2X Indicators and Alignment with IRIS+

The below table represents a point-by-point alignment of 2X Challenge indicators and IRIS Metrics. Each 2X Criteria is also associated with an IRIS+ Core Metrics Set. The 2X Challenge team and GIIN’s IRIS+ team will collaborate on how-to guidance for using these indicators over the coming months.

<table>
<thead>
<tr>
<th>Proposed 2X Indicator</th>
<th>Aligned IRIS Metric(s)</th>
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<tbody>
<tr>
<td>Percent of female ownership</td>
<td>• Percent Female Ownership (OI2840)</td>
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</table>
| Percent of company founder(s) who are female¹ | • Founders: Female (OI8197)  
  • Founders: Total (OI2209) |
| Percent of senior management who are female | • Full-time Employees: Female Managers (OI1571)  
  • Full-time Employees: Managers (OI8251)  
  [NB: IRIS has added guidance on how to disaggregate senior management within this, as per the 2X definition] |
| Percent of board / IC who are female | • Board of Directors: Female (OI8118)  
  • Board of Directors: Total (OI1075)  
  • Investment Committee Members: Female (OI8709)  
  • Investment Committee Members: Total (OI7829) |
| Number and percent of employees (FTE) that are female | • Permanent Employees: Total (OI8869)  
  • Permanent Employees: Female (OI2444) |
| Initiative in place to specifically advance women in workforce (Y/N). Provide details. | • Women’s Career Advancement Initiative (OD4232) + one or more from list below:  
  • Diverse Representation Policy (OI9485)  
  • Flexible Work Arrangements (OI7983)  
  • Sexual Harassment Policy (OI9088)  
  • Employment Benefits (OI2742)  
  • Fair Compensation Policy (OI3819)  
  • Fair Career Advancement Policy (OI4884)  
  • Anti-Discrimination Policy (OI9331)  
  [NB: Both Women’s Career Advancement Initiative and an additional metric from the list are required to fulfil the 2X Challenge indicator requirement] |
| Investee’s product or service specifically or disproportionately benefit women (Y/N). Provide details. | • Product Targeted to Women (PD5677) + one or more from list below of existing IRIS metrics:  
  • Stakeholder Engagement (OI7914)  
  • Client Savings Premium (PI1748)  
  • Client Individuals: Provided New Access (PI2822)  
  • Client Feedback System (OI5049)  
  [NB: Both Product Targeted to Women and an additional metric from the list are required to fulfil the 2X Challenge indicator requirement] |
| Percent of female customers | • Client Individuals: Female (PI8330) |

¹ And who maintain an active role. An active role may include acting in an advisory capacity for key decisions, and does not necessarily require a full-time role at the organization.