

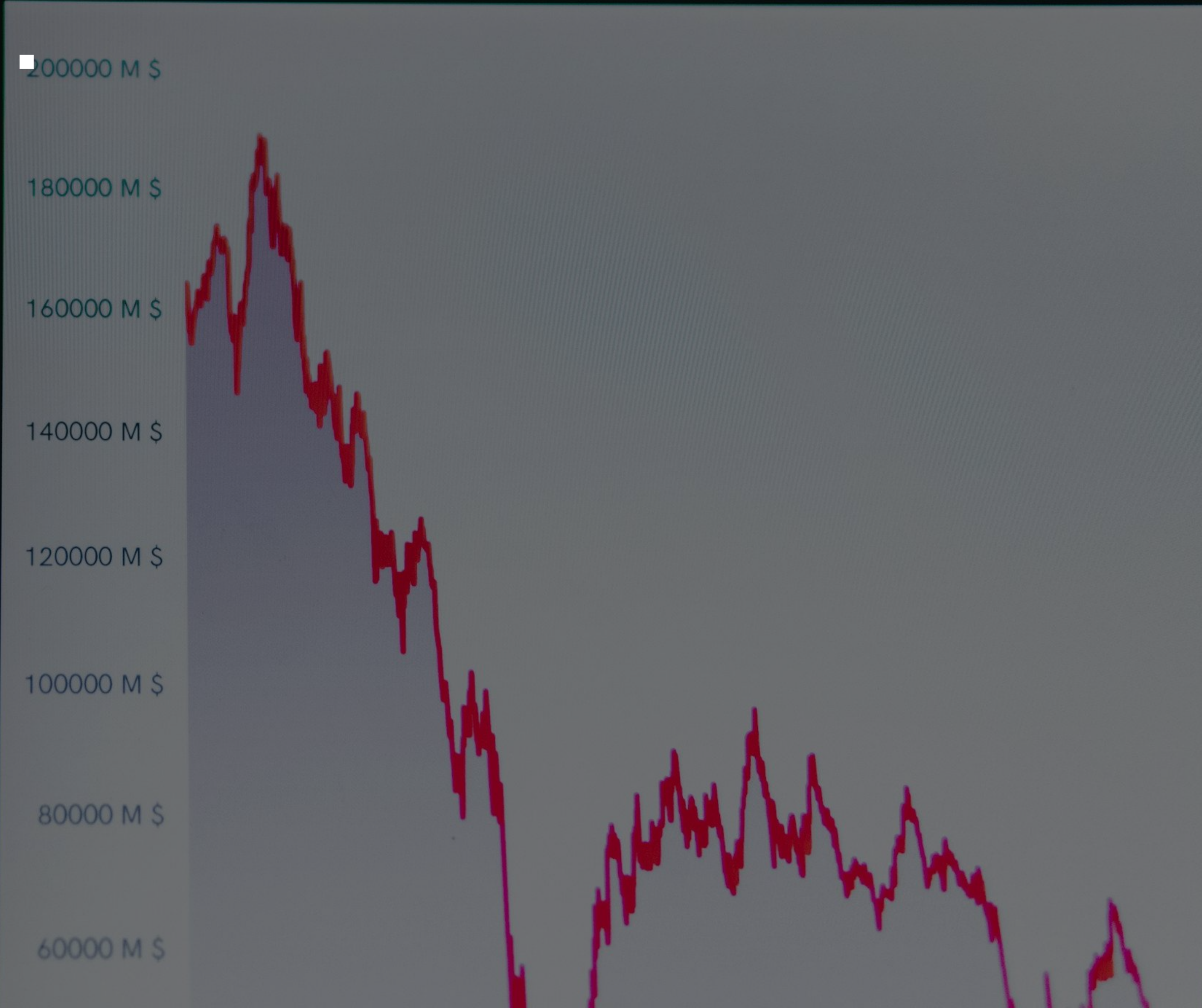


Welcome!

Female Leaders in Finance & Tech:
Lunch Discussion

Diversity Matters...

Also, in Financial Products?



Social data | Data provider of companies and countries globally

Denominator

GLOBAL DATA BASE

Covering companies, countries, industries, and investment funds based on **publicly available** data combining various sources in standardized data models calibrated towards **country demographics**.



195+
Countries

4.5 million+
Companies

85+
Sectors

HOLSITIC APPROACH

With 15+ social dimensions and data across three organizational levels; from the **board**, to **executive team**, and **company** level considering company policies, targets, initiatives etc.



Denominator is ranked #1 for **completeness of offering** within the ESG Data Solutions Chartis RiskTech Quadrant® Enterprise Solution

If we only
wanted to...



Don't shut up and
be beautiful...

Ask questions!





S in ESG | Why can't I invest my pension funds in equality?

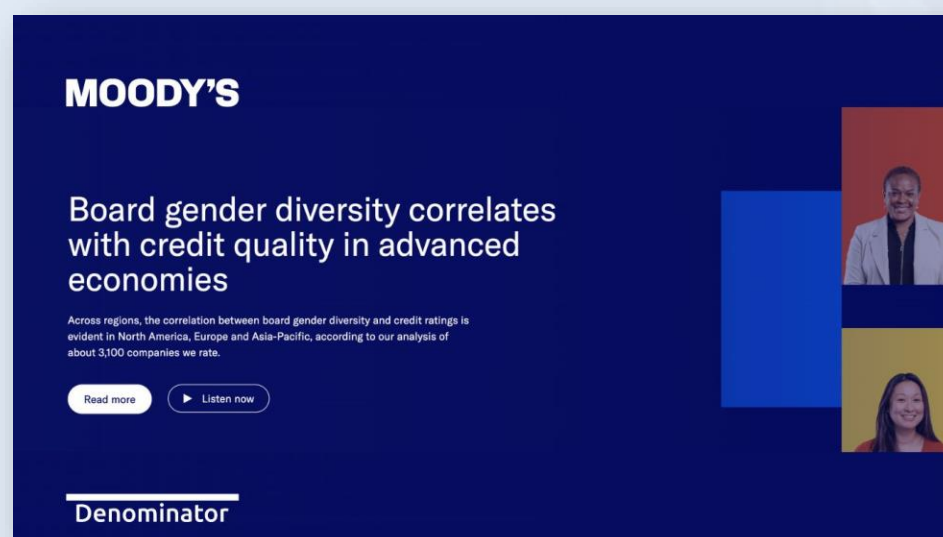
Denominator

RESEARCH

Board diversity on Gender & Race/Ethnicity **correlates positively** with credit quality in advanced economies, according to Moody's Investor Services¹

On average, firms with Aaa credit rating have **169% more women** on board, while firms with Ca rating

Denominator provided data on 3,100 Moody's rated companies to investigate the correlation globally



DIVERSITY IN PENSION FUNDS



- **97 billion DKK**, corresponding to ~15% of Danish pension funds' equity investments are invested in companies in with **zero women** on the board and/or executive leadership

POLITICAL ATTENTION



- In February 2024, a **political hearing** focusing on diversity in pension investments was organized by **ATP, F&P**, and the social Democrats⁴

OPINION KVINDEØKONOMIEN⁵



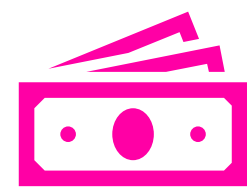
- Is it because Danish pension costumers **don't demand** such pension products?
- Is it because pension companies simply don't know **how to invest** in diversity?
- Is it because the current data projection **regulations** have made it impossible?

Similar numbers for **asset management** companies, **18%** have no women on boards, while it's **22%** for executive team³

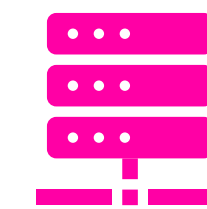


If I have a pension,
do I care how my
pension is invested?

This applies to **all types** of
assets and investments...



If I do, do I know how
my pension saving
is invested?



If I am not satisfied,
what are **my options?**

THANK YOU

Denominator

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