

From: [REDACTED]
Sent: Monday, September 14, 2015 10:22 PM
To: response
Subject: CP on Review of the ESG Reporting Guide

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 view of this matter is that without better gender diversity in organisations we will lose competitiveness in Hong Kong. Hong Kong will become less attractive for top talent if it is perceived as a community that does not take gender diversity seriously and does not make tangible, impactful actions to improve the balance. The research on company performance is resounding – companies with diverse leadership perform better financially. For companies in HK to grow financially and for HK to continue to attract investment and skills, we need more women on boards in Hong Kong. We are significantly behind other markets in this regard, it's not a good position to be in

Yours sincerely,

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Regards

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