# Nordic Fintech

Welcome! Female Leaders in Finance & Tech: Lunch Discussion



# **Diversity Matters.** Also, in Financial Products?

25.09.2024

### Denominator





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## Social data | Data provider of companies and countries globally

### **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.



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### **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. Equity Age Inclusion Gender Politics Sexuality Upbringing Race/Ethnicity Denominator Policies Education Nationality Initiatives Family Health Disability Religion

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





### Emma Helbo | Head of External Relations & Communication





## **E in ESG** Danish pension fund's investments in oil companies



AF JOACHIM KATTRUP, DANWATCH REDIGERET AF: METTE MANDRUP

1. maj 2024 kl. 10.00

#### KLIM

#### Danmarks stg pensionskas sorte olie-akt efter kritik

PFA fastholder dog stor investering i andet stort olieselskab.



en LÆS OP DE ORE

Klaus Buster Jensen

#### **Danske Bank fik hug for** grønne løfter og sorte investeringer: Nu vil de skille sig af med sorte aktier for milliarder

oliegiganter, vurderer ekspert.



A TEKST

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Shell er et af verdens allerstørste olieselskaber med aktiviteter verden ove er Norco-raffinaderi der er et af de største SA. (Foto: © Gerald

Danske Bank er af de første store banker i verden, der dropper

ske Bank ha vesteret 1,6 milliarder oner i det norske lieselskab Equinor, der tsætter med at udvide deres produktion. Equin ndersøger blandt ndet muligheden for at åbne det troversielle Wistir elt, der ligger i Arktis

#### EN DEL AF WATCH MEDIER **FINANSWATCH**

REALKREDIT FINTECH REGULERING KARRIERE MERE  $\lor$ 

DANICA

Mads Steinmü

AF SOFIE HØJ

#### Danica har ekskluderet 48 selskaber for ikke at tage biodiversitet alvorligt

Det handler bl.a. om at sikre pensionsselskabets afkast i fremtiden.



#### **Danmarks største** pensionskasse holder fast i 'sort' investering, som andre trækker sig fra



Fransk energikæmpes investeringer i olie og gas får kritik.



A TEKST

Mathias Stigsgaard Signe Iversen Klaus Buster Jensen

I GÅR KL. 07:00

elskabets store CO2-

udledninger. (Foto: © STEPHANE DE SAKUTIN, Ritzau

canpix)

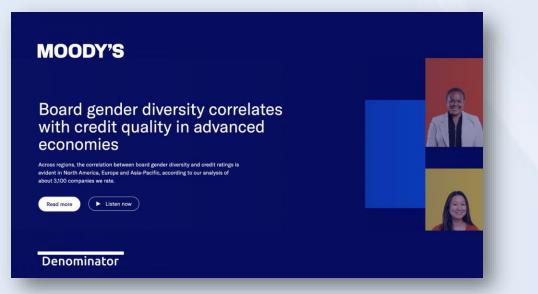
# S in ESG | Why can't I invest my pension funds in equality?

### RESEARCH

Board diversity on Gender & Race/Ethnicity correlates positively with credit quality in advanced economics, according to Moody's Investor Services<sup>1</sup>

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 POLITICAL ATTENTION**

#### Pensionskasser poster milliarder i selskaber uden kvinder i toppen

kr., svarende til 15 pct. af investeringerne, har danske pensionskasser placeret i der enten ikke har kvinder i bestyrelsen eller i direktione



**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

> Similar numbers for asset management companies, 18% have no women on boards, while it's **22%** for executive team<sup>3</sup>

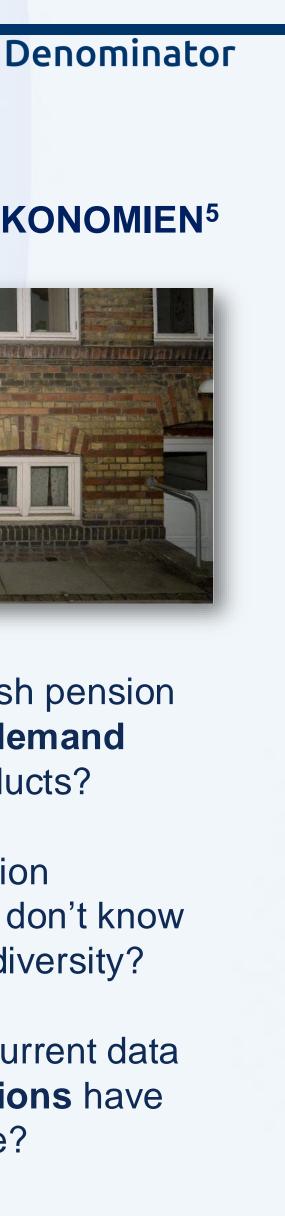
Note: <sup>1</sup>Moody's Investor Services Report & Podcast, Aaa = highest credit rating, Ca = lowest credit rating. <sup>2</sup>Denominator, Børsen. <sup>3</sup>Ignites Europe. <sup>4</sup>Political hearing. <sup>5</sup>Børsen

• In February 2024, a **political** hearing focusing on diversity in pension investments was organized by ATP, F&P, and the social Democrats<sup>4</sup>

#### **OPINION KVINDEØKONOMIEN<sup>5</sup>**



- 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?



## Pension in future | Customization of offerings for next-generation



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



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

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





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





THANK YOU

# Denominator

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