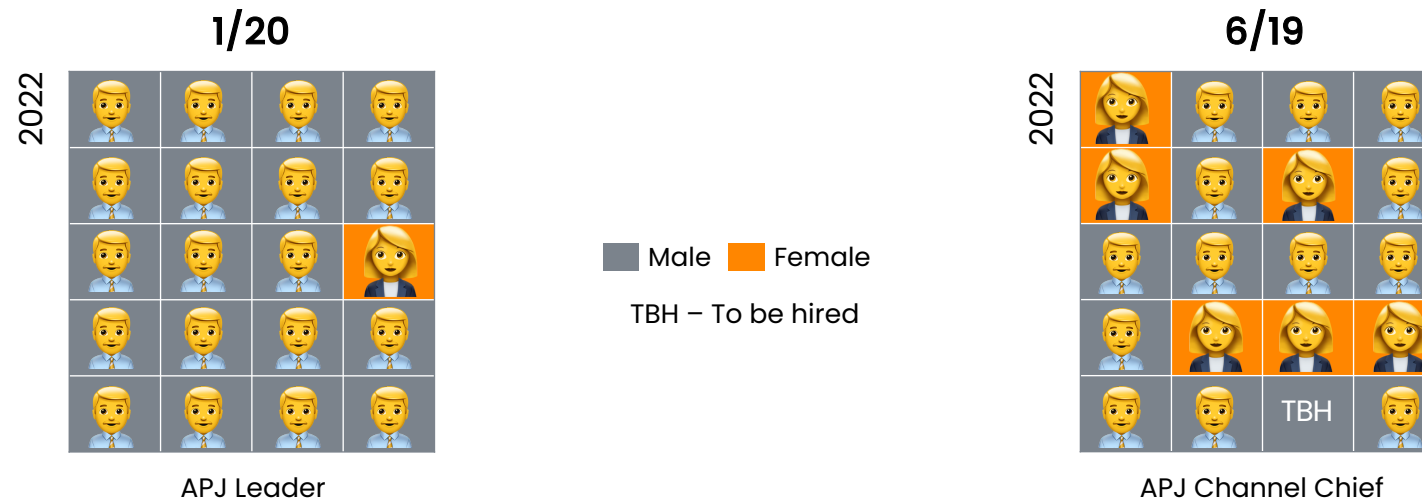


PROMINENT BUT NOT YET DOMINANT 🤞

Better representation of women in the channel chief role (~30%) compared to the overall leader role (5%) across Hi-tech firms in APJ.

Gender profile comparison: APJ Leader¹ vs. APJ Channel Chief² at 20 public listed Hi-Tech³ companies



Source: CSG Advisory research based on LinkedIn profiles

Additional notes:

1. APJ Leader refers to the person in charge of the entire APJ region (CEO/President/MD/GM etc.)
2. APJ Channel Chief refers to the head of channel/partner/ecosystem sales for the entire region.
3. Hi-Tech companies include Infrastructure, Software, Services, and Cybersecurity companies.