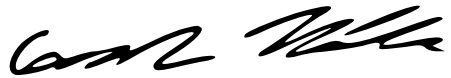


Disclosure Statement

Paper Title: Integration Costs and Missing Women in Firms around the World

The author declares that he has no relevant or material financial interests that relate to the research described in the paper.

Conrad Miller

A handwritten signature in black ink, appearing to read 'Conrad Miller', written in a cursive style.