

Dear Sir/ Madam

**Responding to Consultation Question 15**

I/we 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/Our rationale is that I/we believe that gender diversity is good for business performance and critical to Hong Kong's competitive advantage. Hong Kong employers must access the widest possible talent pool. In addition, I/we 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.

Yours sincerely,

Ka Shi Lau, BBS

Managing Director & CEO

BCT Group

(BCT Financial Limited and Bank Consortium Trust Company Limited)