



LONGTERM ENGAGEMENT WITH THE HRC CEI MEANS BIG BUSINESS

Businesses that participated in the CEI and maintained strong scores outperformed their peers across several key indicators — including revenue growth, net income, gross profit, and stock price stability.

REVENUE GROWTH

Companies in the highest CEI score quartile:

saw average
revenue
growth of

12.31%
OVER 15 YEARS

VS

Companies in the lowest CEI score quartile:

saw average
revenue
growth of

5.23%
OVER 15 YEARS

Correlation between CEI score and revenue growth strengthens over time:

1.3%
AT 3-YEARS

3.7%
AT 5-YEARS

8.4%
AT 10-YEARS

11.3%
AT 15-YEARS

PROFITABILITY

High-scoring companies consistently outperformed low scorers in terms of net income:

TOP CEI QUARTILE:

14.29%
average net income

VS

BOTTOM CEI QUARTILE:

1.75%
average net income

That's an average
**net income more
than 8x higher**
for companies
leading on LGBTQ+
inclusive policies
and practices.

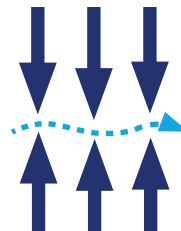
8x

GROSS PROFIT



A **positive correlation** was also observed between **CEI scores and gross profit**, reinforcing the link between inclusive policies and operational performance.

MARKET STABILITY



Companies with higher CEI scores demonstrated **lower stock price volatility**, suggesting more predictable and stable long-term performance — a key signal for investors.