

	CAPITAL MARKETS						PHILANTHROPY-PLUS				PHILANTHROPY	
MARKET	PUBLIC			PRIVATE								
ASSET CLASS	Debt	Equity		Debt	Equity		Debt	Equity		Grants		
INVESTMENT VEHICLE (EXAMPLES)	• ETFs • Mutual Funds			• Note, Structured Funds • Direct Loans		• Equity Fund • Direct Investment		• Note, Structured Fund • Direct Loan		• Equity Fund • Direct Investment		• Grants • Other flexible/patient (outcomes based funding etc)
EASE OF USE	Easy	Easy		Medium	Difficult		Medium	Difficult		Difficult	Difficult	Medium
OWNERSHIP & INFLUENCE	Low	Low		Medium	Medium		High	High		Medium	High	High
VALUE TO INVESTEE	Growth capital			Scale capital		Strategic capital		Growth capital (bridge to capital markets)		Strategic capital (proof of concept)		Capital designed around a specific issue/challenge and patient/catalytic support (including technical assistance)
TOOLS												
SCREENS	Exclusive/Inclusive			Inclusive/Tailored			Inclusive/Tailored			Inclusive/Tailored		Inclusive/Tailored
APPROACH	Ranges from do-no-harm approaches, to exclusionary strategies that limit exposure to controversial investments, and mitigate gender and JEDI exposure and intentional strategies			More progressive gender and JEDI strategies that mitigate risk and enhance value (to varying degrees)			More progressive gender and JEDI strategies that mitigate risk and enhance value (to varying degrees)			Address gender and JEDI challenges and opportunities to generate competitive financial returns/market-adjusted or below returns		Address gender and JEDI challenges and opportunities to generate competitive financial returns/market-adjusted or below returns
STRATEGY	Influence			Influence			Impose			Influence		Impose
REPORTING	Standard			Tailored			Highly tailored			Tailored		Highly tailored
GENDER & JEDI OUTCOMES												
Enhance governance, leadership diversity and workplace equity	Influence change over time			Influence change over time			Require and support change			Influence change over time		Require and support change
Enhance the business model and wider value chain through gender and JEDI lenses	Some ability to influence the incorporation of inclusive strategies throughout the organisation's value chain. Shareholder advocacy and engagement are increasingly utilised tools			Can influence gender and JEDI inclusive strategies throughout the organisation's value chain			Can embed gender and JEDI inclusive strategies throughout the organisation's value chain			Can influence gender and JEDI inclusive strategies throughout the organisation's value chain		Can embed gender and JEDI inclusive strategies throughout the organisation's value chain
Reframe power and shift systemic barriers	Limited ability to influence underlying structural barriers			Influence change over time			Can embed gender and JEDI inclusive strategies throughout the organisation's value chain			Can influence gender and JEDI inclusive strategies throughout the organisation		Can embed and incentivise gender and JEDI inclusive strategies throughout the organisation and investment approach/process
IMPACT ON END CLIENTS/BENEFICIARIES	None to Limited			Indirect			Direct			Indirect		Direct

## CALVERT IMPACT CAPITAL GENDER LENS INVESTING FRAMEWORK GLOSSARY

This list is not an attempt to define terms, but to enable a common understanding when using the GLI framework.

**Gender Lens Investing (GLI):** The deliberate incorporation of gender factors into investment analysis and decisions. It is also the deliberate use of capital to improve the lives of women and girls and/or to get capital to companies, funds, and investment vehicles with a focus on women throughout value chains, products and services, or leadership. Definition sourced from Wharton Social Impact Initiative's Project Sage: <https://socialimpact.wharton.upenn.edu/general-news/five-things-know-project-sage>.

**Capital Markets:** Markets for buying and selling equity and debt instruments. Capital markets include primary markets, where new stock and bond issues are sold to investors, and secondary markets, which trade existing securities. Capital markets are defined as markets in which money is provided for periods longer than a year. The money is subject to particular legal, regulatory and operating realities.

**Philanthropy-Plus:** Investment market that is being built to augment philanthropic-oriented activity which focuses on specific populations and challenges. This includes the innovative work to think outside of the traditional grant-maker box to bring more sustainable solutions to bear on traditional challenges through the application of financial tools. These solutions are often tailor-made and built with the localized social or environmental outcome as the primary driver. This market is subject to different legal, regulatory, operating realities than capital markets.

**Public Capital Markets and Private Capital Markets:** There are many characteristics that differentiate the private and public capital markets, such as:

- Liquidity: securities that are efficiently traded (public) versus illiquid securities inefficiently traded (private); and
- Democratization: companies that raise capital in the private markets are often subject to investor qualification requirements and/or other offering limitations which can result in the average investor being unable to participate.

**Investment Option:** Only two options are listed in the framework for illustrative purposes. Resources that offer a more

**Investment Vehicle:** Investor qualification (retail, accredited, etc.) and access to product are correlated. Investment options expand as assets under management (AUM) increases.

**Ease of Use:** Characterizes the effort required for an investor to invest. Organized by:

- Easy: products that are regulated and easily accessed by all investors;
- Medium: accessed through financial intermediaries that may offer a prospectus or private placement documents that can facilitate underwriting efforts; and
- Difficult: generally direct investments in a business or intermediary that require sophisticated financial analysis to understand risk and underwrite investment opportunity.

**Ownership and Influence:** Degree of agency and control investors can exercise over the organization.

**Value to investee:** The strategic function a specific type of capital provides to an organization.

**Screens:** Screens are a tool that can be used to apply a gender lens and can be exclusive or inclusive. Exclusive screens are focused on avoidance and eliminating investments that do not meet specific gender criteria. Inclusive screens are used to seek out investment opportunities that are actively advancing gender equity. Screens applied to private market investments are more dynamic and can be further tailored to specific geography/sector/impact.

**Strategy:** The investor's ability to influence or impose a strategy on an organization through their investment.

**Reporting:** Reporting includes financial and impact reporting.