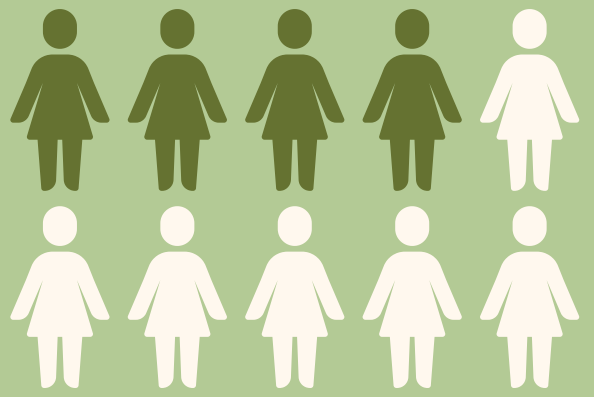
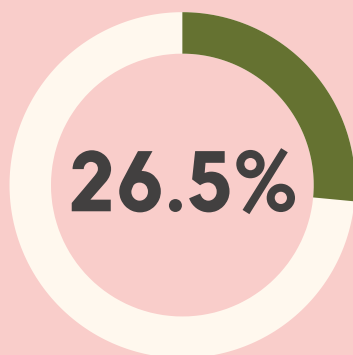


Gender Lens Equity



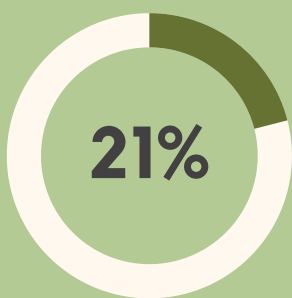
Women comprise 44.7% of total S&P 500 company employees

BUT



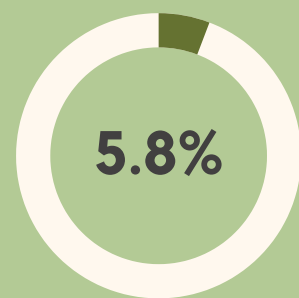
Only 26.5% of women are at a senior or executive management level

BOARD SEATS



Only 21.2% of women hold board seats.

CEOS



Only 5.8% of women are CEOs

“

Gender Lens Investing Works

Although homogeneous teams can feel more comfortable, study after study shows that they are less effective. Diversity within companies (including women) leads to better performance. Research shows that gender diverse leadership teams have historically delivered better financial performance.