



Women in Finance®

2025 ANNUAL REPORT

Advancing Women. Strengthening the Future of Finance.

Expanding access to knowledge, networks,
and visibility worldwide.

With Thanks to Our Leading Global Corporate Sponsors



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Foreword by

Rehana Farrell

CEO, 100 Women in Finance

Ideas. Passion. Commitment.

100 Women in Finance was built on a simple idea: when women come together to share knowledge and build networks, the financial industry becomes stronger.

From its origins with three women in New York with a shared belief, we have grown into a global network spanning 33 locations, connecting professionals across career stages and sectors.

In 2025, that idea continued to guide our work.

Across our community, we produced more than 300 events bringing together thousands of professionals to exchange ideas, build skills, and foster meaningful connections. Through flagship programs like LaunchMe, and global initiatives including FundWomen and 100WFinTech, we are expanding access to opportunity and supporting women as they advance and lead.

This impact is made possible by more than 600 volunteers across 80+ committees worldwide, alongside our corporate partners and global community.

For more than two decades, we have created a space where women's voices are heard—and where they are recognized as experts and leaders shaping the future of finance.

Yet progress is not complete. Disparities in representation and advancement persist. Our goal is not to change women, but to change the system, by expanding access, increasing visibility, and driving accountability.

Our mission remains clear: to equip women with the knowledge, networks, and visibility to advance their careers, and to help build a financial industry where talent and expertise determine success.

Thank you for being part of this global community.

Rehana Farrell



“Our mission is clear: to help build a financial industry where talent and expertise determine success, and where women have equal opportunity to lead.”

Finance Industry Challenges

Finance is a network driven industry but access has been unequal



Key Industry Challenges

Women remain underrepresented in senior investment and leadership roles across finance.

Holding only **~20–25%** of executive positions and less than **15%** of portfolio manager roles globally.*



Access to
Power Networks



Leadership
Representation Gap



Capital Allocation
Disparities



Attrition Across
Career Stages



Visibility &
Sponsorship Gaps



Structural & Cultural
Barriers

About 100 Women in Finance

OUR MISSION

Strengthen the global finance industry by empowering women to achieve their professional potential at each career stage.

WHO WE ARE & WHAT WE DO

We connect women to a global network of relationships, resources, and opportunities.

- **Delivers** education and leadership development
- **Enables** peer connection and mentorship globally
- **Expands** visibility and access to opportunity
- **Strengthens** the talent pipeline across career stages
- **Partners** with firms to drive industry impact

100 Women in Finance is a powerful global community that equips our members with the **knowledge, networks, and visibility to** advance their careers.

Capital has no boundaries, and neither should your network.

Our Global Reach



10K+
Members



40K+
Global Community



300+
Annual Events



600+
Active Volunteers



33
Global Locations



70K+
LinkedIn Reach

2025 Highlights



**CEO Rehana Farrell
Joins 100WF**
March 2025



**Luxembourg
Location Launched**
June 2025



**2000th Education
Event**
October 2025



How We Deliver Value

Delivering education, connection, and career development across the global finance community.



EDUCATION

Driving knowledge
& professional
growth

190

Events Delivered

10,023

RSVPS

501

Industry Speakers

195

Event Hosts



PEER ENGAGEMENT

Connecting
practitioners across
career stages

72

Events Delivered

2,626

RSVPS

155

Industry Speakers

69

Event Hosts



IMPACT

Shaping the future of
leadership

38

Events Delivered

3,565

RSVPS

136

Industry Speakers

5

Event Hosts

Events Delivered by Location

AMERICAS

- Boston — 8
- Brazil — 4
- California, North — 6
- Cayman Islands — 15
- Chicago — 10
- Connecticut/Westchester — 1
- Florida, South — 5
- Minneapolis — 2
- New York — 32
- Philadelphia — 4
- Salt Lake City — 5
- Toronto — 9
- Washington DC — 6

APAC

- Australia — 13
- Hong Kong — 14
- Singapore — 8

EMEA

- Dublin — 15
- Geneva — 7
- Germany — 13
- London — 28
- Luxembourg — 6
- Milan — 18
- Paris — 8
- Middle East — 9
- Nigeria — 4
- South Africa — 3
- Zurich — 13

GLOBAL

- Other Location — 38

304

Events Worldwide in 2025

"I have essentially formed my own personal 'board of directors' through the relationships I have built as a member of 100WF."

Paige C. Scott

Senior Partner & Global Asset Management Practice Leader, Kingsley Gate

Signature Programs & Initiatives

Connecting talent across mentorship, capital, and technology.

LaunchMe
100 Women in Finance

100WFinTech
100 Women in Finance

100 Women in Finance
FundWomen

In 2025, the LaunchMe Mentorship Program (LM25) reached its largest cohort to date, connecting **135 mentors** with **164 mentees** across **18 countries** through a structured, six-month program focused on four key areas of professional growth:

- 1 Exploring Career Opportunities and Advancement,
- 2 Enhancing Your Professional Network,
- 3 Building Essential Career Skills, and
- 4 Developing Business Acumen.

Career Readiness and Skill Development

92%

Of mentees felt more prepared for their professional future.

89%

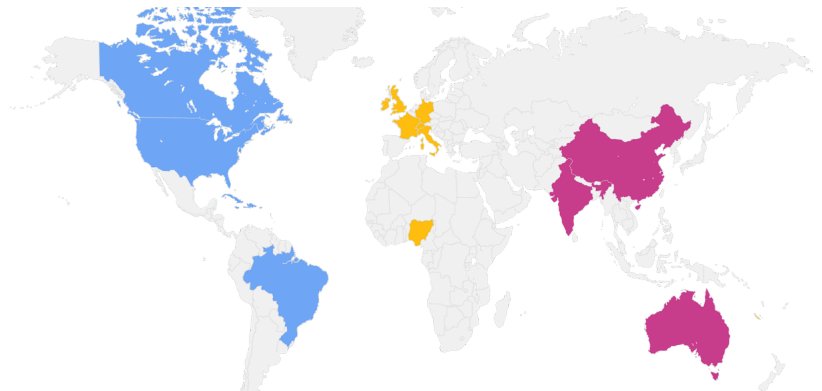
Reported that the program helped them identify the essential skills needed to thrive in finance.

76%

Of mentees, who secured an internship, attribute their success directly to LM25.

Global Reach

From New York to London, Hong Kong to Dublin, mentees joined LM25 from every corner of the globe.



"The most valuable skill I learned is the power of creating connections, not only with my mentor but with the other mentees.

Finding a group of people who care about the industry was really amazing."

Student Mentee 2025

"This was my first year in the LaunchMe Program, and while I expected to grow as a mentor, what surprised me most was how much I grew as a leader for my own firm and team. As much as my mentee may have gained, I feel I gained tenfold from the experience."

Mentor 2025

LaunchMe
100 Women in Finance

100WFinTech fosters a community of women in an industry where less than 5% of technology founders are female.*

100WFinTech elevates the public profile of female FinTech leaders, enables programming through subject matter expertise and inspires the next generation of female FinTech talent.

2025
At a Glance

8
Global Events

28
Industry Speakers

10
Event Sponsors

323
Registrants

100WFinTech ChangeMakers
Be Visible. Be Connected. Be Leaders.

In 2025, 100WF featured 13 female FinTech leaders from across the globe in 7 ChangeMaker Series.

100WFintech Directory

352 Members in 2025

100WFinTech Changemaker Series—Time to be Visible

Dec 1, 2025



Connecting FinTech leaders and inspiring the Next Generation.

100WFinTech elevates the public profile of female FinTech leaders, enables their stronger interconnectivity to the FinTech ecosystem, and inspires the next generation of female FinTech talent.




Natalie Lewis (UK)

Joyce Li, CFA (US)

Worldwide, women are leading the way in building and funding disruptive technologies in fintech to advance businesses, broaden access, reduce the disparity in wealth, and transform how people invest in digital assets. Many of these women are featured in 100WFinTech's **Public Directory** and are the changemakers in their respective fields in FinTech.

Women-led funds remain significantly undercapitalized despite strong performance and differentiated investment strategies.

FundWomen is a global initiative focused on increasing the flow of capital to women-led investment funds. It connects allocators, emerging managers, and industry leaders through curated programming, enhanced visibility, and targeted education.

2025

At a Glance

23

Global Events

93

Industry Speakers

1

Flagship Conference

2,331

Registrants

Signature Programming

FundWomen Spotlight Series

Targeted sessions featuring LPs, allocators, and industry experts sharing real-world insights on manager selection, due diligence, and fundraising.

Webinars & Educational Content

Focused sessions addressing key challenges including capital raising, fund structuring, and market positioning.

Flagship Events

**Global
FundWomen
Week**



100 Women in Finance
**Impact Investing
Symposium**



2025 Galas +

ILA
100WF
INDUSTRY LEADERSHIP
AWARD 2025

Global FundWomen Week

December 11, 2025 | New York City

The largest global gathering of asset allocators and female investment managers.

Global FundWomen Week (GFWW) is a week-long event featuring both virtual and in-person programming, including curated introductions and roundtable sessions that bring together a diverse network of industry professionals.

In 2025, GFWW provided a platform to drive business development through structured speed networking, foster new relationships, and hear allocator perspectives.



50+

Female Fund Managers

500+

1:1 Meetings

100+

Institutional Allocators

320+

Delegates

30+

Speakers

60+

Volunteers

18+

Roundtable Discussions

25+

Sponsor, Media & Partner Organizations

100%

recommend Global FundWomen Week

100%

plan to attend a future GFWW event

17%

Now in due diligence discussions with allocators met at GFWW

90%

expect ongoing dialogue with allocators

The GFWW in-person conference was an extremely valuable experience as an emerging fund manager. I especially appreciated the speed networking and roundtables, which has already led to my cultivating connections between allocators and other fund managers. To spend the day surrounded by like-minded portfolio managers and investors was fantastic, and I am already looking forward to next year's GFWW!"

Kirsten Travers-UyHam, River Cam Advisors, LLC

The event was exceptional, with great conversations and connections with so many active LP's interested in supporting women investors. Thank you!"

Artemiza Woodgate, Integrated Quantitative Investments

**Global
FundWomen
Week**

100 Women in Finance

Impact Investing Symposium

October 23, 2025 | New York City

Attendees by Type



A curated event convening 100 leaders across sustainable and impact investing.

The agenda combined thought leadership and peer exchange, featuring:

- A Fireside chat on the energy transition.
- Panel discussions on culture, capital, and allocator strategy.
- Interactive roundtables enabling deeper, small-group engagement.

2025 At a Glance



100+
Delegates



25
Speakers



8+
Panels
& Keynotes

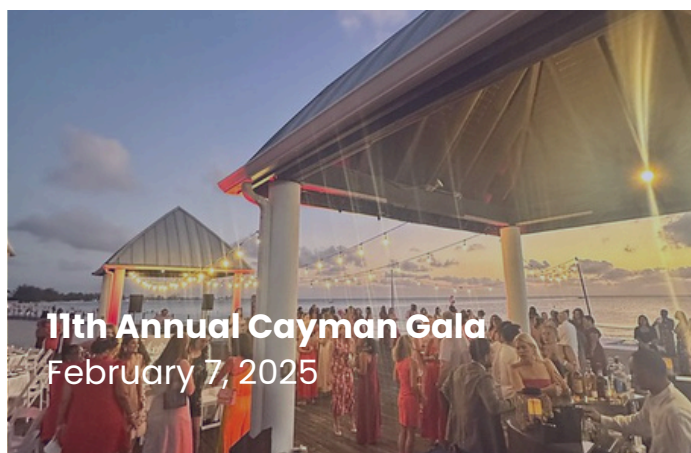


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Table
Topics

2025 Galas

1,000+ Attendees | 4 Locations | \$2M+ USD Raised

from across the financial industry to recognize excellence, cultivate meaningful professional connections, and further the mission of 100 Women in Finance.



11th Annual Cayman Gala
February 7, 2025

Kimpton Seafire Resort & Spa

- **150** finance professionals gathered
- **\$100k+** raised to launch a new local mentorship program



18th Annual London Gala
March 5, 2025

V&A, South Kensington

- **260+** finance professionals gathered
- **£460k** raised to support 100 Women in Finance Foundation



24th Annual New York Gala
November 5, 2025

Cipriani 42nd Street

- **450+** global finance leaders convened
- **\$1M** raised to advance the 100WF mission



13th Annual Hong Kong Gala
November 20, 2025

Cloud 39, The Henderson

- **300+** finance leaders convened
- **HKD 4M+** raised for the 100WF Hong Kong Foundation

Celebrating leaders advancing excellence, integrity, and inclusion across the global finance industry.



EMEA

Karin van Baardwijk

Chief Executive Officer,
Robeco Asset Management



APAC

Lisa Johnson

Chief Executive Officer of Eldridge Capital
Management (Singapore) Pte. Ltd.



AMERICAS

Jody Gunderson

Managing Principal
AB CarVal

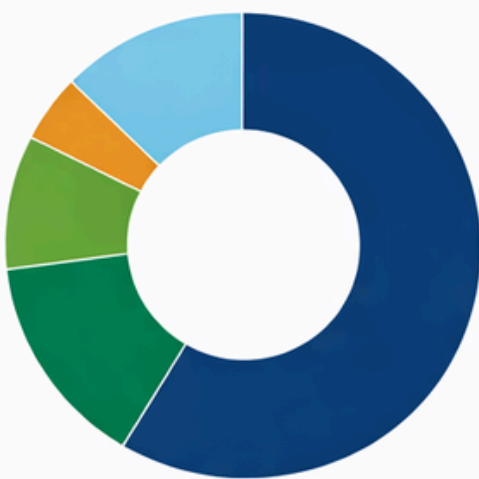
The 100 Women in Finance Industry Leadership Award recognizes exceptional leaders who demonstrate outstanding leadership across the global financial industry.

Presented annually at the New York, London, and Hong Kong Galas, the award honors leaders whose achievements reflect 100WF's mission. Honorees exemplify excellence, integrity, and a deep commitment to advancing the industry, expanding opportunity, inspiring the next generation, and helping shape a more inclusive future.



Financial Review

In 2025, our organization operated with an annual budget of \$3.8 million, exceeding fundraising expectations by \$300K, driven by strong gala performance in New York and Hong Kong, along with generous support from our members, partners donors worldwide.



- Global Galas: **\$2M+** (50%)
- Corporate Sponsorships: **\$1M+** (25%)
- Membership: **~\$600K** (15%)
- Programs & Initiatives: **\$300K+** (8%)
- Other Revenue: **~\$100K** (2%)

Gala Fundraising Highlights

New York Gala	\$940K
Hong Kong Gala	\$519K
London Gala	\$500K+
Cayman Gala	\$100K+

Membership Revenue

9,400

Paid Members

~\$600K

Annual Revenue

61%

Company-Paid

39%

Self-Paid

Total operating budget \$3.8 million

In Gratitude

Diamond

HSBC
Standard
Chartered

Platinum

Balyasny
Blue Owl
Morgan Stanley
NAV Consulting
Point72

Gold

CIBC*
Citi*
Fitch
PwC Samlyn
Capital Tudor*
UBS*

Silver

AIA
Albourne
D.E. Shaw
Digital Bridge

Eldridge
Goldman Sachs
Ninety One
Pictet

Robeco
Scotiabank
Tower Research
Walleye

Global Corporate Sponsors

Acadian Asset
Management
Allianz Global
Investors*
Aristeia
AustralianSuper
AXA IM
Brigade Capital
Brown Brothers
Harriman
Butterfield Group
Cambridge
Associates
Citco*
Coronation Fund
CPPIB

Crestline
Dawson Partners
eMoney
Fisher Investments
GCM Grosvenor HarbourVest
i-squared
Intermediate Capital Group
Investcorp
Kirkoswald
KKR*
LGT
M&G
Maples*
MSCI

Nuveen/TIAA*
Ontario Teachers PAG
PanAgora
Management
Paul Weiss
Peregrine
Communications
PIMCO*
S&P Global
The Man Group
Verition Fund
Management
Wasatch Global
Wellington*
WorldQuant

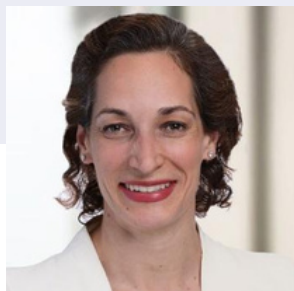
**We salute those firms who were our Leadership Council members, our founding global corporate sponsors.*

Global Association Board Members



100WF Chair
Lisa Petrelli

Managing Director, Country Head,
Canada and Head of Global Markets,
Canada, UBS



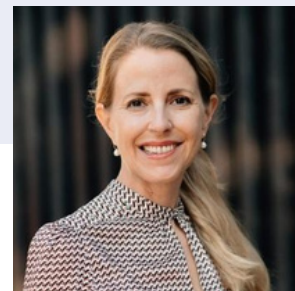
100WF Vice Chair
Amy Flikerski

Managing Director, Head of External
Portfolio Management, CPP
Investments



100WF Secretary
Sarah Dyer Dana

Independent Fund Trustee Financial
Services Industry Partnerships, The
City College of New York



100WF Treasurer
Ulrika Robertsson

Co-Founder, Impactus Partners



Rupal Bhansali

Founder and Chief Investment Officer,
Double Duty Money Management LLC



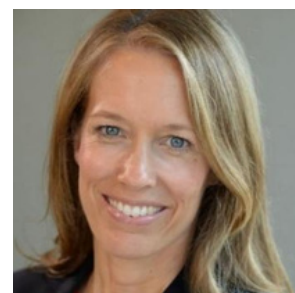
Carole K. Crawford, CFA

Managing Partner, fincap360



Katrina Dudley, CFA, CAIA

SVP, Public Market Investments,
Franklin Templeton



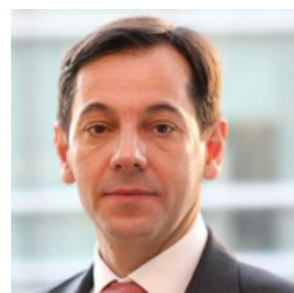
**Dr. Ulrike Hoffmann-
Burchardi**

CIO Global Equities, UBS Global
Wealth Management



Wayne Lee

Managing Director and Head, Europe
& Asia Pacific Region, CIBC



Stephane Marchand

Managing Director, Global Head of
Prime Financial Services Sales,
J.P. Morgan



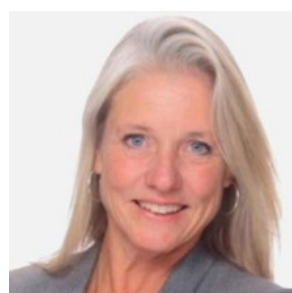
Carolanne Minashi

Global Head of Inclusion, HSBC



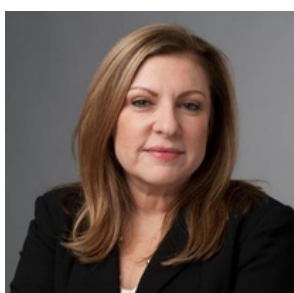
Michelle Morris

Managing Director, Morgan Stanley



Kristin Mott

Founder and Managing Partner,
Amberlake Capital



Sherri Rossoff

Managing Director, RockCreek



Heather Wyckoff

Partner, Investment Funds
Alston & Bird LLP

In Gratitude to Our Global Community

Since 2001, 100 Women in Finance's impact has been driven by a global community of members, volunteers, partners, and supporters committed to advancing women in finance.

Across regions and career stages, this community contributes time, expertise, and resources to expand opportunity and strengthen the industry.

We extend our sincere thanks to all who make this work possible.

