

**2005 Update on The Committee of 100's
Asian & Asian Pacific American (APA) Corporate Board Report Card**

In April 2004 the Committee of 100, a national organization of leading Chinese Americans, issued its first ever *Corporate Board Report Card*. The report card highlighted the dramatic under-representation of Asians and Asian Pacific Americans (APAs) on the boards of U.S. Fortune 500 corporations, and is based on an analysis of the 2003 Fortune 500 listings, accompanied by U.S. Census Bureau data from the same year. One of the most significant findings of the first *Corporate Board Report Card* is that while APAs (including mixed-race individuals) represented approximately 4.4% of the U.S. population in 2003, the percentage of APAs holding seats on high-level U.S. corporate boards represented only one-fourth of that number, or 1.1%.

Recently, the Committee conducted additional analysis by tracking the same data over a period of three years: 2003, 2004, and 2005. The June 2004 and June 2005 Fortune 500 listings were used in order to trace changes in the number of Asians and Asian Pacific Americans holding corporate seats in major U.S. corporations, once again in tandem with data provided by the U.S. Census Bureau. The findings below represent the statistics generated by the Committee of 100 for the 2005 Fortune 500 companies:

Key Findings

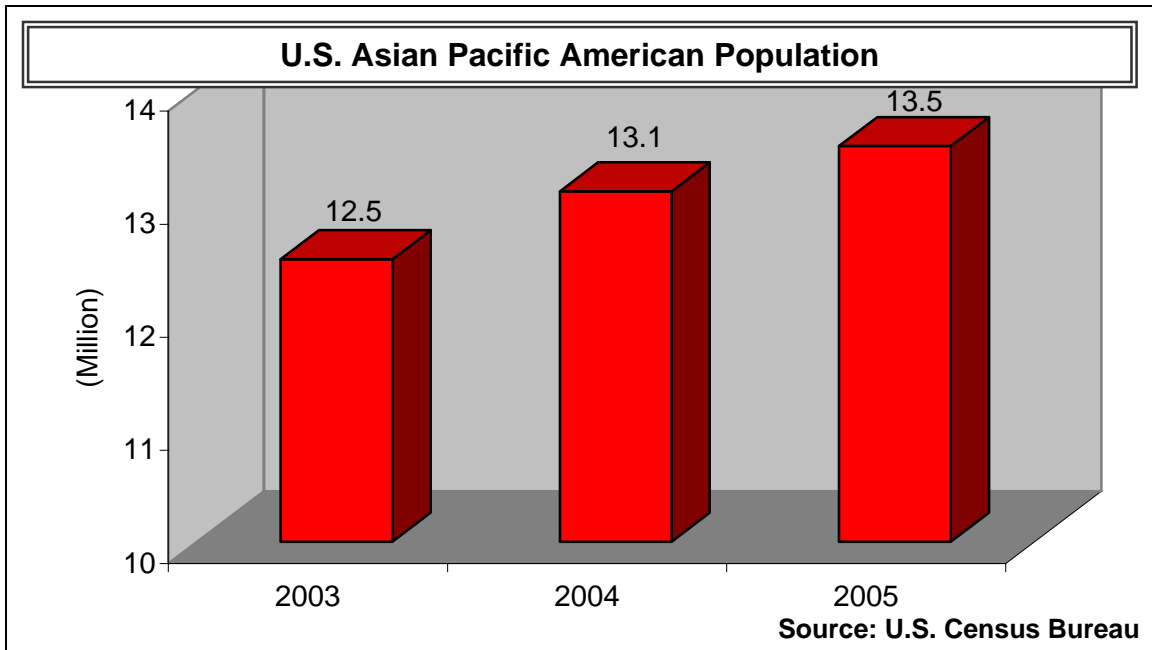
- Asians and APAs currently hold 1.2% of corporate Board of Directors seats in Fortune 500 companies, a slight increase from 2003 and 2004, when Asians and APAs accounted for 1.1% of corporate board seats. It should be noted, however, that the U.S. APA estimated population has increased from 4.4% to 5% of the total U.S. population over the same time period.
- The percentage of major U.S. corporations—represented by annual the Fortune 500 listings—with either an Asian or APA Director has not increased, but remained steady at 11% through the years 2003, 2004, and 2005.
- 21.40% of the Fortune 500 Corporate Directors sit on more than one board, but amongst Asians and APA Directors, only 13% hold multiple board seats.
- Amongst the Asian and APA Directors in 2005 Fortune 500 corporations, 79% are male and 21% are female. While the gender gap remains large, it has narrowed slightly since 2003. In 2003, only 17% of Asian and APA Directors were female.

The Committee of 100 is also encouraging the Senior Management of Fortune 500 corporations to address the under-representation of Asians and APAs, by asking that the following steps be taken to reach out to this valuable—and largely untapped—talent pool of Senior Executives:

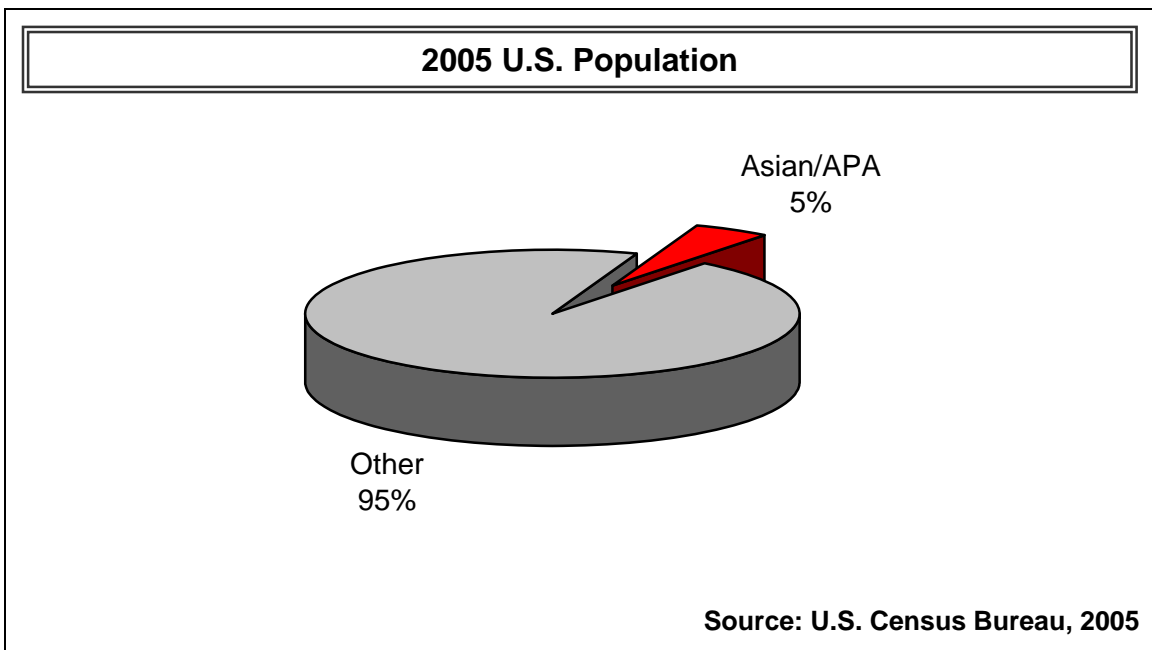
- Create in-house mechanisms to identify highly-qualified Asian and APA candidates for corporate Director positions.
- Profile existing Asian and APA corporate Directors, and encourage other Senior Management Executives to do likewise.
- Approach C-100's three major search firm partners for help in identifying highly-qualified APA corporate Director candidates.

U.S. Population

According to the U.S. Census Bureau, the estimated number of Asian Pacific Americans in the U.S. has increased by ten million since 2003.

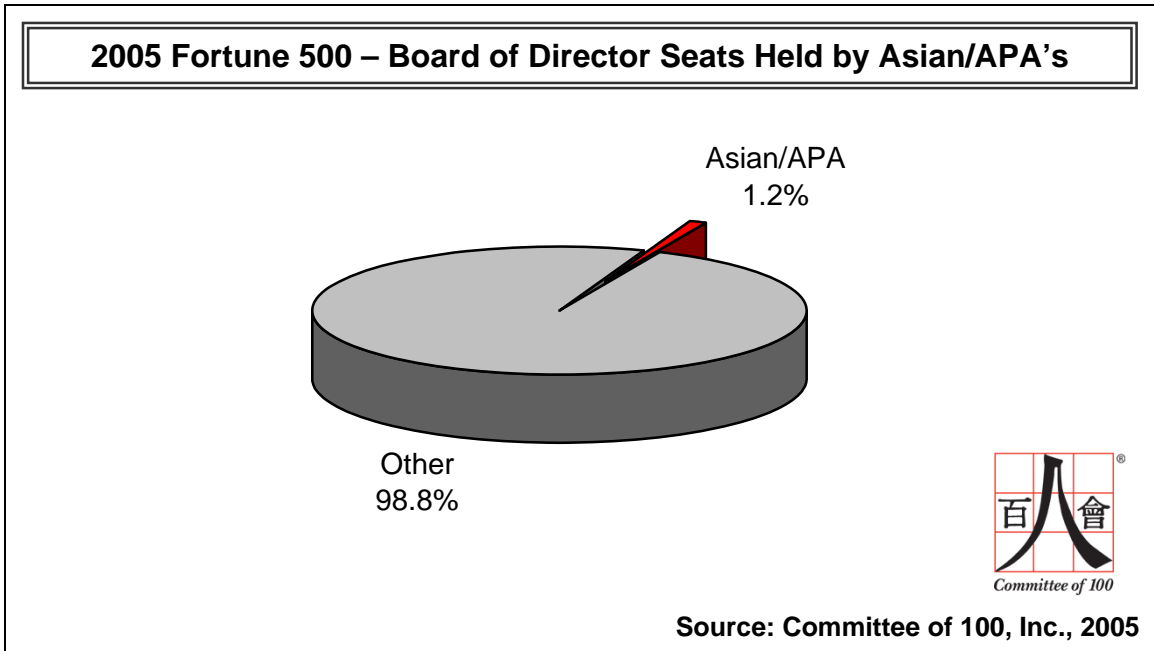


At the start of our analysis of Fortune 500 companies listed in 2003, APAs constituted 4.4% of the U.S. population. By 2005 this number rose to 5%, or a 0.6% increase in the last two years.

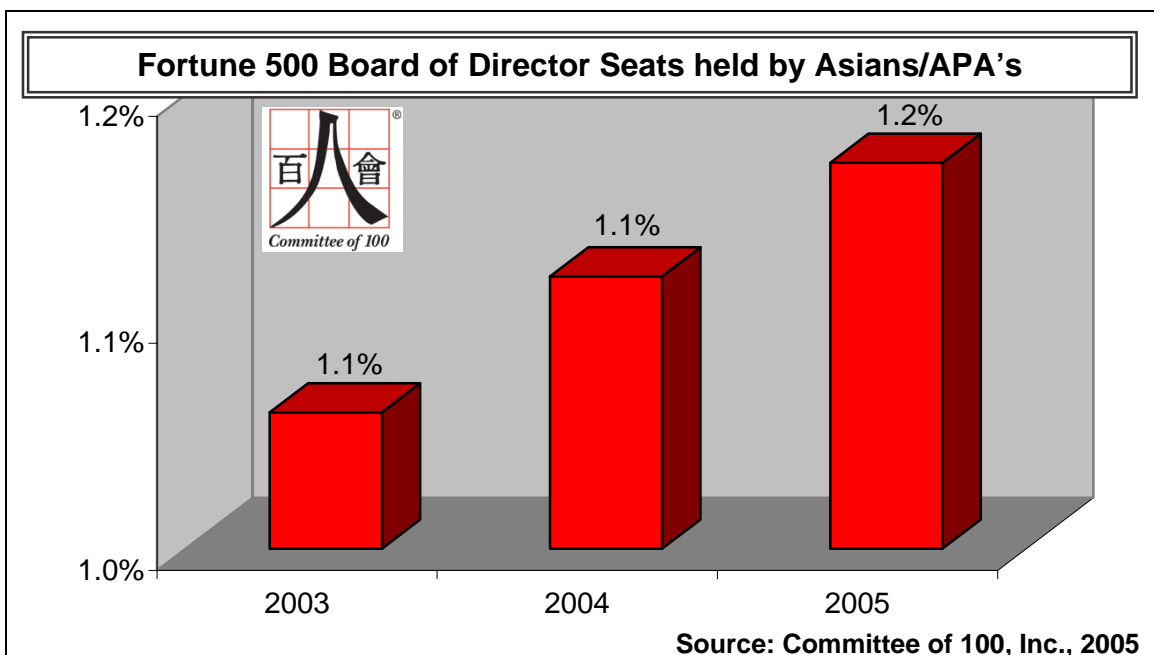


Corporate Director Seats Held by Asian & APA's

As of June 2005, 64 of the 5462 Board of Directors seats identified within Fortune 500 companies were of Asian descent, or 1.2%.

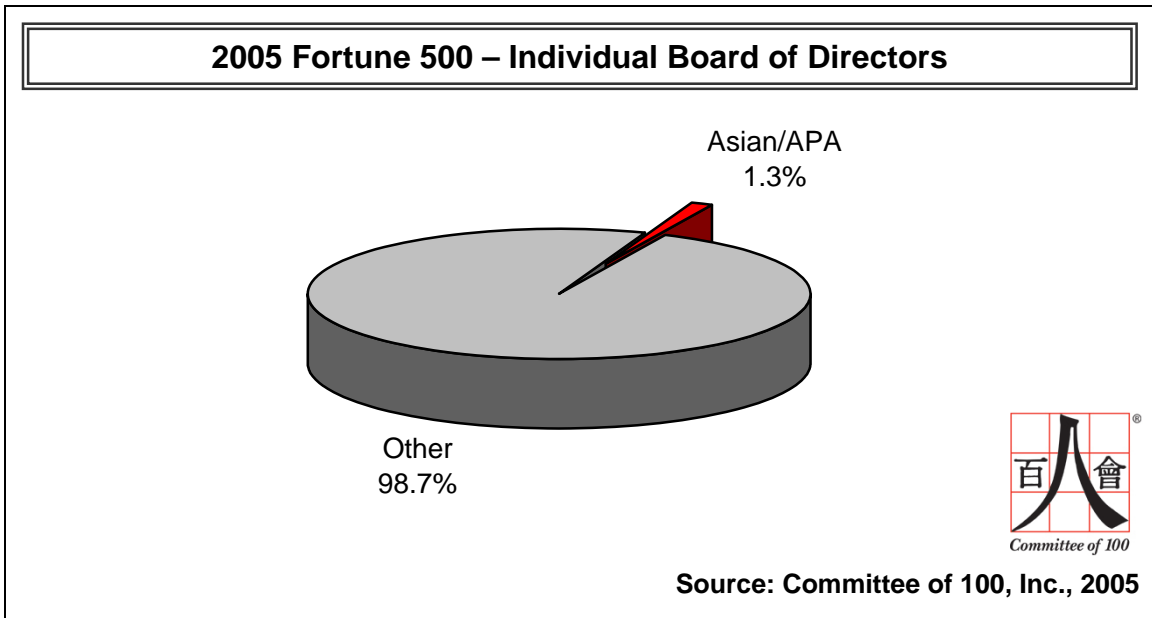


Examining the trend over the last three years, when Committee of 100 conducted this study, there was a **slight increase in the percentage of Board of Director seats held by Senior Executives of Asian descent, from 1.1% in 2003 and 2004 to 1.2% in 2005.**

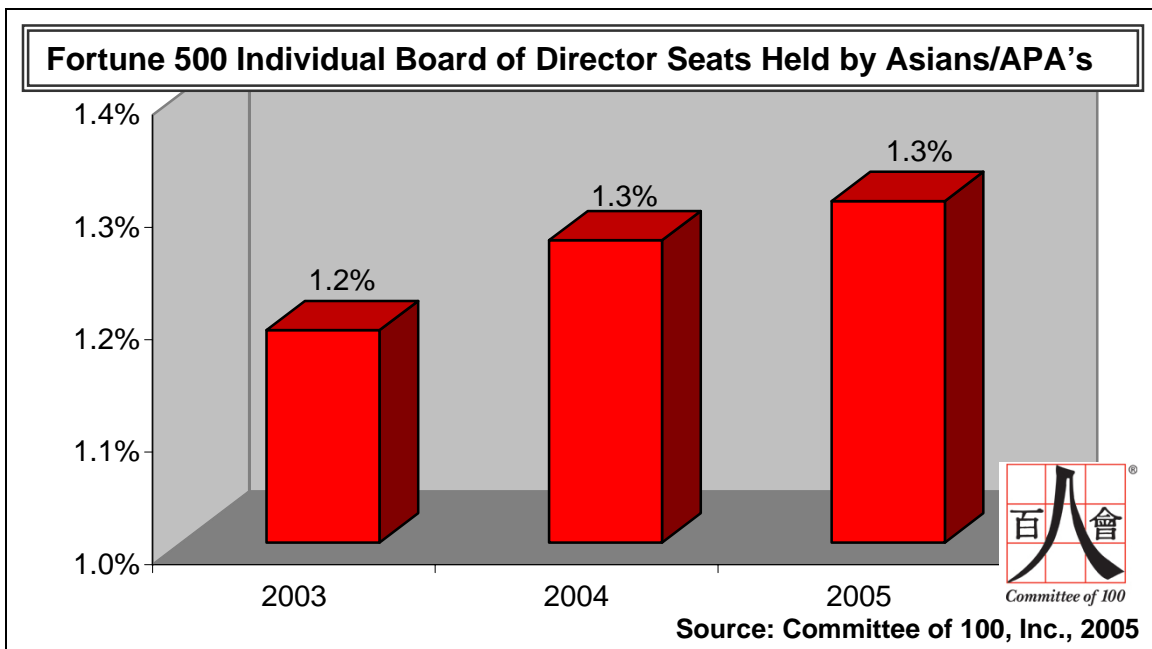


Asian & APA Corporate Directors

Because many Fortune 500 Directors hold multiple seats (on different corporate boards), there is a significant difference between the number of individual Directors and total board seats. **Of the 4293 individual Directors we identified, 56, or 1.3%, were of Asian descent.**

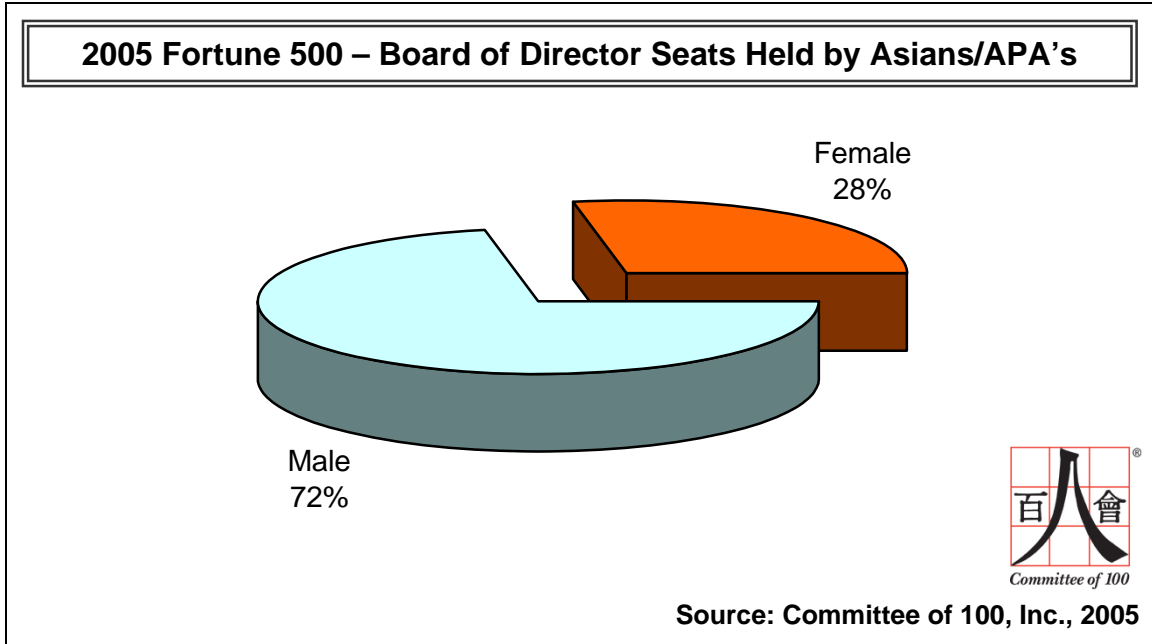


Paralleling our statistics for total Board of Director seats, there was a **slight increase in individual Directors of Asian descent, from 1.2% in 2003 to 1.3% in 2004 and 2005.** While the U.S. APA population has risen by 0.6% since 2003, the percentage of Asian and APA Directors has only increased by 0.1%.

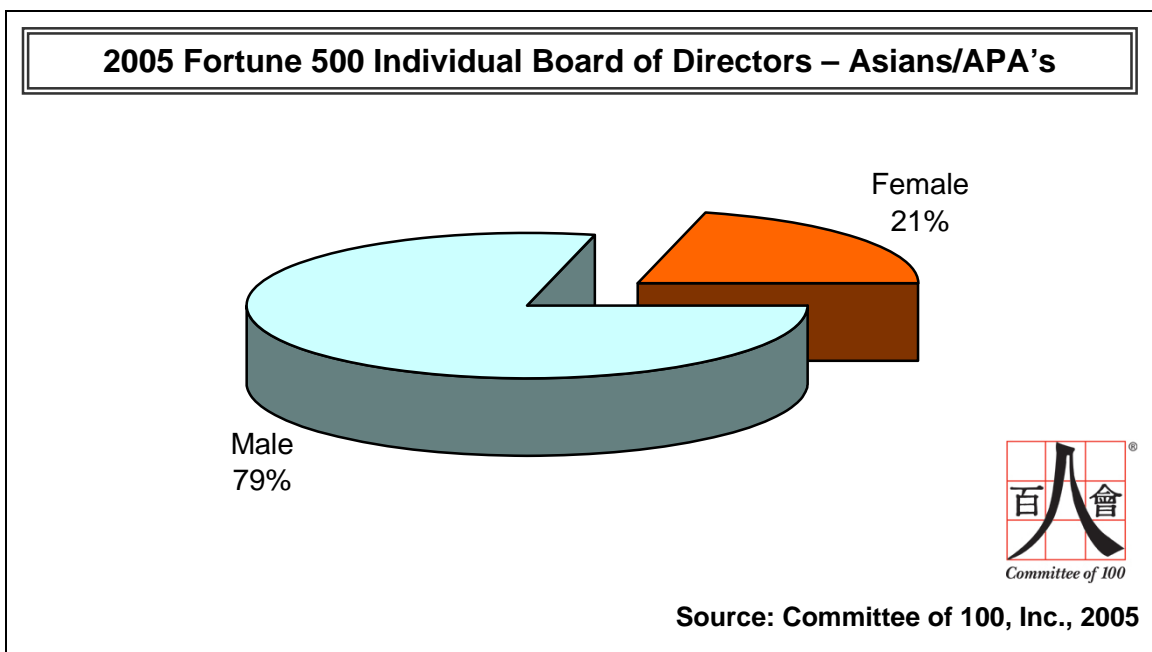


Gender and Asian & APA Board of Directors

A quick gender analysis reveals that **of the 64 board of Director seats held by Asians or APAs, males hold 46 seats and females hold 18 seats, or 72% and 28%.**

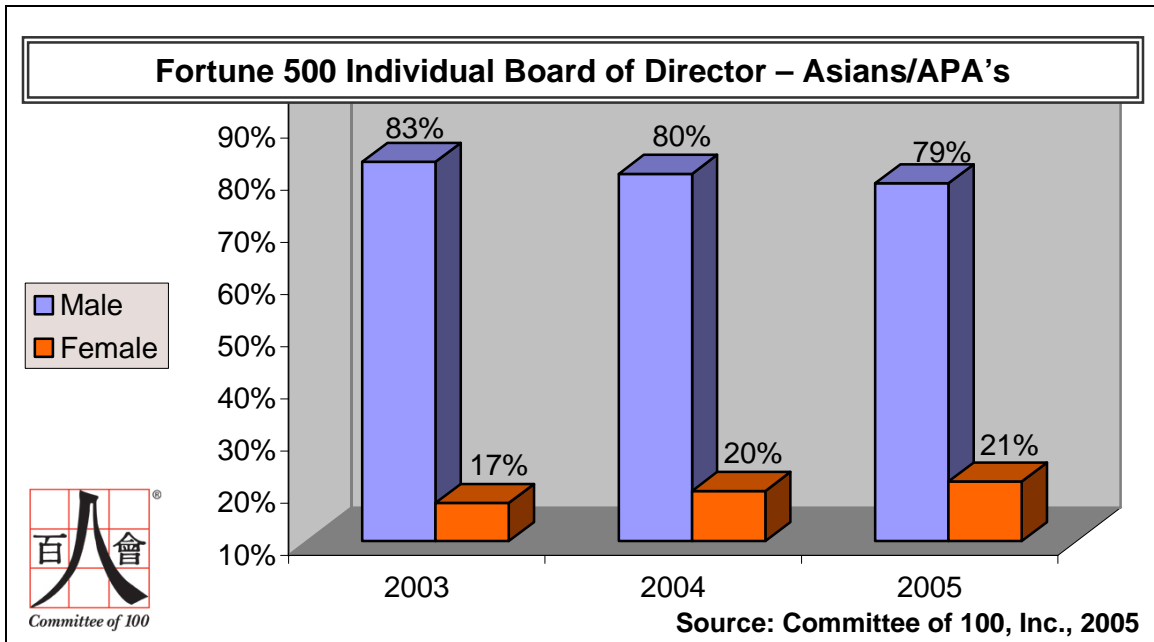


The number of individual Asian and APA Board of Directors yields an even a lower percentage of females. Only 12 of 56 individual Asian or APA Directors are female. In other words, **79% of individual Asian or APA Directors are male and 21% are female.**



Gender in Asian and APA Board of Directors (Cont.)

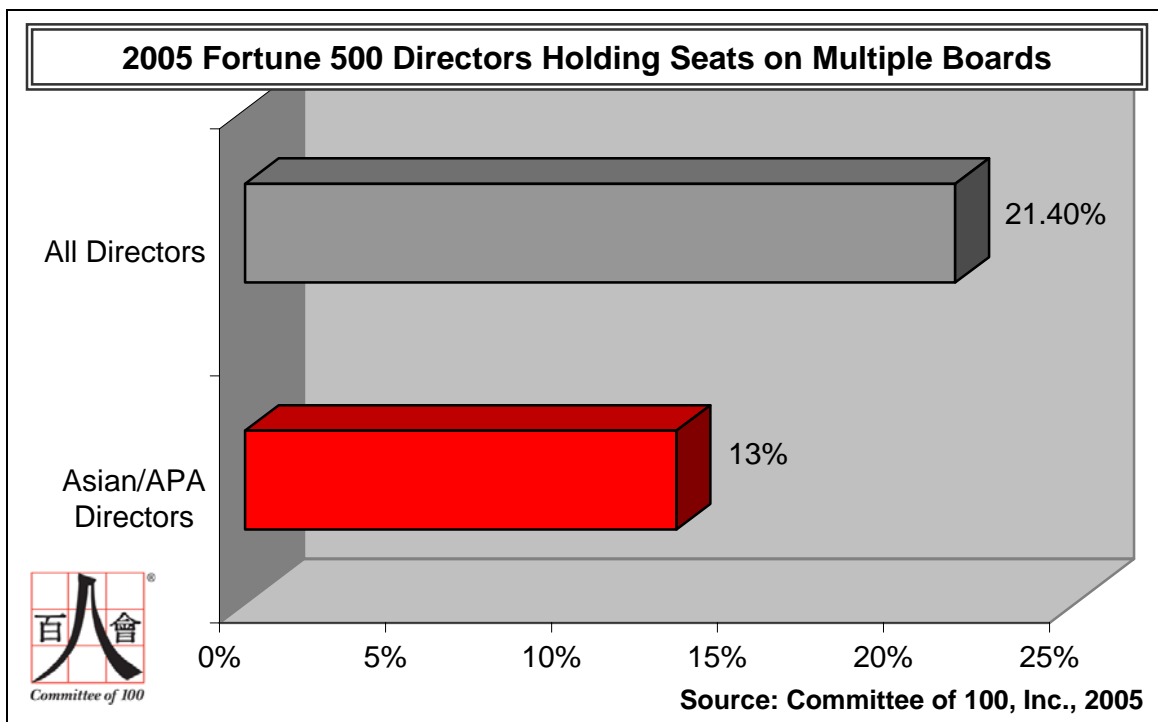
What is encouraging, however, is that there has been a **steady increase in the number female Asian and APA Directors since the Committee of 100 first initiated this study, from 17% in 2003 to 21% in 2005.**



Directors Holding Multiple Seats

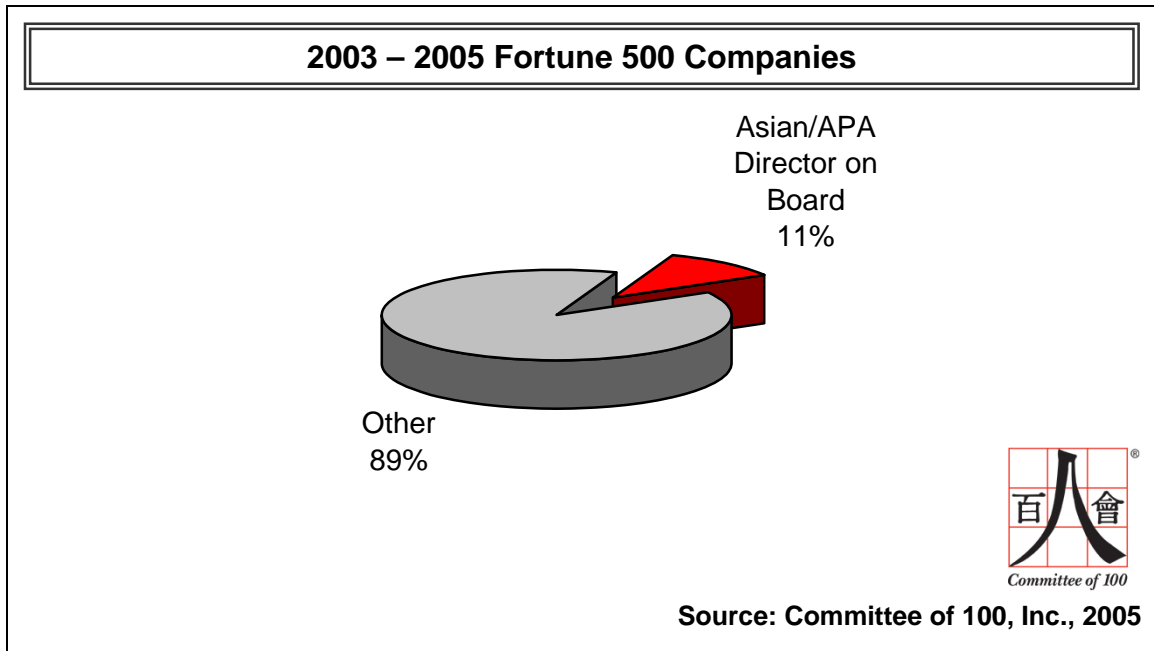
The Committee of 100 was also interested in investigating the “good-old boys network” phenomenon, or whether a large number of the same individuals are being elected repeatedly within Fortune 500 companies, and serving on multiple boards. Based on a combination of our own data and the 2005 Fortune 500 listings, we found that more than one out of every five Directors serve on more than one Fortune 500 board. In other words, **21.40% of Fortune 500 Directors serve on multiple boards in 2005 Fortune 500 companies.**

Compared to the total number of Directors serving on multiple Fortune 500 boards, the number of Asian and APA Directors serving on multiple boards was significantly lower. **Amongst Asian and APA Directors, only 13% serve on multiple boards in Fortune 500 companies.**



Asian and APA Directors in Fortune 500 Companies

Of the 500 companies on the 2005 Fortune 500 list, 57 have at least one Asian or APA Director on their board, or 11%.



While there has been a slight increase in the number of board seats held by Asians and APA's, this group only marginally factors in to the percentage of companies. The number of companies with Asian Directors has only increased from 55 in 2003 to 57 in 2005. **From 2003 to 2005, the percentage of companies with an Asian Director has remained at 11%.**

Methodology

C-100 did primary research through conducting thorough searches of publicly available information from the indices of the Fortune 500 and the NASDAQ 100, particularly annual reports. We also conducted focused searches of publicly accessible and investor-related information relating to the corporate directors and their biographical information.

Definition of Terms

The Committee of 100 used the U.S. Census Bureau's definitions for *Asian Pacific Islanders* to gather data around Asian Pacific American and Asian corporate Directors. For the purposes of this report card, we viewed the terms Asian Pacific Americans (APAs) and Asian Pacific Islanders as being synonymous. According to the Census Bureau:

- **Asians** are "persons having origins in any of the original peoples of the Far East, Southeast Asia or the Indian subcontinent."
- **Native Hawaiians and Pacific Islanders** are persons "having origins in any of the original peoples of Hawaii, Guam, Samoa or other Pacific Islands."
- **Southeast Asian** generally means Cambodian, Hmong, Laotian and Vietnamese.
- **South Asian** generally means Asian Indian, Bangladeshi, Bhutanese, Nepalese, Pakistani, and Sri Lankan.

Since a number of corporations today are global in nature, they are recruiting U.S. citizens of Asian and Pacific Islander descent as well as Asian foreign nationals, so for the purposes of this report card, C-100 did not distinguish between these two groups.

For more information

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