



Programa Diversidade em Conselho

Dear and Honorable Chairpersons and Counselors

There are many studies that point to the positive impact of diversity on company performance. A company with a diverse team can amplify analytical potential and promote better risk management, provide greater innovation capacity for the business, sustainable long-term results, among other attributes. In addition, diversity has been increasingly associated with inclusion and equity, characteristics that any company should strive for. The demands of our society demand answers that only the perspective of diverse corporate leadership can bring.

Therefore, in this period when professionals are beginning to be selected for boards of directors, we encourage them to consider increasing diversity in the companies in which they work.

It is essential, at this moment, to review the boards of companies, open or closed, with the choice of more women in their composition. There are many professionals who are qualified and ready to take on these positions, and we believe that the renewal of boards is an opportunity to accelerate this agenda, considering the importance of diversity in their companies.

Research by SpencerStuart's Brazil Board Index shows that only 14% of board seats in Brazil are held by women in publicly traded companies. It is a higher rate than that recorded in previous years, but there is still a long way to go to better balance this indicator.

We, from the Diversity in Council Program (PDeC), are available to help in the search for women with the desired profile for the positions to be filled, making available the PDeC and WDC (WomenCorporateDirectors) councilor banks and the professional bank of the IBGC (Brazilian Institute of Corporate Governance), which has hundreds of counselors and professionals prepared and with a wide variety of profiles and experiences. The PDeC is a joint initiative between B3, IBGC, International Finance Corporation (IFC), Spencer Stuart and WDC to increase board diversity. Last year, we already sent out a press release inviting all directors, investors and decision makers to join us. This year, we remained firm in our mission to emphasize the importance of increasing diversity in these collegiate bodies.

We believe that effective changes in relation to this theme will only happen with the sum of efforts between all the actors involved. Having different profiles will be essential to ensure the longevity, innovation and value of companies, as this criterion will be responsible for promoting high-level discussions with different points of view and experiences. Companies that do not consider diversity in their seats may make strategic mistakes, as this will be a requirement increasingly considered by the most different audiences, including investors.

You are a key person in the advice ecosystem. Therefore, we invite you to look at this very important issue for the governance of organizations and for society in the formation of the councils at this next meeting.

Regards,

Gilson Finkelsztain, CEO B3
Pedro Melo, general director IBGC
Carlos Leiria Pinto, country manager IFC
Fernando Carneiro, partner Spencer Stuart
Marianne Coutinho, co-chair WDC in Brazil and partner KPMG Brazil

Diversity in Council Program (PDeC)

Sobre o PDeC: Criado em 2014, o Programa Diversidade em Conselho (PDeC) é uma iniciativa conjunta entre B3, Instituto Brasileiro de Governança Corporativa (IBGC), International Finance Corporation (IFC), Spencer Stuart e WomenCorporateDirectors (WCD) para promover a diversidade em conselhos de empresas e outras entidades brasileiras. O PDeC contribui para que mulheres preparadas para atuar em conselhos de administração tenham maior visibilidade no mercado por meio de troca de experiências, aprendizado e fortalecimento de networking com importantes players do universo dos conselhos. O Programa está em sua 6ª turma e se desenvolve por meio de três pilares: uma mentoria realizada com conselheiros formadores de opinião do ecossistema de conselhos; um curso online sobre governança corporativa e mercado de capitais; e eventos e ações de networking. Desde a sua primeira turma, 139 mulheres já participaram do PDeC. Website: <https://www.ibgc.org.br/advocacy/diversidade>

Realização:

