

SNAPSHOT: TSX EXECUTIVE GENDER DIVERSITY

By: Emily Parsons

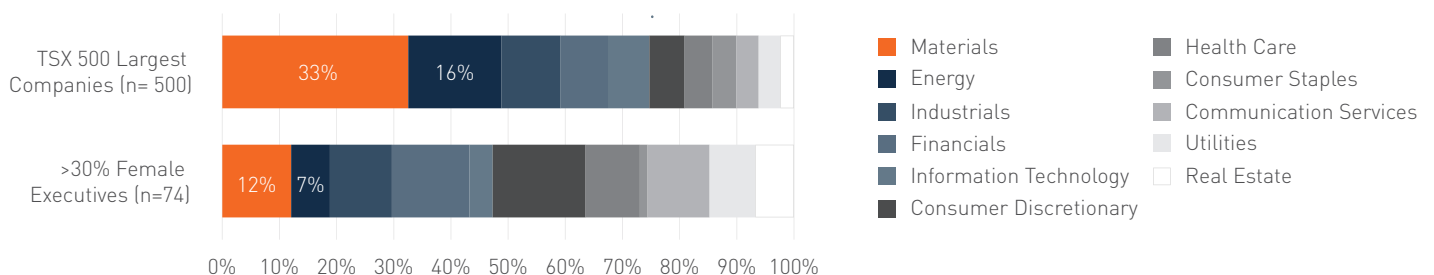
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As Boards of Directors increase focus on the material ESG issues for their organizations, one visible outcome has been the inclusion of diversity goals and objectives into executive incentive programs. While absolute targets can be responsive to the circumstances of the organization as well as the sector in which it operates, it can also be helpful to understand where the organization stands relative to its peers and sector. The Globe and Mail **recently published** its findings on the proportion of women in leadership positions among the 500 largest companies on the TSX. Specifically, it highlighted the 74 companies where women made up >30% of executive roles; among the companies analyzed, the average proportion of women on executive teams was 46%. This report provides additional data analysis.

Industry Breakdown

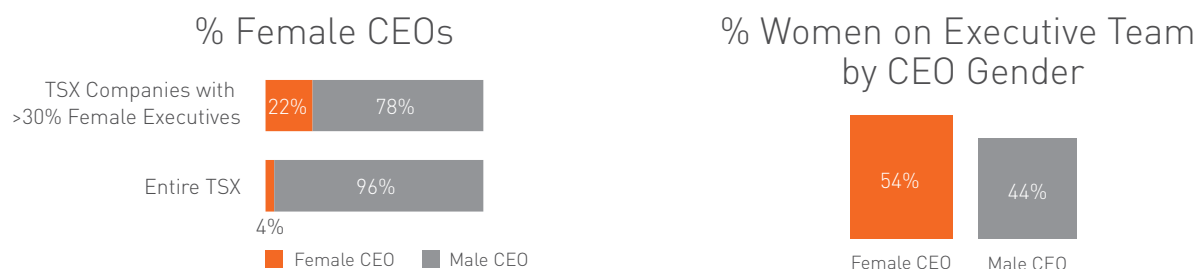
The data suggests that Materials and Energy industries are underrepresented in the group of companies with >30% executives. However, the company with the highest proportion of female executives (75%) is Lucara Diamond, a mining company.

Data Set By Industry



Female CEOs

Companies with a female CEO tended to have higher proportions of women among the entire executive team, as illustrated below. 4 of the 5 companies with the highest proportion of women on their executive teams have female CEOs.



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Sources:

Globe and Mail: [How corporate Canada fares when it comes to gender diversity](#); March 25, 2022

Globe and Mail: Methodology: [How we analyzed gender equality at the country's largest publicly traded companies](#); January 24, 2021

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