** Stephen Berenson, M | **N&G Chair:** Noubar Afeyan, M

Past Women CEOs: The current CEO is the company's first CEO.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #	9			6			9		
White	-	-	-	-	-	-	33%	33%	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	22%	-
Unknown	44%	56%	-	33%	67%	-	-	-	11%
Total %	44%	56%	0%	33%	67%	0%	33%	56%	11%
LGBTQ+									

NetScout Systems

Ranking
Executive Board

44 56

Year Founded: 1984 | Market Cap: \$2.23B | Employees: 2,308 | Validated All Data

CEO: Anil Singhal, M, Asian | **LID/Independent Chair:** John Egan, M, White

Audit Chair: Robert Donahue, M | **Comp Chair:** Vivian Vitale, W | **N&G Chair:** Joseph Hadzima, Jr., M

Past Women CEOs: The current CEO is the company's first CEO.

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #	12			4			9		
White	17%	67%	-	25%	50%	-	22%	67%	-
Black	-	8%	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	8%	-	-	25%	-	-	11%	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	-	-
Total %	17%	83%	0%	25%	75%	0%	22%	78%	0%
LGBTQ+									

Novanta

Ranking
Executive Board

25 20

Year Founded: 2014 | Market Cap: \$4.68B | Employees: 3,000 | Submitted Partial Data

CEO: Matthijs Glastra, M, Unknown | LID/Independent Chair: Lonny Carpenter, M, Unknown

Audit Chair: Frank Wilson, M | Comp Chair: Lonny Carpenter, M | N&G Chair: N/A

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #	9			4			8		
White	-	-	-	-	-	-	38%	50%	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	13%	-	-
Unknown	33%	67%	-	25%	75%	-	-	-	-
Total %	33%	67%	0%	25%	75%	0%	50%	50%	0%
LGBTQ+							0		

Comment: Novanta does not have an N&G committee. Director Maxine Mauricio is a head of the ESG committee.

Onto Innovation

Ranking
Executive Board

34 28

Year Founded: 1940 | Market Cap: \$3.36B | Employees: 1,636 | Validated All Data

CEO: Michael Plisinski, M, White | LID/Independent Chair: Christopher Seams, M, White

Audit Chair: Christine Tsingos, W | Comp Chair: David Miller, M | N&G Chair: Leo Berlinghieri, M

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #	9			5			8		
White	11%	56%	-	-	80%	-	25%	63%	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	11%	22%	-	20%	-	-	13%	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	-	-
Total %	22%	78%	0%	20%	80%	0%	38%	63%	0%
LGBTQ+							0		

Pegasystems

Ranking
Executive Board

49 47

Year Founded: 1983 | Market Cap: \$3.01B | Employees: 6,145 | Did Not Validate Data

CEO: Alan Treffer, M, White | **LID/Independent Chair:** N/A

Audit Chair: Christopher Lafond, M | **Comp Chair:** Sharon Rowlands, W | **N&G Chair:** Larry Weber, M

Past Women CEOs: The current CEO is the company's first CEO.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		19			6			7	
White	-	-	-	-	-	-	29%	71%	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	32%	68%	-	-	100%	-	-	-	-
Total %	32%	68%	0%	0%	100%	0%	29%	71%	0%
LGBTQ+									

PerkinElmer

Ranking
Executive Board

66 50

Year Founded: 1937 | Market Cap: \$17.08B | Employees: 16,700 | Did Not Validate Data

CEO: Prahlad Singh, M, Asian | **LID/Independent Chair:** Alexis Michas, M, White

Audit Chair: Samuel Chapin, M | **Comp Chair:** Peter Barrett, M | **N&G Chair:** Alexis Michas, M

Past Women CEOs: Company did not provide data.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		6			5			9	
White	-	-	-	-	-	-	22%	56%	-
Black	-	-	-	-	-	-	11%	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	11%	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	17%	83%	-	-	100%	-	-	-	-
Total %	17%	83%	0%	0%	100%	0%	33%	67%	0%
LGBTQ+									

PTC Inc.

Ranking
Executive Board

42 42

Year Founded: 1985 | Market Cap: \$13.50B | Employees: 6,458 | Validated All Data

CEO: James Heppelmann, M, White | LID/Independent Chair: Robert Schechter, M, White

Audit Chair: Paul Lacy, M | Comp Chair: Mark Benjamin, M | N&G Chair: Janice Chaffin, W

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors			
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%	
Total #		11			6			10		
White	18%	82%	-	17%	67%	-	30%	60%	-	
Black	-	-	-	-	17%	-	-	-	-	
AIAN	-	-	-	-	-	-	-	-	-	
Asian	-	-	-	-	-	-	-	10%	-	
NHPI	-	-	-	-	-	-	-	-	-	
Hispanic	-	-	-	-	-	-	-	-	-	
Multiracial	-	-	-	-	-	-	-	-	-	
Unknown	-	-	-	-	-	-	-	-	-	
Total %	18%	82%	0%	17%	83%	0%	30%	70%	0%	
LGBTQ+										

Rapid7

Ranking
Executive Board

24 50

Year Founded: 2000 | Market Cap: \$3.17B | Employees: 2,623 | Did Not Validate Data

CEO: Corey Thomas, M, Black | LID/Independent Chair: Benjamin Nye, M, Unknown

Audit Chair: Michael Berry, M | Comp Chair: Benjamin Nye, M | N&G Chair: Benjamin Holzman, M

Past Women CEOs: Company did not provide data.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors			
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%	
Total #		19			5			9		
White	-	-	-	-	-	-	22%	33%	-	
Black	-	-	-	-	-	-	-	22%	-	
AIAN	-	-	-	-	-	-	-	-	-	
Asian	-	-	-	-	-	-	11%	-	-	
NHPI	-	-	-	-	-	-	-	-	-	
Hispanic	-	-	-	-	-	-	-	-	-	
Multiracial	-	-	-	-	-	-	-	11%	-	
Unknown	37%	63%	-	20%	80%	-	-	-	-	
Total %	37%	63%	0%	20%	80%	0%	33%	67%	0%	
LGBTQ+										

Relay Therapeutics

Ranking
Executive Board

63 17

Year Founded: 2015 | Market Cap: \$2.71B | Employees: 327 | Validated All Data

CEO: Sanjiv Patel, M, Asian | **LID/Independent Chair:** Alexis Borisy, M, White

Audit Chair: Jami Rubin, W | **Comp Chair:** Douglas Ingram, M | **N&G Chair:** Linda Hill, W

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		15			5			8	
White	20%	73%	-	-	80%	-	25%	38%	-
Black	-	-	-	-	-	-	13%	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	7%	-	-	20%	-	-	25%	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	-	-
Total %	20%	80%	0%	0%	100%	0%	38%	63%	0%
LGBTQ+								1	

Repligen

Ranking
Executive Board

46 18

Year Founded: 1981 | Market Cap: \$11.86B | Employees: 2,025 | Did Not Validate Data

CEO: Tony Hunt, M, White | **LID/Independent Chair:** Karen Dawes, W, White

Audit Chair: Glenn Muir, M | **Comp Chair:** Nicolas Barthelemy, M | **N&G Chair:** Karen Dawes, W

Past Women CEOs: Company did not provide data.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		13			5			7	
White	-	-	-	-	-	-	-	-	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	15%	85%	-	20%	80%	-	29%	71%	-
Total %	15%	85%	0%	20%	80%	0%	29%	71%	0%
LGBTQ+									

Sage Therapeutics

Ranking
Executive Board

20 75

Year Founded: 2010 | Market Cap: \$2.30B | Employees: 689 | Did Not Validate Data

CEO: Barry Greene, M, White | **LID/Independent Chair:** Kevin Starr, M, White

Audit Chair: James Frates, M | **Comp Chair:** Michael Cola, M | **N&G Chair:** Geno Germano, M

Past Women CEOs: Company did not provide data.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		13			5			9	
White	-	-	-	-	-	-	11%	89%	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	46%	54%	-	20%	80%	-	-	-	-
Total %	46%	54%	0%	20%	80%	0%	11%	89%	0%
LGBTQ+									

Sarepta Therapeutics

Ranking
Executive Board

22 25

Year Founded: 1980 | Market Cap: \$9.63B | Employees: 1,162 | Did Not Validate Data

CEO: Douglas Ingram, M, White | **LID/Independent Chair:** Kathleen Behrens, W, White

Audit Chair: Kathleen Behrens, W | **Comp Chair:** Claude Nicaise, M | **N&G Chair:** Richard Barry, M

Past Women CEOs: Company did not provide data.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		7			5			8	
White	-	-	-	-	-	-	25%	63%	-
Black	-	-	-	-	-	-	-	13%	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	43%	57%	-	20%	80%	-	-	-	-
Total %	43%	57%	0%	20%	80%	0%	25%	75%	0%
LGBTQ+								0	

Sensata Technologies

Ranking
Executive Board

58 42

Year Founded: 2006 | Market Cap: \$6.22B | Employees: 20,800 | Did Not Validate Data

CEO: Jeffrey Cote, M, White | **LID/Independent Chair:** Andrew Teich, M, White

Audit Chair: Constance Skidmore, W | **Comp Chair:** James Heppelmann, M | **N&G Chair:** Andrew Teich, M

Past Women CEOs: 1

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		9			5			10	
White	-	-	-	-	-	-	-	-	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	22%	78%	-	-	100%	-	30%	70%	-
Total %	22%	78%	0%	0%	100%	0%	30%	70%	0%
LGBTQ+									

STAG Industrial

Ranking
Executive Board

67 72

Year Founded: 2010 | Market Cap: \$5.62B | Employees: 93 | Did Not Validate Data

CEO: William Crooker, M, White | **LID/Independent Chair:** Larry Guillemette, M, White

Audit Chair: Hans Weger, M | **Comp Chair:** Jeffrey Furber, M | **N&G Chair:** Christopher Marr, M

Past Women CEOs: Company did not provide data.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		14			5			10	
White	-	-	-	-	-	-	-	-	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	14%	86%	-	-	100%	-	20%	80%	-
Total %	14%	86%	0%	0%	100%	0%	20%	80%	0%
LGBTQ+									

State Street

Ranking
Executive Board

50 14

Year Founded: 1792 | Market Cap: \$25.21B | Employees: 42,226 | Validated All Data

CEO: Ronald O'Hanley, M, White | **LID/Independent Chair:** Amelia Fawcett, W, White

Audit Chair: William Freda, M | **Comp Chair:** Sara Mathew, W | **N&G Chair:** William Meaney, M

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		23			5			13	
White	26%	48%	-	-	80%	-	23%	54%	-
Black	-	-	-	-	-	-	-	8%	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	13%	-	-	-	-	8%	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	4%	4%	-	-	20%	-	-	8%	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	4%	-	-	-	-	-	-	-
Total %	30%	70%	0%	0%	100%	0%	31%	69%	0%
LGBTQ+									

Teradyne

Ranking
Executive Board

70 50

Year Founded: 1960 | Market Cap: \$12.97B | Employees: 6,500 | Validated All Data

CEO: Gregory Smith, M, White | **LID/Independent Chair:** Paul Tufano, M, White

Audit Chair: Edwin Gillis, M | **Comp Chair:** Timothy Guertin, M | **N&G Chair:** Marilyn Matz, W

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 1

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		22			6			8	
White	14%	73%	-	-	83%	-	13%	75%	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	14%	-	-	17%	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	13%	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	-	-
Total %	14%	86%	0%	0%	100%	0%	25%	75%	0%
LGBTQ+	Did Not Disclose			Did Not Disclose					

The Hanover Insurance Group

Ranking
Executive Board

54 7

Year Founded: 1852 | Market Cap: \$4.61B | Employees: 4,600 | Did Not Validate Data

CEO: John Roche, M, White | **LID/Independent Chair:** Cynthia Egan, W, White

Audit Chair: Jane Carlin, W | **Comp Chair:** Wendell Knox, M | **N&G Chair:** Joseph Ramrath, M

Past Women CEOs: Company did not provide data.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		8			5			13	
White	-	-	-	-	-	-	-	-	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	25%	75%	-	-	100%	-	38%	62%	-
Total %	25%	75%	0%	0%	100%	0%	38%	62%	0%
LGBTQ+									

The TJX Companies

Ranking
Executive Board

36 2

Year Founded: 1987 | Market Cap: \$74.12B | Employees: 340,000 | Did Not Validate Data

CEO: Ernie Herrman, M, White | **LID/Independent Chair:** Alan Bennett, M, White

Audit Chair: Michael Hines, M | **Comp Chair:** Rosemary Berkery, W | **N&G Chair:** Jackwyn Nemerov, W

Past Women CEOs: 1

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		5			5			10	
White	-	-	-	-	-	-	-	-	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	20%	80%	-	20%	80%	-	50%	50%	-
Total %	20%	80%	0%	20%	80%	0%	50%	50%	0%
LGBTQ+									

Thermo Fisher Scientific

Ranking
Executive Board

56 65

Year Founded: 1956 | Market Cap: \$215.80B | Employees: 130,000 | Did Not Validate Data

CEO: Marc Casper, M, White | **LID/Independent Chair:** Scott Sperling, M, White

Audit Chair: Nelson Chai, M | **Comp Chair:** Dion Weisler, M | **N&G Chair:** Lars Sørensen, M

Past Women CEOs: Company did not provide data.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		21			5			12	
White	-	-	-	-	-	-	-	-	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	24%	76%	-	-	100%	-	25%	75%	-
Total %	24%	76%	0%	0%	100%	0%	25%	75%	0%
LGBTQ+									

Toast Inc.

Ranking
Executive Board

11 61

Year Founded: 2012 | Market Cap: \$9.57B | Employees: 4,500 | Did Not Validate Data

CEO: Chris Comparato, M, White | **LID/Independent Chair:** Mark Hawkins, M, White

Audit Chair: Mark Hawkins, M | **Comp Chair:** Susan Chapman-Hughes, W | **N&G Chair:** Deval Patrick, M

Past Women CEOs: The current CEO is the company's first CEO.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		17			6			10	
White	-	-	-	-	-	-	-	-	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	41%	59%	-	33%	67%	-	20%	80%	-
Total %	41%	59%	0%	33%	67%	0%	20%	80%	0%
LGBTQ+									

Tripadvisor

Ranking
Executive Board

18 40

Year Founded: 2000 | Market Cap: \$3.28B | Employees: 3,100 | Validated All Data

CEO: Matt Goldberg, M, White | LID/Independent Chair: N/A

Audit Chair: Robert Wiesenthal, M | Comp Chair: Betsy Morgan, W | N&G Chair: N/A

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		8			5			10	
White	13%	63%	-	20%	60%	-	20%	70%	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	13%	13%	-	20%	-	-	10%	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	-	-
Total %	25%	75%	0%	40%	60%	0%	30%	70%	0%
LGBTQ+									

UniFirst Corporation

Ranking
Executive Board

44 70

Year Founded: 1936 | Market Cap: \$3.31B | Employees: 14,000 | Did Not Validate Data

CEO: Steven Sintros, M, White | LID/Independent Chair: Raymond Zemlin, M, White

Audit Chair: Phillip Cohen, M | Comp Chair: Michael landoli, M | N&G Chair: Raymond Zemlin, M

Past Women CEOs: Company did not provide data.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		6			5			9	
White	-	-	-	-	-	-	-	-	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	17%	83%	-	20%	80%	-	22%	78%	-
Total %	17%	83%	0%	20%	80%	0%	22%	78%	0%
LGBTQ+									

Vertex Pharmaceuticals

Ranking
Executive Board

1 30

Year Founded: 1989 | Market Cap: \$74.42B | Employees: 4,800 | Validated All Data

CEO: Reshma Kewalramani, W, Unknown | **LID/Independent Chair:** Bruce Sachs, M, Unknown

Audit Chair: Terrence Kearney, M | **Comp Chair:** Bruce Sachs, M | **N&G Chair:** Margaret McGlynn, W

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 1

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #	8			5			11		
White	25%	50%	-	20%	60%	-	18%	36%	-
Black	-	-	-	-	-	-	-	9%	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	13%	13%	-	20%	-	-	18%	9%	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	-	-	-	-	-	-	9%	-
Total %	38%	63%	0%	40%	60%	0%	36%	64%	0%
LGBTQ+							0		

Vicor

Ranking
Executive Board

73 75

Year Founded: 1981 | Market Cap: \$2.81B | Employees: 1,088 | Did Not Validate Data

CEO: Patrizio Vinciarelli, M, White | **LID/Independent Chair:** N/A

Audit Chair: Jason Carlson, M | **Comp Chair:** Jason Carlson, M | **N&G Chair:** N/A

Past Women CEOs: The current CEO is the company's first CEO.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #	10			7			12		
White	-	-	-	-	-	-	-	83%	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	10%	90%	-	-	100%	-	8%	8%	-
Total %	10%	90%	0%	0%	100%	0%	8%	92%	0%
LGBTQ+									

Waters Corporation

Ranking
Executive Board

9 56

Year Founded: 1958 | Market Cap: \$17.98B | Employees: 8,200 | Validated All Data

CEO: Udit Batra, M, Asian | **LID/Independent Chair:** Dan Brennan, M, White

Audit Chair: Linda Baddour, W | **Comp Chair:** Christopher Kuebler, M | **N&G Chair:** Flemming Ornskov, M

Past Women CEOs: 0

Past Women LIDs/Independent Chairs: 0

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		9			6			9	
White	33%	33%	-	17%	17%	-	11%	56%	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	11%	11%	-	17%	33%	-	11%	22%	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	-	11%	-	-	17%	-	-	-	-
Total %	44%	56%	0%	33%	67%	0%	22%	78%	0%
LGBTQ+									

Watts Water Technologies

Ranking
Executive Board

67 56

Year Founded: 1874 | Market Cap: \$4.61B | Employees: 4,600 | Did Not Validate Data

CEO: Robert Pagano, Jr., M, White | **LID/Independent Chair:** Craig Kissel, M, White

Audit Chair: Merilee Raines, W | **Comp Chair:** Christopher Conway, M | **N&G Chair:** Craig Kissel, M

Past Women CEOs: Company did not provide data.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		7			5			9	
White	-	-	-	-	-	-	22%	67%	-
Black	-	-	-	-	-	-	-	11%	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	14%	86%	-	-	100%	-	-	-	-
Total %	14%	86%	0%	0%	100%	0%	22%	78%	0%
LGBTQ+									

Wayfair

Ranking
Executive Board
56 70

Year Founded: 2002 | Market Cap: \$5.42B | Employees: 15,745 | Submitted Partial Data

CEO: Niraj Shah, M, Asian | **LID/Independent Chair:** Michael Kumin, UD, Unknown

Audit Chair: Jeffrey Naylor, M | **Comp Chair:** Michael Kumin, UD | **N&G Chair:** Michael Kumin, UD

Past Women CEOs: The current CEO is the company's first CEO.

Past Women LIDs/Independent Chairs: Company did not provide data.

Demographic Category	Executive Leadership			NEOs			Board of Directors		
	W%	M%	UD%	W%	M%	UD%	W%	M%	UD%
Total #		21			7			9	
White	-	-	-	-	-	-	-	-	-
Black	-	-	-	-	-	-	-	-	-
AIAN	-	-	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	-	-	-
NHPI	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-
Multiracial	-	-	-	-	-	-	-	-	-
Unknown	24%	76%	-	-	100%	-	22%	67%	11%
Total %	24%	76%	0%	0%	100%	0%	22%	67%	11%
LGBTQ+									

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About the Women's Power Gap

The Women's Power Gap (WPG) was created by the Eos Foundation in 2018 to dramatically increase the number of women from diverse backgrounds among CEO and C-suite leaders across all sectors of our economy. We collect and analyze publicly available data and rank companies and institutions on the proportion of their women executives, with a particular focus on women of color. By spotlighting who's making progress and who's not,

these rankings create a race to the top. Our reports highlight the barriers to gender and racial equity and promote the systemic practices and policies to dismantle them to remove the obstacles that women and all underrepresented groups face. We also call upon employers to disclose intersectional diversity data for their boards, C-suites, and executive leadership teams.

About the Eos Foundation

The Eos Foundation is a private philanthropic foundation making charitable investments in efforts

to fight hunger, support immigrants, and promote gender and racial equity.



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