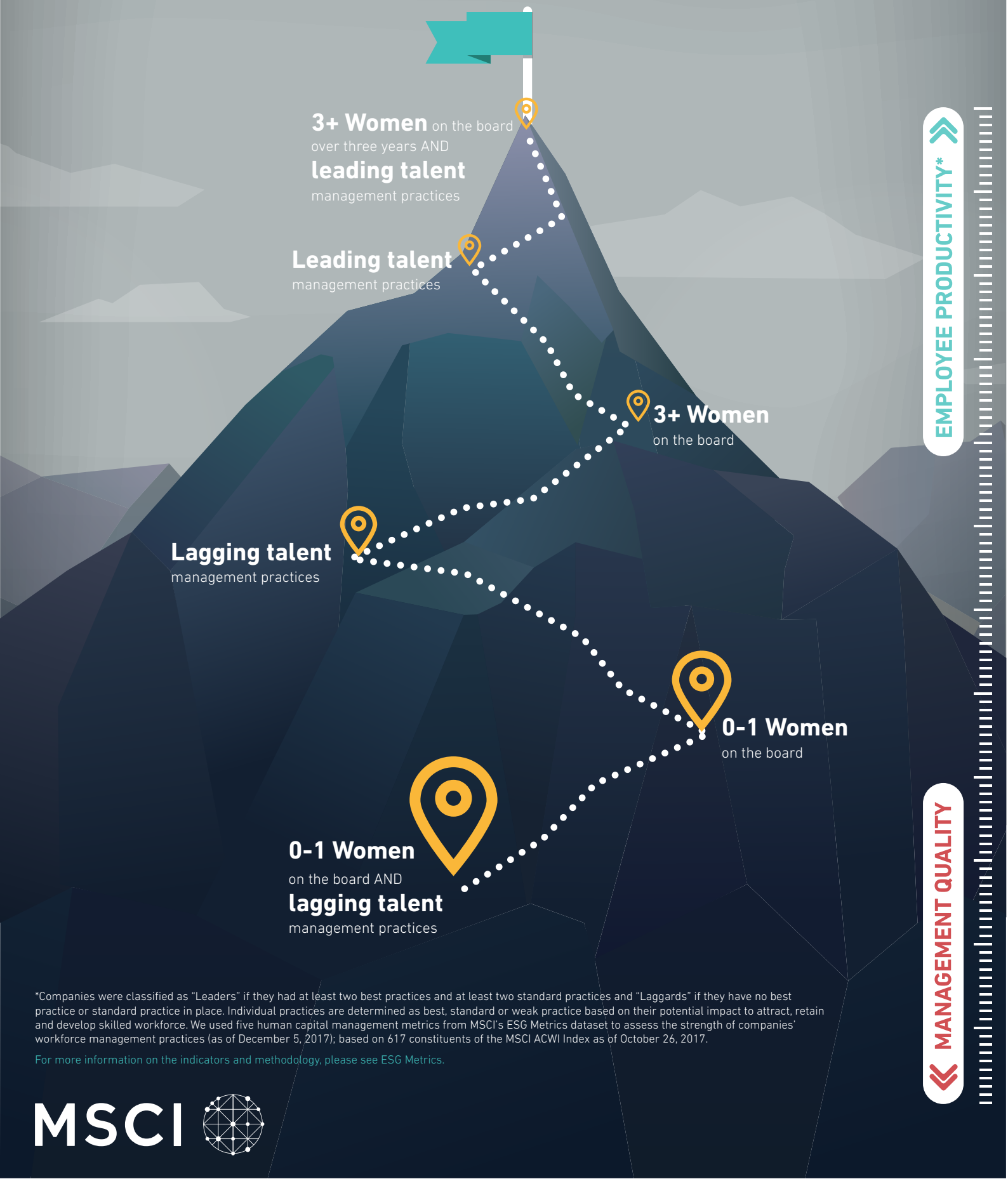


WOMEN ON BOARDS AND THE HUMAN CAPITAL CONNECTION

Have there been benefits for corporations taking a holistic approach to talent management?



*Companies were classified as "Leaders" if they had at least two best practices and at least two standard practices and "Laggards" if they have no best practice or standard practice in place. Individual practices are determined as best, standard or weak practice based on their potential impact to attract, retain and develop skilled workforce. We used five human capital management metrics from MSCI's ESG Metrics dataset to assess the strength of companies' workforce management practices (as of December 5, 2017); based on 617 constituents of the MSCI ACWI Index as of October 26, 2017.

For more information on the indicators and methodology, please see ESG Metrics.