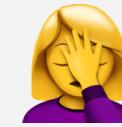


# GREAT DISPARITY IN ACHIEVING GENDER PARITY



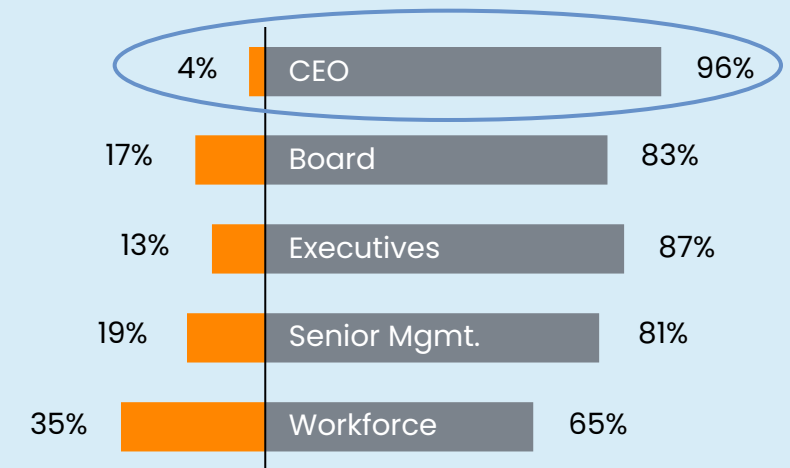
In APJ, women are still heavily underrepresented (only 5%) in the Top leadership position across Hi-tech firms.

Gender profile of the APJ Leader<sup>1</sup> at 20 public listed Hi-Tech<sup>2</sup> companies



Source: CSG Advisory analysis based on LinkedIn profiles

In Asia-Pacific, women at the top of the corporate ladder are very limited.



Source: Gender Equality in Asia-Pacific, 2022 Edition, Equileap



Case to Chase gender parity

According to McKinsey<sup>3</sup>, an additional \$4.5 trillion a year could be added to Asia Pacific GDP by 2025 by advancing women's equality.

Additional notes:

1. APJ Leader refers to the person in charge of the entire APJ region (CEO/President/MD/GM etc.)
2. Hi-Tech companies include Infrastructure, Software, Services, and Cybersecurity companies.
3. The Power Of Parity: Advancing Women's Equality In Asia Pacific, McKinsey Global Institute.