



30% Club ACHIEVEMENTS CHILE & MEXICO

No 1 (First Half 2022)

GENERAL INTRODUCTION

“More voices need to be heard at the boardroom table, especially in challenging times”

The pandemic has impacted the female talent pipeline which in combination with global social disruption is forcing diversity to be at the top of the boardroom agenda.

It is under this context, that the Chilean and Mexican chapters have joined efforts to adapt and present alternatives to continue promoting talent and diversity to strengthen our position across boundaries.

In our local markets, we recognize that there is still a long journey before we reach at least 30% of female participation at boards. This is the reason why we are taking advantage of the window of opportunities that markets abroad open for Latinas, which are considered minorities.

We want to share the achievements along the past months as well as to announce that, both chapters recently consolidated a partnership with theBoardlist and Cornerstone Group. The first, is a unique dynamic platform based in San Francisco, California, that has placed over 10,000 high caliber female candidates in US Boards. This relationship provides a robust visibility with their partners which include among others, Nasdaq.

The second one is a highly recognized Global Executive Search Firm that will assess participants to ensure their board readiness skills, so that our members can endorse the candidates to the type of board that matches their profile.

This effort is currently led by María Pía Aqueveque from Chile and Claudia Corona from Mexico. We expect to have our first list of candidates during the first half of 2022.



CHILE CHAPTER



María Pía Aqueveque
Chair of the 30% Club Chile & Member
of the Global Advisory Board at WISEKey.

The 30% Club Chile was launched in September 2019, supported by Antofagasta Minerals and EY Chile with the aim to facilitate a collaborative platform of local and international best practices that could support Chairs and CEOs, in particular at IPSA and IGPA companies, to accelerate in the incorporation of more women in their boards and leadership positions. IPSA companies achieved 14% female participation on their boards of directors, 4.6% more than the previous year. Through the Investor Group, we are working to support the asset management ecosystem with worldwide best practices in the importance of diversity as a ESG investment strategy.

We are proud to announce that through partnerships we have been able to strengthen our Board Readiness, MBA Scholarships and Cross Company Mentoring Program. And we plan to continue consolidating them from a local and international scope. In order to expand our international value proposal, we have established ties with 30% Club Chapters in other continents and as a result we hosted an event with Chairs of the UK and Italian Chapter. Here below is a summary of some of our 2021 achievements and more to come.



Inter-Company Mentoring Program Club 30% : in collaboration with WoomUp. The first version was launched in 2021 with the participation of 152 participants, 51 mentors (15 women and 36 men) and 51 mentees in total from the member companies: Anglo American, Antofagasta Minerals, Colbún, MasterCard Chile and Walmart Chile. Chairs and CEOs of these companies participated as mentors. This January 14th we are launching the second version of the program where four companies participate with their organizations (Anglo American, Antofagasta Minerals, MasterCard Chile and Walmart Chile). Most of the members of these organisations will participate as mentors. And in this opportunity our members CEO of AES Andes, Aguas Andinas, The Coca-Cola Company and the Managing Director of Stanton Chase accept the invitation to participate as mentors.

MBAs Scholarship Program with more than six half scholarships for MBAs from five programs (2 local and three international) at Adolfo Ibañez University and one program at Diego Portales University, for any woman who meets the admission process for each program. This year two women were beneficiaries of our scholarships and the program has been operated by Accenture. For 2022, we are planning to expand the scholarships to Master on Innovation and Technology programs.

Board Readiness Scholarship Program we have provided for one full scholarship for the program "Effective Boards of Directors"

organized by EY and the Chilean Institute of Directors. There's also a seventy five percent scholarship for the program "Board of Women" run by Women Entrepreneur (Mujeres Empresarias) in alliance with Cambridge Business Association. Ten women were awarded scholarship under this program.

"Diversity in the digital era: Breaking paradigms" in collaboration with MasterCard Chile, in which we talked about the opportunities and challenges that currently exist to advance on diversity and gender inclusion issues within companies. The event was hosted by our member Patricio Sandoval, Country Manager MasterCard Chile & Paraguay and as panelist the Chairs of the 30% Club in different countries. Ann Cairns, Global Chair 30% Club & Vice Chair MasterCard; Stefano Rebattoni, President 30% Club Italy & CEO IBM Italy; and María Pía Aqueveque Jabbar, Chair 30% Club Chile & Global Advisory Board WISEKey SA participated in the activity.

CEOs Event "Collaborate to move forward". The event was hosted by our member, Gonzalo Gebara, CEO of Walmart Chile. Other participants in the conversation were Roberta Valenca, Multi Country CEO for Chile, Bolivia & Paraguay of The Coca-Cola Company; Thomas Keller, CEO of Colbún; Nicolás Goldstein, Managing Director of Accenture; and Marta Colet, CEO of Aguas Andinas.



MEXICO CHAPTER



Claudia Corona
Co-Chair of the 30% Club Mexico & Board Member
at AEM (The Mexican Entrepreneur Association)

The Mexican chapter is in its early stages. It launched in December 2020 and has set a solid footprint with members, reaching around 50 companies to promote female talent within and outside their own organization. We have also strengthened our partnerships with Women Economic Forum, Ipade, Egade, Dalia Empower, Mercer, the Boardlist to offer tools for enabling future women leaders.

We are proud to mention that the new Stock Exchange BIVA, together with BMV are now participating in our statistics, Women On Board's participation has increased to nearly 10% from 6.5% of previous year. We plan to continue consolidating our presence locally and internationally to present joint efforts and also to enrich teams diversity across our nearby chapters.

Finally, we are honoured to announce that Mr. José Octavio Reyes Lagunes, a high calibre member, accepted our invitation to participate as Chair to continue this advocacy role. Here below is a summary of our 2021 achievements and more to come.



Intercompany Cross Mentoring Program:

This is led in conjunction with Moving Ahead, and has had a very positive impact with over 190 participants and 17 companies. This is the first time that 2/3 of our mentors are male. Our first cohort will end on Feb'22 and we plan to continue providing this program during the 2H'22.

Investor Group: Head Pablo Casaux.

We are currently onboarding investors into the group and plan to formally activate the investor group once we have 5 formal confirmations.

Our potential key partners include the Interamerican Development Bank and the two stock exchanges BIVA and BMV. We have co-organized with the latter, webinars targeted to listed companies to promote: (i) The case for diversity as a business case, (ii) The building blocks for developing corporate purpose on gender equality and (iii) Disclosure.

We have also pitched the 30% Club campaign at meetings with the Mexican Pension Funds Association (both at high level as well as to their Sustainability committee) and the funds associations.

HR Best Practices Group: Head Sandrine Dupriez

The group is founded under three main pillars: Corporate, Professional and Personal to attend to specific needs at diverse levels.

In the 2Q'21, we invited our members to an onboarding session with Bloomberg's Gender Equality Index (GEI) Team. As a result, this year Mexican companies ranked second globally (after the US) in number of new companies that have started reporting to this Index.

Also, during this period, Mexico delivered a pilot program of the I am remarkable Course, an original Google initiative, led by Gemma Godoy, where Chile's Chair also participated.

We partnered with Mercer to present a study regarding the gender pay gap and the differences between companies' pledges and their actions to establish six recommendations. These have already been circulated with our members to work on the 2022 agenda as well as on the toolkits that will be developed accordingly. This is an effort led by Pilar Brogeras from Stanton Chase and Sandrine Dupriez from Expanscience.





<https://30percentclub.org>

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