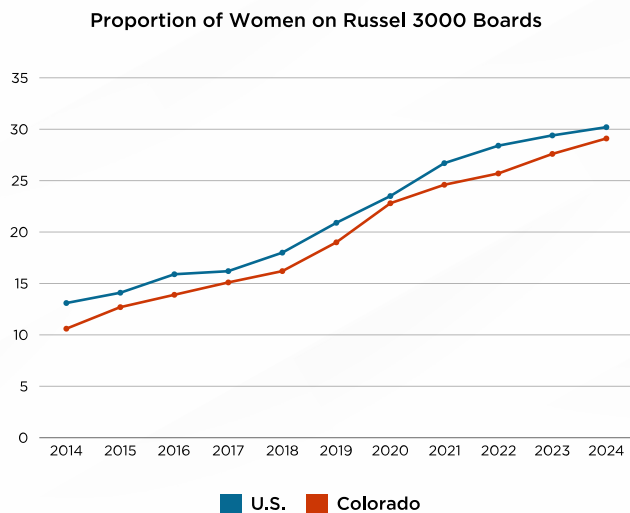


BY THE NUMBERS

Colorado Russell 3000 Lags the National Average



Women on Boards of R3000 Companies

Over the past decade women's representation on boards in Colorado has nearly tripled, growing from just **10.6% to 29.1%**. Colorado saw a **1.5 percentage point increase** from 27.6% in 2023 to 29.1% in 2024.

Colorado R3000 is Below National

Colorado consistently trails behind national averages. For the past decade, our state has maintained a persistent representation gap, with **Colorado companies averaging 1-2 percentage points below U.S. figures.**

Gender Diversity in Corporate Boardrooms



Among the state's **75 publicly traded companies...**

Women occupy **29.1%** of board seats



195 women serving in

671 total board positions

98%

of companies have at least one women on their board, meeting basic gender diversity

6.6%

of Colorado companies have true gender balance



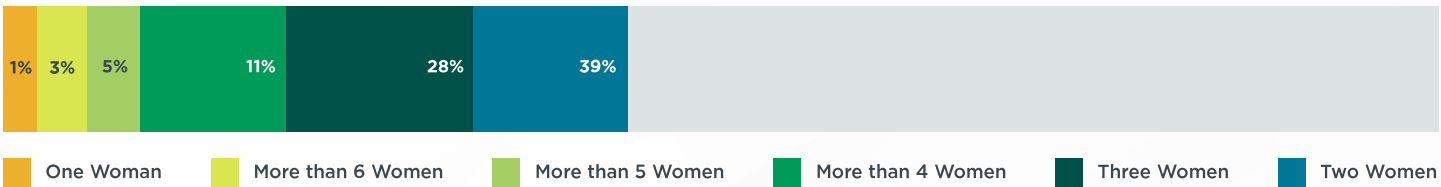
Only **19% of companies** have more than **four women directors**, achieving substantial female representation



Majority of companies (**39%**) only have two women serving on their boards



Companies with Women on Boards

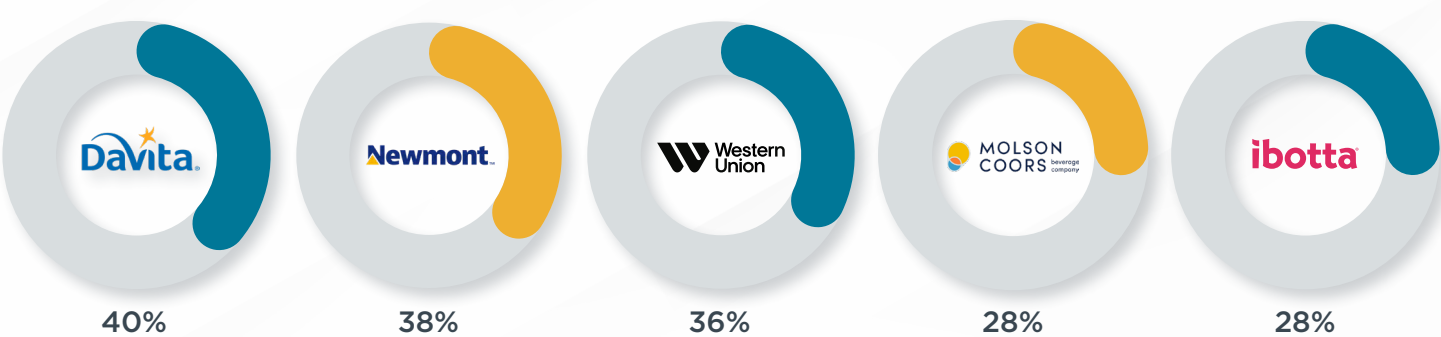


Companies Making an Impact

Leading Companies



CWCC Member Companies with Strong Commitments to Board Diversity



Sector Disparities in Women’s Representation Across Industries



Companies with Zero Women Directors:

