



2010 Corporate Women Directors International Report: Women Directors in Largest Banks in *Fortune* Global 200

Key Findings

- Good news: ***Of the 31 banks in the 2010 Fortune Global 200, 30 banks have at least one women board director.*** The one bank without any women directors is Mitsubishi UFJ Financial in Japan.
- Good News: ***Women make up 15.6% of all board seats of the 31 banks in the 2010 Fortune Global 200.*** Since CWDI began tracking women board directors of the 200 largest companies in the world in 2004, they have risen from 10.6% to 15.6%. Most importantly, ***half of the 5% increase in the six-year period occurred in just the past year.***
- Bad news: Women are still a small minority of all board directors. ***Men hold 84.4% of all board seats on banks in the 2010 Fortune Global 200.***
- ***The bank with the highest percentage of women board directors is China Construction Bank, which has six women directors on a 17-member board - a percentage of 35.3%.*** Two of its women directors are foreigners: Jenny Shipley, former Prime Minister of New Zealand; and Elaine LaRoche, an American who served as the former CEO of Morgan Stanley China and Salisbury Pharmacy Group
- Deutsche Bank also has six women board members and is second among the Top Five with 30% women board members, while BNP Paribas has the third highest percentage – 29.4% - with five women out of 17 board members. ***Wells Fargo has the highest percentage (26.7%) of the five US banks in the study.*** Credit Agricole of France rounds out the Top Five with a percentage of 23.8%.
- ***The banks with the largest percentage increase from 2009 to 2010 are Barclays (UK), Dexia Group (Belgium), and Credit Agricole (France).*** In the one year period, Barclays improved from zero women on the board out of 13 to two women out of 14, an increase of 14.3%. Dexia and Credit Agricole also added two women directors. Dexia increased from 11.8% to 22.2%, while Credit Agricole's percentage of women directors rose from 14.3% to 23.8%.



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Findings (Continued):

- ***US banks are not the pace-setters.*** Wells Fargo is the only one of the five US banks in the study with a percentage higher than the average of 15.6%. Bank of America, JP Morgan, Citigroup, and Goldman Sachs are all below the average bank in the study.
- ***Chinese and European banks lead the way.*** Along with the China Construction Bank, the three other Chinese Banks included in the *Fortune* Global 200 (Industrial & Commercial Bank of China, Agricultural Bank of China, and Bank of China) have average women's representation of 19% on their boards.
- Eighteen European banks rank above 15.6% with the four French banks (BNP Paribas, Credit Agricole, Societe Generale, BPCE) averaging 21.4% of board seats held by women.
- ***Banks tend to outpace the average Global 200 company.*** In each of CWDI's studies in 2004, 2006, 2009, and 2010, the banks in the *Fortune* Global 200 had a higher average percentage than the *Fortune* Global 200 as a whole.