

# 2025 & 2030 TARGETS

## EXECUTIVE WOMEN'S LEADERSHIP IN BUSINESS

### CEO LEADERSHIP AND SPONSORSHIP OF WOMEN CEOs

- 15% of Fortune 500 and S&P 500 CEO roles are women by 2025 and 20% by 2030
- Women constitute 20% of those being considered for CEO roles by 2025, 30% by 2030

### WOMEN IN THE C-SUITE AND EXECUTIVE LEADERSHIP WITH P&L RESPONSIBILITY

- 10% of all women in the C-Suite to be women of color by 2030
- 8% and 17% of women occupying the C-Suite have substantial P&L responsibility by 2025 and 2030 respectively
- 25% and 30% of candidates assessed for C-Suite roles are women by 2025 and 2030 respectively
- Equal numbers of men and women receive detailed information on career paths leading to line management roles by 2025

### WOMEN IN THE BOARDROOM

- 30% of the Fortune and S&P 500 and Russell 3000 board seats held by women by 2025; 40% by 2030

## UNDERREPRESENTATION OF WOMEN IN BUSINESS

### WOMEN ENTREPRENEURS AND ACCESS TO CAPITAL

- A 20% increase in women-owned businesses generating \$5 million or more by 2025
- The average revenues for minority women-owned firms grow by 25% by 2025
- The percentage of venture capital available to women founders doubles by 2025 from 2.3% in 2018

### WOMEN IN CAPITAL & FINANCE

- The number of female-led institutional funds to grow from 59 to 80 by 2025
- The percentage of AUM managed by female led funds rises from 4% to 10% by 2025
- The percentage of venture capital available to women founders doubles by 2025 from 2.3% in 2018
- The number of women partners in venture capital firms grows to 15% by 2025 from 2.3% in 2018

### WOMEN IN TECHNOLOGY

- Decrease the percentage of females who quit the technology sector by 50% by 2030
- Increase the representation of women in C-Suite technology positions (CIO, CTO, CISO, CDO)

## EQUITY FOR WOMEN IN BUSINESS

### DIVERSITY, EQUITY, AND INCLUSION

- 10% of women in the C-Suite are women of color by 2030
- 25% of women CEOs are women of color by 2030
- 25% of R3000 women board members are women of color by 2030

### GENDER AND PAY PARITY

- Full gender parity in the C-Suite by 2030
- Pay parity in the C-Suite by 2030
- Full "controlled" pay parity for all women in the Russell 3000 by 2025
- Private SMBs (Small and Medium Sized Businesses) to achieve full "controlled" pay parity by 2030

### WOMEN IN THE PIPELINE

- To ensure that high potential women in their mid-careers are tapped for operating roles at the same rate as their male counterparts with access to leadership training and development for management by 2025
- The same number of women as men receiving mentors and sponsors by 2025
- The same number of women as men participating in leadership development programs by 2025