

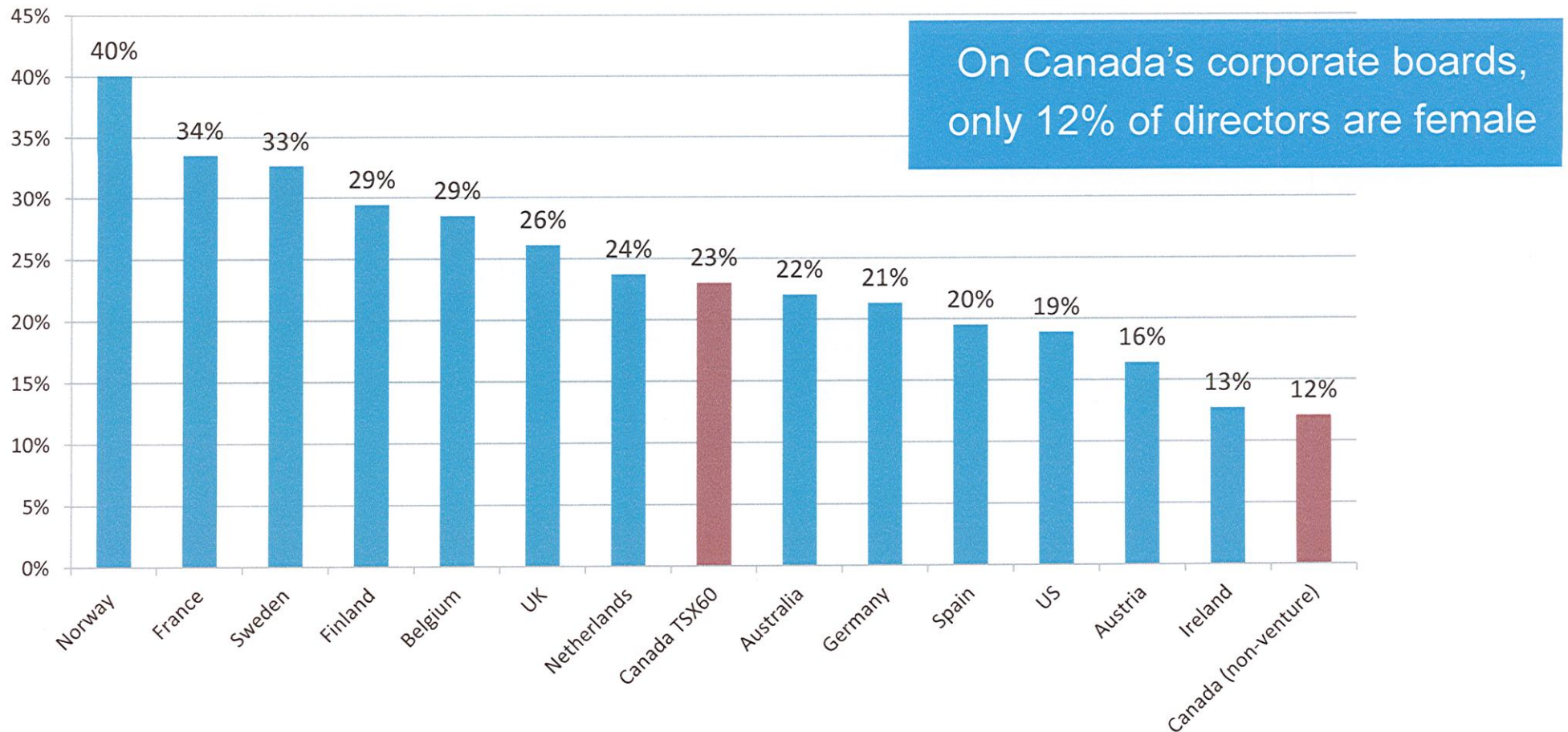
GENDER DIVERSITY IN THE ECONOMY



Gender Diversity in Canada's Corporate Leadership

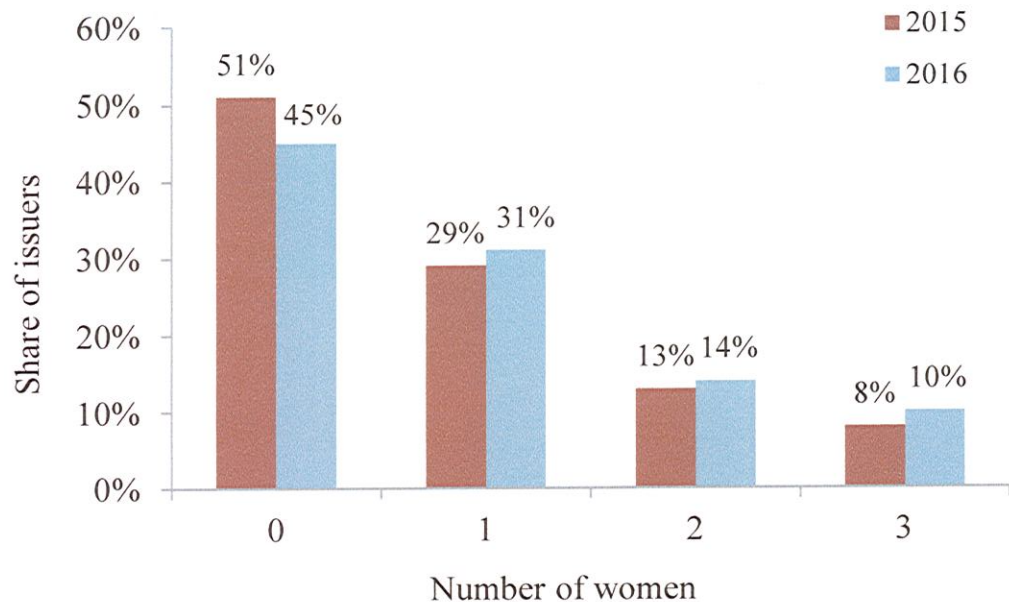
WCM
WOMEN IN CAPITAL MARKETS

Global Statistics: Women's Share of Board Seats 2016

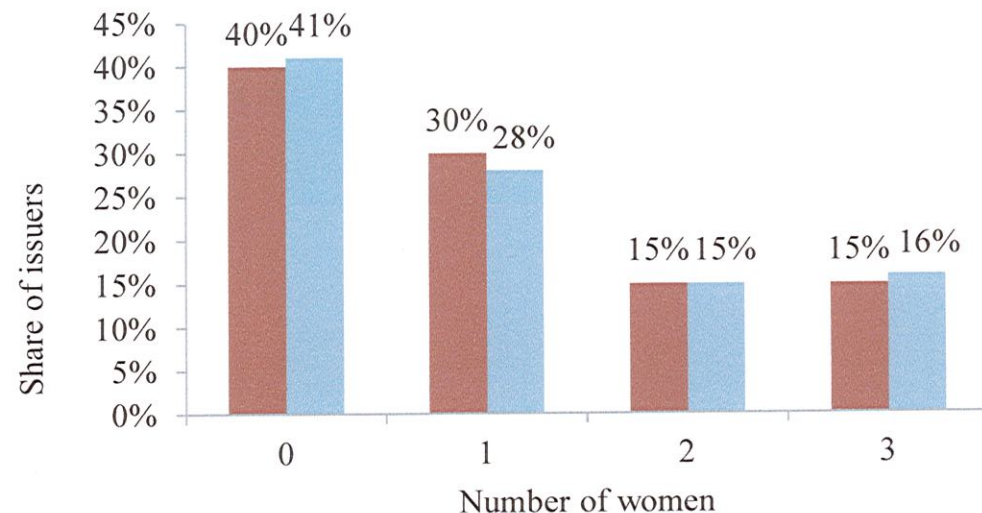


Number of Women on Boards & Executive Officers

Number of Women on Boards (2015 – 2016)



Number of Women in Executive Officer Positions (2015 – 2016)



Source: CSA Review of Women on Boards & Executive Officers

CSA Review of Women on Boards & Executive Officers

Did Corporate Canada Make Progress in 2016?

TSX publicly listed non-venture companies:

- 12% of board seats held by women (up from 11% in 2015)
- 45% of boards have 0 female directors (down from 51% in 2015)
- Of the 521 board seats that came up last year only 15% were filled by women
- 10% of issuers have added one or more women to the board this year (down from 15% in 2016)



CSA Review of Women on Boards & Executive Officers

59% of issuers

decided not to adopt a policy (down from 65% in 2015)

21% of issuers

have a written policy specific to gender diversity

18% of issuers

have a written policy that specifically states it does not consider gender diversity

9% of issuers

set a board target for female representation (up from 7%)

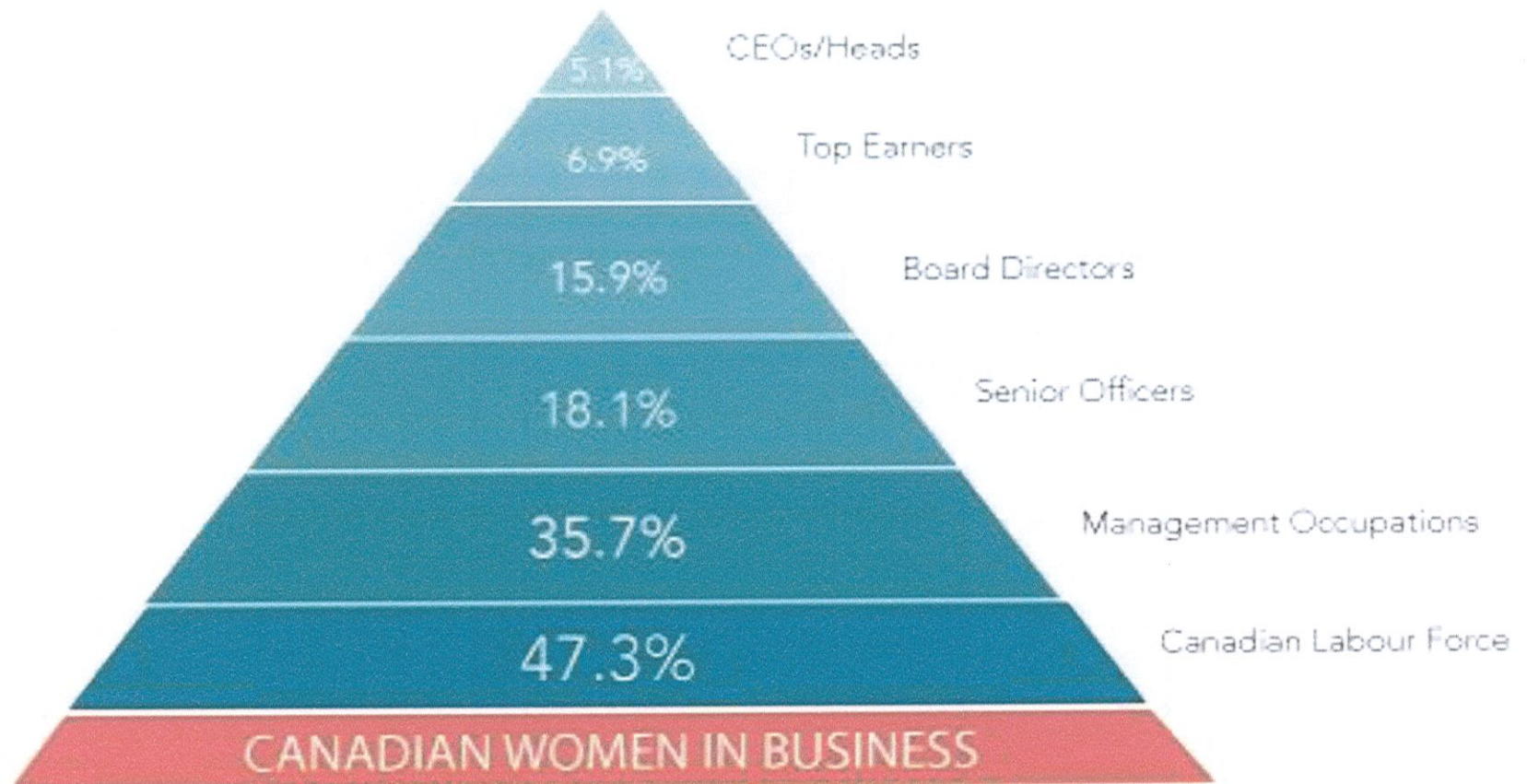
2% of issuers

set an executive officer target for female representation (2% in 2015)

20% of issuers

adopted term limits (up from 19% in 2015)

Canadian Corporate Gender Statistics



2014 Public FP500 Companies



GENDER-DIVERSE COMPANIES

15%

more likely
to outperform

ETHNICALLY-DIVERSE COMPANIES

35%

more likely
to outperform