

Changing Board DEI Commitments

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Board Diversity Commitments in the S&P 500

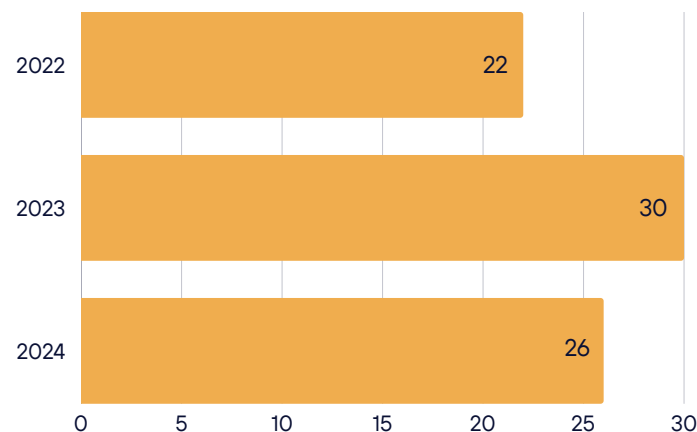
With the Trump administration's recent initiative to halt diversity, equity, and inclusion (DEI) hiring practices, we used the CompanyIQ® SEC research tool to look at various board diversity policies among S&P 500 companies.

Among these policies are the "Rooney Rule," a formal commitment to consider gender and racially/ethnically diverse candidates for board appointment. Corporate boards also include board diversity commitments in their Corporate Governance guidelines.

The data suggests that three months into the new presidency, we are seeing a slight pullback on company's formal commitments to director diversity.

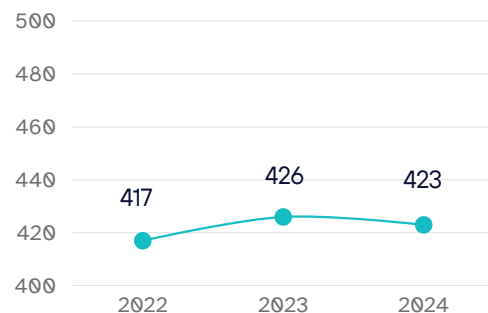
"Rooney Rule" Diversity Commitment

of Companies That Have Adopted the Rooney Rule
for Board Diversity



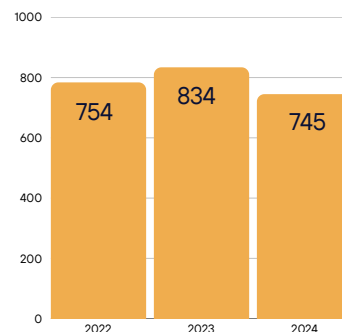
Corporate Guidelines on Diversity

of S&P 500 Companies with Diversity Guidelines



Mentions of Diversity

of Mentions of Diversity in S&P 500
Annual Proxy Statements



No Formal Diversity Policy

of S&P 500 Companies with No Formal Diversity Policy

