

Gender Lends Investing

Post G20 Forum SDG x Innovative Finance
Gender lends investing

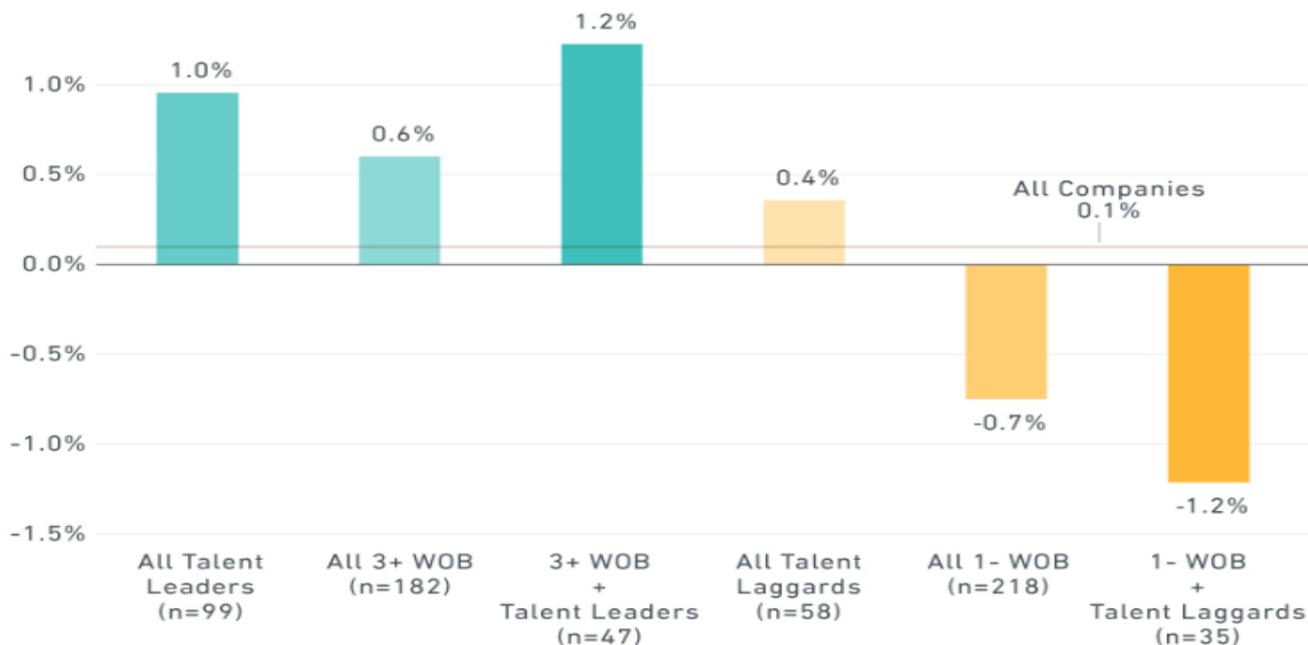
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September 6, 2019, Tokyo

Why Gender Diversity is Relevant for Investors

Average Growth in Employee Productivity by Talent Programs and WOB Group (Constituents of MSCI World Index, January 2018)

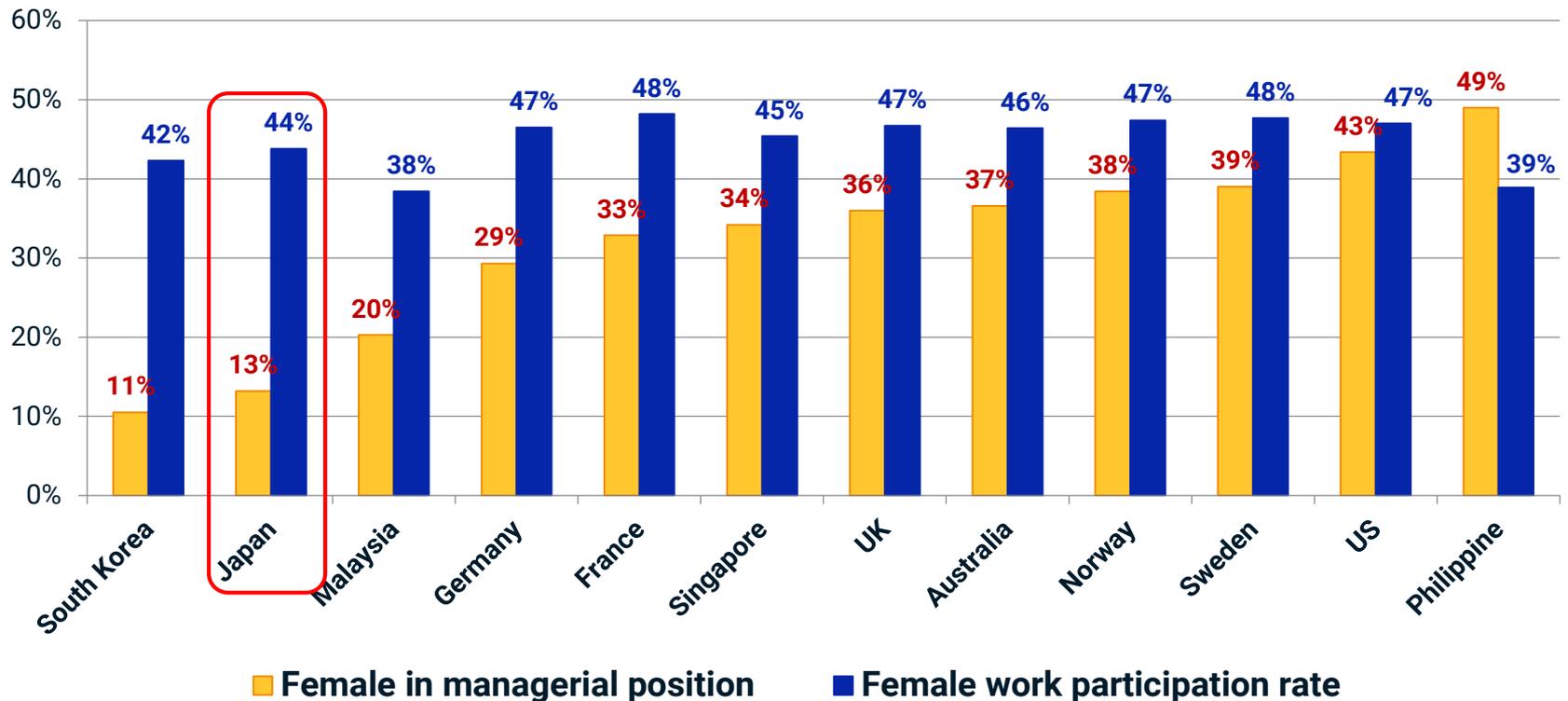


Talent Leaders: showed evidence of some *best practices of human capital management* (such as annual engagement surveys, quantitative diversity targets in the recruitment process, reporting annual training hours per employee, etc.)

Talent Laggards: No evidence of employee engagement initiatives, plans to improve diversity in workforce or training or development activities.

In Japan, female work participation is high but FEW women are promoted to manager

Countries' female work participation rate (%) and % of females in managerial positions



Note: Data for Japan, France, Sweden and Norway are from 2015, ILO STAT; US is data is from 2013, ILO STAT; other countries' data is from 2014, ILO STAT.

Source: Chart from Gender White Paper 2016, Ministry of General Affairs of Japan

Asset Owners also Promote Gender Diversity in Japan

- % women among new hires
- % women in the workforce

ATTRACTION

RETENTION

PROMOTION

DISCLOSURE

POLICY & PROGRAMS

GENDER DIVERSITY



- Performance indicators
- Disclosure indicators
- Commitment indicators

MSCI JAPAN EMPOWERING WOMEN INDEX (WIN) USE CASE

- GPIF allocated \$3.5 billion to WIN^{*1}
- Nomura NEXT Funds WIN Index ETF (supported by Bank of Japan)^{*2}
- Daiwa ETF MSCI Japan Empowering Women Index
- Daiichi Life Insurance-a privately placed fund for institutional investors by MSCI WIN Index^{*3}

- Years employed by the company – men vs. women

- % women in senior management
- % women on boards

- % of quantitative gender diversity metrics disclosed

- Diversity policy
- Programs to increase diversity

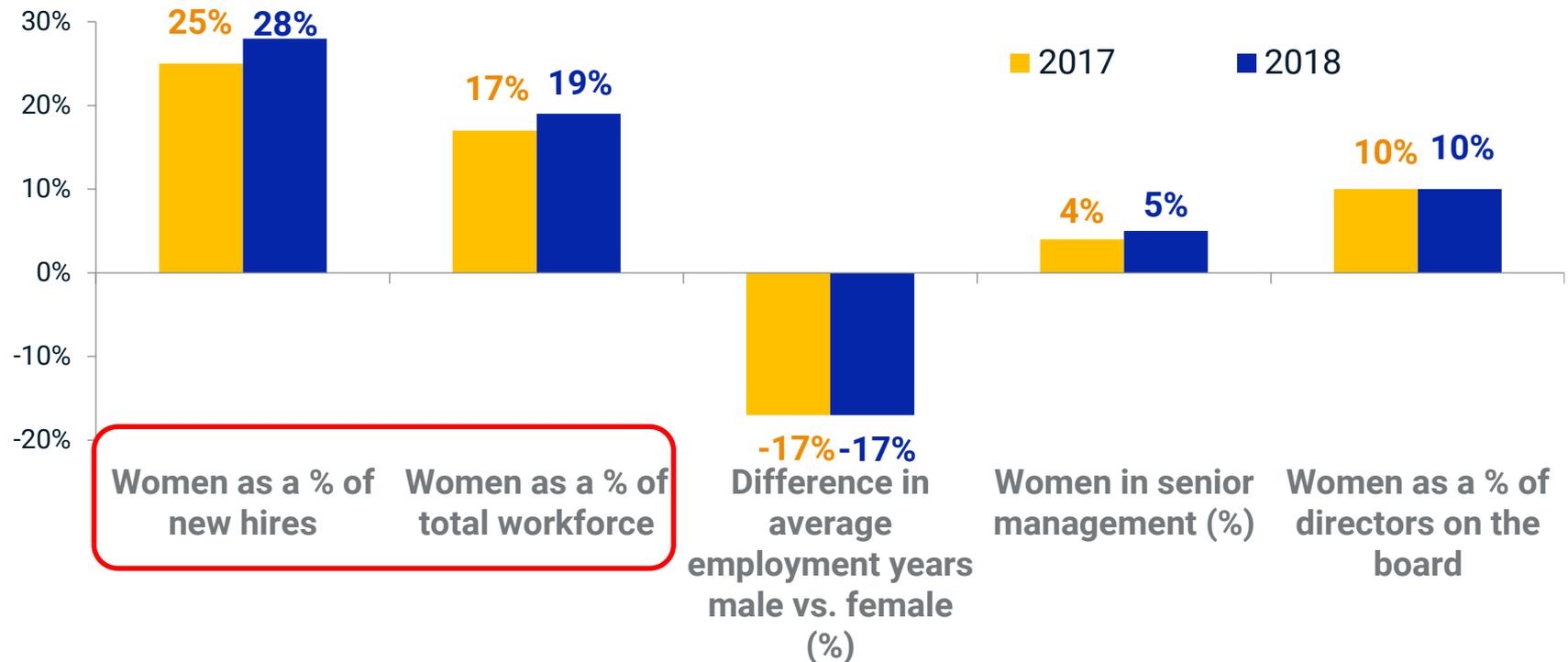
^{*1} GPIF update of ESG Index selections as of Sep 25, 2018

^{*2} Sankei Biz article June 25, 2018

^{*3} Daiichi Life announcement of launch of WIN index fund http://www.dai-ichi-life.co.jp/company/news/pdf/2017_049.pdf

Gender Diversity Metrics

Change in Median Value of WIN Gender Metrics (2017 vs 2018)



Note: Median value of MSCI Japan Top 500, the universe for WIN Index (as of May 30 2017 and May 30 2018)

GENDER DIVERSITY IN JAPAN: PROGRESS REPORT 2018 (June 2018)

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