

North America

CSO Awards /25

TOP 100
North-American CSOs

People Insights
Diversity Report

Special Edition by Denominator & Futur/io Institute

futur/io

The Futur/io Institute has established the CSO Awards North America to honor the exceptional work and achievements of leading North American Chief Sustainability Officers, while also fostering connections among like-minded change makers.

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Our mission for the CSO Awards North America goes beyond rewarding the companies. We shine a light on the role of the Chief Sustainability Officers that are active change-makers fostering action and ambition across their organisations.

**Harald Neidhardt**

CEO & Curator,
Futur/io Institute

Meet the 20 Nominees



Aditi Mohapatra
Expedia Group



Ann Tracy
Colgate-Palmolive



Annika Dubrall
Tiffany & Co.



Anu Piduru
Carters



Ara Erickson
Weyerhaeuser



Caitlin Leibert
Whole Foods Market



Carrie Sabin
Stantec



Deanna Bratter
Crocs



Emma Stewart
Netflix



Erik Hansen
Workday



Helene V Gagnon
CAE



Jackie Jung
Western Digital



Jennifer Motles
Philip Morris International



Kate Heiny
Booking Holdings



Kellie Ballew
Shaw Industries



Malisa Maynard
Mohawk Industries



Nicola Acutt
NetApp



Patrick Barron
Telus



Susan Uthayakumar
Prologis



Wendy Rentschler
BMC Software



Key Takeaways

Top 100 outperforms North America average

How do the top 100 businesses represented with a CSO nominee perform compared to the average of companies in North America?

130%

higher score on gender

43%

higher score on race/ethnicity

40%

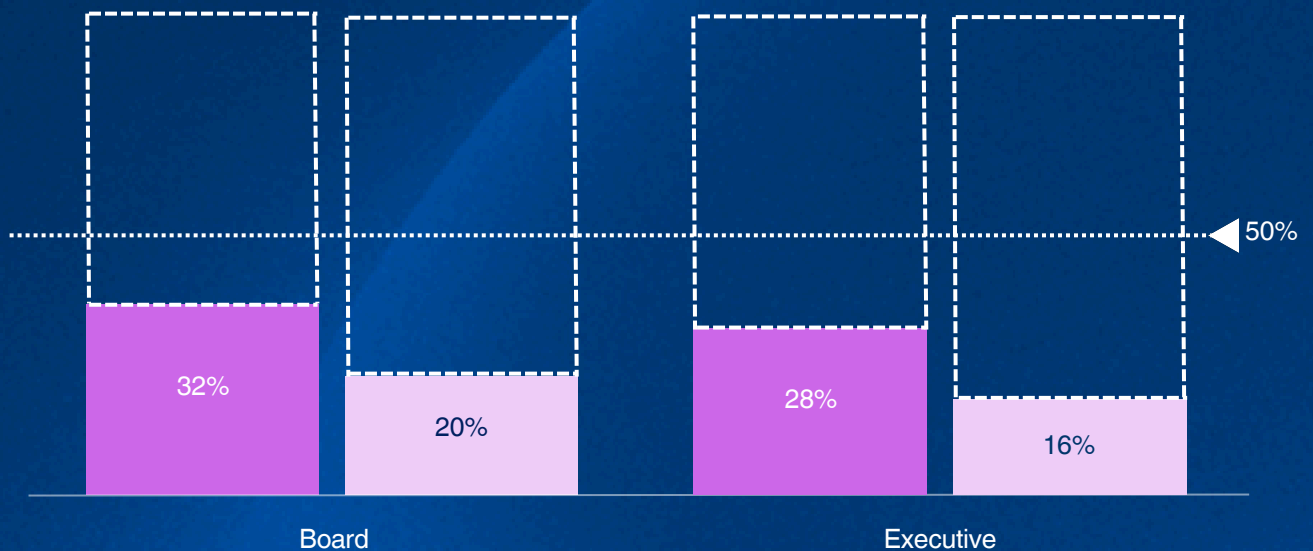
higher score on disability

66%

higher total diversity score

Gender representation in top leadership (% women)

● CSO Awards /25 ● North America avg.



The top 100 stand out with 30% women in top leadership*, significantly surpassing the North America average of 18%. This represents a 65% higher representation compared to the benchmark.

Note: *) top leadership includes board positions and executive team.

Introduction

People are the common denominator

Sustainability encompasses both people and the planet. However, the latter often gets more attention, leaving the people component to be overlooked. A core reason for this discrepancy was historically data availability as data on the planet was more readily accessible. Today, the situation has evolved; we now have the necessary tools and data available to unfold the **people component** of sustainability.

Now is the moment to **accelerate** this shift. For the fourth time, Denominator is partnering with Futur/io to present the North America CSO Awards 2025 during Climate Week NYC. This year's diversity report not only highlights the leaders shaping sustainability but also provides a unique perspective by incorporating insights from the CSO Awards /24, offering a comparative analysis.

The report examines the top 100 companies through **key diversity metrics**, providing clear insights into how organizations are advancing the social side of sustainability. We invite you to explore the findings and join the conversation, guided by **data-driven** perspectives that place people at the center of sustainability.

Leading the Planet alongside the People



*There can be no change for our planet without the people who drive it. To **advance** the social side of sustainability, we must view human capital in all its dimensions, with diversity as one important pillar among many. **CSOs** are crucial in this effort, and it is inspiring to see their leadership recognized and celebrated. At the end, **people** are the common denominator.*



Anders Rodenberg

CEO
Denominator

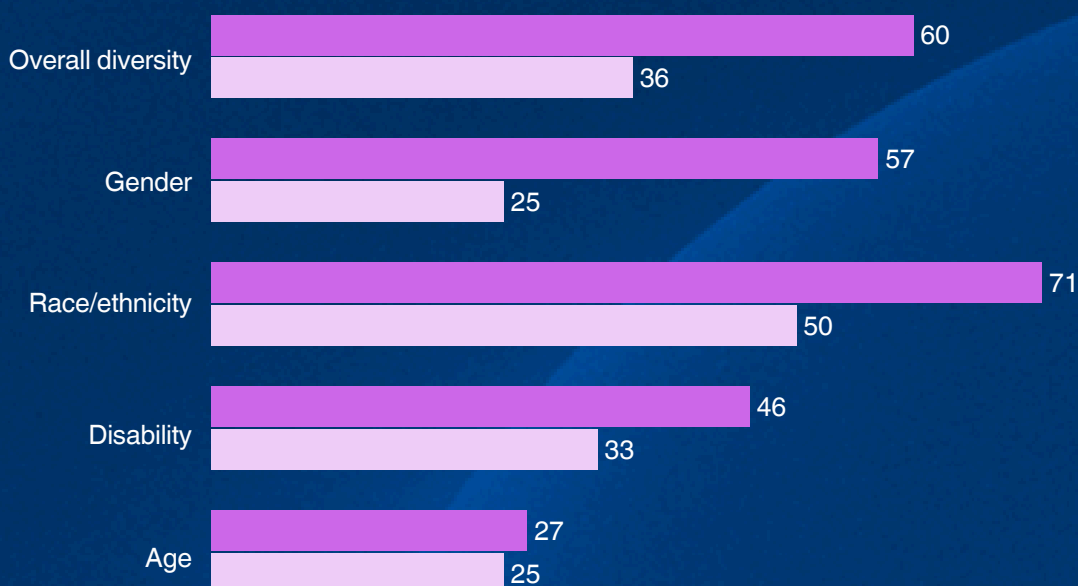
Setting the standard for diversity

Top 100 wins across all dimensions

Across selected diversity metrics, the top 100 outperform the North American average on all dimensions, particularly on the gender dimension, exceeding the benchmark by 130%. This suggests a strong commitment to diversity and the UN SDG 5: Gender Equality.

Performance across diversity dimensions (score*)

● CSO Awards /25 ● North America avg.



Methodology

Denominator applies a holistic approach to measuring diversity with social data across Gender, Race/Ethnicity, Age, Disability, Education, Nationality, Sexuality etc. The scores are based on publicly available data combining various sources in standardized data models calibrated towards country demographics. Each score includes multiple data points across three organizational levels; from the board, to executive team, and organizational level considering company policies, initiatives etc.

Leadership representation

On the path to equality at the highest level

Racial representation in top leadership has remained stable across the /24 and /25 CSO Awards editions, with both board and executive levels slightly below the North American average. Notably this year, the share of CEOs from visible minorities is 55% higher than the benchmark.

Visible minority representation

19%

CEOs

55% over the benchmark

24%

board of directors

4% below the benchmark

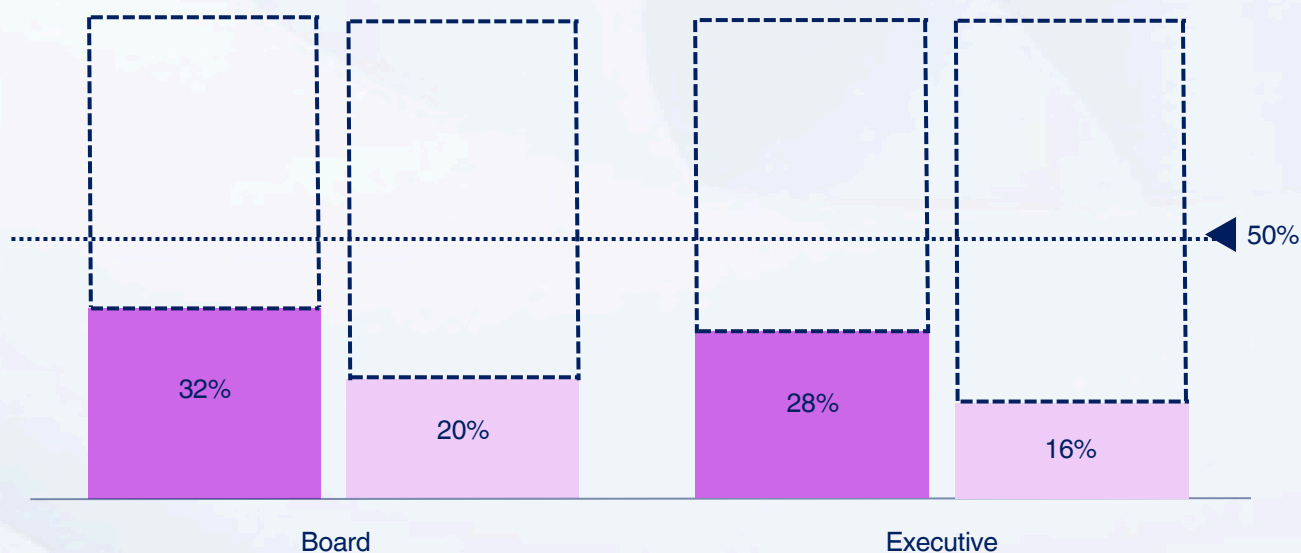
21%

executive management

17% below the benchmark

Gender representation in top leadership (% women)

● CSO Awards /25 ● North America avg.



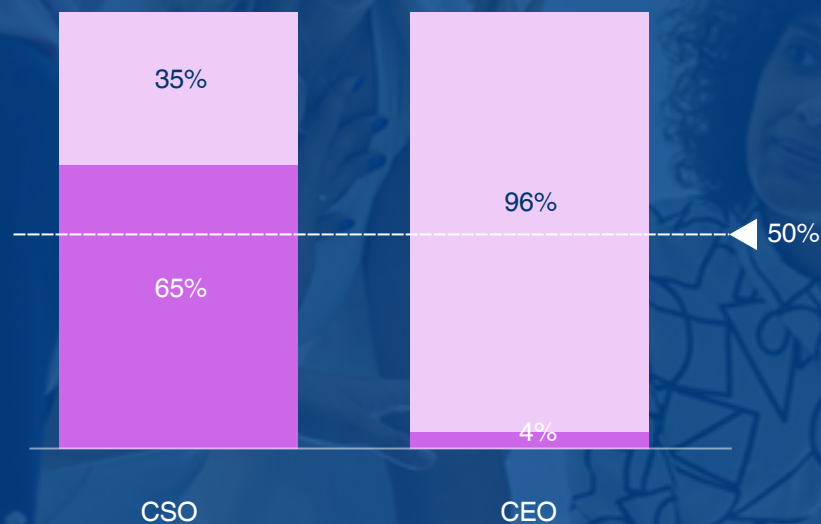
The top 100 stand out with 30% women in top leadership*, significantly surpassing the North America average of 18%. This represents a 65% higher representation compared to the benchmark.

It is +1500% more likely... to find a woman that is a CSO than a CEO

Among the top 100 companies, women hold 65 out of 100 CSO roles, whereas 4 out of 100 CEO positions are occupied by women, making it 1525% more likely to find a woman that is a CSO than CEO.

Gender representation across C-level roles (% gender balance)

● Women ● Men



CSO Awards /25 vs /24 Slight increase in women CSOs

Among the top 20 companies in 2025, 90% of CSOs are women, up from 80% in 2024. This underscores the growing presence of women in leading sustainability roles. Notably, in 2025 there are two women CEOs among the top 20, compared to none in 2024.

Today, **65 out of 100** CSO roles are **held by women** among the top 100 businesses. For the CEO position, the number is **4 out of 100**.

Want to know more?

Global leader in social and human capital data

Meet the authors



For questions to the report or media inquiries

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About Denominator

Denominator's database spans **millions** of public and private companies, offering structured insights into leadership composition, organizational data, and supply chain risks. With coverage across **195+** countries and **85+** industries, Denominator provides unmatched granularity on diversity, human rights, health & safety, labor practices, and workforce dynamics – making it the most comprehensive dataset of its kind. A simple truth: people are the common denominator.

Denominator is the global leader in **social** and **human capital** data. The database spans millions of public and private companies.

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