

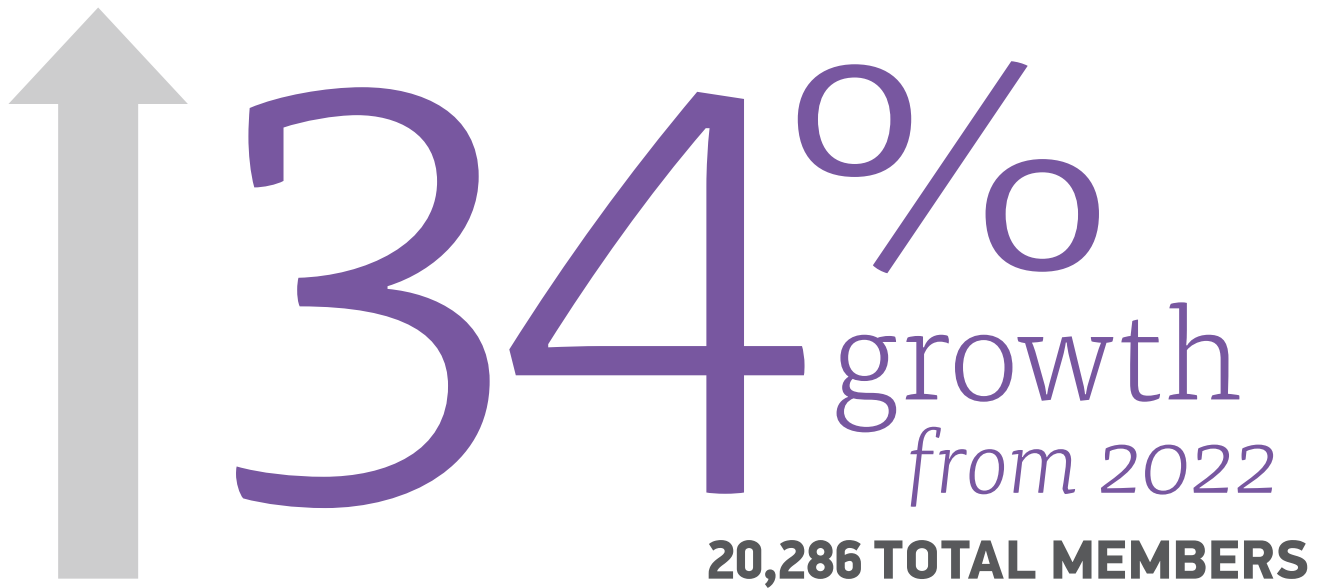


powering the possibilities.

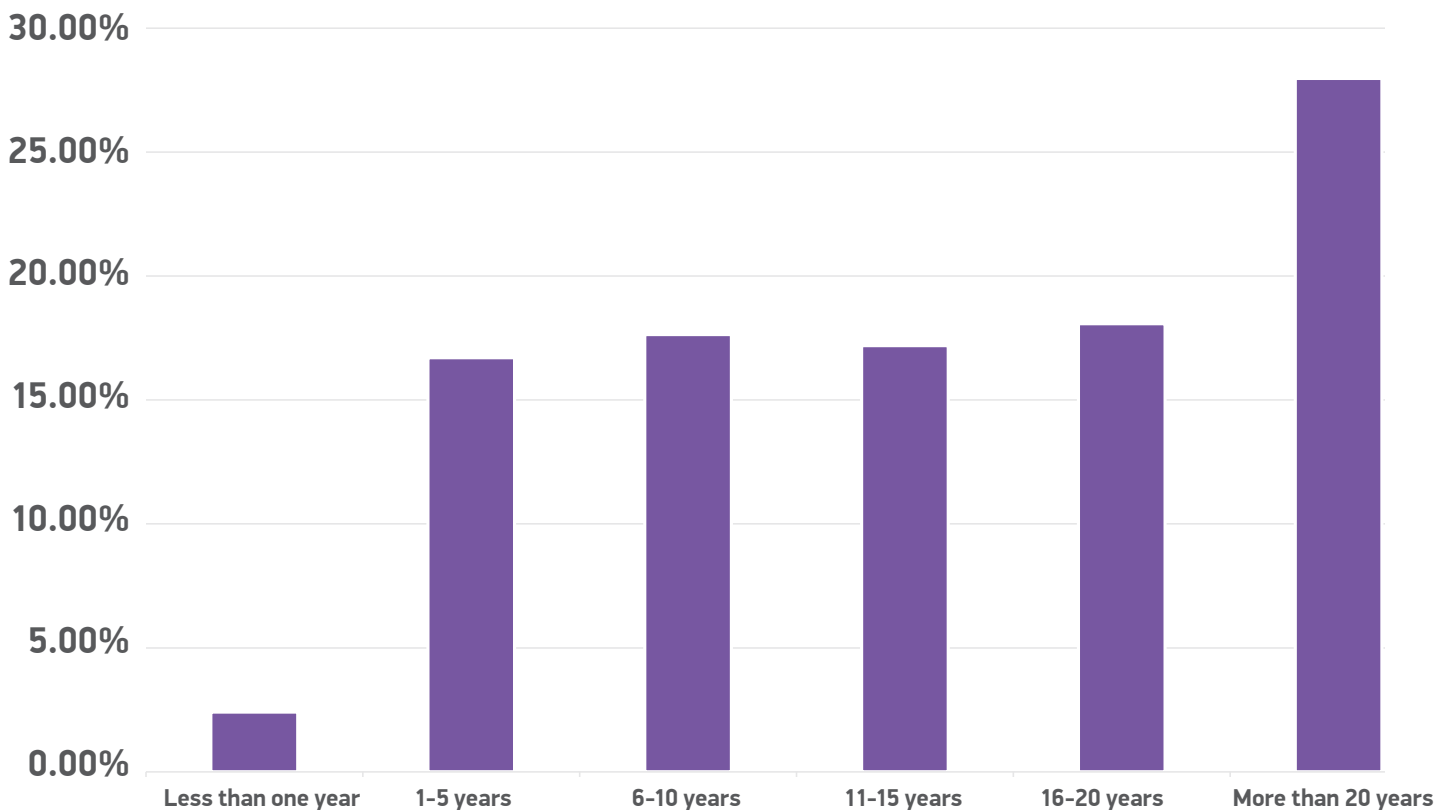
2023
annual
report

our members.

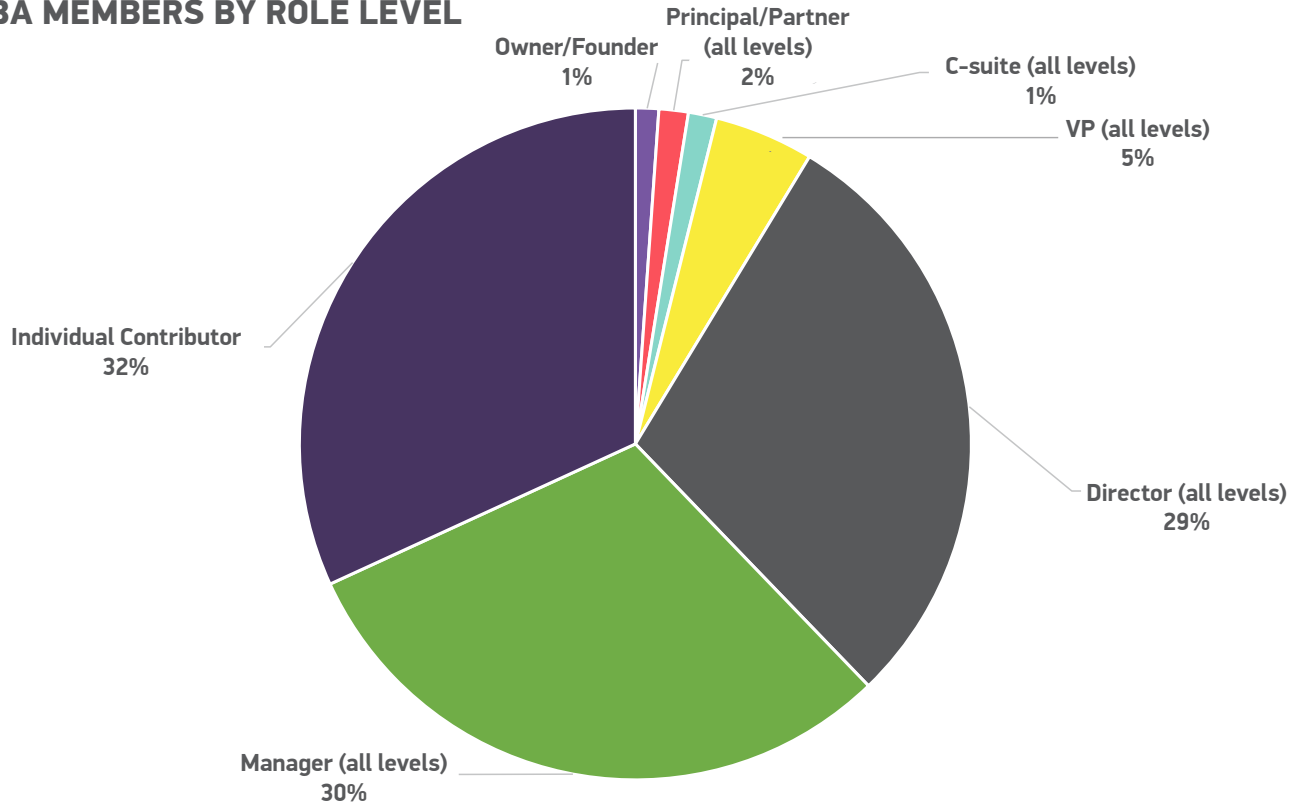
We are growing, growing, growing. Across the globe with more representation than ever before.



HBA MEMBERS BY INDUSTRY EXPERIENCE



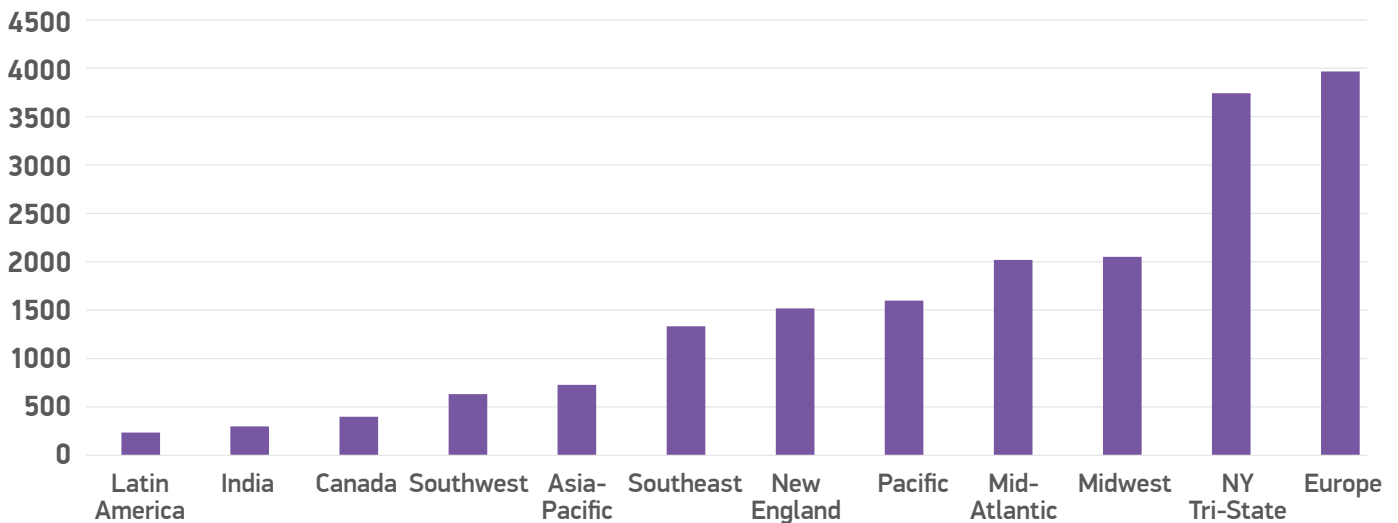
HBA MEMBERS BY ROLE LEVEL



84%

of members reported **career progression or growth** since joining the HBA

HBA MEMBERS BY LOCATION



our partners.

Many thanks to our global partners who helped our United Force for Change “Power the Possibilities.”

4,736,188

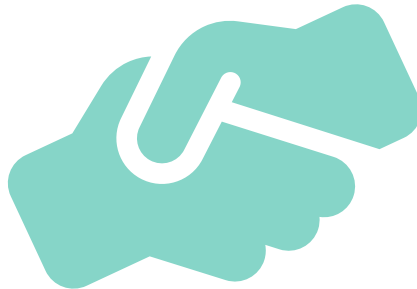


**MEMBERS OF THE
GLOBAL WORKFORCE**
represented by our Corporate Partners



RISING STARS & LUMINARIES

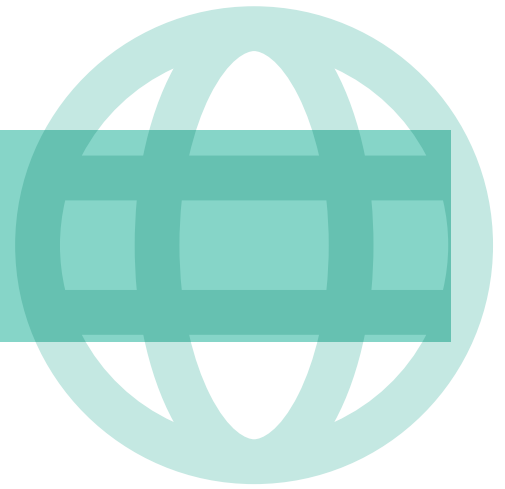
Our partners celebrated
95 Rising Stars and
69 Luminaries.



144

**CORPORATE
PARTNERS**

HBA Ambassador PROGRAM



The **Global Ambassador Program (GAP)** is HBA's premier leadership development initiative for eligible corporate partners. It aims to elevate women to decision-making roles by:

- Sharing **best practices** on equity and inclusion
- Building **community and connections** across professionals
- Engaging executives as **DE&I champions and sponsors**
- Expanding HBA's **presence in new markets**

In 2023 alone...

- **45 cohorts** launched
- Serving nearly **1,000 Ambassadors**
- Representing **19 companies**
- Across **over 20 countries**
- And supported by **80 HBA Advisors**
- Resulting in a **vast global network of support and connections**

COMPANIES* THAT TOOK ADVANTAGE OF SHARING UNLIMITED MEMBERSHIPS WITH THEIR EMPLOYEES:

Bayer AG • Bristol Myers Squibb • Daiichi Sankyo Global • Eli Lilly and Company

Johnson & Johnson • Novartis Corporation • Otsuka America Pharmaceutical, Inc.

Pfizer Inc. • Takeda Pharmaceuticals, Inc.

our community.

This is how we came together. This is how we enthused and infused our United Force for Change.

The HBA met stakeholder needs with numerous in-person and virtual opportunities, from signature events like Woman of the Year, the European Leadership Summit, and Annual Conference to regional programs and chapter meetings—powering the possibilities for growth and connection worldwide.

40% more opportunities
TO MEET THAN IN 2022



559

**559 TOTAL
EVENTS**

compared to
400 EVENTS in 2022



1,800

WOMAN OF THE YEAR:
1,800 registrants;
111 companies;
24 countries represented

988

ANNUAL CONFERENCE:
988 registrants;
213 companies;
16 countries represented



365

**EUROPEAN LEADERSHIP
SUMMIT:**
365 registrants;
102 companies;
23 countries represented

our outreach and visibility.

The HBA set out to lead from the front, and with robust support from our network, our brand and thought leaders shined on global stages, driving record-breaking visibility across social media, media outlets, and high profile events—just look at the numbers!

More than

132,373

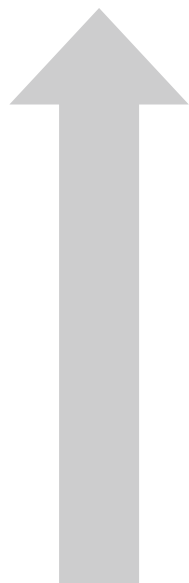
FOLLOWERS on our **COLLECTIVE (CENTRAL AND REGIONAL) SOCIAL NETWORKS.**

f @ X in

25%

increase **OVER 2022**

4,290

media mentions

124%

increase
over 2022

The screenshot shows the SAVOY website with a navigation menu including CULTURE, ENTERTAINMENT, BUSINESS, and 2023 MOST INFLUENTIAL EXECUTIVES IN DIVERSITY & INCLUSION. The main content area features a large article with a photo of Mary Stutts, titled "Healthcare Businesswomen's Association Appoints Mary Stutts as Chief Executive Officer". The article text discusses her appointment and her background. To the right, there is a "FOLLOW US" section with social media icons for Facebook, Twitter, Instagram, and LinkedIn, and a search bar with the placeholder text "Type and hit enter...". Below the article, there are smaller images and text, including "Come For The Experience, Networking & Fellowship" and "THE SAVOY INVITATIONAL PRESENTED BY IEEP GRAND WAGONER".

GLOBAL EVENTS AND CONFERENCES

CEO Mary Stutts was Powering the Possibilities taking the HBA to new places and heights. In addition to other events, we secured a milestone with a first ever appearance at the Female Quotient's Equality Summit at the G20 Summit—shining the spotlight on HBA's work and our corporate partners' commitment to gender equity.

REUTERS EVENTS™

Join the HBA delegation and **save 25%** on your pass - enquire now!

Pharma USA 2023

March 28-29 | Philadelphia #REPharmaUSA

North America's biggest cross-functional commercial pharma event

11th Annual ADVANCING WOMEN'S LEADERSHIP IN PHARMA & HEALTHCARE - EAST

September 19 - 21, 2023
Philadelphia, PA - The Bellevue Hotel

Attend Our Panel: **Male Allies: Moving from Awareness to Advocacy**

DISCOUNT CODE HBA2023 SAVE 20% OFF
STANDARD REGISTRATION ONLY

AMY TURNQUIST
North American Operating Board Director, Commercial Operations & Thought Leadership
HBA
Pharmacovigilance, Life Sciences
NORTH HIGHLAND

SEAN A. KENNEDY
Senior Director | Healthcare Compliance Strategy & Operational Risk, Compliance & Ethics
BRISTOL MYERS SQUIBB

ADAM DUBOW
General Counsel
DAY ONE
BIOPHARMACEUTICALS

TROY C. SARICH
Chief Commercial Data Science Officer
JANSSEN

BREAKING BARRIERS
FQ EQUALITY LOUNGE® @ G20
THE FEMALE QUOTIENT

PRESENTED BY THE HBA / 8 SEPTEMBER / GURGAON

| | | | | | |
|--|-------------------------------------|-------------------------------------|-------------------------------|--------------------------------|---|
| | | | | | |
| Moderator Mary Stutts HBA | Bhawana Awasthy Synectics | Ramcess Jean-Louis Pfizer | Rehan A. Khan MERCK | Takako Ohyabu Takeda | Kristen Von Seggern Johnson & Johnson |

A CONVERSATION ABOUT
Workplace & Healthcare Equity

WITH

Shelley Zalis
CEO, The Female Quotient

Mary Stutts
CEO, HBA

LINKEDIN LIVE
THURSDAY
20 JULY 2023
11 AM ET

BREAKING BARRIERS PANEL AT THE FQ EQUALITY LOUNGE AT THE G20 SUMMIT



our network and opportunities.

Access to our extraordinary network and leadership development programs are key drivers to join the HBA. Here's how these opportunities expanded in 2023.

MEMBER LEADERS

HBA's growing volunteer network is invaluable, fueling our vision for the future.

1,281 **TOTAL**

REPRESENTING A

42% **INCREASE**

OVER 2022 (901)



AFFINITY GROUPS

A free benefit for all HBA members—to connect, grow, and build community with others who share your purpose, interests, or aspirations through exclusive programs and a supportive network.

52% **INCREASE
YOY IN TOTAL
AFFINITY GROUP
MEMBERS**

| Affinity Group | Count |
|-------------------------------|--------------|
| Career Transformations | 637 |
| Digital Innovators | 334 |
| Patient Centricity | 322 |
| Peak Performance | 404 |
| Tomorrow's Executive | 339 |
| Women in Healthcare Give Back | 398 |
| Women in Science | 444 |
| Women of Color | 442 |
| Grand Total | 3,320 |



mentoring program

864

MENTORING PROGRAM PARTICIPANTS

| Mentoring Program Region | Participants |
|-----------------------------|--------------|
| 2023 HBA Asia-Pacific | 27 |
| 2023 HBA Canada | 29 |
| 2023 HBA Europe | 222 |
| 2023 HBA Mid-Atlantic | 81 |
| 2023 HBA Midwest | 68 |
| 2023 HBA New England | 117 |
| 2023 HBA New York Tri-State | 102 |
| 2023 HBA Pacific | 150 |
| 2023 HBA Southeast | 46 |
| 2023 HBA Southwest | 22 |
| Grand Total | 864 |

CONSTELLATION LEAGUE

Our network thrives on the dedication of its global volunteers, who have fueled its growth for nearly 50 years. In 2023, the HBA Board launched the Constellation League to engage former executive-level volunteers as ambassadors, mentors, and advisors. This League includes leaders with a strong history of advancing HBA's mission worldwide and an unwavering commitment to giving back and supporting our global community.



Constellation League Celebrating with HBA's Rising Stars & Luminaries

our leadership.

Global board members are senior industry leaders elected by the general membership. They set and guide long-term strategy to advance HBA's mission.

EXECUTIVE COMMITTEE

Chair: Julie Ross, Advanced Clinical

Vice Chair: Gisela Paulsen, Harbinger Health

Secretary/Treasurer:

Carol Montandon, Johnson & Johnson

HBA CEO Mary Stutts (non-voting)

DIRECTORS AT LARGE

Paula Bekinschtein, WalkBek Consulting

Adam Dubow, Day One Pharmaceuticals

Deborah Gordon, Memorial Hermann Health System

Teresa Graham, Roche Pharmaceuticals

Nicola Greenway, Takeda

Sabine Hutchison, Seuss+

(Operating Board President, HBA Europe)

Tamika Jean-Baptiste, Amgen, Inc.

Nyawira Njeru, Hologic Inc.

Miguel Serrano Kieckebusch, Healthcare Unicorn

Karima Sharif, Publicis Health Media

(Operating Board President, HBA US)

Advisory board members are senior healthcare executives invited to serve a three-year term to support HBA's mission by lending strategic counsel.

ADVISORY BOARD

Peter Anastasiou, Capsida Biotherapeutics, Inc.

Christopher Boerner, PhD, Bristol Myers Squibb

Randall Bradford, Merck KGaA, Darmstadt Germany

Judy Brown, Amgen Inc.

Charles DeWildt, Neurelis, Inc.

Jag Dosanjh, AbbVie Inc.

Eric Dube, Travers Therapeutics

James Gillespie, Center for Healthcare Innovation

Teresa Graham, Roche Genentech

Otis Johnson

Michelle Keefe, Syneos Health

Simona King, Passage Bio

Rae Livingston, AbbVie Inc.

Hayden Majajas, Takeda Pharmaceuticals, Inc.

Christine Miller, Melinta Therapeutics

Kabir Nath, Compass Pathways

Kinnari Patel, Rocket Pharma

Liz Paulson, LexisNexis Health Care - Elsevier

Pamela Puryear, Walgreens Boots Alliance

Christi Shaw, More Moments More Memries Foundation

Erik Smith, Deloitte LLP

Susan Torroella, ProgenyHealth LLC

Jim Weiss, Real Chemistry

Reshema Kemps-Polanco, Novartis

AND LAST BUT
NOT LEAST...

our staff team.

