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Gender Diversity Engagement Network (GDEN or the “Initiative”) - A Collective Engagement Initiative on Gender Diversity

Frequently Asked Questions (FAQ)

1. What is the initiative in a nutshell?

The initiative is a matching platform for investors wishing to collectively engage with companies on gender diversity. It facilitates collaboration among institutional investors to drive positive outcomes in gender diversity within investee companies.

2. How does an investor join the Gender Diversity Engagement Network (GDEN)?

To join the GDEN, an investor needs to provide their email and contact details. This information will be used to facilitate communication and coordination within the initiative. Once the investor provides their email, Generali will contact them to welcome them to the initiative and to request their list of companies they wish to engage with.

3. What information does an investor need to share with Generali?

Investors are required to share with Generali their list of companies they wish to engage with. This helps in identifying common engagement interests among participating investors.

4. How does Generali match companies for engagement?

Generali reviews the lists of companies provided by all participating investors and identifies overlaps. Investors with common companies in their lists are grouped together to form engagement teams.

5. How are engagement teams organized?

Once common companies are identified, Generali organizes investors into engagement teams. These teams operate independently to develop and implement engagement strategies for their focus companies.

6. Will Generali disclose the lists of companies provided by investors?

No, Generali will never disclose the lists of companies provided by investors. Additionally, Generali will not disclose the names of companies being engaged or that have been engaged under the initiative. Any disclosures made by Generali will be statistical and will omit specific company names to ensure confidentiality.

7. Are companies bound to meet the gender diversity objectives set by the GDEN initiative?

No, companies are not bound to meet these objectives. The initiative relies on the influence and engagement of investors to encourage companies to adopt and implement gender diversity practices.

8. What are the roles within the engagement teams?

The engagement groups are free to organize their governance. Ideally, they are made up of a Lead or two Co-Lead Investors, and Collaborating Investors.

9. What are the responsibilities of participants?

- Engage with at least one focus company each year.
- Provide annual high-level reports to Generali on participation and progress.
- Abide by the responsibilities, guidance, and rules set out in the Terms of Reference.

10. How is the engagement strategy developed?

Participants are responsible for developing and implementing company-specific engagement priorities and strategies. This includes setting objectives, prioritizing gender diversity expectations, and planning key engagement milestones.

11. How is progress reported?

Participants are required to report collectively on the progress of their engagement approximately once a year. This includes details on participation, engagement tactics used, and progress against objectives. Reports are aggregated for Generali's assessment of the initiative's progress.

12. What are the rules and code of conduct for participants?

- Participants must refrain from using investor forums for commercial purposes.
- Treat each other with courtesy and respect.
- Disclose any real or perceived conflicts of interest promptly.
- Ensure compliance with competition laws and maintain transparency in information sharing.

13. How does Generali ensure confidentiality and privacy?

Generali will not publicly disclose the names of participants or the companies they engage with. Information shared will be aggregated to prevent identification of individual company strategies. Participants' contact details will only be shared with other participants to facilitate discussion.

14. What happens if an investor wants to leave the initiative?

Investors can leave the initiative at any time by informing Generali.

15. How long does the initiative run?

PRI Signatories will be invited to join the Initiative from December 2024 to June 2025, but may join the Initiative on a rolling basis where opportunities are available. The Initiative will run for a minimum of three years (until December 2027). Participants are encouraged to participate for the duration of the Initiative.

16. Who can join the initiative?

Participants need to be PRI Signatory asset owners, investment managers, network groups, or engagement service providers. They must commit to engaging with at least one company and have a policy commitment to gender diversity.