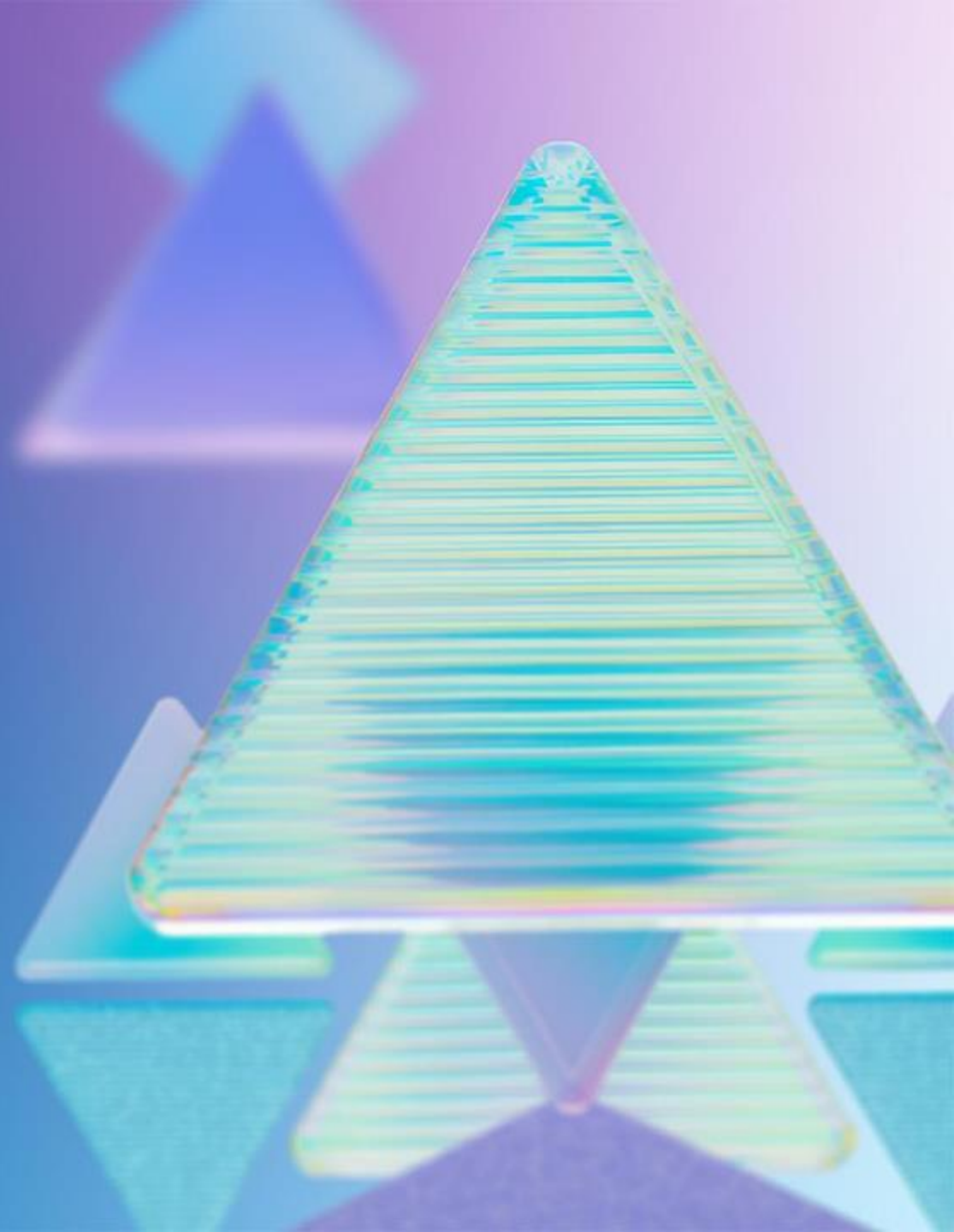
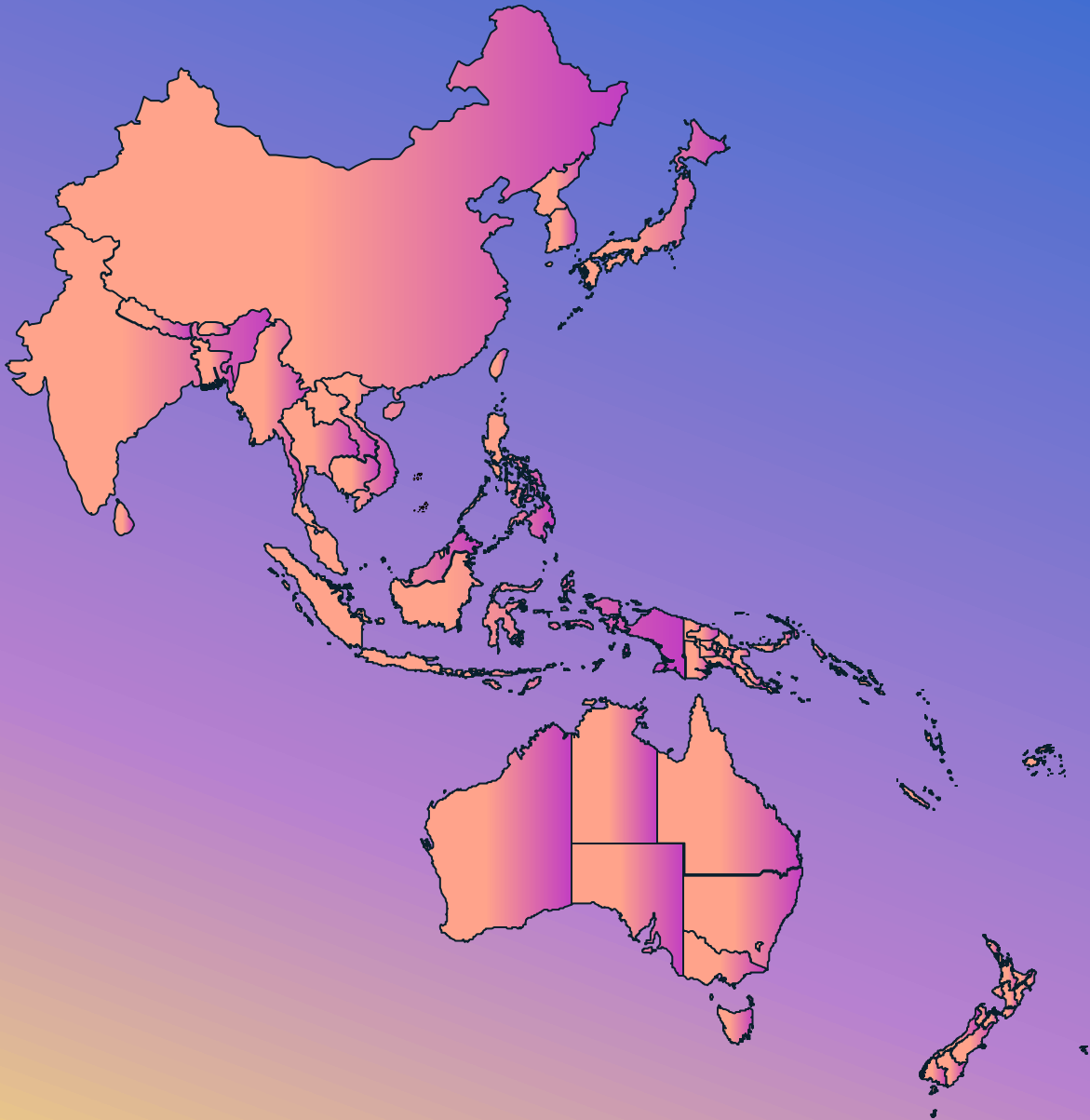


Sustaining Women in Tech: Advancing Careers and Shaping the Future

Heather Gordon, Microsoft Chief Partner Officer - Asia



The Asia Opportunity – Global Growth & Innovation



	Asia	Rest of World
WW AI Patents	75.2% of global	21.4% Americas 3.1% Europe
DC Market (by 2029)	\$150.6B in investments	\$76.8B in investments
Unicorns	289 Unicorns	736 Americas 224 EMEA
Developers	2/3 global developer	1/3
IT Spend/GDP	5.1%	8.3% Americas 6.6% Europe

Progress, but not perfection

22%

of female tech workforce in the
Asia-Pacific region

8%

of senior technical leadership
positions in Southeast Asia held
by women

23%

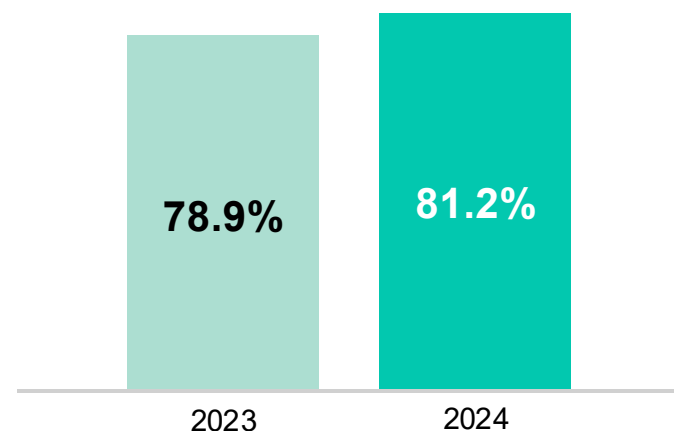
of women in Singapore believe
they have sufficient support to
succeed in STEM

Increased education ≠
Increased economic
gender gap

Our commitment to accountability

27.2%

**Global women in technical
roles at Microsoft (+0.5%
YoY)**



Diverse and inclusive

81.2% of employees surveyed agreed or strongly agreed with the statement, "At Microsoft, we are diverse and inclusive, meaning that we are open to other's ideas, we value and invite differing perspectives, and we believe diversity is critical to our success," a 2.3 percentage points increase year over year (up from 78.9%).

Driving change with AI



Skills & Certifications

with 517,800+ skilled in
AI, ML & Power Apps



Community & Networking

with over 7,500,000
developers engaged



Events & Mentoring

with seasoned industry
leaders

Allyship

- **An active and intentional practice**
- **Improves retention**
- **Increases creative problem-solving**
- **Drives higher performance**

**Bringing more women into tech
isn't just the right thing to do**

It's a strategic advantage

“No industry or country can reach its full potential until women reach their full potential.”

- Sheryl Sandberg