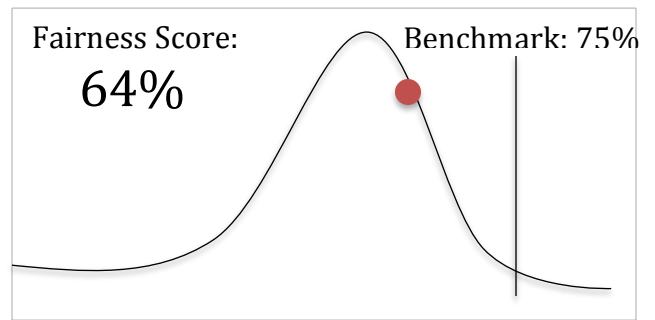


Company A

Stock Symbol: XXXX
 Headquarters: New York City, NY, USA
 Industry: Pharmaceuticals
 Global Gross Revenue: \$2,000,000,000
 Global Workforce: 120,000
 Regions: North America, Latin America, Europe, Asia



Section/Subsection	Key Performance Indicator	Company	Benchmark
Leadership Accountability		70%	75%
Executive Diversity Council	Meeting Frequency Years in Existence	4 times/year 4-6 years	6 times/year 10+ years
Mission Statement	Clearly States D&I Goals	Yes	85% Yes
Board of Directors	% Women	40%	60%
Human Capital/Demographics		55%	74%
Top Executives	Fair Ratio (% Women Top Executives vs. Mgmt) % of Women	0.88 10%	1.00 20%
Management	Fair Ratio (% Women Mgmt vs. Workforce) % of Women	0.78 13%	0.95 30%
Workforce	% of Women	40%	45%
Generation	% of Millennials (or Generation Y)	20%	30%
Best Practices		60%	78%
Mentoring	% of Participants Among Top Executives % of Participants Among Management	20% 24%	30% 30%
Employee Resource Groups	% of ERG Members Among the Workforce	5%	13%
Gender Pay Gap	Has Specific Efforts to Measure or Reduce Gap	Yes	80% Yes
Social Responsibility		67%	74%
Supplier Diversity	% of Women Owned Businesses in Tier I Suppliers % Certified	2% 3%	10% 10%
Philanthropy	Spend as % of Global Gross Revenue	0.05%	0.08%
Environmental Programs	CDP Climate Change Program Performance Band	B	A- or above
Reputation	Reputation Score (editorial)	50%	70%