

## *Statement of Intent*

As asset owners and asset managers we are fiduciaries responsible for the stewardship of our clients' investments. Increasingly, expectations for the responsible exercise of our ownership rights have continued to rise as exemplified in Japan's Stewardship Code. Part of this responsibility includes the assessment of the boards and senior management teams of investee companies.

Boards that genuinely embrace cognitive diversity, as manifested through appropriate gender representation and a broad spectrum of skills and experience, are more likely to achieve better outcomes for investors. There is increasing research to support gender-diverse representation at both the board and executive management levels. Additionally, gender diversity in the board is among the preconditions listed in Japan's Corporate Governance Code to ensure board effectiveness.

In connection with the establishment of the 30% Club Japan, the 30% Club Japan Investor Group is comprised of asset owners and asset managers with the aim to educate and collaborate with boards about effective pathways to increasing gender diversity and gender equality at all levels of the organization.

The purpose of the *Statement of Intent* is to demonstrate the strong commitment that members have in delivering outcomes on gender diversity

To provide investors with a comprehensive understanding of an investee company's diversity policies, we