

Dear Sir/ Madam

Responding to Consultation Question 15

I agree with the proposal of HKEx to incorporate gender disclosure at all levels of a company in Subject Area B under the sub-heading "Employment and Labour Standards".

My rationale is that gender diversity is good for business performance and critical to Hong Kong's competitive advantage. Gender Diversity is a global focus and other exchanges globally have introduced principles and policies which are best practice. Hong Kong is lagging in this respect. It is also key for employers to access the widest possible talent pool making gender diversity a business imperative. In addition, I believe that the current percentage of women on boards of Hong Kong's listed companies is too low and more needs to be done to increase the pace of change. Hkex has an important role to play to increase the focus and accelerate the changes needed.

Yours sincerely,
Kimberley Cole

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