Julius Bär

ESG FOCUS: WOMEN AND WEALTH

No better time than now

Women's wealth across the globe is growing significantly and now approaching a tipping point

Why should this matter for women? We make the case for more active participation by women in managing their wealth, given the following unique considerations:

I. A longer life expectancy: Women live longer, and hence need to plan for a longer retirement.
II. Less earning power compared to men: The gender gap in wages also translates into wealth and retirement gaps that need to be actively managed.
III. Tendency to make fewer large financial decisions in a household: This results in women potentially being less prepared for retirement or feeling pressured over their personal finances.
IV. Are not inferior investors: Studies suggest that despite their tendency to underestimate their financial knowledge, women as a group tend to outperform men.

Investment implications for female investors:

I. Review cash positions: More risk tolerant women could consider selectively increasing exposure to risky assets in their portfolio in anticipation of higher returns for longer-term needs.
II. Start investing now: There is no better time to start investing than now. Invest early and often, for longer periods to take advantage of the magic of compounding.

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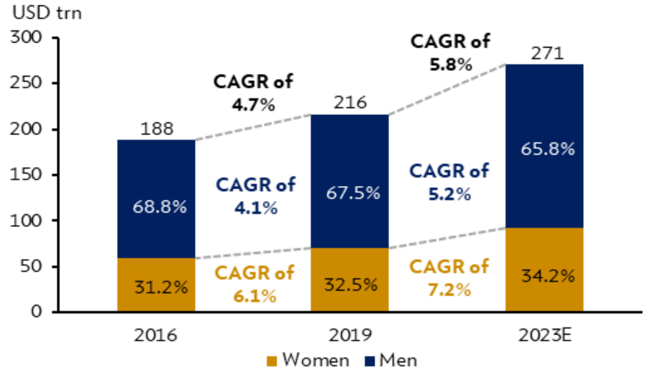
APPROACHING A TIPPING POINT

In its 2019 report 'The (Financial) Future is Female', S&P Global estimates female control of the world's investible wealth at USD72trn by 2020, with women holding – by some estimates – as much as a third to 40% of the world's total wealth.

Consultancy group Boston Consulting Group (BCG) forecasts that women's wealth could grow by a CAGR of 7.2% from 2019 to 2023, outpacing the 5.2% CAGR projected for men. While women's share of regional wealth is highest in North America (at 37.3%), it is growing the fastest in Asia, forecast at 10.4% CAGR over the same period.

BREAKDOWN OF GLOBAL WEALTH BY GENDER



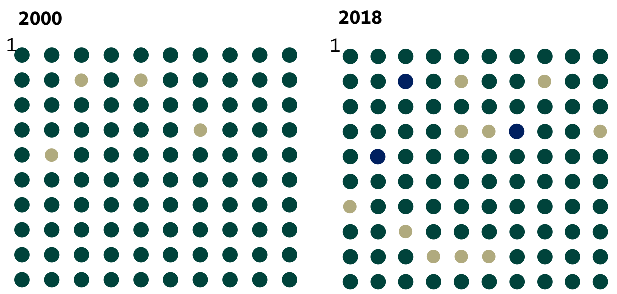
Note: CAGR = compound annual growth rate

Source: BCG Global Wealth 2019 Market Sizing Database, Julius Baer

Although the ongoing Covid-19 pandemic could impact these projections in the near term, larger thematic trends pertaining to the role of women are likely to persist.

Within the ultra-high net worth segment, the number of women represented in the world's 100 richest individuals has also increased, rising from just four in 2000 to ten in 2018.

100 RICHEST INDIVIDUALS BY GENDER (2000 VS 2018)



Source: Note: • = male, • = female. **Source:** The Economist, Forbes, BCG, Julius Baer

ASSETS OF TEN RICHEST BY GENDER, SELECTED HOLDINGS

MEN

Global rank	Name	Assets (USDbn)	Business
#1	Jeff Bezos	128	Amazon
#2	Bill Gates	91	Microsoft
#3	Warren Buffett	88	Berkshire Hathaway
#4	Bernard Arnault	75	LVMH
#5	Mark Zuckerberg	74	Facebook
#7	Carlos Slim	68	Grupo Carso[2]
#7	Amacio Ortega	65	Zara (Inditex)
#8	Larry Ellison	63	Oracle
#9	Charles Koch	61	Koch Industries
#9	David Koch	61	Koch Industries
	Total	**744**	

WOMEN

Global rank	Name	Assets (USDbn)	Business
#15	F. Bettencourt Meyers	44	L'Oreal
#28	Alice Walton	41	Walmart
#35	Susanne Klatten	25	BMW, Altana
#36	Jacqueline Mars	25	Mars Inc
#40	Yang Huiyan	24	*Country Garden*[1]
#61	Laurene Powell Jobs	19	Apple, Disney
#73	Gina Rinehart	17	Hancock Prospecting
#84	Abigail Johnson	16	Fidelity Investment
#85	Iris Fontbona	16	Antofagasta
#86	C. de Carvalho-Heineken	16	Heineken
	Total	**243**	

Note: As of 8 March 2018.

Julius Baer coverage
Amazon.com (Buy, Price/Target: USD 3,095/4,100)
Microsoft (Buy, Price/Target: USD 234/275)
Berkshire Hathaway A Shares (Buy, Price/Target: USD 377,835/394,000)
Berkshire Hathaway B Shares (Buy, Price/Target: USD 249/260)
LVMH (Buy, Price/Target: EUR 549/560)
Facebook (Buy, Price/Target: USD 259/330)
Inditex (Buy, Price/Target: EUR 28/30)
Oracle (Hold, Price/Target: USD 66/62)
L'Oreal (Buy, Price/Target: EUR 309/355)
Walmart (Hold, Price/Target: USD 130/150)
BMW (Hold, Price/Target: EUR 75/70)
Apple (Hold, Price/Target: USD 125/100)
Walt Disney (Hold, Price/Target: USD 193/200)
Antofagasta (Hold, Price/Target: GBX 1,869/1,550)
Heineken (Hold, Price/Target: EUR 82/86)

Morningstar coverage
Country Garden[1] (★★★★, Price/Target: HKD 9.6/13.0)

[1] Reference to this Morningstar-covered stock does not constitute a recommendation by Julius Baer. Relevant information (e.g. analyst name) may be found in the annex. The Morningstar Equity Research Report can be requested free of charge via your Julius Baer Relationship Manager. [2] Not covered. Julius Baer offers no recommendation and does not provide any advice on potential risks and opportunities. All other companies/institutions mentioned in this list are not listed.

Source: Forbes, BCG, Morningstar, Julius Baer. This list contains Julius Baer and Morningstar covered stocks

> In coming years, we expect to see a number of societal shifts. Women will likely be solely responsible for their finances in their lifetime. They will also increasingly be breadwinners or co-breadwinners in the majority of homes.

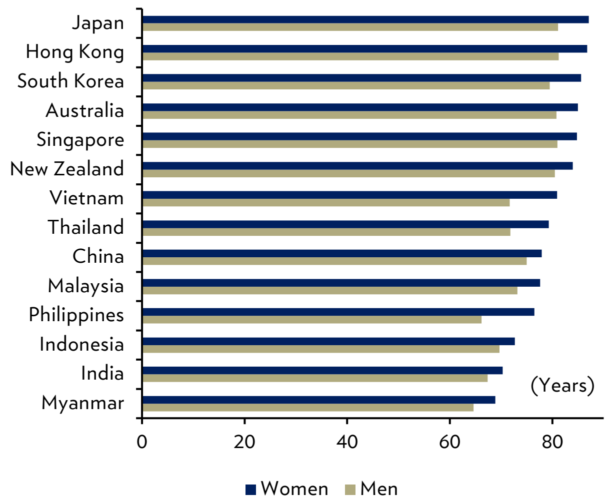
THE CASE FOR GREATER FEMALE PARTICIPATION IN INVESTMENT

Why should these matter for women and their assets? The reasons are multi-faceted. First, as Beatriz Sanchez, Member of the Executive Board of Bank Julius Baer and Head Latin America succinctly comments, "As we look forward, women will continue to hold a greater and growing share of global wealth, and our voices will be heard more often and more consistently."

Second, there are still a number of unique considerations that belie the case for increased participation by women in wealth management. We highlight four of these:

Longer lives: Women live longer than men on average, with average life expectancy for women in Asia outstripping that of men by 4.5 years.

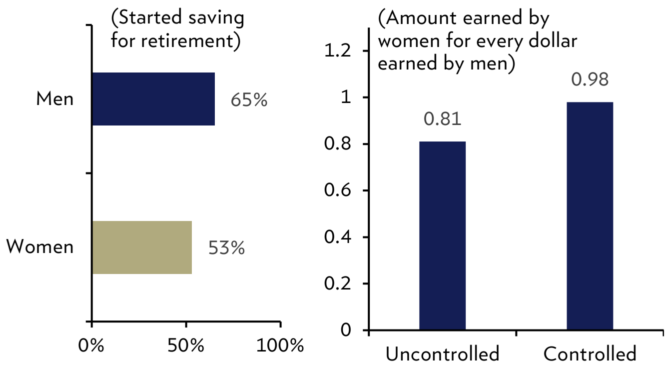
LIFE EXPECTANCY AT BIRTH BY GENDER



Source: OECD Health Statistics 2018, World Bank World Development Indicators Online, Julius Baer

Yet, women may not be prepared for a longer retirement with only 53% of women reportedly starting to save for retirement vs 65% for men.

PERCENTAGE WHO HAVE STARTED SAVING FOR RETIREMENT AND HOW MUCH WOMEN MAKE COMPARED TO MEN

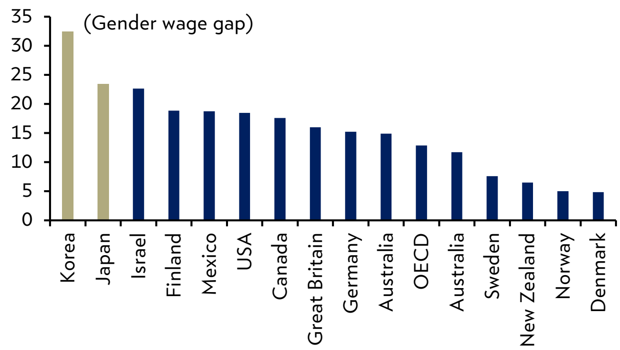


Source: Blackrock Global Investor Impulse (Median figures), December 2015, Payscale, Julius Baer

Lower wages: Women earn less than men, with women earning 81 cents for every dollar earned by men on an uncontrolled basis (this measures median salary for all men and all women). Even on a controlled basis (measuring median salary for men and women with the same job and qualifications), women still earn less, at 98 cents for every dollar earned by men.

Within Asia, Korea and Japan are among the most biased markets, with women earnings 33% and 24% less than men respectively.

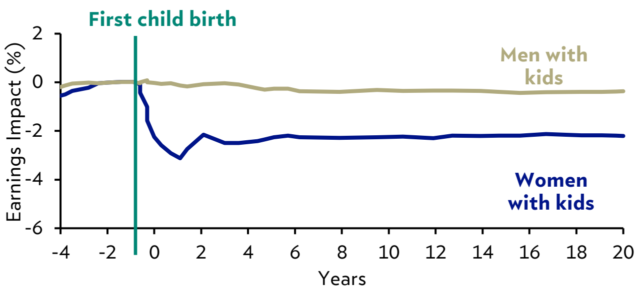
GENDER WAGE GAP IN ASIA



Note: The gender gap is defined as the difference between the median earnings of men and women relative to median earnings of men for full-time employees.
Source: OECD, Julius Baer

Part of this is because women lose earnings with time out of the workforce as they spend more time on child rearing than men. This appears to be the case even in Scandinavia, where social policies are more generous and culture, more egalitarian.

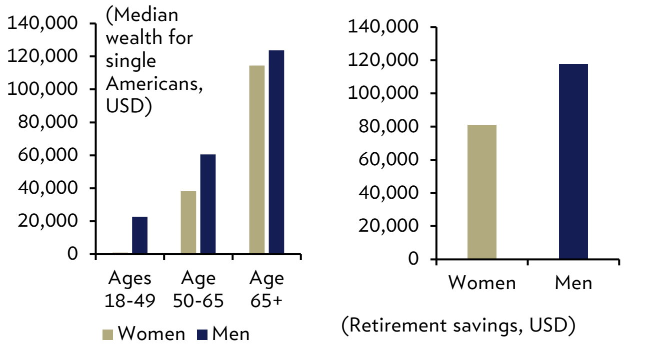
EARNINGS OF DANISH WOMEN AND MEN BEFORE VS AFTER CHILDREN



Source: Herik Kleven, Camille Landais and Jakob Egholt Sogaard, The New York Times, Julius Baer

Over time, the disparity has resulted in yawning wealth and retirement gaps that are hard to close.

MEDIAN WEALTH FOR SINGLE AMERICANS AND MEDIAN RETIREMENT SAVINGS AT AGES 55-64

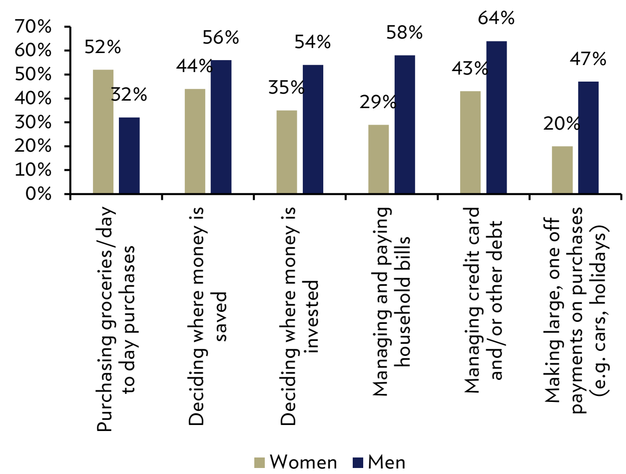


Source: Chicago Foundation for Women, Blackrock Global Investor Pulse, Julius Baer

Make fewer financial decisions and worry more about their finances: It is no wonder, then, that S&P Global found that more than 80% of women in Japan and Korea are worried about their personal finances, with 85% and 87% of Korean and Japanese women saying that they were in 'fair' or 'poor' financial shape.

Women were also less likely to be responsible for household financial decisions. In Singapore, studies indicate that the only area where women assumed sole financial control was in groceries and day-to-day purchases (52% of women are solely responsible for this vs 32% of men).

HOW WOULD YOU DESCRIBE YOUR ROLE REGARDING FINANCIAL RESPONSIBILITIES IN YOUR HOUSEHOLD?



Note: Responses to 'How would you describe your role regarding the following financial responsibilities in your household?' 'I am mainly or solely responsible for this'
Source: HSBC, Julius Baer

Are not inferior to men in investing: A number of studies over time suggest that women tend to outperform men in their investments. This is despite the fact that behaviorally, research indicates that women tend to be less confident about their investing than men, and hence more likely to be risk averse (47% vs 39% for men, based on 2015 industry research by SigFig, the Wall Street Journal and Vanguard) and open to advice (64% vs 56% for men).

- The University of Warwick tracked investors' performance for three years. Its findings in the research paper *'Are women better investors than men?'* published on 28 June 2018 indicated that women outperformed men at investing by 1.8%. Men were likely to pick more speculative stocks, while female investors had a longer-term perspective.

- The University of Sydney Business School and University of New South Wales Business School studied the relationship between gender and stock trading performance using data on trades by Finnish investors from 1995 to 2011. Findings published in its research paper '*The gender face-off: Do females come out on top in terms of trading performance?*' on 4 September 2016 documented 'significant and remarkable gain made by female investors at the expense of male investors… yielding an impressive internal rate of return of 21.44% p.a.'. Females were better at recognizing patterns in data with superior trading intuition, and preferred to purchase underpriced stocks and sell over priced stocks based on trading signals.

- The University of California, Berkeley studied common stock investments of men and women from 1991 to 1997. In its research paper '*Boys will be boys: Gender, Overconfidence, and common stock investment'* published in 2001, it noted that in areas such as finance, men were more overconfident than women and traded 45% more than women. Trading reduced men's net returns by 2.65ppt a year vs 1.72ppt for women.

INVESTMENT IMPLICATIONS

While studies exploring the investing differences between men and women can yield interesting observations, it is also the case that men and women share a number of fundamental similarities as investors. Differences could be shaped by social and demographic factors like education, employment status and financial circumstances, just as much as innate characteristics.

We end this piece with two investment conclusions for female investors.

Potential shifts in asset allocations: Longevity is to be desired, but it becomes even better when planned for. Some practitioners have called for more risk tolerant women to consider selectively increasing exposure to risky assets in their portfolio in anticipation of higher returns for longer-term needs.

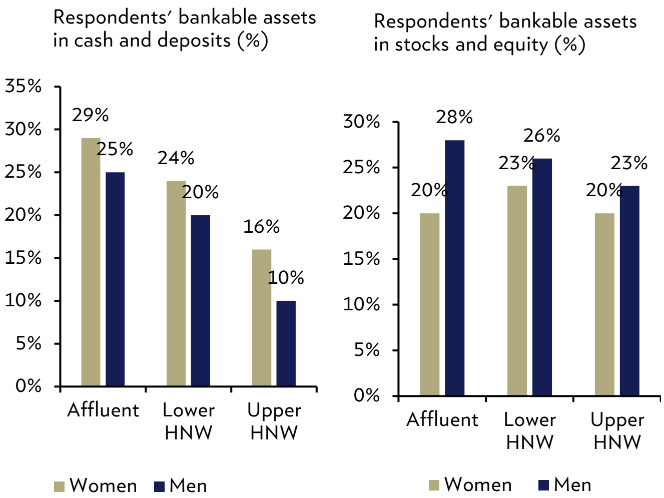
ASSET ALLOCATION SHIFTS

Women's age	**25 years old**	**45 years old**	**65 years old**
Suggested approach			
Stocks	75%	60%	40%
Bonds	10%	20%	40%
Cash	5%	10%	15%
Alternatives	10%	10%	5%
Total	*100%*	*100%*	*100%*
Traditional approach			
Bonds	40%	60%	100%
Stocks	60%	40%	0%
Total	*100%*	*100%*	*100%*

Source: Oppenheimer Funds, Julius Baer

This makes sense because women, in general, tend to avoid uncertainty and seek more data before making an investment decision. Women in most wealth bands tend to be more risk averse than men. They are likely to keep a higher percentage of assets liquid, i.e. in cash. This preference for cash would mean women could miss higher yielding opportunities.

DISTRIBUTION OF BANKABLE ASSETS ACROSS VARIOUS ASSET CLASSES



Note: HNW = high net worth. **Source:** BCG survey, Julius Baer

This has practical implications for wealth managers. Quoting from Ms. Sanchez again, 'Women do not want special treatment, they expect equal treatment. Women expect to be listened to, to be understood, to be informed and empowered to make fact based decisions. Women increasingly understand financial risks and opportunities as well as men, nevertheless, we execute differently and tend to be more risk adverse and detailed in our approach. What we do not want is to be patronized as we seek investment advice.'

Start investing now: Invest early and often, for longer periods to take advantage of the magic of compounding. According to BCG's report 'Women in wealth: Managing the next decade of women's wealth' published in April 2020, 70% of millennial women (born between 1980 and 1995) said they would take the lead in financial decisions whereas only 40% of baby boomers (born between 1946 and 1964) did. While this may be due to the higher financial literacy of younger women and their increased sense of empowerment, there is no better time to start investing for all age groups of women, than now.

IMPORTANT LEGAL INFORMATION

MORNINGSTAR ANNEX

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Table of Morningstar covered equities mentioned in this publication

Topic	Equity	Rating	Fair value	Closing price	Analyst name	Date of issuance of Morningstar Qual./Quant. Equity report
Assets of ten richest by gender, selected holdings	Country Garden Holdings Co Ltd	★★★★	HKD 13	HKD 9.6	Phillip Zhong[1]	10.02.2021

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MORNINGSTAR RESEARCH METHODOLOGY FOR VALUING COMPANIES

Morningstar qualitative equity reports overview

Overview

At the heart of our valuation system is a detailed projection of a company's future cash flows, resulting from our analysts' research. Analysts create custom industry and company assumptions to feed income statement, balance sheet, and capital investment assumptions into our globally standardized, proprietary discounted cash flow, or DCF, modelling templates. We use scenario analysis, in-depth competitive advantage analysis, and a variety of other analytical tools to augment this process. Moreover, we think analysing valuation through discounted cash flows presents a better lens for viewing cyclical companies, high-growth firms, businesses with finite lives (e.g., mines), or companies expected to generate negative earnings over the next few years. That said, we don't dismiss multiples altogether but rather use them as supporting cross-checks for our DCF-based fair value estimates. We also acknowledge that DCF models offer their own challenges (including a potential proliferation of estimated inputs and the possibility that the method may miss short-term market-price movements), but we believe these negatives are mitigated by deep analysis and our long-term approach. Morningstar's equity research group ("we", "our") believes that a company's intrinsic worth results from the future cash flows it can generate. The Morningstar Rating for stocks identifies stocks trading at a discount or premium to their intrinsic worth—or fair value estimate, in Morningstar terminology. Five-Star ★★★★★ stocks sell for the biggest risk-adjusted discount to their fair values, whereas One-Star ★ stocks trade at premiums to their intrinsic worth. Four key components drive the Morningstar rating: (1) our assessment of the firm's economic moat, (2) our estimate of the stock's fair value, (3) our uncertainty around that fair value estimate and (4) the current market price. This process ultimately culminates in our single-point star rating.

1. Economic Moat

The concept of an economic moat plays a vital role not only in our qualitative assessment of a firm's long-term investment potential, but also in the actual calculation of our fair value estimates. An economic moat is a structural feature that allows a firm to sustain excess profits over a long period of time. We define economic profits as returns on invested capital (or ROIC) over and above our estimate of a firm's cost of capital, or weighted average cost of capital (or WACC). Without a moat, profits are more susceptible to competition. We have identified five sources of economic moats: intangible assets, switching costs, network effect, cost advantage, and efficient scale.

Companies with a narrow moat are those we believe are more likely than not to achieve normalized excess returns for at least the next 10 years. Wide-moat companies are those in which we have very high confidence that excess returns will remain for 10 years, with excess returns more likely than not to remain for at least 20 years. The longer a firm generates economic profits, the higher its intrinsic value. We believe low-quality, no-moat companies will see their normalized returns gravitate toward the firm's cost of capital more quickly than companies with moats. To assess the sustainability of excess profits, analysts perform ongoing assessments of the moat trend. A firm's moat trend is positive in cases where we think its sources of competitive advantage are growing stronger; stable where we don't anticipate changes to competitive advantages over the next several years; or negative when we see signs of deterioration.

2. Estimated Fair Value

Combining our analysts' financial forecasts with the firm's economic moat helps us assess how long returns on invested capital are likely to exceed the firm's cost of capital. Returns of firms with a wide economic moat rating are assumed to fade to the perpetuity period over a longer period of time than the returns of narrow-moat firms, and both will fade slower than no-moat firms, increasing our estimate of their intrinsic value. Our model is divided into three distinct stages:

Stage I: Explicit Forecast
Stage II: Fade
Stage III: Perpetuity

3. Uncertainty around that fair value estimate

Morningstar's Uncertainty Rating captures a range of likely potential intrinsic values for a company and uses it to assign the margin of safety required before investing, which in turn explicitly drives our stock star rating system. The Uncertainty Rating represents the analysts' ability to bound the estimated value of the shares in a company around the Fair Value Estimate, based on the characteristics of the business underlying the stock, including operating and financial leverage, sales sensitivity to the overall economy, product concentration, pricing power, and other company-specific factors.

Analysts consider at least two scenarios in addition to their base case: a bull case and a bear case. Assumptions are chosen such that the analyst believes there is a 25% probability that the company will perform better than the bull case, and a 25% probability that the company will perform worse than the bear case. The distance between the bull and bear cases is an important indicator of the uncertainty underlying the fair value estimate.

Our recommended margin of safety widens as our uncertainty of the estimated value of the equity increases. The more uncertain we are about the esti-mated value of the equity, the greater the discount we require relative to our estimate of the value of the firm before we would recommend the purchase of the shares. In addition, the uncertainty rating provides guidance in portfolio construction based on risk tolerance. Our uncertainty ratings for our qualitative analysis are low, medium, high, very high, and extreme.

Low:	margin of safety for 5-star ★★★★★ rating is a 20%discount and for 1-star ★ rating is 25% premium.
Medium:	margin of safety for 5-star ★★★★★ rating is a 30%discount and for 1-star ★ rating is 35% premium.
High:	margin of safety for 5-star ★★★★★ rating is a 40%discount and for 1-star ★ rating is 55% premium.
Very high:	margin of safety for 5-star ★★★★★ rating is a 50%discount and for 1-star ★ rating is 75% premium.
Extreme:	Stock's uncertainty exceeds the parameters we have set for assigning the appropriate margin of safety.

4. Market Price

The market prices used in this analysis and noted in the report come from exchange on which the stock is listed which we believe is a reliable source. For more detail information about our methodology, please go to:
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Morningstar Star Rating for Stocks

Once we determine the fair value estimate of a stock, we compare it with the stock's current market price on a daily basis, and the star rating is automatically re-calculated at the market close on every day the market on which the stock is listed is open. Our analysts keep close tabs on the companies they follow, and, based on thorough and ongoing analysis, raise or lower their fair value estimates as warranted. Please note, there is no predefined distribution of stars. That is, the percentage of stocks that earn 5 stars can fluctuate daily, so the star ratings, in the aggregate, can serve as a gauge of the broader market's valuation. When there are many 5-star ★★★★★ stocks, the stock market as a whole is more undervalued, in our opinion, than when very few companies garner our highest rating. We expect that if our base-case assumptions are true the market price will converge on our fair value estimate over time, generally within three years (although it is impossible to predict the exact time frame in which market prices may adjust). Our star ratings are guideposts to a broad audience and individuals must consider their own specific investment goals, risk tolerance, tax situation, time horizon, income needs, and com-plete investment portfolio, among other factors. The Morningstar Star Ratings for stocks are defined below:

Five-Stars	★★★★★	We believe appreciation beyond a fair risk-adjusted return is highly likely over a multiyear time frame. Scenario analysis developed by our analysts indicates that the current market price represents an excessively pessimistic outlook, limiting downside risk and maximizing upside potential.
Four-Stars	★★★★	We believe appreciation beyond a fair risk-adjusted return is likely.
Three-Stars	★★★	Indicates our belief that investors are likely to receive a fair risk-adjusted return (approximately cost of equity).

Two-Stars	★★	We believe investors are likely to receive a less than fair risk-adjusted return.
One-Star	★	Indicates a high probability of undesirable risk adjusted returns from the current market price over a multiyear timeframe, based on our analysis. Scenario analysis by our analysts indicates that the market is pricing in an excessively optimistic outlook, limiting upside potential and leaving the investor exposed to Capital loss.

Other Definitions
Last Price: Price of the stock as of the close of the market of the last trading day before date of the report.

Risk Warning
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Qualitative investment rating allocation as of 04/03/2021

(calculated by and derived from the investment universe of Julius Baer)

★★★★★	5 Stars	5.4%	★★★★	4 Stars	22.4%	★★★	3 Stars	37%
★★	2 Stars	23.7%	★	1 Star	11.5%			

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Morningstar quantitative equity reports overview

Overview

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The Quantitative Ratings are calculated daily and derived from the analyst-driven ratings of a company's peers as determined by statistical algorithms. Morningstar, Inc. ("Morningstar", "we", "our") calculates Quantitative Ratings for companies whether or not it already provides analyst ratings and qualitative coverage. In some cases, the Quantitative Ratings may differ from the analyst ratings because a company's analyst-driven ratings can significantly differ from other companies in its peer group.

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ii. Quantitative Economic Moat: Intended to describe the strength of a firm's competitive position. It is calculated using an algorithm designed to predict the Economic Moat rating a Morningstar analyst would assign to the stock. The rating is expressed as Narrow, Wide, or None.

Narrow	assigned when the probability of a stock receiving a "Wide Moat" rating by an analyst is greater than 70% but less than 99%.
Wide	assigned when the probability of a stock receiving a "Wide Moat" rating by an analyst is greater than 99%.
None	assigned when the probability of an analyst receiving a "Wide Moat" rating by an analyst is less than 70%.

iii. Quantitative Star Rating: Intended to be the summary rating based on the combination of our Quantitative Fair Value Estimate, current market price, and the Quantitative Uncertainty Rating. The rating is expressed as One-Star, Two-Star, Three-Star, Four-Star, and Five-Star.

Five-Stars	★★★★★	the stock is undervalued with a reasonable margin of safety. Log (Quant FVE/Price) > 1*Quantitative Uncertainty
Four-Stars	★★★★	the stock is somewhat undervalued. Log (Quant FVE/Price) between (0.5*Quantitative Uncertainty, 1*Quantitative Uncertainty)
Three-Stars	★★★	the stock is approximately fairly valued. Log (Quant FVE/Price) between (-0.5*Quantitative Uncertainty, 0.5*Quantitative Uncertainty)
Two-Stars	★★	the stock is somewhat overvalued. Log (Quant FVE/Price) between (-1*Quantitative Uncertainty, -0.5*Quantitative Uncertainty)
One-Star	★	the stock is overvalued with a reasonable margin of safety. Log (Quant FVE/Price) < -1*Quantitative Uncertainty

iv. Quantitative Uncertainty: Intended to represent Morningstar's level of uncertainty about the accuracy of the Quantitative Fair Value Estimate. Generally, the lower the Quantitative Uncertainty, the narrower the potential range of outcomes for that particular company. The rating is expressed as Low, Medium, High, Very High, and Extreme.

Low	the interquartile range for possible fair values is less than 10%
Medium	the interquartile range for possible fair values is less than 15% but greater than 10%
High	the interquartile range for possible fair values is less than 35% but greater than 15%
Very High	the interquartile range for possible fair values is less than 80% but greater than 35%
Extreme	the interquartile range for possible fair values is greater than 80%

v. Quantitative Financial Health: Intended to reflect the probability that a firm will face financial distress in the near future. The calculation uses a predictive model designed to anticipate when a company may default on its financial obligations. The rating is expressed as Weak, Moderate, and Strong.

Weak	assigned when Quantitative Financial Health < 0.2
Moderate	assigned when Quantitative Financial Health is between 0.2 and 0.7
Strong	assigned when Quantitative Financial Health > 0.7

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ii. Quantitative Valuation: Using the below terms, intended to denote the relationship between the security's Last Price and Morningstar's quantitative fair value estimate for that security.

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Quantitative investment rating allocation as of 04/03/2021

★★★★★	5 Stars	3.6%	★★★★	4 Stars	21.8%	★★★	3 Stars	43.0%
★★	2 Stars	23.2%	★	1 Star	8.4%			

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APPENDIX

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adj.	adjusted	bps	basis points	c.c.	constant currencies
capex	capital expenditure	consensus	average analyst expectation	DM	developed market(s)
E	estimate	ECB	European Central Bank	EM	emerging market(s)
Fed	US Federal Reserve	FX	foreign exchange	FY	Fiscal year
GDP	gross domestic product	H1; H2	first/second half of the year	ISM	Institute for Supply Management
l.h.s.	left-hand scale	m/m	month-on-month	market cap.	market capitalisation
p.a.	per annum	PMI	purchasing managers' index	PPP	purchasing power parity
Ppt	percentage point(s)	q/q	quarter-on-quarter	Q1; Q2	first/second/third/fourth quarter
REIT	real estate investment trust	r.h.s.	right-hand scale	WTI	West Texas Intermediate
y/y	year-on-year	YTD	year-to-date		

Equity research

Frequently used abbreviations

CAGR	Compound annual growth rate	DCF	Discounted cash flow	EBIT	Earnings before interest and taxes
EBITDA	Earnings before interest, taxes, depreciation and amortisation	EPS	Earnings per share	EV	Enterprise value
FCF	Free cash flow	MV	Market value	PEG	P/E divided by year-on-year EPS growth
P/B	Price-to-book value	P/E	Price-to-earnings ratio	P/TBV	Price-to-tangible book value
ROE	Return on equity	ROI	Return on investment	ROIC	Return on invested capital
RoTE	Return on tangible equity				

Equity rating allocation as of 04/03/2021

Buy	47.9%	Hold	50.3%	Reduce	1.8%

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Rating system

Buy	Expected to outperform the regional industry group by at least 5% in the coming 9-12 months, unless otherwise stated.
Hold	Expected to perform in line (±5%) with the regional industry group in the coming 9-12 months, unless otherwise stated.
Reduce	Expected to underperform the regional industry group by at least 5% in the coming 9-12 months, unless otherwise stated.

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