THE 2026 CENSUS SNAPSHOT

Women Directors and Executive Officers of Massachusetts Public Companies

NOVEMBER 2026

50 YEARS THE BOSTON CLUB
ADVANCING WOMEN LEADERS

BABSON COLLEGE
Frank & Eileen™ Institute for Women and Allies

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Acknowledgments

The 2026 Census Snapshot of Women Directors and Executive Officers of Massachusetts Public Companies is the product of a collaboration between The Boston Club (TBC) and Babson College. This is the 24th Census report co-produced by The Boston Club.

This year's Census Snapshot was prepared by Babson College Professors Diana M. Hechavarría, Ph.D., Julian E. Lange Term Chair, and Alia Crocker, Ph.D., Louis J. Lavigne, Jr. Endowed Term Chair in Strategy and Planning (Babson Census Team), working in cooperation with members of The Boston Club's Corporate Board Committee, including Census leads, Ann LaFrance and Meltem Korkmazel (TBC's Census Team).

This is the first time that the Census data collection effort has been carried out on a fully automated basis, relying on an AI application adapted for this purpose by the Babson Census Team with support from TBC's Census Team (collectively, the Census Working Group).

A Message from the Executive Director of The Boston Club

The Boston Club's Call to Action

For 24 years, The Boston Club has published an annual Census of Women Directors and Executive Officers of Massachusetts Public Companies. This year, we are gratified to be partnering on this effort with the Babson College Arthur M. Blank School for Entrepreneurial Leadership and Babson's Frank & Eileen™ Institute for Women and Allies.

The 2026 Census Snapshot shows where representation currently stands, where momentum is slowing, and where sustained attention remains essential.

The findings reveal concerning trends: board representation is stalling after fifteen years of uninterrupted gains and, for two years running, corporate transparency on board demographics has declined significantly.

This research – and The Boston Club's commitment to it – matter because progress depends on visibility, accountability, and action. We will continue to amplify the research findings, elevate accomplished women, strengthen pathways to leadership, and engage companies, boards, and partners in accelerating change. We invite leaders across Massachusetts to use these findings as a benchmark to examine their own organizations, broaden the talent they consider, and turn commitment into measurable results.



Trish Foster
Executive Director, The Boston Club

ABOUT THE BOSTON CLUB

The Boston Club (TBC) is a vibrant and diverse group of women leaders representing New England's business, innovation, and nonprofit sectors. As the largest membership organization for top-tier, diverse women leaders in New England, TBC is a vital voice and resource throughout Greater Boston and beyond.

TBC offers a robust depth and breadth of education, training, and mentoring - in addition to vital business and social connections - for mid-level to senior women executives.

Celebrating 50 years of leadership, connection, and impact, TBC honors the trailblazers who opened doors and champions the leaders shaping tomorrow. Together, we are shaping a future where women's potential knows no bounds!

A Message from the President of Babson College

Babson College is proud to partner with The Boston Club on the 2026 Census Snapshot. For more than two decades, The Boston Club has asked a simple question of the largest public companies in Massachusetts: who leads them? Its answer has helped hold the Commonwealth's boardrooms to account.

This year, faculty from Babson's Arthur M. Blank School for Entrepreneurial Leadership brought a new approach to that work. They collected the Census directly from companies' filings with the Securities and Exchange Commission, using an AI-assisted process that records the source of every figure. It is the kind of practical, evidence-driven innovation we hope our students carry into their own organizations.

The findings deserve attention. Women now hold about a third of board seats at the 100 largest public companies in Massachusetts, more than three times the share when the Census began in 2003. But the share did not rise this year, and women's share of new board seats has fallen from half to about a quarter in two years. Progress that once seemed steady can no longer be taken for granted.

At Babson, entrepreneurial leadership means acting on what the evidence shows. Through the Frank & Eileen™ Institute for Women and Allies, we remain committed to widening the paths that lead women to the boardroom, and we thank The Boston Club for its partnership.



Stephen Spinelli Jr. MBA’92, PhD,
President, Babson College

ABOUT THE FRANK & EILEEN™ INSTITUTE FOR WOMEN AND ALLIES

The Frank & Eileen™ Institute for Women and Allies is the first major comprehensive center of its kind at a premier school of business. The Frank & Eileen™ Institute is devoted to leading a global values-based community of courageous human leaders who drive economic growth, innovation, and positive social impact.

The Frank & Eileen™ Institute brings people of all genders into the conversation about advancing women and creating environments where more people have the opportunity to lead and succeed.

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EXECUTIVE SUMMARY

This year The Boston Club (TBC) has teamed with Babson College to produce an abridged version of the longer-form Census reports that we have published for more than two decades. Our plan is to produce a full Census report every other year and a Census Snapshot focusing on major changes and highlights in alternate years.

2026 CENSUS HIGHLIGHTS

32.6%

Women hold 32.6% of the board seats at Massachusetts's 100 largest public companies, down from 33.1% a year ago (counting all 100 companies, taking into account those removed/added from 2025 to 2026; see Methodology). **This is the first year-on-year decline in women's share of directorships among the top 100 Census companies in 15 years.**

Among the 94 companies appearing in the Census in both 2025 and 2026, the average percentage of women board members rose slightly from 32.4% to 32.7%. Thus, at best, women's average share of all director seats has plateaued.

26.2%

Women's share of new independent directors fell from 50.0% in 2024 to 26.2% in 2026.

1 in 4

Companies are disclosing less information about their directors: one in four that explicitly reported to shareholders the gender make-up of their board in 2025 stopped doing so in 2026, and one in three stopped disclosing race or ethnicity.

8 to 54

A majority of the Census companies (54) no longer discloses gender, race or ethnicity. There were only 8 non-disclosing companies in 2024.

2026 AT A GLANCE

MEASURE	2026	2025	CHANGE
Women directors (of all board seats)	295 of 906 (32.6%)	298 of 899 (33.1%)	**−0.5 points**
Women's share of independent seats	37.4% (279 of 745)	38.4% (281 of 731)	**−1.0 point**
Boards at parity / 3+ women / one woman	6 / 65 / 12	3 / 68 / 8	**+3 / −3 / +4**
Women among new independent directors	11 of 42 (26.2%)	25 of 69 (36.2%)	**−10.0 points**
Women among departing independent directors	10 of 36 (27.8%)	18 of 63 (28.6%)	**−0.8 points**
Highest / lowest sector, % women directors	Financial Services 36.2% / Technology & Software 29.6%	Financial Services 37.0% / Technology & Software 29.0% (same companies)	**−0.8 / +0.6 points**
Companies disclosing board gender / race	46 / 31 (43 / 30 among the 94 companies in both years)	55 / 43 (the 94 companies in both years)	**−12 / −13 companies**
Women executive officers (Section 16 lists)	131 of 582 (22.5%)	153 of 619 (24.7%), same definition	**−2.2 points**
Women CEOs	10	8	**+2**

Source: For 2026, Babson collection from company filings made with the U.S. Securities and Exchange Commission (SEC) EDGAR database (including proxy statements, annual reports, and 8-K reports through June 30, 2026). For 2025, the 2025 Census report as published, except the sector, disclosure, and executive-officer rows, which are from Babson's collection for the same companies and definitions.

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A CLOSER LOOK AT THE DATA

1. CURRENT SHARE – WOMEN ON MASSACHUSETTS TOP 100 BOARDS

Women now hold **295 of 906 board seats (32.6%)**, against 298 of 899 (33.1%) in 2025, a decline of half a point. The change is in part a result of the board composition of the companies that were added to and dropped from the Census list from 2025 to 2026 (see Methodology): the six companies new to the Census have fewer women directors (23.1% among them), while the share of women directors in the 94 companies common to the Census in both years is 33.1% in 2026. Every one of the 100 companies has at least one female director, for the fourth year running.

From 2019 through 2025 the share of women directors rose every year, by 1.7 points a year on average; in 2026 the share fell by half a point. This finding is based on a comparison of the 100 Census companies as they appear in the 2025 and 2026 Census lists. The six companies that left the 2025 list had 20 women among 52 total directors (38.5%) in 2025, as compared to the six that joined in 2026 with 12 out of 52 (23.1%). Counting only the 94 Census companies that appeared on the Census list in both years, the number of women board directors rose slightly from 278 to 283 directors.

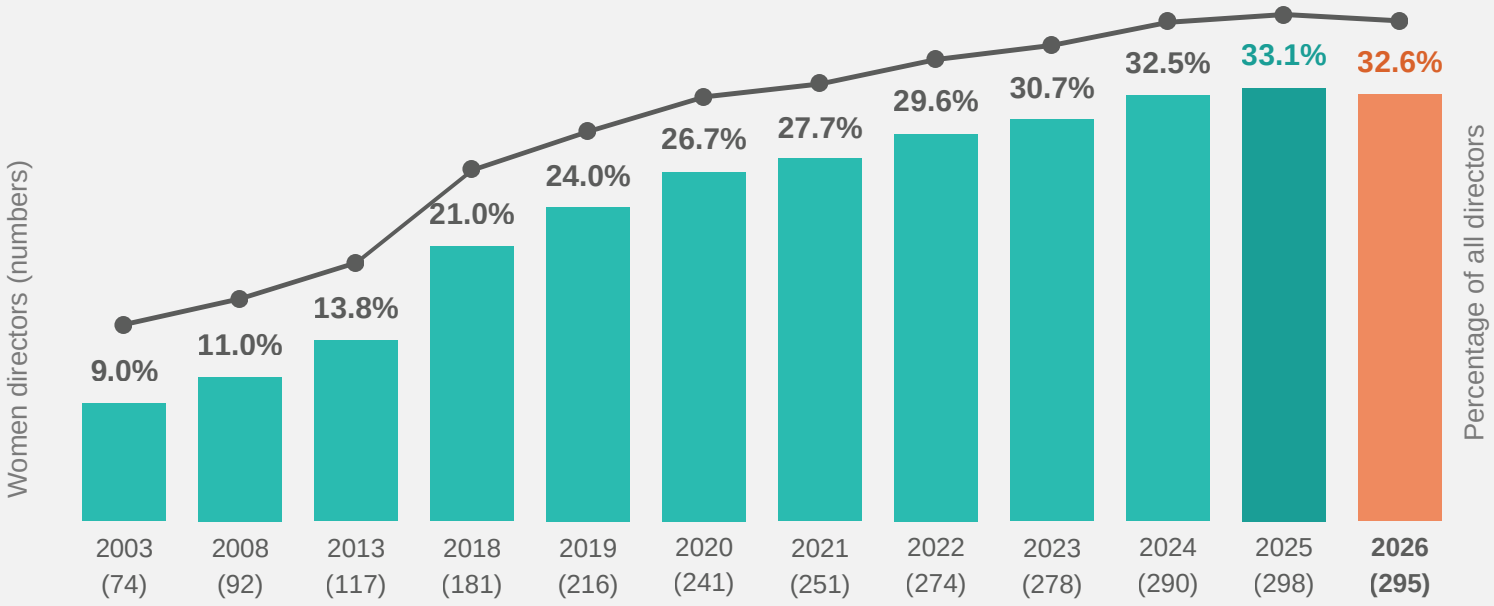


Figure 1. Women directors at the 100 Census companies, 2003 to 2026. Bars: number (left axis); line: percent of all directors (right axis). Source: 2003 to 2025 from the published Census reports; 2026 from the EDGAR collection.

Noteworthy Numbers in 2026

6 There are 6 boards at gender parity (3 in 2025): Boston Scientific, Cerence, HubSpot, J.Jill, Lantheus, and TJX.

65 There are 65 boards with three or more women (68 in 2025); eleven have five or more (ten in 2025).

12 At 12 companies, there is only one woman on the board (8 in 2025).

10 Women are the CEOs of 10 Census companies (8 in 2025).

37.4% Women hold 37.4% of independent board seats.

9.4% Women hold 9.4% of insider board seats.

2. Pipeline – Women in New Board Appointments

Women's share of arrivals has fallen for two years running—from 50.0% of new independent directors in 2024, to 36.2% in 2025, to 26.2% in 2026—and is now below women's share of all existing board seats across the 100 Census companies (32.6%). When women make up a smaller share of incoming directors than of those already seated, the overall share cannot rise. The two-year fall of 23.8 points is statistically significant ($p = 0.03$). Women were 27.8% of the independent directors who left and 26.2% of those who arrived. A board population can only move toward the composition of its inflow, which is why the share has stopped rising.

Netting the arrivals and departures, women gained one independent seat on the 94 continuing Census company boards in 2026, against net gains of seven in 2025 and ten in 2024, while the total number of independent seats rose by six in each of the last two years. With almost all of the new seats going to men, the overall share of women directors could not rise.

The table below sets out the number of this year's arrivals and departures of independent directors alongside the two prior years.

Arriving and Departing Independent Directors

	2023→2024	2024→2025	2025→2026
New independent directors	50	69	42
Women among them	25 (50.0%)	25 (36.2%)	11 (26.2%)
Departing independent directors	59	63	36
Women among them	15 (25.4%)	18 (28.6%)	10 (27.8%)
Net women adds	+10	+7	+1
Net change in independent seats	−9	+6	+6

Source: 2023→2024 and 2024→2025, the 2024 and 2025 Census reports as published; 2025→2026, Babson collection from SEC EDGAR filings, on the 91 continuing companies with comparable board rosters, comparing each board as of June 30 in the two years.
Note: Three of the 94 continuing companies are excluded: two without comparable rosters in the two years' filings, and one whose board was transformed by a merger of equals.

The bar chart below shows women's share of arriving and departing independent directors for 2026 and the previous two years.

Women's share of new and departing independent directors, 2024 to 2026

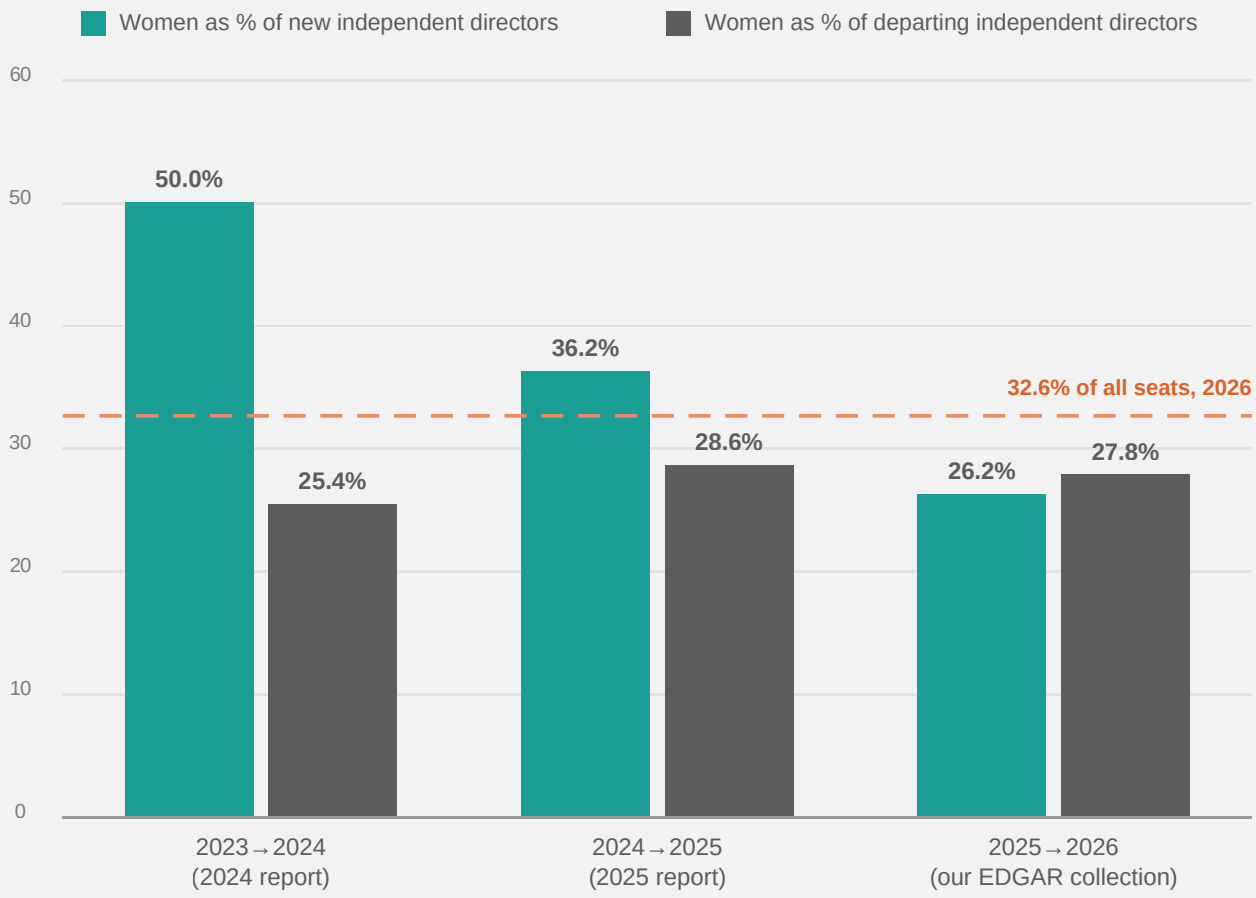


Figure 2. Women's share of new and departing independent directors, 2024 to 2026.

3. FIRST SEATS – WOMEN IN FIRST-TIME APPOINTMENTS

For each of the 42 new independent directors, EDGAR's full-text record of proxy statements and insider filings was searched for prior service at any other public company. Of the 11 new women, 2 (18%) were first-time public-company directors; of the 31 men, 10 (32%) were first-time public-company directors.

First public-company board vs. prior public-board experience, 2026

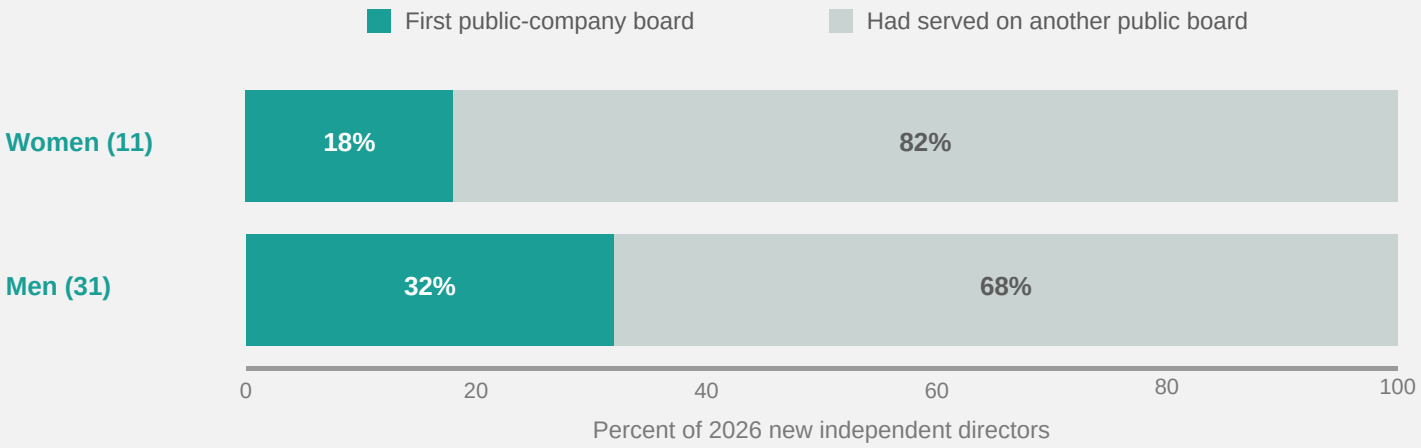


Figure 3. 2026 new independent directors: first public-company board versus prior public-board experience, by gender.

The longer-term record (see Section 6) shows first-time appointments becoming rarer for women and men alike.

4. REPORTING BY SECTOR – WOMEN LEADERS BY INDUSTRY

Sectors are assigned by a written rule based on each company's Standard Industrial Classification (SIC) code. The table below shows, for each major sector covered by the Census: the stock; the same companies a year earlier; executive officers; the inflow; and disclosure status.

Women Directors by Sector, 2025-2026

SECTOR	COS.	% WOMEN DIRECTORS 2026	SAME COS. IN 2025	% WOMEN EXEC. OFFICERS	WOMEN AMONG NEW INDEP. DIRECTORS	DISCLOSE GENDER	DISCLOSE RACE	DISCLOSE NEITHER
Financial Services	15	36.2%	37.0%	23.5%	2 of 5	11	8	4
Services	13	33.3%	33.3%	18.6%	2 of 5	4	3	9
Retail/Wholesale	9	32.9%	32.9%	20.8%	0 of 3	6	4	3
Life Sciences	24	32.7%	33.8%	26.0%	2 of 8	10	4	14
Manufacturing	14	31.9%	32.7%	25.8%	1 of 4	7	6	7
Technology & Software	25	29.6%	29.0%	19.2%	4 of 17	8	6	17
All Census companies	**100**	**32.6%**	**32.8%**	**22.5%**	**11 of 42**	**46**	**31**	**54**

Source: Babson collection from SEC EDGAR filings. Sectors assigned from each company's SIC code.

As shown in the bar chart below, Financial Services has the highest share of women directors and Technology & Software the lowest, as in 2025. Technology supplied 17 of the 42 new independent seats, so its inflow weighs most on the total. No sector moved more than about a point on same-company comparisons.

Women directors and executive officers by sector, 2026

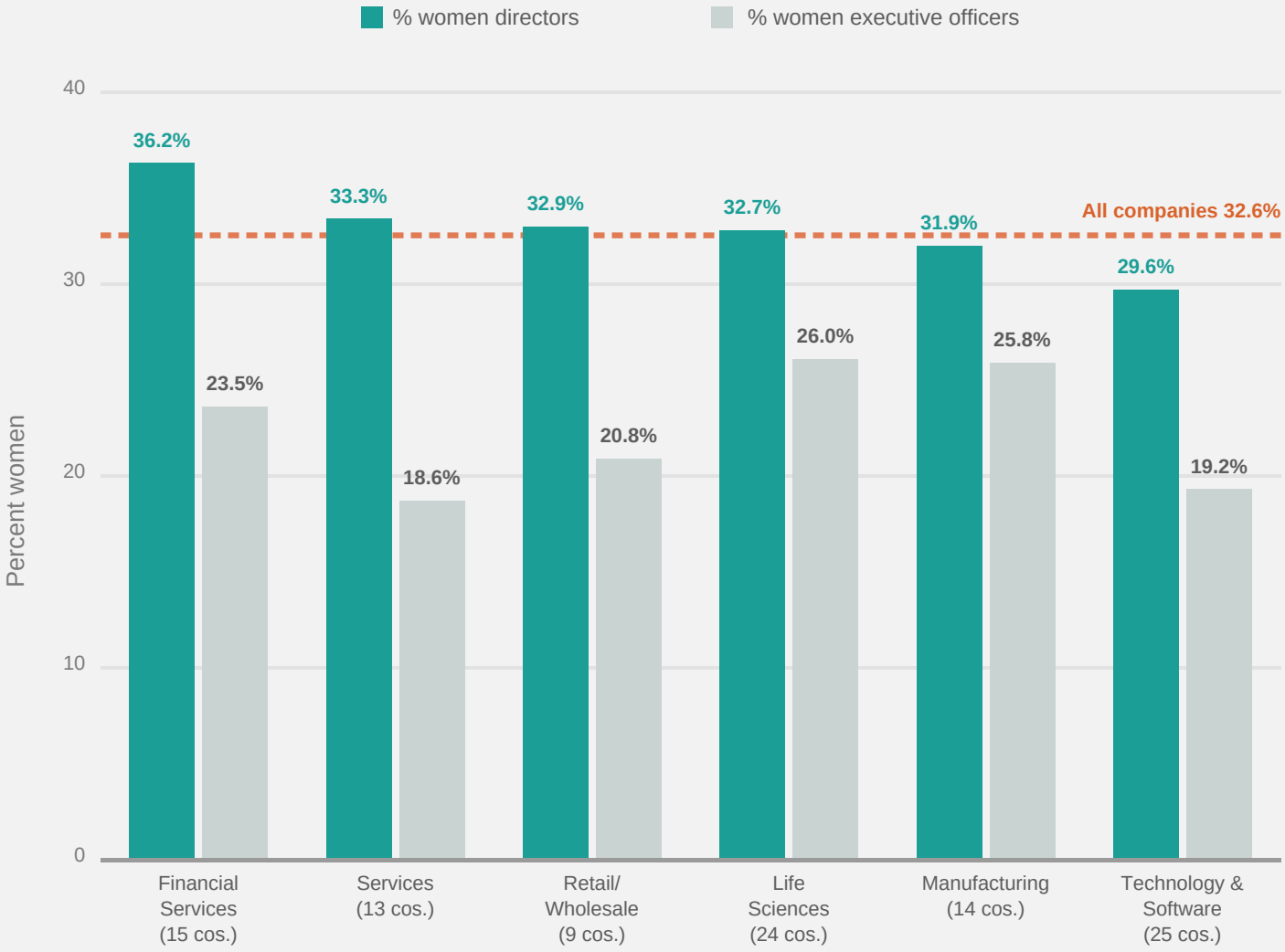


Figure 4. Women directors and executive officers by sector, 2026. Executive-officer shares are based on the Section 16 definition (92 companies with officer lists).

5. COMPANY DISCLOSURE OF BOARD GENDER AND RACE/ETHNICITY

As a starting point we note that the majority of the top 100 Census companies (54) declined to disclose explicitly the gender and racial composition of their boards in 2026, as compared to just eight non-disclosing companies in 2024. The 2025 Census report grouped companies into three disclosure levels: full (gender and race or ethnicity reported for each director), aggregate (board-level totals only, or gender alone), and no disclosures. Using those definitions, the 2025 counts were 14 / 44 / 42 in 2025 as published, and 9 / 37 / 54 in 2026.

The following tables provide further details on the decline in disclosures from 2025 to 2026 for the top 100 Census companies in each year, as well as for the 94 continuing Census companies common to both years. Each company's 2026 filing — text and images alike — was read on an automated basis to detect what the proxy statement tells shareholders about the gender of each board member and, separately, about their race or ethnicity.

Disclosures by Top 100 Companies

2026, ALL 100 COMPANIES	GENDER	RACE OR ETHNICITY
Disclosed for individual directors	11	9
Disclosed as a board-level statistic only	35	22
Disclosed in any form	46	31
Not disclosed	54	69

Source: *2026 proxy filings on SEC EDGAR, text and images.*

Top 100 Company Disclosures – Granularity

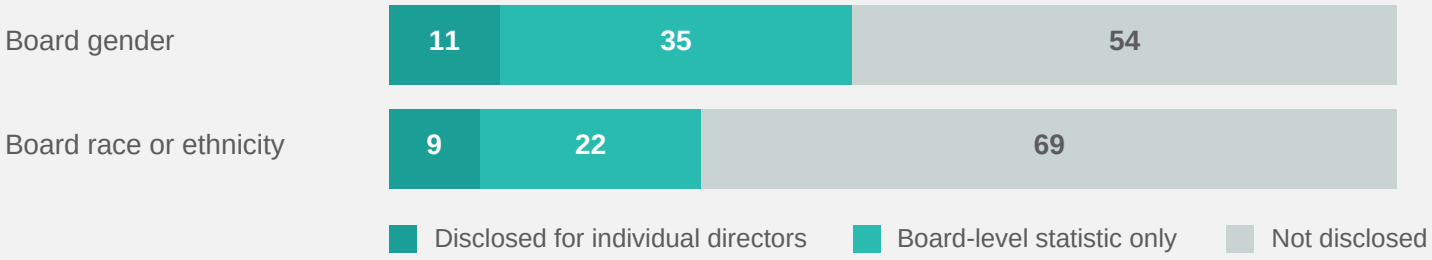


Figure 5. What the 100 Census companies disclose about their boards, 2026.

Every company that discloses race also explicitly discloses gender. Fifteen disclose gender only, and 54 disclose neither. On the Nasdaq, 23 of 57 companies disclose gender and 11 disclose race/ethnicity; on the NYSE, 23 of 42 disclose gender and 20 disclose race/ethnicity.

Top 100 Companies – Downward Disclosure Trends

94 COMPANIES IN BOTH YEARS	DISCLOSED IN 2025	CONTINUED IN 2026	STOPPED	STARTED	DISCLOSE IN 2026	TEST (MCNEMAR)
Board gender (explicit)	55	41	14	2	43	p = 0.004
Board race or ethnicity	43	29	14	1	30	p = 0.001
Race or ethnicity of individual directors	15	9	6	0	9	p = 0.03

Source: 2025 and 2026 proxy filings on SEC EDGAR, text and images.

The 94 companies appearing in both the 2025 and 2026 Census: Disclosure Trends

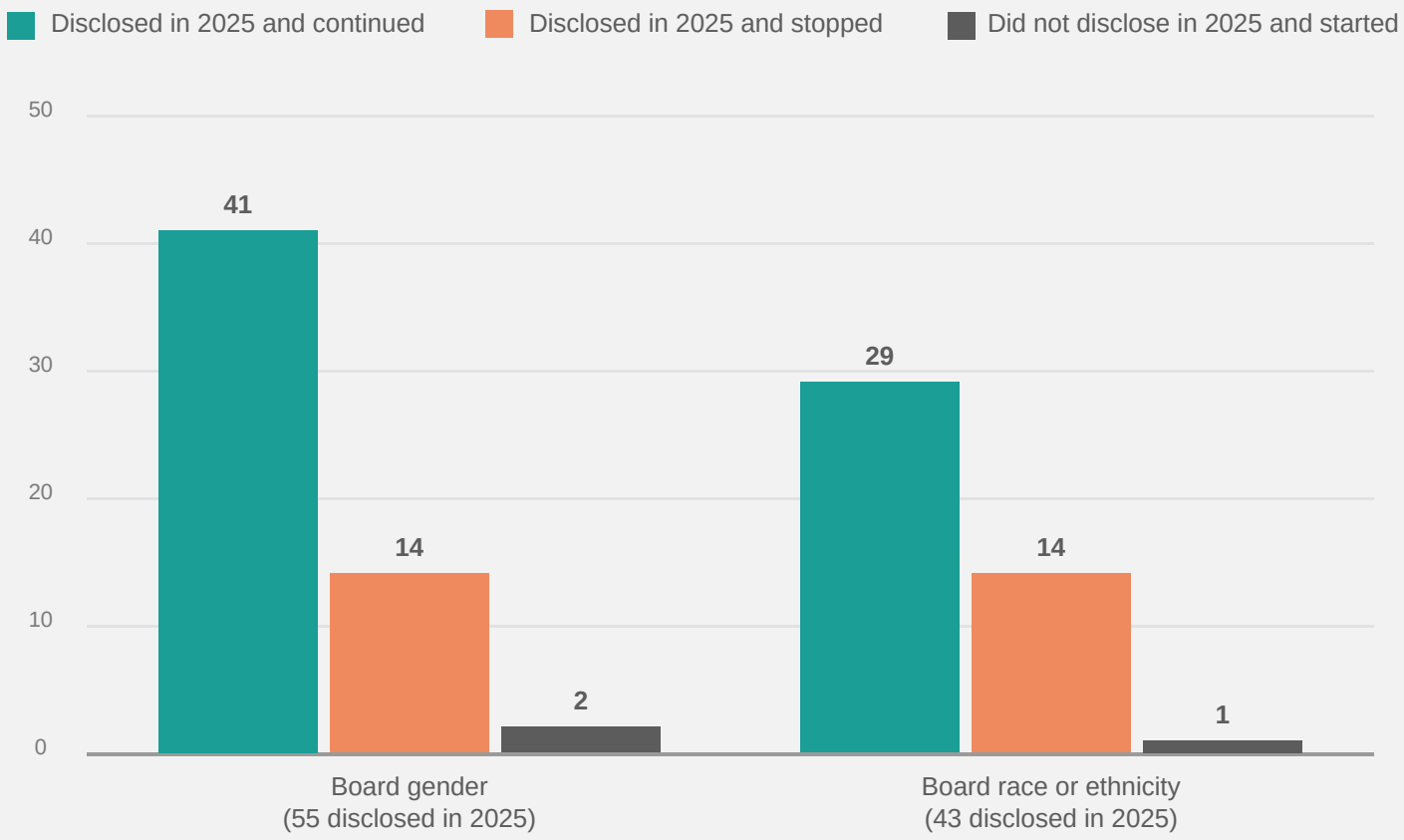


Figure 6. Companies in both the 2025 and 2026 Census: disclosure continued, stopped, or started.

Among the companies that disclosed these demographics in 2025, Technology & Software experienced the largest drop this year: 6 of 14 stopped disclosing gender explicitly, and 6 of 12 stopped disclosing race/ethnicity in 2026. Financial Services lost 2 of 12 disclosing companies (gender) and 3 of 11 (race/ethnicity) from 2025 to 2026.

6. DIRECTOR ATTRIBUTES – A FIRST LOOK FROM BOARDEX

This report relies in part on BoardEx, a commercial database of public-company directors, to supplement the information provided in the Census companies' SEC filings. All 100 Census companies are included in the database, and it agrees with the EDGAR collection on the gender of every matched director. Women and men were compared on each attribute, one at a time (Fisher's exact test for yes/no attributes; Mann-Whitney for numeric ones). The figures provided below are from BoardEx data as of September 2026.

Directors of the 100 Census companies, women and men, 2026

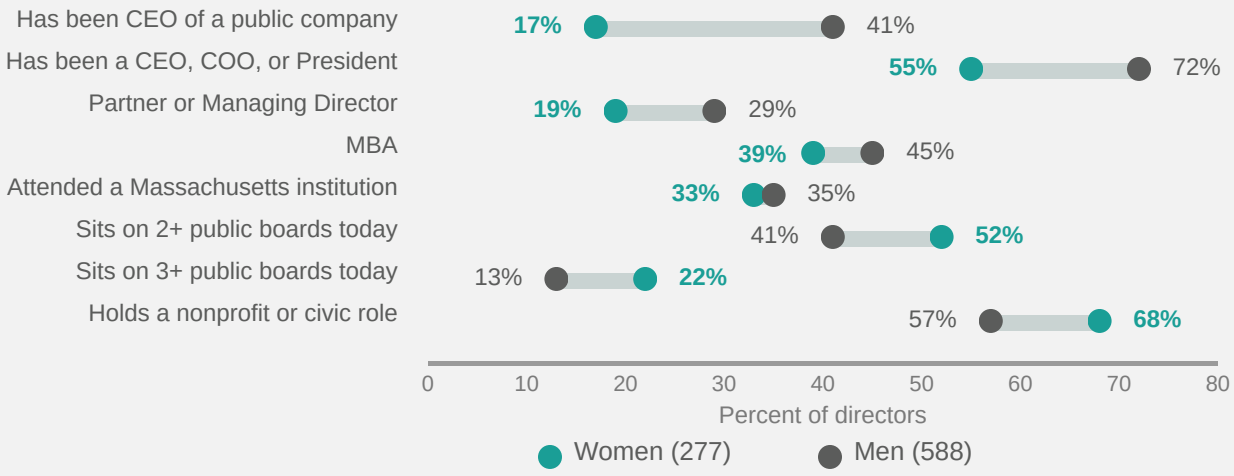


Figure 7. Directors of the 100 Census companies, women and men, 2026. Source: BoardEx, matched to the EDGAR collection.

2026 Census Company Board Attributes

277 WOMEN AND 588 MEN, EACH COUNTED ONCE	WOMEN	MEN	STATISTICALLY SIGNIFICANT DIFFERENCE?
Has been CEO of a public company	17%	41%	**Yes (p < 0.001)**
Has been a CEO, COO, or President	55%	72%	**Yes (p < 0.001)**
Sits on two or more public boards today	52%	41%	**Yes (p = 0.003)**
Sits on three or more public boards today	22%	13%	**Yes (p = 0.001)**
Network size (median, BoardEx)	2,655	2,144	**Yes (p = 0.001)**
Years on this board (mean)	5.8	7.9	**Yes (p < 0.001)**
Partner or Managing Director (VC, PE, professional services)	19%	29%	**Yes (p = 0.001)**
General Counsel background	5%	2%	**Yes (p = 0.03)**
Holds a nonprofit or civic role	68%	57%	**Yes (p = 0.002)**
MBA	39%	45%	No (p = 0.12)
PhD / MD / JD	10% / 5% / 10%	11% / 5% / 8%	No (p = 0.72 / 1.00 / 0.60)
Attended a Massachusetts institution	33%	35%	No (p = 0.70)
Age (mean)	62.6	63.6	No (p = 0.19)

Source: BoardEx (September 2026), matched to the Babson collection from SEC EDGAR filings. Authors' calculations.

What the BoardEx Data Show

- **Men and women directors are equally educated, but women are far less likely to have been a CEO.** On education and age the two groups look alike: 39% of women and 45% of men hold an MBA, and the average age is 62.6 and 63.6. In percentages, 41% of men directors have been CEO of a public company, against 17% of women: men are nearly two and a half times as likely to sit on a public company board, the largest gap in the table.
- **Women directors are more likely to serve on multiple boards and have larger networks.** Half sit on another public board, against two in five men. Of the 25 directors holding the most public board seats, 11 are women.
- **Fewer new directors are first-timers, for women and men alike.** About half of independent directors appointed before 2019 were joining their first public board; of those appointed in 2024 to 2026, only about a third of independent directors were first-time directors, regardless of gender (35% for women and 36% for men).
- **Massachusetts boards are ahead of the national average.** On BoardEx's single definition, the Census companies and all U.S. public companies were level at 8% women in 2003; by 2023, the last complete year, it was 31.4% (Massachusetts) against 24.9% (all U.S. public companies), as illustrated in the graph below.

Women's share of board seats, Census companies and all U.S. public companies, 2003 to 2023

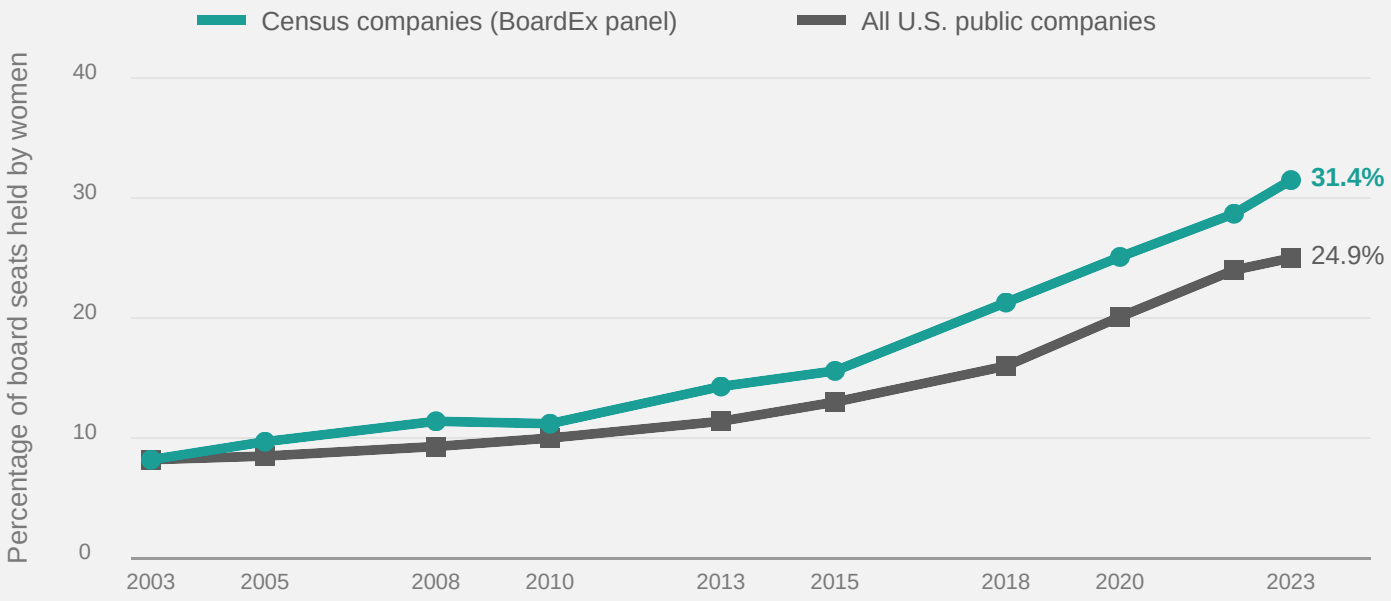


Figure 8. Women's share of board seats, Census companies and all US public companies, 2003 to 2023 (BoardEx, September 2026). The Census line rests on 46 companies in 2003 and all 100 from 2023.

7. METHODOLOGY – HOW THE 2026 CENSUS SNAPSHOT WAS COMPILED

THE CENSUS LIST

As in past years, the list of the 100 largest publicly traded companies headquartered in Massachusetts is based on the Boston Business Journal's list of the largest companies in the Commonwealth by revenue, with certain adjustments made following review of the list by TBC's Census Team.

DATA COLLECTION AND VERIFICATION

All 2026 figures come from data collected from the companies' SEC filings, including proxy statements, annual reports, and 8-K reports of board changes, drawn from the SEC's EDGAR database. This year's Census data collection effort was automated. In past years, Census researchers manually compiled information from each company's proxy statement and other SEC filings. For 2026, filings were retrieved through the SEC's public EDGAR data interface in accordance with the SEC's access guidelines. An AI-assisted process (Anthropic's Claude) identified directors and executive officers and their disclosed characteristics. All automated output was reviewed by members of the Census Working Group, and the Census records only what the companies themselves disclosed in their filings.

THE 2026 LIST

The Census Committee's final list has 94 companies continuing from 2025 and six new to the Census (changes due to mergers, bankruptcies, revenue declines and other factors): Keros Therapeutics, LeMaitre Vascular, NB Bancorp, Symbotic, TechTarget, and Vericel. Blueprint Medicines, Brookline Bancorp, Hologic, iRobot, Office Properties Income Trust, and SEMrush are no longer on it. The full list is in the appendix.

CENSUS CUT-OFF DATE

The Census counts each board as it stood on June 30, 2026. A director elected or appointed on or before that date is counted, and one who left on or before it is not. A director who was due to leave at a meeting held after June 30 is still counted, and an appointment that took effect after June 30 is not.

KEY TERMS AND HOW THEY ARE APPLIED

Gender is effectively recorded for every director at all 100 companies, whether or not the companies published board demographics, from the filing's own use of honorifics and pronouns. By contrast, data on race and ethnicity cannot be determined reliably unless individual board members self-identify and their companies elect to disclose these demographics. As a result, the Census Snapshot counts only whether individual Census companies have, or have not, disclosed these demographics.

Executive officers are those each company lists under Section 16 of the Securities Exchange Act (i.e., senior executives who are subject to strict reporting and trading rules).

Sectors are assigned to each company based on its U.S. SIC code.

VALIDATION

Before relying on the automated process, we tested it by re-running the 2025 Census data and compared the automated result with the published report data. The test found all 899 directors, agreed on the gender of every one, and reproduced the published figure of 33.1% women board directors out of all directors across the 100 Census companies. Figures for earlier years in this report are quoted from the previously published annual Census reports, which can be found at www.thebostonclub.com/census. As indicated in section 6, the report also draws on BoardEx, a commercial database of directors licensed by Babson.

HOW CHANGES WERE TESTED

Each change from 2025 to 2026 was tested one measure at a time with a two-sided test, at the conventional standard for statistical significance ($p < .05$): Fisher's exact test for comparisons of counts, McNemar's exact test for changes within the same companies, and a paired t-test for each board's share of women in the two years. Four changes met that standard: the fall in women's share of new independent directors from 2024 to 2026, and the drop in the number of companies disclosing board gender, board race or ethnicity, and the race or ethnicity of individual directors. Every other change in this report is given as counted.

APPENDIX: THE 2026 CENSUS DATA BY COMPANY

Board seats / women directors / % women at each company as of June 30, 2026, from the EDGAR collection.

* Woman CEO as of June 30, 2026 (10 companies).
† New to the Census in 2026 (6 companies).

Total: 906 seats, 295 women, 32.6%.

Company	Seats	Women	%
Acadian Asset Management Inc.*	5	2	40.0%
Acushnet Holdings Corp.	8	2	25.0%
Akamai Technologies Inc.	9	4	44.4%
Alnylam Pharmaceuticals, Inc.*	10	4	40.0%
Ameresco, Inc.	7	2	28.6%
American Tower Corporation	11	4	36.4%
American Well Corporation	8	2	25.0%
Analog Devices Inc.	10	4	40.0%
Apellis Pharmaceuticals Inc.	9	2	22.2%
Aspen Aerogels, Inc.	6	2	33.3%
ATN International, Inc.	7	3	42.9%
Axcelis Technologies Inc.	8	1	12.5%
Azenta Inc.	10	3	30.0%
Berkshire Hills Bancorp Inc.	16	7	43.8%
Biogen Inc.	10	2	20.0%
BJ's Wholesale Club Holdings, Inc.	10	3	30.0%
Boston Scientific Corporation	10	5	50.0%
Bright Horizons Family Solutions Inc.	9	4	44.4%
Bruker Corporation	11	3	27.3%
BXP, Inc.	11	3	27.3%
Cabot Corporation	9	3	33.3%
CarGurus, Inc.	7	1	14.3%
Cerence Inc.	6	3	50.0%
Charles River Laboratories International, Inc.*	12	4	33.3%
Clean Harbors, Inc.	13	5	38.5%

Company	Seats	Women	%
Cognex Corporation	8	1	12.5%
Collegium Pharmaceutical, Inc.	8	2	25.0%
CRA International, Inc.	8	3	37.5%
Crane NXT, Co.	9	3	33.3%
Destination XL Group, Inc.	7	3	42.9%
Diversified Healthcare Trust	7	3	42.9%
DraftKings Inc.	11	3	27.3%
Dynatrace, Inc.	8	3	37.5%
Eastern Bankshares, Inc.	16	6	37.5%
Entegris, Inc.	8	3	37.5%
EverQuote, Inc.	7	1	14.3%
Eversource Energy	10	4	40.0%
Flywire Corporation	9	4	44.4%
Forrester Research, Inc.	6	1	16.7%
GE Vernova Inc.	9	3	33.3%
Global Partners LP	6	1	16.7%
Haemonetics Corporation	9	3	33.3%
HubSpot, Inc.*	10	5	50.0%
Independent Bank Corp.	14	4	28.6%
Industrial Logistics Properties Trust*	7	3	42.9%
Insulet Corporation*	9	4	44.4%
IPG Photonics Corporation	10	4	40.0%
Iron Mountain Incorporated	11	5	45.5%
Ironwood Pharmaceuticals, Inc.	8	3	37.5%
J. Jill, Inc.*	7	4	57.1%

THE 2026 CENSUS SNAPSHOT

Board seats / women directors / % women at each company as of June 30, 2026.

* Woman CEO
† New to the Census in 2026

Company	Seats	Women	%
Kadant Inc.	6	2	33.3%
Keros Therapeutics, Inc.†	7	2	28.6%
Keurig Dr Pepper Inc.	9	3	33.3%
Kiniksa Pharmaceuticals International, plc	10	3	30.0%
Klaviyo, Inc.	9	3	33.3%
Lantheus Holdings, Inc.*	10	5	50.0%
LeMaitre Vascular, Inc.†	7	1	14.3%
MACOM Technology Solutions Holdings, Inc.	8	1	12.5%
Mercury Systems, Inc.	9	3	33.3%
MKS Instruments, Inc.	8	2	25.0%
Moderna, Inc.	8	3	37.5%
N-able, Inc.	8	1	12.5%
NB Bancorp, Inc.†	13	3	23.1%
NetScout Systems, Inc.	10	3	30.0%
Novanta Inc.	9	3	33.3%
Onto Innovation Inc.	7	2	28.6%
Organogenesis Holdings Inc.	10	2	20.0%
Pegasystems Inc.	8	2	25.0%
Progress Software Corporation	9	3	33.3%
PTC Inc.	8	3	37.5%
Rapid7, Inc.	11	2	18.2%
Repligen Corporation	9	3	33.3%
Revvity, Inc.	10	3	30.0%
Safety Insurance Group, Inc.	7	3	42.9%
Sarepta Therapeutics, Inc.	9	3	33.3%

Company	Seats	Women	%
Sensata Technologies Holding PLC	11	4	36.4%
Service Properties Trust	7	2	28.6%
SharkNinja, Inc.	8	1	12.5%
STAG Industrial, Inc.	11	3	27.3%
State Street Corporation	13	6	46.2%
Symbotic Inc.†	9	2	22.2%
TechTarget, Inc.†	9	2	22.2%
Teradyne, Inc.	9	3	33.3%
The Boston Beer Company, Inc.	8	3	37.5%
The Hanover Insurance Group, Inc.	11	4	36.4%
The RMR Group Inc.	6	1	16.7%
The TJX Companies, Inc.	10	5	50.0%
Thermo Fisher Scientific Inc.	11	5	45.5%
Toast, Inc.	9	3	33.3%
TransMedics Group, Inc.	8	2	25.0%
TripAdvisor, Inc.	10	3	30.0%
UFP Technologies, Inc.	7	2	28.6%
UniFirst Corporation	6	2	33.3%
Veralto Corporation*	12	4	33.3%
Vericel Corporation†	7	2	28.6%
Vertex Pharmaceuticals Incorporated*	11	5	45.5%
Vicor Corporation	11	1	9.1%
Waters Corporation	11	4	36.4%
Watts Water Technologies, Inc.	9	3	33.3%
Wayfair Inc.	9	2	22.2%

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