

**Top industries ranked by share of company 10-Ks
containing diversity terms (2020)**

Rank	Industry name	Benchmark industry?	Total number of 10-Ks	Number of 10-Ks that mention diversity	Share of total 10-Ks that mention diversity
1	Gas Utilities & Distributors	No	8	6	75%
2	Electric Utilities & Power Generators	No	47	29	62%
3	Road Transportation	No	15	9	60%
4	Managed Care	No	12	6	50%
5	Car Rental & Leasing	No	2	1	50%
6	Forestry Management	No	4	2	50%
7	Containers & Packaging	No	16	8	50%
8	Air Freight & Logistics	No	16	8	50%
9	Airlines	No	10	5	50%
10	Automobiles	No	10	5	50%
11	Iron & Steel Producers	No	18	9	50%
12	Casinos & Gaming	No	23	11	48%
13	Oil & Gas – Refining & Marketing	No	19	9	47%
14	Oil & Gas – Midstream	No	43	20	47%
15	Auto Parts	No	35	16	46%
16	Coal Operations	No	11	5	46%
17	Hotels & Lodging	No	11	5	46%
18	Leisure Facilities	No	20	9	45%
19	Chemicals	No	79	33	42%
20	Construction Materials	No	12	5	42%
21	Education	No	12	5	42%
22	Engineering & Construction Services	No	37	15	41%
23	Fuel Cells & Industrial Batteries	No	5	2	40%
24	Media & Entertainment	No	38	15	40%
25	Household & Personal Products	No	26	10	39%
26	Internet Media & Services	Yes	68	26	38%
27	Advertising & Marketing	Yes	21	8	38%
28	Industrial Machinery & Goods	No	133	50	38%
29	Oil & Gas – Services	No	57	21	37%

30	Restaurants	No	33	12	36%
31	Real Estate	No	196	70	36%
32	Waste Management	No	20	7	35%
33	Health Care Delivery	No	60	21	35%
34	Insurance	No	101	35	35%
35	Tobacco	No	6	2	33%
36	Building Products & Furnishings	No	39	13	33%
37	Electronic Manufacturing Services & Original Design Manufacturing	No	9	3	33%
38	Telecommunication Services	No	48	16	33%
39	Oil & Gas – Exploration & Production	No	95	31	33%
40	Professional & Commercial Services	Yes	110	35	32%
41	Aerospace & Defense	No	32	10	31%
42	Electrical & Electronic Equipment	No	90	28	31%
43	Marine Transportation	No	10	3	30%
44	Water Utilities & Services	No	10	3	30%
45	Software & IT Services	Yes	314	90	29%
46	Toys & Sporting Goods	No	14	4	29%
47	Commercial Banks	No	354	101	29%
48	Investment Banking & Brokerage	Yes	25	7	28%
49	Pulp & Paper Products	No	11	3	27%
50	Consumer Finance	No	41	11	27%
51	Semiconductors	No	60	16	27%
52	Wind Technology & Project Developers	No	4	1	25%
53	Cruise Lines	No	4	1	25%
54	Processed Foods	No	24	6	25%
55	Drug Retailers	No	4	1	25%
	Benchmark Industries	Yes	1018	239	24%
56	Medical Equipment & Supplies	No	191	44	23%
57	Mortgage Finance	No	63	14	22%
58	Multiline and Specialty Retailers & Distributors	Yes	96	21	22%
59	Hardware	Yes	110	24	22%
60	Non-Alcoholic Beverages	No	19	4	21%

61	Real Estate Services	No	19	4	21%
62	Biotechnology & Pharmaceuticals	No	605	126	21%
63	Security & Commodity Exchanges	No	5	1	20%
64	Rail Transportation	No	5	1	20%
65	Home Builders	No	22	4	18%
66	Appliance Manufacturing	No	6	1	17%
67	Alcoholic Beverages	No	6	1	17%
68	E-commerce	Yes	21	3	14%
69	Metals & Mining	No	63	8	13%
70	Meat, Poultry & Dairy	No	8	1	13%
71	Apparel, Accessories & Footwear	No	62	7	11%
72	Solar Technology & Project Developers	No	9	1	11%
73	Agricultural Products	No	19	2	11%
74	Asset Management & Custody Activities	Yes	253	25	10%
75	Food Retailers & Distributors	No	14	1	7%
76	Biofuels	No	1	0	0%
77	Health Care Distributors	No	1	0	0%