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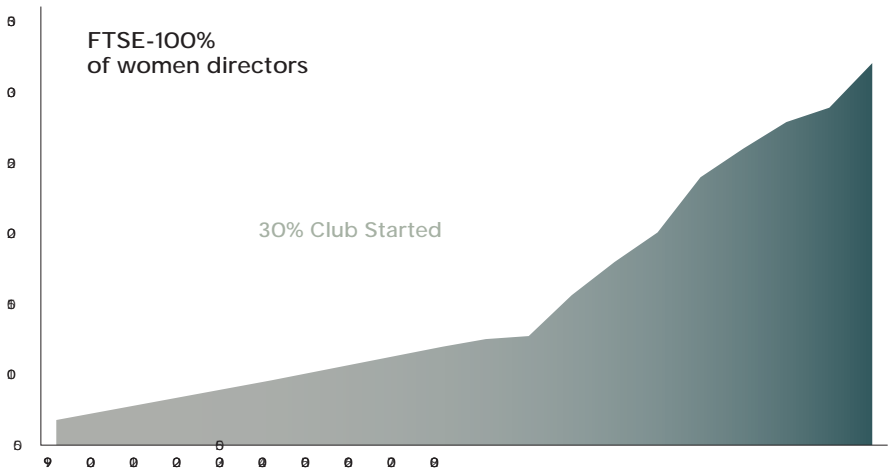
! Right Bright

FTSE 100 % C



FTSE 100 % (2010) → 30 % (2018)

FTSE 100 % (1999-2009) → 29 % (2010-2018)



Business Case for Diversity

— more researches show that diverse & inclusive organizations are more profitable and more innovative
— the more diverse & inclusive the organization is, the more profitable it is

1 Better financial performance
Corporate fraud ↓ M

Reduce the risk of "groupthink"
Less corporate fraud

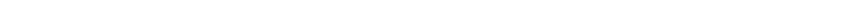
2 Better employee retention and higher satisfaction
Innovation ↑ M

Inclusion advances and more females at all layers of organization
Higher satisfaction by employees and lower turnover rate
Team with diversity exhibits better problem-solving and increased creativity

3 Better ROE and other financial KPIs
"Insurance effect" in financial crises (stock price drops less and recovers quicker)

4 Employee engagement
Employee retention ↑ M

M  r  A  B  r

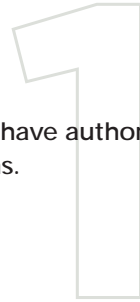


Ar holl ym 1997
— r 1997—1998
Ar holl ym 1997
— r 1997—1998
Ar holl ym 1997
— r 1997—1998

Wayne Douglas Gretzky
Nhwyllydd ym 1997
Ar holl ym 1997

30% Club

Membership is available only to CEOs and chairs who have authority and resources to drive change within the organizations.

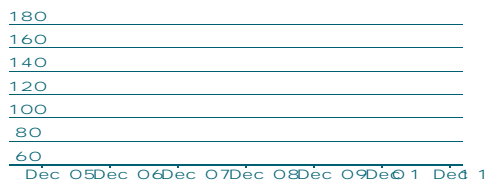


30% Club

30% Club is a “platform” for various influential organizations/ institutions to work together and resolve issues much more efficiently and comprehensively.







— No women on the board — the more women on the board

Source: Gender diversity and corporate performance.

