



Value for Women's 2023-2028 STRATEGY

*Making gender inclusion
everyone's business*



Vision, Mission, and Values



OUR VISION

We envision thriving economies where women, in all their diversity, reach their full potential.

Where diversity and inclusion are embraced in a way that achieves profit, healthy societies and a sustainable planet.

OUR MISSION

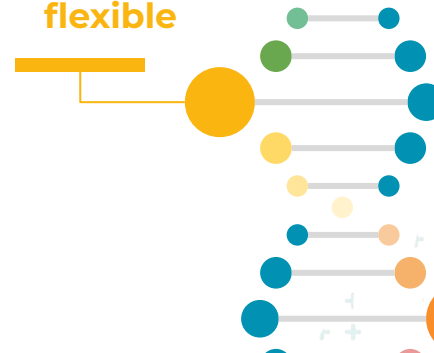
We equip leaders and institutions to make tangible changes for women's equality and toward social inclusion.

We design and deploy practical ways for investment, finance and business to advance gender inclusion while creating value, mitigating risk and driving innovation.



OUR VALUES

**Innovative,
flexible**



**Practical,
tangible &
applicable**

Collaborative



Our 10-Year Target



By 2033,
we will see an additional
10 MILLION WOMEN
with new opportunities & better
conditions



OUR IMPACT

- ★ Business, investment and finance contribute to solving gender and social inequality, and closing the gender financing gap
- ★ Women in all their diversity have increased access to decision-making, opportunities, resources and/or agency
- ★ Underlying assumptions upended about what constitutes 'good' practices in business, investment and finance

By 2028, we will see an additional:

10,000 leaders driving gender & social inclusion

5,000 businesses, investors & financial institutions adopting gender-forward practices

\$1B of capital catalyzed with a gender lens

10 million women have new opportunities & better conditions

We are positioned to make this impact

Our Global Gender Lens Investing Fellowship for Asia with 2X Global provided investment, finance and sustainability leaders with an immersive virtual experience for learn best practices, strategies and tools to apply GLI to their investment portfolios.

Our Gender-lens Investing Training for Fund Managers with SwedFund built the GLI capacity of the managers at funds in which Swedfund invests, to become GLI catalysts.

In 2022, we advised [# pending] fund managers, totalling \$ under management, to adopt practices to move capital with a gender lens.

Our gender-focused advisory services to energy employers across six countries in Sub-Saharan Africa improved their HR systems and processes to hire and retain female talent in green, jobs, particularly those traditionally dominated by men.

– Value for Women is a global pioneer catalyzing women’s participation and leadership in business, finance and investment in emerging markets –

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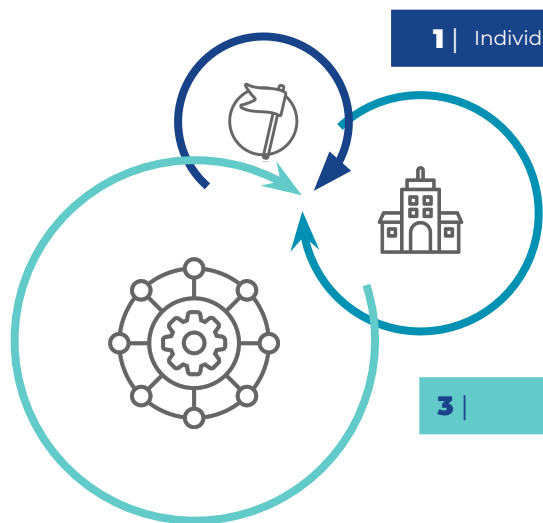
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HOW WE WILL GET THERE



1 | Individual leadership built

Activities include:

- Leadership programs across sectors
- Learning communities

2 | Organizations equipped

Activities include:

- Industry-recognised platforms & hubs
- Tailored advisory, technical assistance & support
- Launch initiatives to challenge underlying, intersectional systems of inequality

3 | Action amplified through evidence & research

Activities include:

- New, innovative approaches and entry points
- Drive awareness and momentum

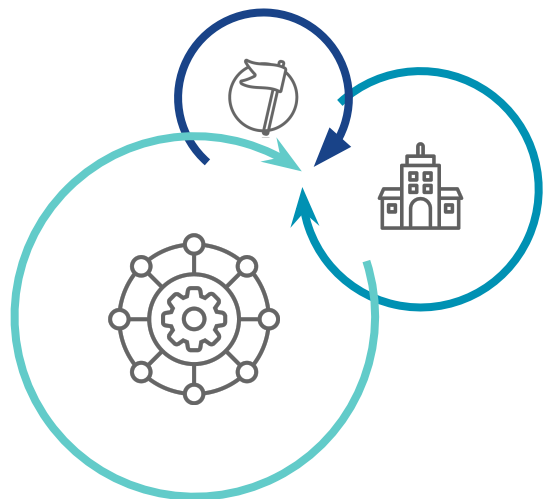
DELIVERING THROUGH

Advisory services • Strategic initiatives • R&D & innovation • Tools & platforms

We are expanding from a specialized gender and business advisory firm into a catalyst that will also unleash inclusive leadership and business in emerging markets and drive changes at the ecosystem level.



We know how to get there



Our research found that 68% of SMEs that implemented gender strategies in R&D, Marketing, Sales, Customer Service, and Distribution & Logistics reported improvements in customer satisfaction

In a single month A Kenyan coconut processor saw a 2.7x increase in its number of women suppliers, as a result of targeted recruitment and registration of women suppliers designed with Value for Women.

After senior management at a South Asian social company received our change management coaching, the number of women in their workforce increased from 2% to 10%

Reports like this help generate momentum for lenders to take concrete steps to further engage enterprises on gender inclusion.

**- BRIAN MILDER,
COUNCIL ON SMALLHOLDER
AGRICULTURAL FINANCE**

Because of the technical assistance....our team's mindset has changed. We have started looking at new processes, strategies, and ideas with a gender lens.

**- VAIBHAV TIDKE, CEO,
S4S TECHNOLOGIES**

The VfW GLI Fellowship helped build a community of practitioners and thinkers to move the GLI journey forward.

- GLOBAL GENDER LENS INVESTING FELLOWSHIP PARTICIPANT

Now time to scale!

- GLOBAL GENDER LENS INVESTING FELLOWSHIP PARTICIPANT

Join us

*in making inclusion
everyone's business*

Web: www.valueforwomen.org

Email: valueforwomen@v4w.org



Appendix



Activities

- Design and deliver **leadership programs** across regional emerging markets and sectors, together with strategic partners
- Develop learning **communities of practice** in conjunction with strategic partners
- Support businesses, investors and FSPs with tailored advisory, **technical assistance** and support
- Develop **new, innovative approaches and entry points that** reach wider audiences; and lower the bar to entry
- Develop **industry-recognised platforms and hubs** that offer investors, business and financial service providers the insights, solutions and data they need to guide their decision-making and action
- **Specific initiatives** that challenge underlying systems of inequality, that surface the intersection of sectors (e.g. gender, agriculture and climate) and that lead to more innovative approaches to tackle inequalities
- **Raise awareness** of approaches, and **drive momentum** for their adoption, through leadership (including as an integral part of regional and sector networks/associations)



Intended Impact

- **Business, investment and finance contribute to solving gender and social inequality**, including closing the financing gap for women-led and gender-forward businesses
- **Women in all their diversity have increased access to decision-making, opportunities, resources and/or agency**
- **Business as usual (i.e. the status quo), is disrupted** and underlying assumptions about what constitutes 'good' practices in business, investment and finance are upended



Impact Indicators

Between 2023 and 2028, VFW aims to deepen its impact in emerging markets and will have:



10,000 individuals driving gender and social inclusion in businesses, investment and finance.



5,000 businesses, investors and financial institutions

adopting gender-forward practices (in leadership, employment, supply chains, product/service delivery and/or for consumers).



10 million women have new opportunities and better conditions in business, investment and finance (leaders, customers, workers, etc).



US\$1B of capital catalyzed to institutions, investors and businesses that are gender forward or led by women.

Tangibly Driving the SDGs



Women's economic equality is critical to reducing poverty for everyone. This is at the core of all our work.



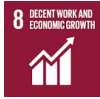
We support our partners to provide products and services that meet the needs of women and girls.



We support our partners to assess, analyze and adapt practices that facilitate gender equality and inclusion.



Our support to partners working in the clean energy sector has driven greater clean energy uptake and usage by women.



Our support to partners ensures that that women are included in the employment opportunities of today *and* tomorrow, so that businesses flourish, from agriculture and finance to EdTech and HRTech.



Gender diversity is a driver of innovations at the firm level. We support organizations to make this gender diversity a reality.



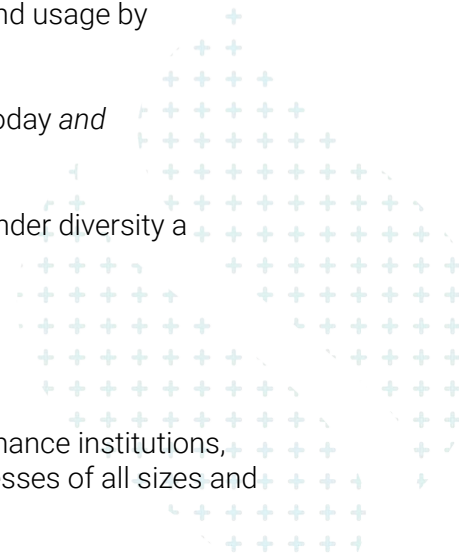
Enough said.



Our work across sectors includes climate adaptation, such as supporting gender-inclusive green financing.



Success is achieved through partnership. Over the past 10 years we have supported development finance institutions, investors, business support organizations, corporate foundations, enterprises, entrepreneurs, businesses of all sizes and many others to achieve their gender-inclusion goals.



Impactful Partnerships

We believe that success is achieved through partnership. Over the past 10 years we have supported development finance institutions, investors, business support organizations, corporate foundations, enterprises, entrepreneurs, businesses of all sizes and many others to achieve their gender-inclusion goals.

Our partners include:

MDBs, Corporate Foundations & DFIs



Investors & Fund Managers



Financial Service Providers & Intermediaries



Networks, Development & Capacity Builders

