

## Disclosure Statement

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

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

Jennifer Peck

A handwritten signature in black ink that reads "Jennifer R. Peck". The signature is written in a cursive style, with the first name "Jennifer" being more prominent and the last name "Peck" following it. The initials "R." are written between the first and last names.