



# **Corporate Gender Equality: Findings, Applications, and Opportunities**

# WELCOME!



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# Saturna Sustainable Equity Fund

For the five-year period ended March 31, 2021

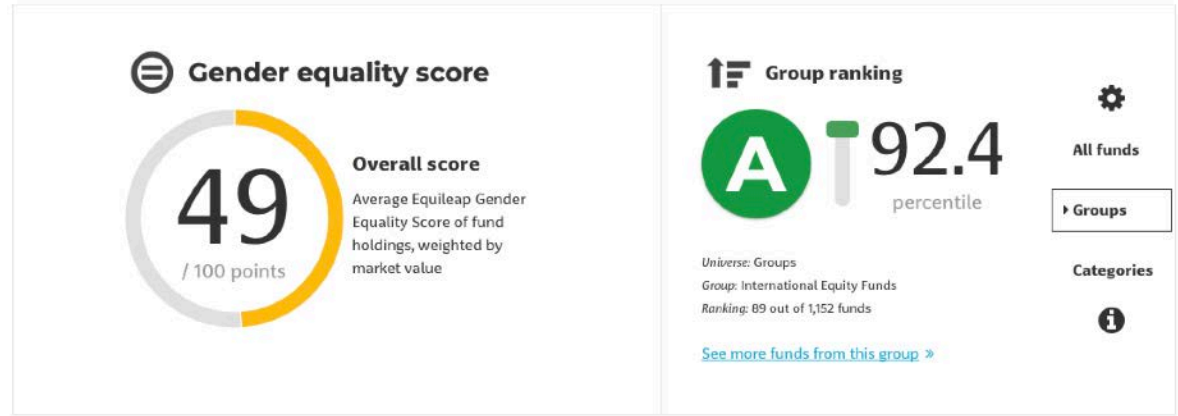
**Equileap** analyzes nearly 3,500 companies and assigns a *gender equality score* between 0 and 100. These overall scores are based on four sub-scores:

- Gender balance in leadership and workforce (40 possible points)
- Equal compensation and work life balance (30 possible points)
- Policies promoting gender equality (20 possible points)
- Commitment, transparency, and accountability (10 possible points)

Using this data, we calculate an overall gender equality score for each mutual fund by:

- taking each stock in the portfolio that's been scored by Equileap
- averaging those scores, weighted by market value

This fund had 54 scored holdings with a weighted average *gender equality score* of 49.38 out of 100.



Source: <https://genderequalityfunds.org/fund/saturna-sustainable-equity-fund/SEEFX/gender-lens-score/FS0000BMMP/F00000V7L6>

OUR MISSION

Close the equality gap  
in the workplace

OUR ADDED VALUE

The largest  
database globally  
on gender equality

# About Equileap

## United Nations SDGs



### Goal #5:

“Achieve gender equality and empower all women and girls”

## Gender diverse companies = Better performance

In the 2 years post-appointment,  
female CEOs see a +20% increase in stock price momentum  
S&P Global Report, Oct. 2019

Top 20% more gender diverse companies  
outperform bottom 20% companies by nearly 3%  
Glenmede Report, Oct. 2020

*Gender diversity on a corporate board or in executive leadership is not a guarantee that the value of an issuer's securities will increase, or that a security will outperform other securities.*



# The largest database on gender equality

4000

COMPANIES

Mid & large cap companies  
MSCI World, S&P 500  
Russell 1000, Stoxx 600  
Indices in 23 countries

23

DEVELOPED ECONOMIES

North America  
Europe  
Asia Pacific

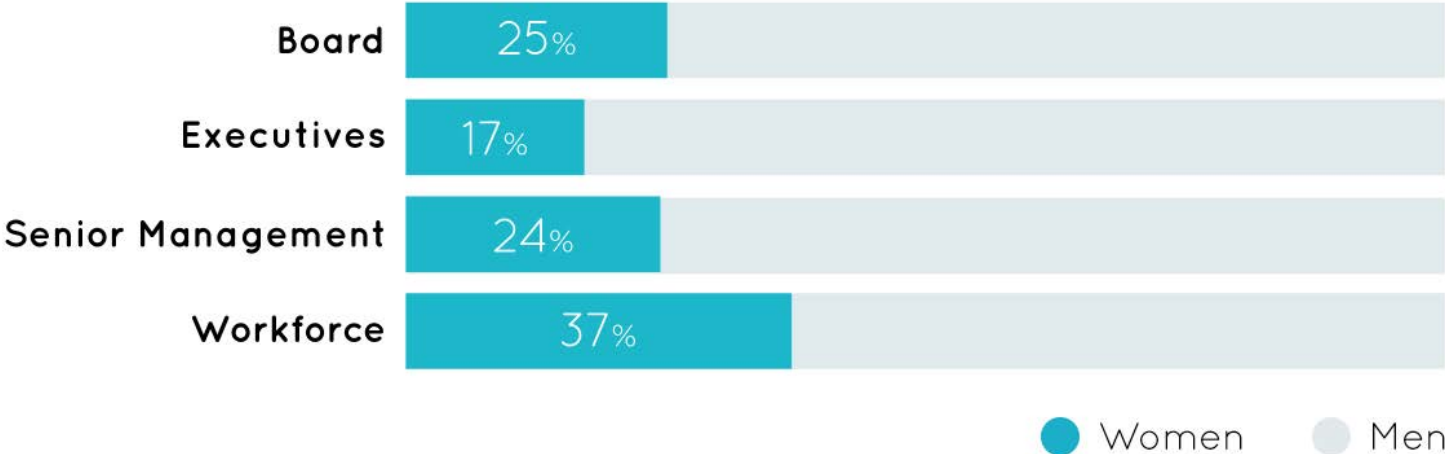
19+

CRITERIA

Gender balance  
Gender pay gap  
Parental leave  
Sexual harassment  
Supplier diversity  
Many other metrics

# Gender balance globally

Women make up 37% of the workforce, 24% of senior management, 17% of executives, and 25% of boards globally



# SDG 5 - Gender Equality

As of June 30, 2020

5 GENDER  
EQUALITY



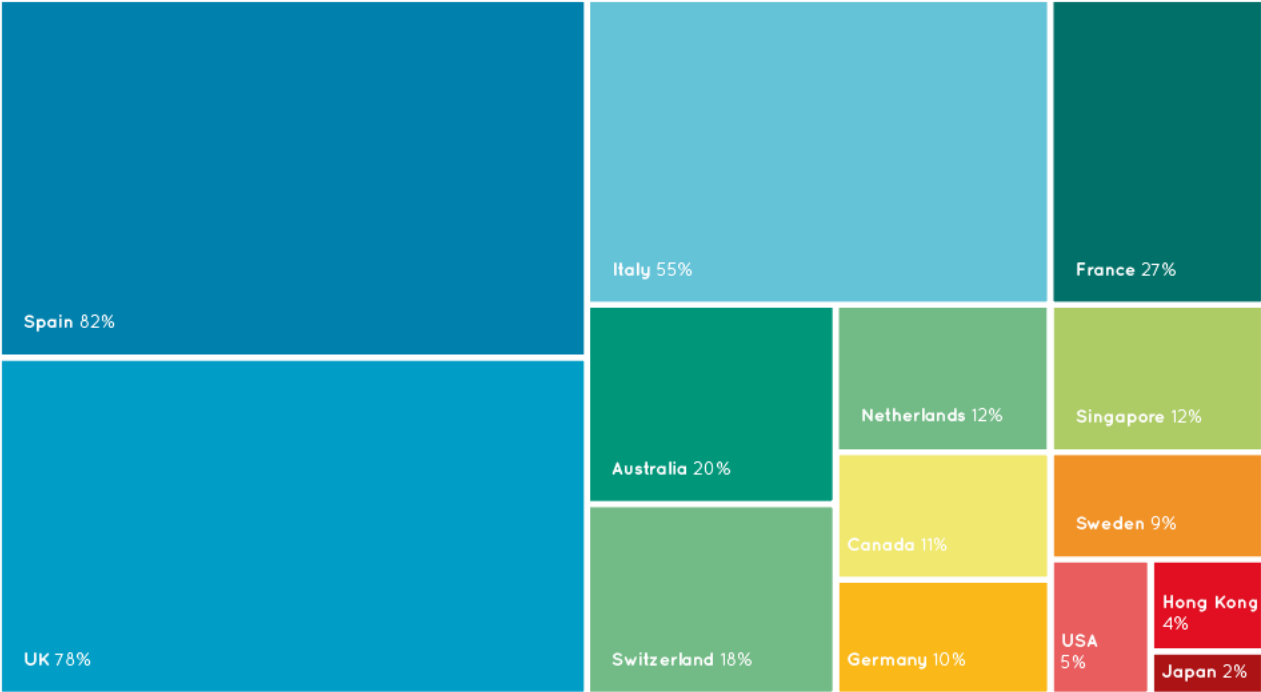
## Percent of holdings / constituents reporting (by number of holdings)\*

		2020	2019	Change
Three or more women on the board	Sustainable Bond	78%	67%	11%
	Sustainable Equity	64%	70%	-6%
	MSCI ACWI	37%	48%	-11%
33% or more women on the board	Sustainable Bond	63%	47%	16%
	Sustainable Equity	45%	43%	2%
	MSCI ACWI	20%	25%	-5%

\* Excluding holdings issued by sovereign entities, such as US Treasuries and foreign government bonds.



# Percentage of companies publishing gender pay information per country



Source: Gender Equality Global Report & Ranking

# Resources

## **Saturna Sustainable Impact Report 2020**

*[saturna.com/sustainable/white-papers/2020-impact-report](https://saturna.com/sustainable/white-papers/2020-impact-report)*

## **The Future Can Be Female: Starting the Finance CEO Pipeline Earlier**

*[thinkadvisor.com/2021/03/12/the-future-can-be-female-starting-the-finance-ceo-pipeline-earlier/](https://thinkadvisor.com/2021/03/12/the-future-can-be-female-starting-the-finance-ceo-pipeline-earlier/)*

## **Equileap database**

*[equileap.com](https://equileap.com)*

## **Gender Equality Funds**

*[genderequalityfunds.org](https://genderequalityfunds.org)*

## **Gender Lens Investing in Public Markets: It's More Than Women at the Top**

*[go.glenmede.com/gender-lens-investing-in-public-markets](https://go.glenmede.com/gender-lens-investing-in-public-markets)*

# DISCLOSURES

*Please consider an investment's objectives, risks, charges, and expenses carefully before investing. To obtain this and other important information about the Saturna Sustainable Funds in a current prospectus or summary prospectus, please visit [www.saturnasustainable.com](http://www.saturnasustainable.com) or call toll free 1-800-728-8762. Please read the prospectus or summary prospectus carefully before investing. Distributed by Saturna Brokerage Services, a wholly-owned subsidiary of Saturna Capital Corporation, investment adviser to the Saturna Sustainable Funds.*

*Investing involves risk, including possible loss of principal.*

*Sustainable investing strategies generally limit the securities they purchase to those consistent with sustainable principles, which limits opportunities and may affect performance.*

*The MSCI All Country World Index is produced by Morgan Stanley Capital International (MSCI). It is a broad measure of equity market performance throughout the world. Investors cannot invest directly in the indices.*

*Saturna Brokerage Services and Equileap are not affiliated.*

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# A Few Words About Risks

## **Sustainable Equity Fund and Sustainable Bond Fund**

*The value of Fund shares rises and falls as the value of the securities in which a Fund invests goes up and down. Only consider investing in a Fund if you are willing to accept the risk that you may lose money. A Fund's share prices, yields, and total returns will change with market fluctuations as well as the fortunes of the countries, industries, and companies in which it invests.*

*Foreign investing involves risks not normally associated with investing solely in US securities. These include fluctuations in currency exchange rates, less public information about securities, less governmental market supervision, and the lack of uniform financial, social, and political standards. Foreign investing heightens the risk of confiscatory taxation, seizure or nationalization of assets, establishment of currency controls, or adverse political or social developments that affect investments. The risks of foreign investing are generally magnified in the smaller and more volatile securities markets of the developing world.*

*Liquidity risk exists when particular investments are difficult to sell. Investments by the Funds in foreign securities and those that are thinly traded, such as lower quality issuers, tend to involve greater liquidity risk. The market for certain investments may become illiquid under adverse market or economic conditions.*

## **Sustainable Bond Fund**

*The risks inherent in the Sustainable Bond Fund depend primarily on the terms and quality of the obligations in its portfolio, as well as on bond market conditions. When interest rates rise, bond prices fall. When interest rates fall, bond prices go up. Bonds with longer maturities usually are more sensitive to interest rate changes than bonds with shorter maturities. The Fund*

*entails credit risk, which is the possibility that a bond will not be able to pay interest or principal when due. If the credit quality of a bond is perceived to decline, investors will demand a higher yield, which means a lower price on that bond to compensate for the higher level of risk.*

*Issuers of high-yield securities are generally not as strong financially as those issuing higher quality securities. These issuers are more likely to encounter financial difficulties and are more vulnerable to changes in the relevant economy that could affect their ability to make interest and principal payments as expected. High-yield bonds may have low or no ratings, and may be considered "junk bonds."*

*ESG principles restrict each Fund's ability to invest in certain stocks, bonds, and market sectors such as alcohol, tobacco, gaming, guns, and pornography. Securities are evaluated and assigned an ESG rating monthly. Ratings are dependent upon the associated ESG risks that are most pertinent to the sector in which an issuer operates. The ratings process associated with sustainable and responsible investing reduces the investable universe for each Fund, which limits opportunities and may increase the risk of loss during market declines. The adviser believes that sustainable investing may mitigate security-specific risk, but there is no guarantee that the securities favored by our investment process will perform better and may perform worse than those that are not favored.*

*The document is prepared based on information Saturna Capital deems reliable; however, Saturna Capital does not warrant the accuracy or completeness of the information and assumes no duty to update the information provided.*

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