2012 Catalyst Census
Financial Post 500 Women Senior Officers and Top Earners

2012 SENIOR OFFICER POSITIONS

In 2010, women held 17.7 percent of senior officer positions.

- Women
  (N=805/4459)
- Men
  (N=3654/4459)

WOMEN SENIOR OFFICERS BY COMPANY TYPE

In both 2010 and 2012, Crown corporations had the highest representation of women senior officers.

<table>
<thead>
<tr>
<th>Public</th>
<th>Private</th>
<th>Crown</th>
<th>Cooperative</th>
</tr>
</thead>
<tbody>
<tr>
<td>14.3%</td>
<td>15.0%</td>
<td>27.0%</td>
<td>15.9%</td>
</tr>
<tr>
<td>20.3%</td>
<td>20.6%</td>
<td>27.0%</td>
<td>11.3%</td>
</tr>
</tbody>
</table>

COMPANIES BY PERCENTAGE OF WOMEN SENIOR OFFICERS

Although nearly one-third of companies still have 25 percent or more women senior officers, nearly another one-third continue to have zero women.

<table>
<thead>
<tr>
<th>0% Women</th>
<th>25% or More Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>30.3%</td>
<td>29.8%</td>
</tr>
<tr>
<td>30.8%</td>
<td>31.5%</td>
</tr>
</tbody>
</table>

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In 2010, women held 6.2 percent of senior officer top earner positions at public companies.

More than one-third of public companies have zero women senior officers.

1 2012 analysis is based on 470 companies; 2010 analysis was based on 468 companies. See Appendix 1—Methodology for more information. Results are accurate within one-tenth of a percent. None of the changes from 2010 to 2012 are statistically significant.

2 2012 analysis is based on 276 public companies, 143 private companies, 44 Crown corporations, and seven cooperatives. 2010 analysis was based on 258 public companies, 161 private companies, 42 Crown corporations, and seven cooperatives. For definitions of company types and further information on the percentage change at cooperative companies, which is statistically insignificant, see Appendix 1—Methodology.

This study was authored by Liz Mulligan-Ferry, Senior Research Associate, and Andrew Malordy and Ashley Peter, Interns

Research Partners: Bloomberg, BMO Financial Group, Chevron Corporation, Credit Suisse, Dell Inc., Deloitte LLP, Desjardins Group, Deutsche Bank AG, Ernst & Young, General Motors Company, Hewlett-Packard Company, IBM Corporation, KeyBank, McDonald’s Corporation, PPL Corporation, Sodexo, UPS

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