

OUTLEADERSHIP



OUT LEADERSHIP

ASIA SUMMIT 2022



TODD SEARS, Founder & CEO, Out Leadership

Dear Leaders,

Welcome to the 2022 Asia Out Leadership Summit! Along with our sponsors **HSBC, EY, and Ropes & Gray**; and our hosts **HSBC** and **HSBC Life**, I want to express my gratitude for your attendance and my excitement about what we can achieve together over the next several days.

Though we haven't convened an in-person summit in two years, having moved our programming online due to the pandemic, our decade-long history of partnering with businesses, nonprofits and leaders in the region is one of Out Leadership's signature efforts and a point of great pride for me personally and professionally. This year's summit — our 9th! — will raise the bar on both what you can expect to get from an Out Leadership summit and the commitment we are confident you will make to continue driving equality through the engine of business.

We begin the summit with our first-ever CEO dinner in Tokyo, an exclusive networking event and private salon where our host **Edward Weeks, President and CEO, Country Manager, Japan HSBC**, and I will welcome you and lay out the summit's ambitious agenda. Come prepared for an open and honest conversation about how LGBTQ+ inclusion in corporate best practices should be the expectation, not the exception, as well as a robust debrief on the exciting — and swiftly evolving — state of marriage equality.

The following week, we start with an insurance panel, hosted by **Greg Hingston, CEO of HSBC Global Insurance & Partnerships**, which will feature senior insurance leaders from across the region. This session will be followed by two OutNEXT events, welcoming emerging leaders for learning modules, world-class speakers and offering a live breakout session.

The landscape in Asia for LGBTQ+ people has changed dramatically, much of it for the better. Out Leadership is proud to be just one part of this historic progress, and we look forward to convening, collaborating, and partnering with each of you to continue advancing equality across the region.

I look forward to seeing you all in person!

Todd G. Sears
Founder and CEO
Out Leadership

Out Leadership Asia Summit is hosted and sponsored by:



Summit Overview

Tokyo

Day 1: Thursday, November 10th

CEO Dinner

Host: HSBC

Cocktails: 6 p.m. | 18:00

Dinner: 7:00-9:00 p.m. | 19:00-21:00

Since 2011, Out Leadership has convened and engaged over **800 CEOs around the world** through our summits, CEO Dinners and private conversations. We seek to help CEOs and C-suite leaders understand how to leverage and support LGBTQ+ opportunity in their firms, as well as **how to use their platforms to advocate for equality in places where they operate.**

Additionally, Out Leadership has built tools and additional resources for CEOs, including our **CEO Briefs** (which we launched at Davos in 2015) to support our leaders in these important conversations for their business, their talent and the world.

Opening remarks: **Edward Weeks**, President & CEO, Country Manager Japan, HSBC, **Todd Sears**, Founder & CEO, Out Leadership

Sanctuary Room, Mandarin Oriental Hotel, Tokyo, 2-1-1 Nihonbashi Muromachi, Chuo-ku, 103-8328 Tokyo

Attendees:

Todd Sears, Founder & CEO, Out Leadership

Edward Weeks, President & CEO, HSBC Japan

Alberto Tamura, President & CEO, Morgan Stanley Japan Holdings Co., Ltd

Alexander Dmitrenko, Partner, Ashurst

Bruno Gaussorgues, Representative Director, Group Country Head, Societe Generale

Eugene Hashimoto, Head of Japan, K.K. Gerson Lehrman Group

Fred Ch'en, Tokyo Office Managing Partner, Hogan Lovells

HiroYuki Yoshimoto, SVP, Japan Country Manager, American Express International

Ji Watson, CEO, Representative Director, McCann Worldgroup Japan

Joy Ho, Representative Director President, Head of Japan, Unilever

Koichiro Kimura, Chairman, PwC Japan

Lee Waite, Japan CEO & Managing Director, Citigroup

Naoki Hamada, General Counsel Japan, HSBC

Norman Tweeboom, Country Head of Japan, Bloomberg

Philip Fellowes, Chief of Staff Asia Pacific, HSBC

Seiji Yasubuchi, President & CEO, AXA Holdings Japan

Takeshi Nakao, Head of Japan, Tokyo Managing Partner, Freshfields

Takuji Watanabe, Head of CGM Japan, Country Lead, Macquarie Group

Yusuke Asai, CEO Japan, Standard Chartered Bank

“As a leader, I believe that when individuals feel empowered to be their true selves at work, we’re exposed to a broader variety of opinions and ways of thinking. This leads to innovation, growth and the opportunity for better ideas and outcomes for our clients.”

Edward Weeks
President & CEO,
Country Manager Japan, HSBC
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“Essentially, an equal and free society enables us to realise our aspirations as the intelligent humans that we are.”

Gigi Chao
Executive Vice Chairman
Cheuk Nang (Holdings) Ltd.
Cofounder of Hong Kong Marriage Equality
Out Leadership Board Member
#OutLEADER



Summit Overview

Virtual

Day 4: Monday, November 28th

Return on Equality™ - Inclusion in Insurance Panel

Host: HSBC Life

6:00-9:00 p.m. | 18:00-21:00

A conversation with Insurance industry leaders covering inclusion and ESG, moderated by **Todd Sears**, CEO & Founder, Out Leadership, and hosted by **Greg Hingston**, CEO, HSBC Global Insurance and Partnerships, HSBC Holdings plc

Additional panelists include: **Anusha Thavarajah**, Regional CEO, Asia Pacific, Allianz, **Gordon Watson**, CEO, AXA Asia and Africa, **Natasha Gill**, Chief Diversity Officer and Head of HR for Reinsurance, Swiss Re, **Donald Lacey**, Chief Investment Officer, Ping An Global Voyager Fund

Virtual

OutNEXT ASIA

Monday, Nov. 28 - Tuesday, Nov 29, 6:00-9:00 p.m. | 18:00-21:00

OutNEXT is the first and only global talent accelerator for LGBTQ+ emerging Leaders. Since our launch in 2014 we've represented 9,000+ leaders, 400+ speakers and 200+ businesses from 30+ countries and 5 continents.

At this event, emerging leaders will participate in a unique curriculum that includes activating your OutVantage, and developing your personal brand, along with hearing personal stories from #OutLeaders that will inform and inspire.

OutNext participants are chosen by member companies to attend our OutNEXT events worldwide, including our annual Global OutNEXT summit in New York City, where they'll have the chance to complete the OutNEXT curriculum and network with other LGBTQ+ and ally young professionals. OutNEXT nominees also have access to connect with the community via our global network of OutNEXT leaders!

Virtual

Moriaki Kida

#OutLEADER



"Diversity and inclusion are catalysts for innovation. They underpin corporate growth." This week, we're highlighting the pioneering work of Moriaki Kida, Chairperson and CEO of EY Japan. He is also the first openly gay CEO in Japan ever.

Since joining EY in 1996, Kida-san has served Japanese and American multinational clients and has been a 'driving force in the transformation and growth of the Japan practice'. It wasn't always easy for Kida to share his identity in the workplace; so, when he saw that EY's anti-discrimination policy covered lesbians, gays, and bisexuals (in 1995!), he immediately knew where he wanted to work. The more he embraced and shared his identity, the more successful Kida-san became – he has been harnessing his OutVantage for years.

"As business leaders and partners, I believe that we have to keep challenging how we create a safer environment for our talent with invisible differences because if we don't, they cannot reach their highest potential and they cannot help our businesses innovate."

Kida-san has spearheaded many of EY's Diversity, Equity and Inclusiveness initiatives, and is the Global Executive Sponsor of Unity, EY's LGBT+ network. **"At EY, we are committed to our purpose of building a better working world, supported by our ambition of enhancing trust and creating long-term value for EY clients, people and society. With 300,000 professionals in over 150 countries, we bring distinctive insights through combined experience and knowledge. This is how we support EY clients, by asking the right questions and providing solutions to issues at the heart of our society."**

It's no surprise that Kida-san is #1 on the **"OUTstanding LGBT+ Role Model List,"** published annually by. He is recognized for his many impactful initiatives that promote diversity, equity and inclusivity in the workplace and in EY's clientele.

At a recent session with OutLeadership, he talked about the Japanese concept of shame and the important role of business in helping to overcome it, saying **"It's quite important that in order for people to come out, a lot of people around you need to feel comfortable with it too. And that's where there's a huge role for companies, C-Suites, and boards to help the public make this concept of LGBT inclusion to be normal and acceptable."**

"I am proud to support efforts to promote LGBT+ rights globally, both as the leader of a professional services organization and as a global citizen." And we at Out Leadership are proud to have Kida-san as a friend and supporter for many years.

"As business leaders and partners, I believe that we have to keep challenging how we create a safer environment for our talent with invisible differences because if we don't, they cannot reach their highest potential and they cannot help our businesses innovate."

Moriaki Kida
Regional Managing Director,
Chairperson & CEO
EY Japan
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RETURN ON EQUALITY™

Businesses that invest in equality see greater business returns. But what does that investment look like? One way to invest is to join Out Leadership in realizing our ambitious 10 Year Vision outlined below. We believe, with your support we can - and will - dramatically improve the LGBTQ+ landscape around the world. Here's how:

1

Embedding LGBTQ+ equality in global business practices.

We are tripling down on our efforts to embed LGBTQ+ diversity metrics into business strategies and goals and ESG practices going forward. Every company in the world should have an ESG strategy that is LGBTQ+ inclusive.

FACT: Fewer than 5% of companies globally have diversity and inclusion embedded into their ESG strategies and even fewer are LGBTQ+ inclusive. This provides us with an extraordinary opportunity to amplify value, decrease risk, and create an intersectional LGBTQ+ standard of global ESG strategy. It just makes sense.

Environment

FACT: Climate change causes forced migration for disenfranchised communities first and worst, including LGBTQ+ people. Out Leadership looks at environment in a broad sense — to us it also includes the political atmosphere of where LGBTQ+ people live and work, which directly impacts the quality of their personal and professional lives. The stakes are high for competitive businesses with 31% of employees willing to take a paycut to relocated to a more LGBTQ+ friendly environment.

Social

The social impact on the lives of LGBTQ+ people is truly intersectional. Reproductive rights, civil liberties, and access to medical care for trans people are just a few of the ways that LGBTQ+ diversity within the ESG frame could meaningfully protect more people.

Governance

All of these issues coalesce within governance. Externally, policies and governance dictate where and with whom companies do business. Internally, it reflects the implemented commitment companies have to LGBTQ+ inclusivity. How are LGBTQ+ leaders and employees included in all aspects of good corporate governance? How will companies continue to lead with their values when it comes to business decisions?

2

Convening, connecting, and developing the LGBTQ+ talent lifecycle.

We are building a framework around the entire LGBTQ+ talent lifecycle from highschool to boardroom. Out Leadership is uniquely equipped to lead on this effort having invested deeply into LGBTQ+ talent acceleration, curriculum development, and leadership training. The next generation of LGBTQ+ leaders will save the world.

3

Removing structural barriers to equality.

We are using the power of business to dismantle all the structural barriers to LGBTQ+ equality, including anti-trans laws, discrimination in the boardroom, and the remaining 69 sodomy laws in countries that for far too long have effectively criminalized homosexuality. Decriminalization of these laws is the first step to equality. The repeal of 377A recently in Singapore demonstrates that local businesses can leverage their power to change discriminatory laws. It was 70, now it's 69, in ten years it will be zero. Full stop.

How you can help:

There are many ways you or your company can help, from sponsoring talent programs, to hosting summits and conversations, to sharing our work, and much more. We urge you to get involved today by contacting us at info@outleadership.com

“ We’ve spent the last 12 years driving equality from a business perspective, and in that time it’s grown into a global movement. So now we’re looking forward to the next 12 years, and our ambition knows no bounds.”

Todd Sears
Founder & CEO, Out Leadership
#OutLEADER

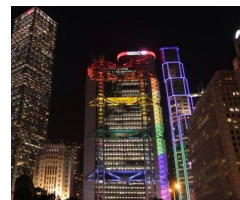


OUT LEADERSHIP 9 YEARS IN ASIA



2013

In April, Out Leadership convenes the **first-ever LGBTQ+ business summit in Asia**, co-hosted by Barclays and HSBC. The summit features HSBC's largest press event ever, when it turns its iconic skyline-defining headquarters into a giant rainbow, sparking a debate about LGBTQ+ equality in Hong Kong.



2015

In December 2015, Out Leadership hosts its **first-ever OutNEXT Asia event**, focussing on developing young OutLEADERS in business.



2017



Out Leadership's Asia Summit expands to include speakers from KPMG, Goldman Sachs, Thomson Reuters, and many others. The summit features a keynote by **Noel Quinn**, long-time ally and friend of Out Leadership, and now **Group Chief Executive of HSBC**.



2019



Out Leadership **expands to Japan** with its first-ever event in Tokyo with senior business leaders, hosted by Nomura. The gathering featured a discussion on how business leaders can drive marriage equality.

In Hong Kong, the Asia Summit expands to three days of events covering topics like board diversity, self-ID, and the insurance industry's policies on **same-sex partner benefits**.

2021

Out Leadership's 2nd virtual Asia Summit features a series of sessions with speakers from all across the continent on subjects like marriage equality, emerging leaders, board diversity, OutWOMEN, and the impact of the **Olympics** on LGBTQ+ inclusion in the region.



“Being an ally has encouraged me to make my views on inclusion much more public than I had previously, which has been very rewarding.”

Noel Quinn, Group Chief Executive, HSBC Board Member Emeritus, Out Leadership

2014

In December, Out Leadership convenes an even larger summit with more than **400 leaders**, including its **first CEO dinner**, with 22 CEOs, hosted by Barclays and HSBC, and held in Hong Kong.



A highlight was a discussion with **Manvendra Singh Gohil**, the world's first openly gay prince.



“What we need in Hong Kong, as we stand at these crossroads of change, are informed and rational discussions. That is why platforms for dialogue and sharing of best practices, such as this summit, are so important.”

Dr. York Y.N. Chow, Chairperson, Equal Opportunities Commission, 2015

2016

Out Leadership holds its **first-ever OutWOMEN Asia event**, hosted by Standard Chartered, and featuring a panel with openly LGBTQ+, medal-winning, paralympic swimmer, **Theresa Goh**.



Marriage equality is passed in Australia, and Out Leadership celebrates this momentous event at its CEO dinner.

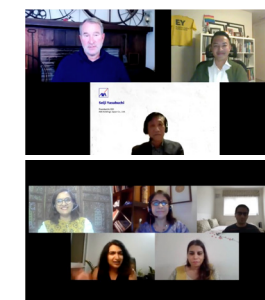
2018

Out Leadership hosts its **first OutQUORUM dinner** - driving board diversity, and an OutWOMEN event featuring **legendary businessperson** and Out Leadership friend, **Gigi Chao**.



2020

As the pandemic begins and the world shuts down, Out Leadership pivots to a virtual Asia Summit, with sessions centered around LGBTQ+ progress in Hong Kong, Japan, and our first sessions covering **Singapore and India**.



2022

Out Leadership returns to Asia and convenes its **first in-person summit on the continent in three years!** Events are scheduled in Tokyo and Hong Kong, plus an OutNEXT virtual regional event. We couldn't be more excited to be back!

Speaker Bios



Todd Sears
Founder and CEO, Out Leadership

Todd Sears is the founder and CEO of Out Leadership, the first company in history whose sole product is LGBTQ+ equality. Out Leadership connects leaders across the world's most influential industries to foster business growth, cultivate talent, and drive equality forward, and currently counts 98 of the world's most powerful companies as its members.

Sears has spent over 20 years working at the intersection of finance and equality. He began his career as an investment banker before joining Merrill Lynch as a financial advisor. There, he created the first team of financial advisors in Wall Street focused on the LGBTQ+ community and brought almost \$2 billion of new assets to the firm from LGBTQ+ couples and nonprofit organizations. Subsequently, expanding his leadership in Diversity, Todd pioneered award-winning diversity initiatives as Head of Diversity Strategy at Merrill Lynch and then at Credit Suisse as Head of Diversity and Inclusion. Sears started Out Leadership in 2010.

A Duke University graduate, Sears serves on various nonprofit boards, including the Williams Institute of UCLA, the Palette Fund, the Global Equality Fund of the U.S. Department of State, Lambda Legal Defense & Education Fund, The North Carolina Community Foundation and the National Advisory Council of the Stonewall National Archives & Museum. Additionally, he is the founding chair of Jeffrey Fashion Cares, which raised over \$8mm for LGBTQ+/HIV causes over the decade he led it.

Originally from Tarboro, North Carolina, Sears is driven by his confidence that businesses have the power to advance LGBTQ+ equality and generate a high return on equality. He currently lives in New York City.



Natasha Gill
Chief Diversity Officer and Head of HR for Reinsurance, Swiss Re

Natasha was Head of Human Resources at Swiss Re Corporate Solutions, and Managing Director Head, Julius Baer Academy at Julius Baer. Natasha Gill joined Swiss Re in 2017.

Natasha Gill is currently Chief Diversity Officer, Global Head of Human Resources Reinsurance at Swiss Re Reinsurance.



Anusha Thavarajah
Regional CEO, Asia Pacific, Allianz

Anusha Thavarajah is Allianz's Regional Chief Executive Officer for Asia Pacific since December 1, 2021. She is also a member of Allianz Asia's Regional Executive Board, which is responsible for setting and executing Allianz's growth strategy in Asia.

Anusha was previously Allianz's Regional Chief Executive Officer, Life & Health for Asia Pacific, where she was responsible for the profit and loss and functional development of Allianz's Life & Health business in Asia.

Prior to joining Allianz Asia Pacific in December 2019, Anusha held the position of Chief Executive Officer at AIA Bhd. In addition to its three main business lines – Agency, Partnership Distribution and Corporate Solutions, Anusha oversaw AIA Malaysia's Takaful, General Insurance, Pension and Asset Management, and Health Services units.

Anusha was also the first female President of the Life Insurance Association of Malaysia, Chairperson of the Malaysian Insurance Institute as well as the first female CEO in the AIA Group when she was appointed to head AIA Malaysia in June 2015.

Anusha has almost 30 years' experience in the financial services industry having served in various senior leadership roles in the UK, Hong Kong and Malaysia. She graduated with First Class Honours in Mathematics and Statistics from the University of Birmingham and is a Fellow of the Institute of Actuaries, United Kingdom, as well as a Fellow of the Malaysian Insurance Institute.



Donald Lacey
Chief Investment Officer, Ping An Global Voyager Fund

Donald Lacey is the Chief Investment Officer at Ping An Voyager Partners, a growth stage fintech and health tech venture fund formed by Ping An Group. Mr. Lacey joined Ping An from Citigroup, where he worked as a managing director in a variety of corporate and investment banking roles across the Asia Pacific.

While at Citigroup, he led the bank's advisory efforts on numerous high-profile transactions for Asian insurance, banking and technology firms. Mr. Lacey commenced his career as a financial analyst at Goldman Sachs in New York. He has an SB from the Massachusetts Institute of Technology and a JD from Harvard Law School.



Gordon Watson
CEO AXA Asia and Africa

Mr. Gordon Watson has an MBA and is both a Fellow of the Chartered Insurance Institute and the Society of Marketing. He has been with AIG / AIA for over thirty years and has held many key senior roles based out of London, New York, Nairobi, Dubai, Tokyo, Seoul and Hong Kong.

The last 20 years he has been based in Asia. From 2008 to 2010, he was the Regional President for AIG Life Companies in Japan & Korea and then Global Executive Vice Chairman for ALICO responsible for the Japan business and also overseeing the remaining 50 countries for strategy, distribution, corporate solutions, product and marketing.

Since 2011, Gordon Watson has been Regional Chief Executive responsible for AIA Group's operations in Hong Kong & Macau, Australia, the Philippines, Vietnam and New Zealand as well as the Group's Corporate Solutions, Healthcare, Partnership and AIA Vitality businesses. On January 1, 2018, he joined AXA as Chief Executive Officer Asia (including Japan) and a member of the Management Committee of the Group.



Greg Hingston
CEO, HSBC Global Insurance and Partnerships

Greg was Regional Head of Strategic Planning and Mergers and Acquisitions at Prudential Corporation Asia, and Business Development Manager at Kingfisher. Greg Hingston joined HSBC in 2006. Greg served as Head of Retail Banking and Wealth Management, Hong Kong and Regional Head of Wealth and Personal Banking of Asia Pacific for HSBC. He is currently Global Chief Executive Officer at HSBC Life & Insurance.

Greg has a Bachelor of Arts in Business and Marketing from London Guildhall University in 1995 and a Post Graduate Diploma in Management Studies from Templeton College, Oxford University in 1997.



Edward Weeks
President & CEO, Country Manager Japan, HSBC

Mr. Weeks joins HSBC in Japan from Hong Kong, where he is currently Head of Business Development, Asia Pacific, for Global Banking. He has been with the HSBC Group since 2016.

Prior to joining the HSBC Group, Mr. Weeks worked for Barclays from 2009 to 2016, initially as Chief Operating Officer for Investment Banking, Asia Pacific, and latterly as Chief of Staff for Asia Pacific and Chief Executive of the Hong Kong branch. From 1995 to 2008 he worked for UBS in Corporate Finance and Equity Capital Markets in London, Sydney and Hong Kong, in client-facing and business management roles. His last role was Global Chief Operating Officer for Equity Capital Markets.

Out Leadership Member Companies



As of Nov. 2022

About Out Leadership

Out Leadership is the world's premier global LGBTQ+ business organization that **harnesses the power of business to drive LGBTQ+ equality** through talent development, advocacy, research, thought leadership and networking, working closely with many of the world's greatest companies.

Because equality drives business and business drives equality.

To inquire about getting involved with or joining Out Leadership contact: info@outleadership.com

Out Leadership is **the world's first global LGBTQ+ certified B Corporation**. B Corp is the **gold standard** for businesses as a force for good. Certification requires companies to meet rigorous benchmarks of social and environmental performance. Out Leadership has scored in the **top 10%** of B Corps every year since our founding.

As a part of this initiative we partner with over **67 non-profits** and **donate over 20% of our profit** every year.

Global Sponsors:



Non-Profit Partners

Out Leadership donates 20% of its profit to its non-profit partners.



As of Nov. 2022

Out Leadership Team



Todd Sears,
Founder & CEO, Out Leadership

Todd Sears is the founder and CEO of Out Leadership, the first company in history whose sole product is LGBTQ+ equality. Out Leadership connects leaders across the world's most influential industries to foster business growth, cultivate talent, and drive equality forward, and currently counts 98 of the world's most powerful companies as its members.

To advance economic benefits and talent dividend derived from inclusion, Out Leadership convenes three trailblazing accelerators: OutNEXT, the first global leadership development program for the next generation of LGBTQ+ leaders; OutQUORUM, which seeks to advance the conversation around LGBTQ+ diversity in corporate governance; and OutWOMEN, which convenes and celebrates LGBTQ+ women in business.

Sears has spent over 20 years working at the intersection of finance and equality. He began his career as an investment banker before joining Merrill Lynch as a financial advisor. There, he created the first team of financial advisors on Wall Street focused on the LGBTQ+ community and brought almost \$2 billion of new assets to the firm from LGBTQ+ couples and nonprofit organizations. Subsequently, expanding his leadership in Diversity, Todd pioneered award-winning diversity initiatives as Head of Diversity Strategy at Merrill Lynch and then at Credit Suisse as Head of Diversity and Inclusion. Sears started Out Leadership in 2010.

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Out Leadership Team



Todd Sears,
Founder & CEO



Marco Martinot
Chief Growth & Financial Officer



Michael Juranek
Chief of Staff



Michael Paterson
Managing Director, Marketing,
Communications & Creative



Brian Sims
Managing Director, Public Policy &
Government Affairs



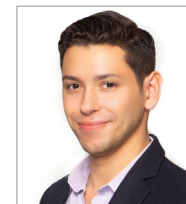
Kenya Simon,
Director, Member Engagement



Jane Barry-Moran,
Director, Programs & Research



Kalyn Jahansouz
HR Director



Leo Scheck
Manager, Digital Media &
Communications



Cameron Wu
Associate, Programs &
Research



Natalie Krill
Junior Associate, Public Policy
& Government Affairs



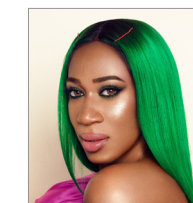
Peri Lund
Junior Associate, Programs
& Research



Camille Witt
Junior Associate, Member
Engagement



Eliana Jacobsen
Junior Associate, Marketing,
Communications & Creative



Mila Jam
Senior Adviser, Transgen-
der Global Initiatives



Rishika Advani
Senior Advisor, Creative



Matt Fust
Senior Adviser, LGBTQ+
Board Initiatives

Out Leadership Global Advisory Board

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SVP, Global Brand Officer
Cigna

Lloyd Blankfein*
CEO & Chairman
Goldman Sachs

Beth Brooke-Marciniak
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EY

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Executive Chairman
L1 Energy

Gigi Chao
Executive Vice Chairman
Cheuk Nang (Holdings) Ltd.

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Richard Jeanneret
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Chairperson of the BOA
Littler

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CEO
Sebelius Resources LLC

Dr. Ashley Steel*
Former Vice Chair UK
KPMG LLP

Pamela Stewart
President, West Operations -
North America Operating Unit,
Coca Cola Company

Kenji Yoshino*
Professor of Constitutional Law, NYU School
of Law Chief Justice Earl Warren

Dr. Allan Zeman
Chairman
Lan Kwai Fong Group

*Emeritus

ESG Summit 2023

Out Leadership is launching the Return on Equality™ Initiative to convene CEOs, industry leaders, and thought partners to address gaps in today's ESG reporting and create a roadmap forward for positive change.

We see tremendous opportunity to embed measurable LGBTQ+ inclusive DEI into every pillar of Environmental, Social, and Governance sustainability. Through standardized DEI metrics, intersectional analysis, and the inclusion of LGBTQ+ equality within DEI initiatives, we hope to meaningfully expand and deepen the impact ESG can have on a company's bottom line — and the world. ESG is how companies MUST do business. Because equality drives business, and business drives equality.

Date: Fall 2023

Location: New York City

Format:

1 day in person summit, with a hybrid/virtual portion
Panel conversations, roundtables, and breakout sessions
throughout the day, followed by an evening social event

Tickets:

Member firms will each receive 5 complimentary tickets,
with additional tickets available for purchase at a discounted
rate. Tickets will also be available to the general public,
targeting investing and ESG professionals

Audience:

Sustainability leaders from our network of companies
ESG investing professionals
C-Suite leaders

**Interested in getting involved at the sponsorship and/or
working group level? Contact info@outleadership.com
for more information!**

Get involved: info@outleadership.com

