

AVCJ PRIVATE EQUITY & VENTURE FORUM

Global perspective, local opportunity

AVCJ Women in Asian Private Equity Forum 10 December, Virtual event (9:00-13:00 HKT)

In 2020, the global conversation of diversity and inclusion (D&I) in the private equity industry has shifted significantly, casting an intense spotlight on the racial and gender equity of private equity teams and their portfolio companies. Whilst the momentum in Asia is still building, it is clear to see that these pertinent issues will continue to send shockwaves across the industry post-pandemic, and regional industry leaders must be prepared to make effective, concrete changes to their executive teams and workplaces.

AVCJ's Women in Asian Private Equity Forum returns for the third year, connecting like-minded private equity professionals and senior advisors in Asia with their global counterparts for a deep dive into the key learnings and top issues surrounding gender equality and D&I in the industry, and to help spark honest discussion and meaningful change.

This year, the forum will be presented in a virtual event format to allow a global audience to enjoy the forum from the comfort and safety of their computers or mobile devices.



4 CPD points can be claimed after attending the forum.



A snapshot of the 2019 event:

120+
Attendees

20+
Expert Speakers

9
Countries

90
Organisations

40+
Limited Partners

Supporting Partners

AlixPartners

ARBOR
VENTURES

Register now online at www.avcjforum.com/wipe

Email: book@avcj.com Call: +852 2158 9636

Reasons to attend

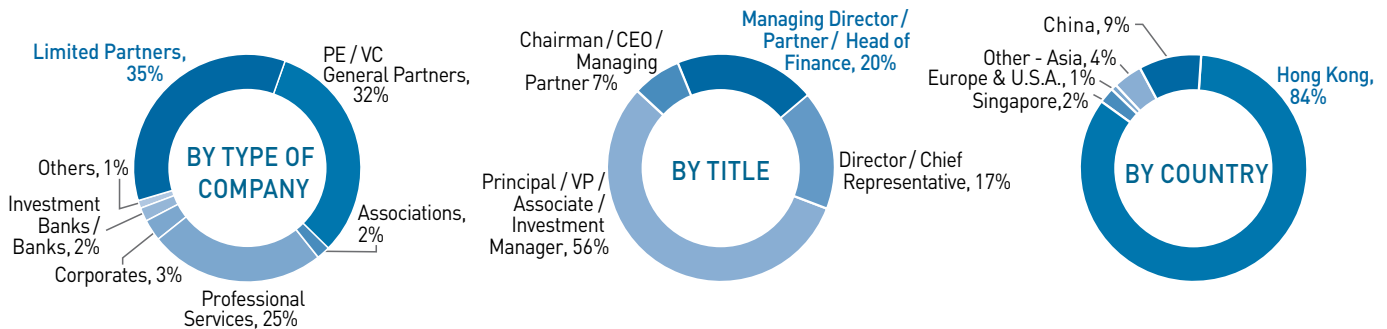
1. **Gain** insights into how the private equity industry is navigating the current crisis, and learn about what firms are doing to advance D&I in Asia and beyond
2. **Hear** personal stories from top veteran GPs on succeeding as women in the Asian private equity industry, and find out what it takes to be an inclusive leader
3. **Understand** what systems need to be put into place to attract and retain female and diverse talent, especially during and after a crisis
4. **Discover** how LPs' expectations of D&I considerations have changed in the past year
5. **Participate** in stimulating interactive panel sessions, fireside chats, and live Q&As

2019 DELEGATE COMPOSITION

- Attended by **50+** limited partners from around the globe

- **30+** Expert Speakers

- Over **150** participants from **10** countries and more than **85** companies



Institutions that regularly attend our events:

- | | | | |
|---------------------------------|-------------------------------------|--|---|
| • Aberdeen Standard Investments | • Eaton Partners | • Lilly Asia Ventures | • Sailing Capital |
| • Advantage Partners | • Ernst & Young | • LionRock Capital | • Samena Capital |
| • AlInvest Partners | • Evercore | • Manulife Capital | • Silver Spring Capital |
| • Alvarez & Marsal | • Female Entrepreneurs Worldwide | • Morgan Stanley Alternative Investment Partners | • Sinarmas Technology |
| • Aon | • FountainVest Partners | • Mourant | • Singapore Digital Chamber of Commerce |
| • APD Co. | • Gaja Capital | • MVision Private Equity Advisers | • Skybound Capital |
| • Asante Capital | • Gobi Partners | • New World Development | • Spencer Stuart |
| • Ascendent Capital Partners | • Hamilton Lane | • NewChic Capital | • StepStone Group |
| • Asia Heritage | • HarbourVest Partners (Asia) | • NewQuest Capital Partners | • Sun Life Financial Asia |
| • Bain Capital Private Equity | • Harneys | • Noah International | • Taiping Securities |
| • Baring Private Equity Asia | • HEC School of Management, Paris | • Ontario Teachers' Pension Plan | • Teja Ventures |
| • BlackRock | • HKVCA | • Openspace Ventures | • The Carlyle Group |
| • Blackstone | • HQ Capital Asia | • Pacific Century Group | • The Mills Fabrica |
| • Brawn Capital | • ING | • PAG | • The Women's Foundation |
| • CDH Investments | • International Finance Corporation | • Pantheon | • Unison Capital |
| • CIGP | • J.P. Morgan | • Paul, Weiss, Rifkind, Wharton & Garrison LLP | • Vårde Partners |
| • Citco | • JAFCO Asia | • Prudential Corporation Asia | • Warburg Pincus |
| • Click Ventures | • JD.com | • Qiming Venture Partners | • White & Case |
| • Collier Capital | • King & Wood Mallesons | • Redhill Capital | • YENS Capital |
| • Connecting Founders | • Lexington Partners | | • Zerobridge Partners |
| • CPPIB | • LGT Capital Partners | | |
| • CRE Alliance | | | |

Register online at: www.avcjforum.com/wipe

AVCJ CONNECT

All of us in the industry are striving to find the new normal to maximise our business capabilities during the Covid-19 pandemic. The AVCJ Women in Asian Private Equity Forum is offering a virtual platform to accommodate your needs. The virtual pass is the ideal solution if you want to access the best content and community in Asian private markets but cannot join this year in-person.

Your virtual pass allows you to access cutting edge interactive panel discussions, briefings, case studies and live Q&A sessions, alongside our extensive networking platform so you can connect with the whole community from the comfort and convenience of your device wherever you are in the world.



Key features of the immersive virtual pass



1. Access the entire event on demand

Watch live, at your convenience or replay all sessions so you need never miss the content and experts that are key to your business.



3. Targeted networking like never before

Our world-class platform enables you to search the full attendees list and drill down into key datapoints to find the people most relevant to you. Make face-to-face connections via video chat and promote your fund and services to the people who matter to you.



2. Make the most of your time but don't miss out

You don't have to choose between discovering the latest industry developments, whilst making key connections with over 50+ LPs, and being hands-on for your business at this critical time. The AVCJ virtual pass is the perfect way for you to do both.



4. Interact with speakers

As well as having a front row seat to hear the biggest industry names share their views on an array of topics, our platform enables you to submit questions and take part in live Q&A sessions as well as vote in our interactive polls.

Register online at: www.avcjforum.com/wipe

Senior Industry Professionals



Cameron Blanks
Managing Director
PACIFIC EQUITY PARTNERS



Carol Kim
Head of the Institutional Client
Solutions Group in Asia
BLACKSTONE



Erika Irish Brown
Chief Diversity Officer
GOLDMAN SACHS



Rob Koczkar
Managing Director
ADAMANTEM CAPITAL



Gigi Chow
Head of People Management Asia
ALIXPARTNERS



Denise Mak
Managing Director
CVC CAPITAL PARTNERS



Pamela Fung
Executive Director
MORGAN STANLEY ALTERNATIVE
INVESTMENT PARTNERS



Hemal Mirani
Managing Director
HARBOURVEST PARTNERS (ASIA)
LIMITED



Melissa Guzy
Founder and Managing Partner
ARBOR VENTURES



Frank Su
Managing Director, Head of
Private Equity Asia
CPPIB



Seema Hingorani
Managing Director
MORGAN STANLEY INVESTMENT
MANAGEMENT



Wendy Zhu
Managing Director
ALPINVEST PARTNERS



Shalaka Joshi
Gender Lead, South Asia
INTERNATIONAL FINANCE
CORPORATION (IFC)

PROGRAMME

12 DECEMBER, 2020

08:55 Chairperson's opening remarks

09:00 **Championing D&I during a crisis – private equity leaders' perspective**

The disruptions of 2020 have had serious implications for the private equity industry. For some, this may have meant temporarily placing D&I initiatives on the back burner. However, this is the wrong approach, as a growing body of evidence shows that private equity firms whose leaders welcome diverse talent and different perspectives are likely to emerge stronger from a crisis. Furthermore, from a financial perspective, it has been reported recently that companies in the top quartile for diversity are 25% more likely to have above-average profitability than companies in the fourth quartile. In this context, our panel of global private equity leaders will explore the effects of COVID-19 on the D&I agenda, how they have tackled their leadership roles throughout this period, and how private equity is uniquely positioned to provide the catalyst for real change.

- To what extent has COVID-19 halted the industry's progress in moving the needle on racial and gender diversity?
- Developments in the past year from an Asian perspective – how has the conversation of D&I shifted in response to global events?
- How can effective and resilient leadership at the firm level help companies through trying times, and how are top executives in Asia prioritising D&I?
- Are GPs feeling the heat from their LPs on issues relating to D&I?

09:45 Live Q&A

10:00 Networking break

10:15 **Fireside Chat – a GP's personal journey**

In this intimate one-on-one discussion, our senior female private equity veteran will provide candid insights into her personal journey in the industry. She will discuss her perspectives on how the industry's D&I focus has developed in Asia over the years, the challenges and opportunities she encountered along the way, and her views on how the industry can help to foster a more inclusive, diverse, and supportive ecosystem for the next generation of private equity leaders.

10:35 Live Q&A

10:45 Networking break

Supporting Organisations



11:00 **Moving forward: talent and culture in the private equity industry**

Research has shown that the pandemic has placed a disproportionate burden on women in terms of both childcare and in the workforce, with women's jobs being 1.8 times more vulnerable compared to that of men. As private equity executives continue to respond to the challenges of 2020 and make recovery plans, it is crucial that firms keep recruiting from an inclusive and diverse talent pool, whilst establishing attractive family planning policies and prioritising staff well-being to ensure that women at the junior and mid-stage of their careers feel supported and heard. Our panel of professionals will discuss the systems that need to be put into place to attract and retain female and diverse talent, and how to ensure that no one gets left behind.

- How do you truly create a diverse workplace, and is it possible to do this in a small firm/team, particularly in Asia?
- Case studies: How have industry leaders implemented practices and programmes that increase gender parity and diversity this year?
- People or Talent perspectives on recruiting and retaining candidates from non-traditional backgrounds and seeking young talent – what are some best practices?
- What are our roles in the PE community to stay competitive and committed in supporting our employees in the new normal?

11:30 Live Q&A

11:45 Networking break

12:00 **Global LP insights: moving the needle towards meaningful change**

Diversity continues to be an increasingly important consideration for LPs, with a recent survey indicating that 81% of investors seek to invest in firms that have gender and ethnic diversity in their leadership teams. In reality, progress has been slow from the top, with large institutional investors often finding it challenging to forego their financial responsibilities, and with only 25% of LPs asking about diversity in the due diligence process. However, as the conversation continues to develop, increasing numbers of LPs are becoming aware that they risk missing out on the strength of diverse investors if they do not actively engage with their GPs to promote D&I. Join our panel of global and regional LPs in a discussion of the practical solutions that can help to make a meaningful difference in this area.

- How have the social justice movements and uncertainties of 2020 provided a catalyst for change amongst LP D&I engagement? Are LPs now expecting more from their GPs?
- How can GPs show their LPs that they are still making demonstrable efforts in these times?
- What are some specific actions LPs can take to hold GP's behaviour accountable, such as pushing for boardroom diversity in private equity and venture capital-backed companies?
- What are some lessons that Asian LPs can learn from their Western counterparts when making diversity efforts?

12:30 Live Q&A

12:40 End of conference

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If you have a discount code, please insert:

BOOKING DETAILS

Email this form to book@avcj.com

	Virtual Pass for entire conference
Early Bird (Before 13 November)	US\$149
Standard rate (After 13 November)	US\$199

Registration details

Please complete your details below in BLOCK CAPITALS or attach your business card.

Mr/Mrs/Ms	First name	Last name
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Job title		
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I would like to receive a CPD certificate with confirmation of attendance		Yes <input type="checkbox"/> No <input type="checkbox"/>
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Payment details

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Expiry date	Security code		
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Cancellation/refund policy: All cancellations must be received in writing prior to **26 November 2020** to qualify for a refund, less a US\$300 (or equivalent) cancellation fee. Cancellations received after **26 November 2020** will not qualify for a refund. This policy is necessary due to our advance guaranty obligations and the costs associated with administering the conference.

Pay in advance: Please be reminded that payment of all registration fees **MUST** be received immediately from your invoice date. Late payments may result in exclusion from our official delegate list, which is posted at the forum. Regrettably, no entrance will be permitted for payments not received before the events take place.

Contact us

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Sponsorship enquiries:

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