

Dear Sir/ Madam

Responding to Consultation Question 15

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".

American Express believes that gender diversity is good for business performance and critical to Hong Kong's competitive advantage. From our experience, diversity is a business imperative for us, and we have been placing tremendous efforts to help female talent succeed in their careers. Workplace diversity fosters mutual respect among employees, and helps companies achieve sustained business success. In addition, we believe that the female representation on boards of Hong Kong's listed companies can be improved to become more diverse.

Yours sincerely,

Susanna Lee
Vice President and General Manager
Card Services
Hong Kong
American Express Int'l, Inc.