

FINANCIAL TIMES

MONDAY 12 MARCH 2018

WORLD BUSINESS NEWSPAPER

EUROPE

Make or break

How leaders cope with stress

ANDREW HILL, PAGE 10

Nuclear options

Was Fukushima's evacuation more harmful than the fallout? — PAGE 7



Robot directors

The far-fetched ideas set to disrupt office life — PILITA CLARK, PAGE 12

Multinationals pay less tax despite curb on avoidance

- Effective rate drops 9% in a decade
State cuts make up only half of fall

ROCHELLE TOPLENSKY — BRUSSELS

Multinationals are now paying significantly lower tax rates than before the 2008 financial crisis...

Companies' effective tax rates — the proportion of profits they expect to pay, as stated in their accounts — have fallen 9 per cent since the global financial crisis...

Government cuts to headline corporate tax rates only explain about half of the overall fall, suggesting that multinationals are still outpacing attempts to tighten tax collection.

Drawing on 25 years of financial statements, the FT examined the tax rates paid by the world's 10 biggest public companies by market value in each of nine sectors...

The results show the corporate contribution to public finances has fallen since 2008 as a proportion of profits. The longer-term trend is even more striking, with effective reported corporate tax rates falling nearly one-third since 2000...

"There has been a lot of action and gestures that are very visible but the reality is different. Rate cuts and patent boxes [tax breaks for intellectual property] have been the dominant forces on corporate tax — and that reflects the

continued dynamics of tax competition," said Mihir Desai, professor of finance and law at Harvard university. "Call it a great irony or hypocrisy, but it's one of the two."

Since the financial crisis, average reported effective tax rates have fallen about 13 per cent for the largest technology and industrial companies, according to the FT's research. They have been broadly flat in the health, consumer staples and materials sectors.

The results highlight how the long downward trend continued in corporate tax rates set by the countries that make up the OECD, while taxes on consumers and workers were rising.

Since 2008, countries have cut headline corporate taxes by 5 per cent, while governments on average have increased personal taxes by 6 per cent, according to figures from accountants KPMG.

"That's the process of competition [between governments] and I can't really ever see it stopping," said Michael Devereux, professor of business tax at Oxford university. He said the recent US cut to its headline rate was likely to spur more tax competition globally.

The US's overhauled tax rules hit companies' offshore cash with a 15.5 per cent one-off levy. It also lowered the corporate tax rate from 35 per cent to 21 per cent. The one-off levy could net Washington about \$400bn in tax revenues but will also save companies up to \$500bn compared with the headline corporate tax rate that applied when the profits were earned, the FT estimates.

Tax contributions dip page 3

Self-selecting China votes to amend constitution allowing Xi lifetime rule



Wang Zhao/AFP/Getty

Chinese leader Xi Jinping casts his vote during yesterday's National People's Congress session at Beijing's Great Hall of the People, where the rubber-stamp parliament voted to abolish the two-term limit for the country's president.

The change to the Chinese constitution, which was approved by 99.8 per cent of the 2,964 votes cast, will allow Mr Xi,

already China's most powerful leader in three decades, to rule for life.

Although some liberal intellectuals and members of China's growing middle class have opposed the move, saying it could allow a return to the excesses of Mao Zedong's rule, analysts said the overwhelming vote showed how cowed official government bodies had become to Mr Xi's will.

"It suggests that people are concerned about openly opposing Xi," said Steve Tsang, director of the China Institute at the School of Oriental and African Studies. "That is very serious because if no one is able to articulate an alternative view, then there is a real risk that policy debates could be narrowed, and the risk of policy mistakes will increase."

Rule for life page 2

Briefing

US asks Beijing to raise imports
The Trump administration wants China to import more US cars, aircraft, soybeans and natural gas in support of its aim of cutting the bilateral trade deficit by \$100bn.— PAGE 2

Corporate Italy fears populist surge
Italy's business leaders are seeking a return of political stability amid fears a surge in support for populists could undermine market confidence in its ability to service its vast debt.— PAGE 3

Bono's One issues South Africa apology
The One Campaign group founded by rock star Bono has apologised after revelations that it avoided tax in South Africa and tolerated abuse of staff in the country.— PAGE 4



Equitone raises €2.8bn for new fund
Private equity group Equitone Partners has raised €2.8bn from investors in just four months, in the latest sign of how yield-hungry investors are looking for new ways to deploy their cash.— PAGE 14

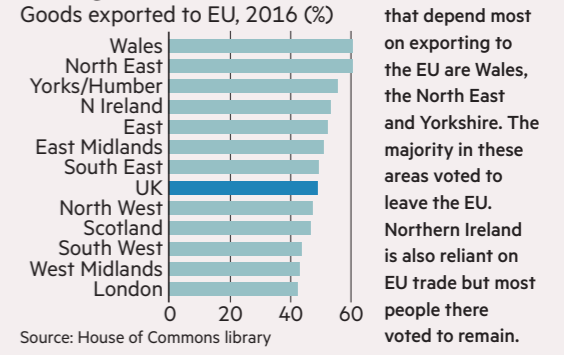
Eon to acquire Innogy in €43bn deal
Eon, the German utility, has unveiled both a complex €43bn deal to acquire Innogy, the renewable energy business, from RWE, and plans to remake the country's energy sector.— PAGE 13

Seoul steps up diplomatic efforts
South Korea will dispatch top envoys to Japan and China this week as Seoul steps up its efforts to prepare the groundwork for a potentially historic summit between North Korea and the US.— PAGE 2

Chile re-elects Piñera as president
Sebastián Piñera ended his four-year term in 2014, and polled as the most unpopular president that Chile has had since the restoration of democracy. Yesterday, he was re-elected.— PAGE 4

Datawatch

UK regions' trade with EU



Source: House of Commons library

The UK regions that depend most on exporting to the EU are Wales, the North East and Yorkshire. The majority in these areas voted to leave the EU. Northern Ireland is also reliant on EU trade but most people there voted to remain.



Slums caught in crossfire as Brazil declares war on crime

Analysis ► PAGE 4

Saudi Aramco public offering delayed until next year, UK government is told

ANJLI RAVAL, HENRY MANCE AND PATRICK JENKINS — LONDON

Saudi Aramco's stock market listing is unlikely to go ahead this year, according to British officials who have been warned by their Saudi counterparts that the world's biggest ever flotation is expected to be delayed.

Several people briefed on the talks said London still had a good chance of securing the listing, which Riyadh said could value the state energy company at \$2tn, but any foreign flotation was likely to happen in 2019 at the earliest.

Saudi Arabia wants to sell 5 per cent of the world's largest oil producing company as part of an economic reform programme driven by Crown Prince Mohammed bin Salman, who visited the UK last week.

The kingdom had targeted a late 2018

listing, with shares to be sold on Saudi Arabia's Tadawul exchange. But preparedness for the offering and willingness for a flotation on a foreign exchange has been questioned.

UK officials said if Riyadh decided to list abroad they expected a domestic and foreign listing at the same time. One person close to the talks said this could take place early in 2019.

London, New York and Hong Kong are among those competing for the listing. A private sale to strategic investors is another option under consideration.

Saudi officials have been split on where to list. Prince Mohammed, ultimate head of the kingdom's oil affairs, has ambitions to list in New York and is hoping US officials will make regulatory concessions to pave the way for a deal there when he visits this month. But senior ministers and Saudi Aramco

executives have said privately that London might be a better fit.

Delays on IPO decision-making come as advisers have struggled to achieve the \$2tn valuation Prince Mohammed wants. Saudi Aramco's finances and internal operations have been shrouded in secrecy for decades and its close relationship with the state has raised financial, legal and regulatory challenges.

Khalid al-Falih, energy minister, told news channel CNN last week: "I would say litigation and liability are a big concern in the US... Saudi Aramco is too big and too important to be subjected to that kind of risk."

Amin Nasser, Saudi Aramco's CEO, told business leaders in London last week that all preparatory work would be completed in the latter half of 2018.

Saudi Aramco declined to comment on the timing of a listing.

Table listing exchange rates for various countries like Austria, Bahrain, Belgium, Bulgaria, Croatia, Cyprus, Czech Rep, Denmark, Egypt, Finland, France, Germany, Gibraltar, Greece, Hungary, India, Italy, Latvia, Lebanon, Lithuania, Luxembourg, Macedonia, Maldives, Morocco, Netherlands, Norway, Oman, Pakistan, Poland, Portugal, Qatar, Romania, Russia, Serbia, Slovak Rep, Slovenia, Spain, Sweden, Switzerland, Tunisia, Turkey, UAE, etc.

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World Markets

Table with columns for Stock Markets (S&P 500, Nasdaq Composite, Dow Jones Ind, etc.), Currencies (USD, GBP, EUR, etc.), Commodities (Oil, Gold, etc.), and Interest Rates (US Gov 10 yr, UK Gov 10 yr, etc.).

Table with columns for Interest Rates (Fed Funds Eff, US 3m Bills, etc.) and Commodities (Oil WTI \$, Oil Brent \$, Gold \$, etc.).

Table with columns for Interest Rates (US Gov 10 yr, UK Gov 10 yr, etc.) and Commodities (Fed Funds Eff, US 3m Bills, etc.).

Advertisement for Chopard L.U.C Lunar One watch, featuring an image of the watch and text: "TIMEPIECES OF DISTINCTION L.U.C LUNAR ONE".



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GOING PLACES TOGETHER

ARTS

Theology and morality by the seaside

THEATRE

Brighton Rock
Theatre Royal, Brighton
★★★★★

Ian Shuttleworth

Bryony Lavery's play *Frozen* is currently enjoying a revival at the Haymarket in London's West End, but she is at least as well known for her adaptations. The latest of these — a version of Graham Greene's 1938 novel of love and crime, right and wrong — is on tour until May in a production by York-based Pilot Theatre Company and that city's Theatre Royal, but it seemed only fitting to visit it in situ, as it were. Designer Sara Perks' gantries and galleries are far more potently suggestive of Brighton's Palace Pier when on stage less than a quarter of mile from the real thing.

Lavery's long and diligent experience means that she can simultaneously be faithful to Greene's thematic preoccupations and yet also work some smart rebalancing. As small-time teenage gangster Pinkie Brown tries to cover up a murder by resorting to increasingly desperate and extreme measures, not least seducing and marrying innocent young waitress Rose whose testimony could hang him, Greene imbues each of this couple with a version of his own Roman Catholicism. Consequently, they embody dimensions of theology and of morality, which are shown to be sometimes radically different yet each informing the other.

Lavery sets a further plate spinning by emphasising the role of Ida, who becomes determined, on the basis of her personal moral code rather than any formal doctrine, to solve a matter which the police have already written off.

Gloria Onitiri's Ida takes the acting

Aiming for the head: Marc Graham and Gloria Onitiri in 'Brighton Rock'. Right: Alexander Cobb in 'The Duchess of Malfi'

*Karl Andre Photography
Helen Maybanks*



THEATRE

The Duchess of Malfi

Swan Theatre, Stratford-upon-Avon
★★★★★

Sarah Hemming

Maria Aberg's new RSC production of John Webster's tragedy features "a lot of blood", warn the signs outside the Swan Theatre. They are not joking. By the end of this dark, glistening play everyone is coated in the stuff as they stagger towards the drama's bleak ending across a slick lake of gore that oozes across the stage, dripping steadily from a bull's carcass that has been lowered symbolically from the start. It's a stark, visceral end-

Touring to May 26, pilot-theatre.com

ing to a punchy, stripped-down staging.

It also picks up on how often the word "blood" features in the text, particularly in the mouth of mad Duke Ferdinand, obsessed with his sister's "infected" blood. Aberg's modern-dress production doesn't reference recent scandals, but it does focus on toxic masculinity and the way it expresses itself through violence and coercion. In Naomi Dawson's design, it is played out on an indoor sports court and the courtiers become muscle-bound men who fill the space with testosterone-fuelled dance routines or lurk, ominously, in the dark.

It's an environment in which the Duchess, her waiting woman Cariola, her mild-mannered husband and children present a fragile oasis of warmth and intimacy. Joan Iyiola's Duchess is excellent: a strong, sexy, modern woman, her teasing seduction of her gentle steward Antonio (Paul Woodson) is mischievous, sweet and funny.

The question here is: why is this self-possessed woman and her domestic harmony such an affront to her brothers? With class and social issues blurred by the setting, the psychological elements come to the fore: we watch a weird masculine urge for control develop into nightmarish destruction. Alexander Cobb's Armani-suited, sex-obsessed Ferdinand is particularly discomfiting.

What is lost, however, is the play's social comment, with the Duke and Cardinal emblematic of corruption and misogyny in both secular and religious authority. It's hard too to understand the import of the Duchess's decision to wed beneath her station. Both the textual cuts and the modern setting undermine the plot's credibility as it shifts into persecution and incarceration. But this fleet, blood-soaked staging is both potent and unsettling.

To August 3, rsc.org.uk



CLASSICAL MUSIC

Insula Orchestra

Barbican, London
★★★★★

Richard Fairman

It was a nice gesture to mark International Women's Day by having every musician wear a ribbon in the suffragettes' purple-white-and-green tricolour. How apt, too, that an orchestra devoted to authenticity should have had them made by the original manufacturer.

Among its artistic principles, the Insula Orchestra from Paris is committed to righting classical music's gender imbalance. For this concert it fielded not only its female music director, Laurence Equilbey, but also three female soloists and a symphony by a female composer.

The genial pomp of Beethoven's Triple Concerto rarely sounds as lightened as this. Using an Erard piano (the leading French piano manufacturer of the early 1800s) made a huge difference, as pianist Elisabeth Brauss did not dominate the violin and cello, elegantly played by Alexandra Conunova and Natalie Clein. This was a performance with spontaneity, though the soloists were not always together.

It was not enough to divert attention from the main event of the evening. Louise Farrere, a contemporary of Berlioz, is one of the unfairly forgotten female composers of the 19th century. She was highly rated by connoisseurs in her lifetime, especially for her piano and chamber music, and became professor of piano at the Paris Conservatoire, where she fought for nearly a decade to get equal pay with her male counterparts. Nothing in the arts news today is new.

Her Symphony No.3 (1847) is inventive, occasionally quirky, always interesting. There are clear lines back in its family tree to Schubert with its lyricism and Mendelssohn in the fairy-foot scampering of its Scherzo. It would be an exaggeration to say that the music speaks with a clearly recognisable voice, but the score is so well written that it deserves a prominent place in the history of the early Romantic symphony. Equilbey and the Insula Orchestra gave it a fiery performance. Their crusading spirit lived up to the day's billing.

barbican.org.uk

Portrait of a conman in denial

PODCASTS

Fiona Sturges



When Bernard Madoff, the former chairman of the Nasdaq stock exchange, came clean to his sons about his role in the biggest financial fraud in US history, the first thing they did was consult a lawyer. "The lawyer said, 'You've got to turn your father in,'" Madoff recalls. "They did that and then I never saw them again."

In 2009 Madoff, whose Ponzi scheme lost in the region of \$65bn, was found guilty of 11 charges including fraud, money laundering, perjury and theft, and was sentenced to 150 years in prison. A new Audible podcast, *Ponzi Supernova*, looks at how and why Madoff got away with the deception for so long and the repercussions of his crimes. It is a labour of love and the culmination of nearly 10 years' work for its host, the New York journalist Steve Fishman, who has sifted through thousands of documents and interviewed more than 100 people, among them Madoff's ex-colleagues, his fellow inmates as well as the

investigators who painstakingly built a case against him.

This supporting cast yields some excellent material — the ex-FBI investigator Steve Garfinkel in particular is a hoot — though by far Fishman's biggest coup is in landing hours of interviews with Madoff himself. As well as writing to him in prison, Fishman had sent letters to other inmates asking them to put in a good word on his behalf. Eventually one of them did, prompting Madoff to call him out of the blue at his home.

Fishman initially warms to him; he

could, he says, "be the uncle I run into at a bar mitzvah". But as they talk, the genial mask starts to slip and inconsistencies appear. On the one hand, Madoff talks as if he had been carrying the weight of his deception alone — it was, he says, "a nightmare. It was a nightmare only for me" — but on the other he views himself as a victim of avaricious investors: "Everybody was greedy, everybody wanted to go on and I just went along with it," he says.

Elsewhere we hear about Madoff's prison therapy sessions ("I asked her, 'Am I a sociopath?'"), his grief at the suicide of his eldest son, Mark, and his unwavering conviction that he is gravely misunderstood. Madoff's story is remarkable and Fishman's podcast, full of depth and detail, offers an electrifying portrait of a charismatic conman in denial. Ten years might seem a long time to assemble a story but this one has been worth the wait.

The Watergate podcast *Slow Burn*, which has reached the end of its first season, tells a similar tale of a self-serving and ultimately deluded man undone by power. But the storytelling here focuses less on former president Richard Nixon than the bit players and the forgotten subplots of the scandal, and makes fascinating connections to today's political landscape.



Bernard Madoff after a court hearing

OPERA

From the House of the Dead

Royal Opera House, London
★★★★★

Hannah Nepil

So much about Janáček's last work conspires against it: the lack of plot, of leading character, of action. By conventional standards, *From the House of the Dead* has no place on the stage. But Janáček was a genius at finding potential in unlikely sources, having already based operas on a comic strip, a proto-feminist village play, and a convoluted sci-fi thriller. And in this adaptation of Dostoyevsky's 1862 memoir about life in a Siberian prison camp, he excelled himself. The result ranks as one of his most powerful statements — harrowing in its depiction of human brutality; uplifting in its attitude to redemption. Or at least it should be, in a production that reconciles its eccentricities with the demands of stagecraft.

So there was a lot of pressure riding on Krzysztof Warlikowski, the director

behind its long-overdue Royal Opera House premiere. Perhaps that's why his new staging — updated, in Małgorzata Szczęśniak's stylish designs, to a contemporary setting — does its utmost to sing louder than the singers. Janáček's symbol of freedom, an eagle that flies away, is transformed into an aspiring basketball player, who spends the opera attempting to net a ball. The mimed theatricals of the second act are reinvented as cheap porn, with the help of three life-size dolls. Warlikowski even hijacks the overture with a film of the post-structuralist French philosopher Michel Foucault, setting out his conspiracy theories about the prison system. It all serves to distract from the rugged beauty of Janáček's music and from the libretto, which should derive its power precisely from what is not said.

Worse still, it misses the

point. *From the House of the Dead* is not an indictment of the judicial system, as Warlikowski's ham-fisted Foucault reference would have us believe. What this opera explores is the Dostoyevskian philosophy that we can find some goodness in the most hardened of criminals.

Wednesday night's musicians seemed to understand that. In the pit, Mark Wigglesworth relished every moment of humanising warmth, as did the cast: it was easy to feel sympathy for Štefan Margita's Luka, Ladislav Elgr's Skuratov and Nicky Spence's Nikita — a neurotic tormented by remorse. (Pictured: Elgr, left, with Pascal Charbonneau.) All sang with flair and fluency. All would have fared better in a production that didn't thwart them at every turn.

*To March 24
roh.org.uk*

FT
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SPECIAL REPORT: WOMEN IN BUSINESS

THE BIG ISSUES FOR WOMEN AT WORK

As the deadline looms for some UK companies to submit their gender pay gap data, our new report *Women in Business* examines what we've learned. We also look at how mothers influence women's career choices; what the legal industry is doing to increase the number of senior female lawyers; and we find out what happened after an FT journalist faced challenges organising shared parental leave.

Read *Women in Business* now
at ft.com/women-business

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FT BIG READ. JAPAN

Seven years on from the Fukushima nuclear disaster, 30,000 people have yet to return home. Amid reports of suicide and depression, was the decision to remove residents more dangerous than the radiation itself?

By Robin Harding

Satoru Yamauchi was working in his soba noodle shop when the Tohoku earthquake struck on March 11 2011. He remembers escaping to high ground, then going home to rescue his dog, making it back in time to see a "white wall" – the tsunami – roaring in from the Pacific.

The destruction was beyond his imagination. But Mr Yamauchi, and his family, survived. Even their home in the town of Naraha was just high enough to escape the water. Then the next day, city hall ordered an evacuation: there was trouble at the Fukushima nuclear plant, and a friend at Tokyo Electric, the plant's operator, said it might be serious.

The family headed south and spent three days in an evacuation centre. It was desperately cold. Mr Yamauchi was pressed into duty as a cook, even as the rumours surrounding the condition of the reactors grew ever more terrifying. "My children were saying: 'We don't want to die from radiation. Let's go to Tokyo. Let's go to Tokyo.'"

So the family moved to the Japanese capital, 200km away, which is where their troubles really began. For the past seven years they have struggled with



The deserted streets of Namie, part of the exclusion zone, in 2016. Left, Satoru Yamauchi; below, a worker at the Tokyo Electric plant

Tokuyuki Matsubuchi/EPA, Reuters

cramped conditions, money troubles, bullying at school, depression, lack of purpose and the insidious fear of a death sentence from radiation exposure. "Psychologically we were wrecked," says Mr Yamauchi. "I'm still taking pills for high blood pressure."

As life slowly returns to normal in Fukushima – visitors to the plant no longer need radiation suits, a face mask is sufficient – it is becoming increasingly clear, say experts, that the evacuation, not the nuclear accident itself, was the most devastating part of the disaster. It reaped a terrible toll in depression, joblessness and alcoholism among the 63,000 people who were displaced beyond the prefecture; of those, only 29,000 have since returned.

There were 2,202 disaster-related deaths in Fukushima, according to the government's Reconstruction Agency, from evacuation stress, interruption to medical care and suicide; so far, there has not been a single case of cancer linked to radiation from the plant. That is prompting a reassessment among some scholars: that the evacuation was an error. The human cost would have been far smaller had people stayed where they were, they argue. The wider death toll from the quake was 15,895, according to the National Police Agency.

Zero evacuation may be implausible. At the height of the crisis there were fears of much worse contamination. The question is rather whether people should have been kept away for weeks, not years. "With hindsight, we can say the evacuation was a mistake," says Philip Thomas, a professor of risk management at the University of Bristol and leader of a recent research project on nuclear accidents. "We would have recommended that nobody be evacuated."

Lengthy exodus

Fukushima prompted a global turn away from nuclear power and correspondingly higher carbon emissions in countries such as Germany and Japan. Yet if much of the suffering were proved to be avoidable, it might change that calculation. The future of nuclear energy, as well as the correct response to other catastrophes that cause evacuation, may rest on learning the right lessons from the disaster.

The nuclear accident, the worst since Chernobyl in 1986, unfolded after the tsunami knocked out power supplies at the Fukushima Daiichi plant. As workers fought desperately amid the rubble and water, three of the reactors lost cooling, leading to hydrogen explosions and the release of nuclear contaminants into the atmosphere. Ultimately, those three suffered meltdowns.

The first evacuation, of those within a 2km radius of the plant, was ordered on the evening of March 11, just hours after the tsunami. The following morning the exclusion zone was expanded to 10km, but with high radiation levels recorded at the site boundary after the first explosion that day, it was further extended to 20km around the plant, taking in the Yamauchis' home in Naraha.



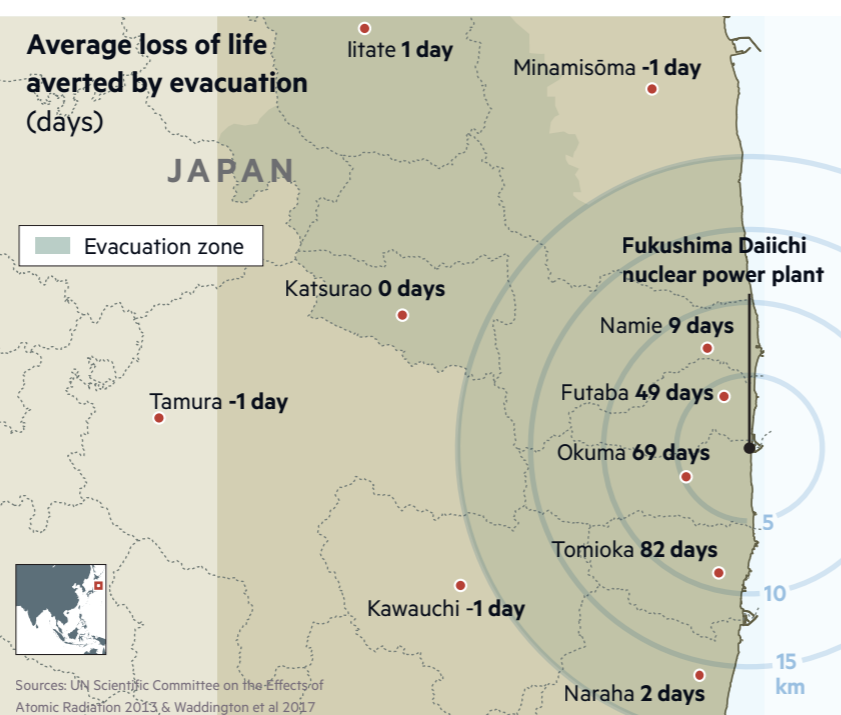
Disaster-related deaths by age

2 died who were under 21 years of age

216 died who were aged 21 to 65

1,984 died who were over 65

Source: Reconstruction Agency



Evacuations took place in an atmosphere of panic and disorganisation. Large buses simply turned up at town halls and people got on with whatever they could carry. The sick and vulnerable suffered most.

"If you compare nursing homes that evacuated with those that didn't, the death rate was three times higher among those who moved," says Sae Ochi, a doctor at the Japan agency for medical research and development who has worked in Fukushima. Of the disaster-related deaths, 1,984 were people over the age of 65.

The physical effects on evacuees living in temporary accommodation were acute. People who had previously walked had to drive. Farmers used to the outdoors were cooped up inside. Higher rates of liver dysfunction, diabetes and hypertension were recorded.

"The thing we worry about most is disaster-related suicides," says Koichi Tanigawa, a professor at Fukushima Medical University. The impact of the disaster on people's mental health got worse over time, with suicides peaking in 2013, when 23 Fukushima disaster victims took their own lives. "Initially, everyone was really determined, but they got tired and that's when depression started to increase," says Dr Ochi.

The result that did not materialise was sickness from radiation. "At present, there are no cases of cancer relating to radiation, and that includes workers at the plant," says Dr Tanigawa. Among 173 workers exposed to radiation above occupational safety limits, there may eventually be a handful of incidents of cancer, he says. But the maximum dose to Fukushima residents was below those levels. "Statistically speaking, there should be no detectable increase in cancer in the general public."

Anti-nuclear campaigners point to more than 100 diagnoses of thyroid cancer in Fukushima children. But doctors say radiation cannot be the cause, since the disease typically takes four or five years to develop after exposure, and the cancers were found immediately.

Rather, the thyroid cases were discovered after screening every child in the prefecture using ultrasensitive equipment. Detection rates in Fukushima were similar to those found using the same equipment in other Japanese prefectures. "If we go looking for thyroid cancer then we'll find it through a screening effect," Dr Tanigawa says.

Health consequences

Avoiding deaths from radiation was the whole point of the evacuation. The crucial question is how sick people would have been had they stayed. Prof Thomas has published calculations using UN radiation data from Fukushima and standard models of how it translates to disease. He found modest risks.

"The sort of dose for even the worst-affected villages was something that was accepted in the nuclear industry 30 years ago," he says. In the worst-affected towns of Tomioka, Okuma and Futaba he found that evacuees extended their

"If you look now simply at the amount of radiation then it would have been better not to evacuate. But people were scared"

lives by an average of 82, 69 and 49 days respectively, thanks to the radiation they avoided.

In Naraha, Mr Yamauchi's hometown, the fall in lifespan avoided through evacuation was just a couple of days. In a few places, the figure was negative because people evacuated to areas with higher levels of radiation. Evacuation makes relatively greater sense for the young, who are more sensitive to radiation, and have more length of life to lose.

But purely based on an economic calculation of cost and benefit, the evacuation was not worth it, says Prof Thomas. The expected compensation bill to evacuees is ¥7.9tn (\$74bn). Add in the terrible health consequences of disrupting lives "and it becomes many more times not worth doing". The lifetime risk of death from a 100 millisievert dose of radiation – more than any resident actually received – is about 0.5 per cent.

In retrospect, the evacuation looks excessive. Less clear is whether those in charge at the time could have acted any other way. Naoto Kan, the prime minister who ordered the evacuations, says his decision was correct. In the terrifying days after the accident, he was presented with nightmare scenarios of massive radioactive contamination requiring an evacuation within a 250km radius of the plant.

"There were 50m people in that area, including the entire population of Tokyo. The capital would have been a ghost town," he says. "Given this scenario was possible, then basically we had to order an early evacuation."

Mr Kan was not alone in that decision. Based on its own independent understanding, the US told its citizens to evac-

Lives lost

The human cost of the Fukushima disaster

Seiichi Kanno was at home in the city of Minamisōma when the earthquake struck. He lived with his elderly mother, who died shortly after the disaster, and initially ignored the evacuation order.

He spent weeks in the deserted town, patrolling for looters and trying to help abandoned pets. "I could hear all the animals crying," he says. He doesn't know if the disaster contributed to his mother's death but remembers that the ambulance refused to come to the house. He is phlegmatic about radiation risks. "I spoke with some of the volunteers and realised radiation wasn't such a lot to be frightened of. As long as you wore a mask, had long trousers and didn't eat anything outside you were all right," he says. About six weeks after the accident, the exclusion zone was extended and Mr Kanno moved to an evacuation centre where he lived for months before transferring to temporary housing. He has been employed on the reconstruction effort but worries about the future with so many young people having left.

"Personally, I think it would have been fine just to stay at home," he says. "I'm already fairly old. Even if there was radiation it wouldn't make such a difference."



Miekko Okubo with a portrait of her father-in-law, Fumio

The case of Fumio Okubo is a stark example of how the evacuation affected the elderly. Aged 102, he lived 30km inland from the plant, in Iitate. As people began to leave the area, his day care service shut, trapping him at home. Then at lunchtime on April 11 he learnt that a complete evacuation of the village, which lay along the fallout path from the reactors, had been ordered. "I don't want to leave," his daughter-in-law recalled him saying, according to court filings. That night Mr Okubo hung himself. Plant operator Tokyo Electric was recently ordered to pay his relatives ¥15.2m (\$142,000) in damages.

uate an even wider area of 50 miles around the stricken plant. The one mistake Mr Kan identifies is not evacuating faster in villages along the fallout path north-west of the reactors. "That was inexcusable to the victims," he says.

Changing scenarios

Prof Thomas draws a distinction between evacuation while the disaster was continuing and relocation in its aftermath. He compares it to an evacuation last year below the Oroville Dam in California, where residents were swiftly returned to their homes once the dam was stabilised.

But Dr Ochi wonders if it was possible to keep people in place, even once the nightmare scenarios were averted. "If you look now simply at the amount of radiation then it would have been better not to evacuate," she says. "[But] people were scared, and it wouldn't have been possible to get food and fuel to them."

Instead of second-guessing the decisions taken in Fukushima, she says, it is more important to think about better ways to manage an evacuation in the future. Japan's new nuclear contingency plans include an evacuation within 5km and orders to shelter in a 30km radius in the event of a similar disaster.

"Perhaps the most crucial thing is to say – at the time of the evacuation – under what conditions you should return," she says. Safe radiation levels are a matter of dispute among scientists, but people are unlikely to trust a figure set after the accident. Ms Ochi also says it is safe to take time over evacuating the sick because only cumulative radiation exposure is dangerous.

Prof Thomas takes her arguments a step further. "The first thing to realise is that relocation is probably going to be a bad idea," he says, suggesting that nuclear companies start providing real-time health information on the risks of living around their plants. "This is what your loss of life expectancy is from the current level of contamination," he says. If people realise it would only be a few days, they can make an informed decision to stay.

"People understand temperature very well," says Dr Tanigawa. "They need that understanding of radiation."

What these approaches require is an understanding of risk and public willingness to act on it. It is indisputable that nuclear power means some risks. An accident such as Fukushima means some radioactive contamination, and staying in an area means some long-term increase in the risk of cancer.

As for Mr Yamauchi, he is returning to Fukushima to reopen his noodle shop. "Will we be able to manage there? I don't know," he says. The evacuation order for Naraha was lifted in 2015, but the population is still a fraction of what it was. He worries about radiation and is distrustful of the plant's operator, Tokyo Electric, and any official suggestion that the health risks are under control. "There's absolutely no need for nuclear power," he says. "With just one mistake, terrible things happen."

Comment

Italy is storing up trouble for the eurozone



EUROPE
Wolfgang Münchau

Almost a year ago I was invited by the Five Star Movement to a conference in the Italian chamber of deputies in Rome. The discussion was about whether or not Italy should leave the eurozone, and how to do this. Most of the speakers, myself included, argued in favour of unconventional policies, but stopped short of advocacy of outright eurozone withdrawal.

In the front row of the audience sat Luigi Di Maio, the party's parliamentary leader. He followed the rather technical debate for an entire day. Not long after that conference, he dumped his party's rather silly proposal of a referendum on eurozone membership. I do not think it is silly to question the wisdom of Italy's eurozone membership as such. But a

referendum is the wrong instrument. Any prime minister who called such a referendum would create an immediate financial crisis. The government would be forced to exit long before the country would exit the currency area.

After his party's success at the general election on March 4, Mr Di Maio has a good chance of ending up as the next Italian prime minister. He is now positioning himself as a centrist in search of a coalition partner. What is his euro strategy now?

The euro referendum is mercifully off the table. But it is possible, indeed likely, that the next Italian government could derail the Franco-German talks on eurozone reform.

We learnt this week that eight small northern European countries, led by the Netherlands, are opposing those reforms because their governments reject the idea of fiscal transfers. Italy, too, has reasons to resist them, albeit different ones. The reforms would strengthen the role of the European Stability Mechanism, the €500bn bailout fund created in 2012 at the height of the crisis in the eurozone. But as a quid-pro-quo, Germany and others insist on semi-

automatic debt restructuring. No Italian government could sign up to this. There is now a clear risk that the reform package proposed by Emmanuel Macron, the French president, might fail or, at best, turn out to be rather modest. It used to be that Franco-German agreement was both necessary and sufficient for any EU reforms to get through. That is no longer the case.

Another risk is an Italian fiscal over-

It is likely the next Italian government will derail talks on reforming the single currency

shoot. This is a very probable scenario, no matter whether Mr Di Maio becomes prime minister, or the job goes to Matteo Salvini, the leader of the anti-immigrant and anti-euro League.

The two parties were the big winners in the election. Five Star wants a universal basic income, one of the reasons for its electoral success among young people in particular. The League favours a

flat tax. Since neither party advocates spending cuts to offset these measures, their fiscal proposals are not going to be consistent with the EU's deficit rules.

The fiscal overshoot could fuel debate about a parallel currency as a soft alternative to a euro exit. There is a lot of excitement among some Italian economists about "fiscal money", as it is also known. The idea is to use the tricks of modern finance to create something that performs functions resembling those of money, but that remains outside the control of the central bank.

Readers might recall that one of the more notorious instruments involved in the great financial crisis was the credit default swap, a tradable security that simulated insurance. An investor would typically buy a CDS to insure against the default of a corporate or a sovereign bond.

Fiscal money is technically different. But the idea of using one instrument to simulate another is similar: the Italian government would formally issue a credit note and transfer it to each citizen, say €1,000 per person. People could use it to pay their taxes or trade the notes at a discount. There would be a

market because notes are eligible to settle tax debt.

I assume the rest of the eurozone, and the European Central Bank, would hate the idea because it undermines the notion of the euro as the single currency. Yanis Varoufakis, the former Greek finance minister, came up with the notion before the Greek debt crisis in 2015. Greece was not ready for it, and Alexis Tsipras, Greek prime minister, preferred a classic bailout programme. But the idea could see a comeback in Italy. Even Silvio Berlusconi, the former prime minister, came out in favour of a parallel currency before the elections.

So we are looking at three foreseeable outcomes for the eurozone: a string of vetoes on reform; an Italian fiscal overshoot; and a parallel currency as the harbinger of a future monetary fracture. This is in addition to the appointment of a hawkish successor to Mario Draghi as president of the ECB.

My conclusion, therefore, is that Italy will remain the principal source of risk for the eurozone for the foreseeable future.

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Trump's diplomatic turn to North Korea deserves acclaim

OPINION

Nicholas Burns

Donald Trump is right about North Korea, of course. It never made sense for the US to launch a "bloody nose" military strike against Kim Jong Un's isolated country without having tried diplomacy first.

America and North Korea were on a collision course to war. A unilateral US attack, which had been considered seriously in Washington for months, would have brought with it incalculable risks. The powerful North Korean military would probably have struck back. China might have intervened to defend its border, producing a potential stand-off between Beijing and Washington. US military leaders predicted such a clash would cause tens of thousands of casualties in both South and North Korea. It could have been catastrophic for Mr Trump to choose war before talks on a bitterly divided Korean peninsula.

Sitting US presidents and North Korean leaders have not spoken in seven decades. The only American known to have met Mr Kim is the retired basketball star Dennis Rodman, an athlete of considerable merit but decidedly not the person to negotiate the future of a nuclear crisis. However abruptly Mr Trump has cast aside decades of American policy and his own opposition to talks, he has chosen the wiser path for his country and the world. Better he meet Mr Kim in an extraordinary summit than march off blindly to war.

Still, the devil for Mr Trump will be in the detail. As he contemplates what could be the greatest challenge of his presidency, there is much to give him pause. He must first recognise Mr Kim's strong position. North Korea has a considerable nuclear arsenal and has made impressive progress in missile tests. Mr Kim will negotiate but continue working behind the scenes to achieve his goal of an intercontinental nuclear missile that can reach any target in America.

Mr Trump should also realise that the

In casting aside decades of American policy, he has chosen the wiser path for his country and the world

North Korean leader has no intention of trading his nuclear programme for peace. Mr Kim considers his nuclear force as the ultimate guarantor of his regime's security. Even if Mr Trump could convince him to denuclearise, verifying compliance would be difficult. Could Mr Kim be trusted to keep his word? His father forged but violated agreements with Bill Clinton and George W Bush. Mr Kim seeks legitimacy from the talks and ultimately world recognition as a nuclear power.

The US president's second challenge is to prepare for his daunting summit with a very thin bench of Korea and east Asia experts in Washington. This is a problem of his own making. He has yet to appoint a US ambassador to Seoul or an assistant secretary of state for east Asia. His draconian budget cuts at the Department of State and open disregard for diplomacy have produced an alarming exodus of senior career diplomats.

To counter Mr Kim's strengths, Mr Trump needs to commit to an aggressive diplomatic campaign. He should consider delaying the meeting until he has orchestrated a coalition with South Korea, Japan and China to intimidate Mr Kim. Global sanctions against Pyongyang must remain. China's president Xi Jinping should be asked to warn Mr Kim of the risk of a diplomatic failure. Mr Trump needs to cancel steel and aluminium sanctions against his most vital ally in the talks – South Korea. Rex Tillerson, secretary of state, should conduct preliminary discussions to confirm Mr Kim's seriousness. What Mr Trump does now to strengthen his position may be as important as what happens at the talks themselves.

The US president's surprising turn to diplomacy is a gamble. He will need to be uncharacteristically deliberate and serious in preparing for the summit. The probability of success is not high. In choosing a diplomatic path, however, Mr Trump keeps alive the prospect that discussions with Mr Kim might yet prevent a major conflagration in Asia. That alone will make these talks worthwhile.

The writer is a professor at Harvard and former under US secretary of state and ambassador to Nato

Beware a digital trade war



AMERICA
Rana Foroohar

National security is the new cover for US protectionism. President Donald Trump signed his steel and aluminium tariffs under that false guise. But metal bending is not the most worrisome new area for protectionism. Trade in physical goods and services has been flat for years, but digital flows of commerce and information have risen by 45-fold in the past decade, according to the McKinsey Global Institute. The trade war to fear is not in physical commodities, but in technology, which economic nationalists hope to ringfence in order to stave off competitive threats from countries such as China.

The US has already launched a so-called Section 301 investigation. The results are due this summer, but it will probably result in stricter barriers on Chinese investment in American data and IT. That could shut out companies such as, say, Tencent, or result in new tariffs on a wider variety of Chinese products – or even usher in new visa rules for Chinese immigrants.

Last week, the Committee on Foreign Investment in the US announced it had launched a review into Singapore-domiciled chipmaker Broadcom's bid to purchase Qualcomm, a leading US semiconductor business. The move followed pressure from Texas senator John Cornyn and California representative Duncan Hunter, who have each received more than \$15,000 in donations from Qualcomm's political action committee, according to Federal Election Commission records. Treasury secretary Steve Mnuchin, who chairs Cfius, said last week that the US was "fully prepared" to use its powers to prevent the deal should it threaten national security.

The arguments being made against

the deal range from worries that Broadcom would shrink Qualcomm's investment in crucial areas such as 5G, to fears that the US cannot remain digitally competitive and secure if a Singaporean company owns Qualcomm. But that fails to take into account the way in which both the US tech industry and the administration itself currently operate.

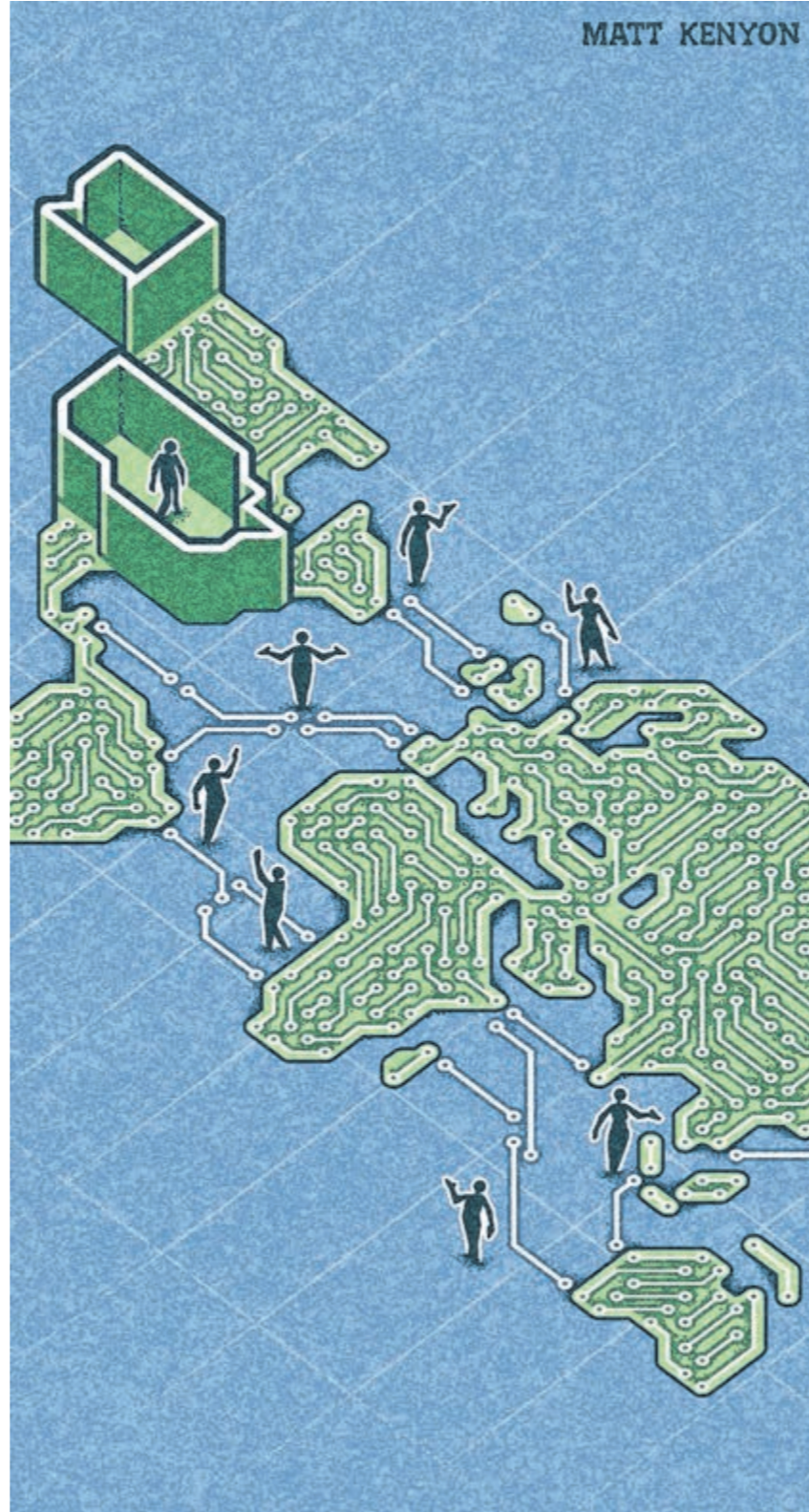
Cfius frets that Broadcom, which has lined up \$106bn in debt financing from private equity groups Silver Lake, KKR and CVC for the deal, will take a short-term profit approach and cut Qualcomm's rich research and development budget, which is 20 per cent of revenues. That is a legitimate worry: private equity has a history of reducing R&D when the debt is high. Cfius's theory is that if Qualcomm is starved of investment, the US will lose a "national champion" in the tech race against China.

Yet this ignores the fact that Qual-

It is true China protects its own tech sector. But it is also true that the US has homegrown tech troubles

comm has "strategic collaborations and interests in China that dwarf those of Broadcom", according to Stacy Rasgon, a Bernstein semiconductor analyst. Many big US tech companies have substantial interests in China, even though some of them have been privately jumping on the nationalistic bandwagon in recent months. They have been using the "better us than China" argument when lobbying against the groundswell of enthusiasm for additional regulation of the technology sector on a variety of fronts, from antitrust to privacy.

The problem is that neither the US tech industry nor the government can have it both ways. In the 1980s, under the Ronald Reagan administration, there was briefly a push for a more cohesive industrial policy around technology, but it was ditched as soon as George H W Bush took office. Then, in the late



MATT KENYON

1990s, the Department of Defense worried the Japanese were making 92 per cent of the flat panel displays used in military equipment. It launched an effort to create a homegrown industry for this technology. Billions of dollars and several years later, Japanese firms had a 96 per cent market share. Today's worry, of course, is we start with tariffs on aluminium and steel and end up in a digital trade war that cannot be won.

The government is right to want to look out for national security interests and to have a hand in how strategically important sectors are managed. But protectionism is not the way to do it.

The US government has a terrific record in terms of funding blue sky research that results in huge economic value for the private sector – touchscreen technology, GPS and the internet itself came out of the Pentagon. We should be bolstering rather than cutting funding for such research, and perhaps even allowing the public sector to take a greater cut of the profits if the research is commercialised, as Nordic countries and Israel do. That would help offset criticism that results when companies such as Apple or Google or Qualcomm, after benefiting greatly from publicly funded basic research, end up stashing much of their profits offshore.

It is true that China protects its own tech sector. But it is also true that America has homegrown tech troubles. Rather than slapping tariffs on foreign goods or swallowing the claim that companies doing business with economic adversaries are somehow national champions that will ensure state security, we should take a closer look at our own digital ecosystem. Large US incumbents are crushing innovation. Educational reform is desperately need to train workers for jobs where they will not be displaced by robots.

We can best bolster growth not by protecting US companies from overseas buyers, but by investing in infrastructure. Addressing those issues is the right way to protect national security.

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Universities risk their reputations by failing to value teaching staff

OPINION

Margaret Heffernan

Across the UK, university lecture halls and seminar rooms have been silent as academic staff continue a wave of strikes. Taken at face value, the industrial action is a textbook case of bad industrial relations.

Lecturers have accepted relatively low pay and pretty poor working conditions in exchange for significant autonomy and relatively secure jobs and pensions. But, over the past decade, without negotiation, every aspect of that deal has been eroded. Autonomy has given way to increased teaching responsibilities, larger classes, more time spent grading and heavier management duties. Job security has been reduced by eliminating departments and cutting

research funding. Pensions are failing to deliver on their promise.

While university leaders have awarded themselves huge pay increases, they allowed academic pay and standards of living to decline steadily. Nobody should be surprised that trust has broken down.

But this strike reveals a management failure more powerful than these compounded sources of resentment. Under successive governments, students have been re-defined as customers. They are served, so to speak, by academic staff who work on the frontline of the main product: student experience. This has shifted strategic focus from the pursuit of knowledge to the pursuit of teaching scores and student survey results.

In no successful business do smart leaders deliberately alienate frontline workers – for the simple reason that they are where satisfaction or disgruntlement comes from. Marginalising and denigrating the very people in whose hands the reputation and future of the

business lies is the very definition of bad leadership: dangerous, shortsighted, obtuse.

Who creates the university student's experience? Those lecturers, tutors and researchers – the names and faces of daily learning. These are the people we trust to inspire, encourage and motivate the next generation. Students and par-

In no successful business do smart leaders deliberately alienate frontline workers

ents look to them to encourage ambition, rigour, determination, stamina and curiosity. Ministers go so far as to argue that the knowledge economy of the nation depends on the intellectual output of these students.

US universities make the same mistake. Much teaching is devolved to dedi-

cated adjuncts, part-timers who are trying to unionise to protest against such low pay they struggle with homelessness or depend on additional, often unsavoury, sources of extra income.

This is not just an academic issue. Worldwide, I see chief executives paying lip-service to consumers – the source of all their revenue – while entrusting their company's reputation to outsourced, casualised workers who are managed with a disdain they inevitably pass on to the paying public. Appreciative customers are made by appreciated workers. Serious management does not want its customers served by angry, resentful individuals given no reason to love, or promote, the organisation they serve. Lousy service comes from workers ignored by lousy management. Is that what vice chancellors want?

Executives charged with innovation know that their best ideas routinely originate from the insights and observations of frontline staff. If you want to know what your customers value and

will pay for, ask the people who talk to them. Cherish these people. That's what makes them creative and inspires their distinctive and exciting ideas. Management literature is awash with volumes on talent; none of it suggests that treating people as dispensable and cheap brings out their best work.

Occasionally, I teach in British business schools. I love it. Challenge and questioning from the rising generation is something to relish. But you could not run a business school with people like me. I do not know or empathise with my students in anything like the way my full-time colleagues do. I do not make the long-term investment in knowing and growing my students.

Students side with their lecturers in this dispute because they know where their education really comes from: not management, not figureheads, but their teachers.

The writer is the author of 'Wilful Blindness' and 'A Bigger Prize'

WORK & CAREERS

Managers are the guardians of companies' useful history**Andrew Hill**
On management

Years ago, my parents decided to build a summerhouse in the garden and consulted a neighbour who had once been the property's housekeeper. The octogenarian sucked her remaining teeth. "Mark my words: it will blow down. The last one did," she said. "It stood for 50 years — but it blew down."

This is the problem with tapping institutional memory. Some of your colleagues are the only people who know about the organisation's strategic errors and successes. But like all autobiographies, their recollections may be partial, and their instincts may tend to preservation rather than progress.

I was reminded of the summerhouse (still standing, by the way), when I read last week's interview with Konica Minolta's chief executive. Shoei Yamana found section heads, known as "bucho", resisted his reforms. Their attachment to the status quo was founded on the group's historical victories, but, as Mr Yamana put it, "We cannot live with past success".

Sweep away this layer of middle management, as new brooms are wont to do, and you will quickly hear the complaint that the organisation is losing institutional memory. This is invariably self-interested. Still, a little like taking a mallet to a retaining wall, it is best to understand what you are

removing before you tear it out. Otherwise, you will find yourself in the position of those new chief executives who axe a group of old hands only to have to rehire them as "consultants" because they were the only people who knew how to fix an old piece of kit, read a defunct computer language, or even (in the case of the worldwide pilot shortage) fly a plane.

I unearthed a 1986 paper on preserving institutional memory, with the help of Omar El Sawy, one of its co-authors. The paper, written for the Academy of Management, points out that "when institutional memory is constituted largely of what is in the heads of organisational participants and a haphazard collection of records, it can deteriorate very quickly with the exit of the participants and the increasing difficulty of record access".

Artificial intelligence has improved since. Some memories that these scholars said were beyond computers' reach — stories, critical incidents, details of decisions — can now be recorded and analysed electronically.

But a vast quantity of material is still subject to "increasing difficulty of access". As technology companies and their products advance, history is being unwritten by the victors.

The FT just warned us that it plans to

scrap its old Lotus Notes emails, for good reasons to do with privacy and security. The cache probably includes one I received in 1997 warning us not to use email for "essential business purposes", as the system was so unstable. But these messages are the digital stuff of institutional memory. They could tell a strategist of the future a lot about what once went wrong and what went right, and why, not to mention about the group's culture.

Buchismo, if I can coin a new expression from Japanese and Spanish, is at its worst a hindrance to progress. But at least some of the despised status quo middle managers guard will be critical to your company's survival.

Striking the balance between clinging to history and advancing into the future is not always a battle between intransigent old lags and impatient young thrusters, though. The turnover of staff is so great, and the rate of technological change so fast, you may as easily lose institutional memory when Google poaches your younger staff members, as when your middle managers shuffle off into early retirement.

Some organisations have a policy to ensure their "usable past" is not squandered. Intel has *Intelpedia*, a "wiki" with 90,000 pages of employee

Balancing the past and progress is not always a battle between intransigent old lags and impatient young thrusters

contributions (although the staffer I asked had not heard of it, after five years at the company). Nasa has a 10-page "knowledge policy" that lays stress on the need to capture "lessons learned" from successful and failed space missions.

Does any of this matter, as organisations turn into fluid networks of contractors and subcontractors working on strings of projects? If there is no institution, why do workers need memory at all? They can rely, instead, on the internet's openly available library of what works.

Yet this would be a desperately fragile foundation for growth. Copying best practice can lead to dangerous herd-like behaviour. Add short-term memory loss and you more or less have the recipe for the last financial crisis — and doubtless many future ones.

Established enterprises have found they sit on plenty of useful proprietary data. They should include in their big-data banks the harder to catalogue memories and experiences of staff. By all means ignore what is now anachronistic. But try not to delete it. The past could come in handy in the future.

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Working lives. How to cope

Do not take it personally: business leaders on working under pressure

Chief executives open up about how they coped with personal and professional setbacks.
By Andrew Hill

In November 2015, Ursula Burns was on her morning training walk around Central Park in New York when she learnt that Carl Icahn, one of the most notorious US corporate activists, had taken a 7.1 per cent stake in Xerox.

The next few days were a blur, says Ms Burns, who had worked her way up from engineering intern to chief executive of the venerable technology and services company. Mr Icahn's call for change at Xerox was a challenge not only to her strategy but to the organisation where she had spent more than half her life.

"I took it personally," she recalls. But

"Taking a moment and steadying yourself can make an enormous difference"

the straight-talking chief executive also received some important advice about how to cope: do not take it personally. Without that wise counsel to treat the approach dispassionately, "everything would have turned out very differently," she says.

Lessons such as this — drawn from a new series of Financial Times films about how leaders handle pressure — echo the suggestions of executive coaches and academics.

The natural response to sudden external shocks is panic and concern, says Philip Goldman of Alexander, the coaching organisation: "Taking a moment and steadying yourself can make an enormous difference."

Bill McDermott, chief executive of SAP, the business software group, faced an acute moment of stress in summer 2015, when he fell down a flight of stairs in the night. When he came to, suffering concussion, the glass he had been carrying was embedded in his left eye.

"I knew I couldn't see because there was so much blood in the scene. And I was hurt, I knew I was badly hurt," he says. "[My mind] was basically saying, lay down... go to sleep, you've done enough." But at a certain point "your will has actually to supersede your mind, and mine did, and it said, 'You've got to find a way to get up, get out and get on with it.'"

Mr McDermott crawled from the house, but even after repeated bouts of surgery, which involved 1,000 stitches, he still lost the eye. Once in hospital, though, he says he had "great confidence, and I never really thought about the downside".

Mr Goldman says confidence is another vital tool for surviving high-pressure situations, laying stress on the



Clockwise from top left: Bill McDermott, Ursula Burns, Cynthia Carroll and António Horta-Osório

FT montage; Getty Images; Anna Gordon

word's roots in the Latin for "faith". "You need to have faith in yourself, faith in people you work with," he says. Mr McDermott would add faith in God. "It was a very high power that got me out of there," he says.

Executives need an earthbound support network, too, however.

Cynthia Carroll, the first woman and first outsider to run Anglo American, the mining company, faced strong internal opposition to her plan to change the hierarchical culture after she became chief executive in 2007. She acted to improve efficiency and communication, stripping out a layer of senior managers. "I was very unpopular," she says. When a fatality at Anglo's South African platinum mine prompted her to order its closure early in her tenure, she appealed to shareholders, unions and government for backing, and relied on "tremendous support from the board".

Charo Garzón, a coach and co-founder of Paradox, a leadership development consultancy, notes that understanding of the type of pressure faced by business leaders, and how to mitigate it, has evolved over the past 15 years. The ability to use the latest science to assess and improve leaders' stress levels has also advanced dramatically. At the same time, more organisations have understood the need to provide a support structure for senior executives. But she adds that if leaders "don't have the trust and confidence to open up, then they won't be able to use it".

Stress-induced insomnia felled António Horta-Osório, Lloyds Banking Group's chief executive, in 2011. "As a CEO these positions are quite lonely, so sometimes there are several things you cannot share with your team, because

you have to motivate them," he told the FT last year. "You don't want your employees to have doubts about your leadership."

"He realised he wasn't Superman... He discovered he couldn't control everything," comments Mr Goldman.

Paradoxically, though, reasserting some measure of control is another important way to deal with outside shocks — an insight that also emerged from our first series of interviews with leaders under pressure in 2016.

Mr McDermott, a born salesman with a reputation for leading from the front, missed a board meeting while he was in hospital. The first thing he did after returning home was to call his chairman and board and commit to attending the

"People can't do much [about] the external game, but [they] can deal with the inner game"

next one, even though it would mean flying to Germany: "Mark it down — big crayon — I'll be there... It never even remotely entered my mind that I wasn't coming back."

Executives can also learn to use setbacks and stressful situations to reinforce their performance. Ms Carroll says her unilateral closure of the platinum mine sent a message to the company and the industry — and, critically, improved safety and reduced fatalities — but it also "led to more decisions later on [and] gave me that much more confidence".

Tawfik Jelassi teaches executives at IMD business school, drawing on his personal experience of being drafted unexpectedly into Tunisia's technocratic government in 2014. He says "the single most critical factor that can make or break a leader" is how resilient they are. Mr Goldman uses a sporting analogy to describe the same need to handle uncontrollable outside shocks and reduce self-imposed pressure: "People can't do much [about] the external game, but [they] can deal with the inner game."

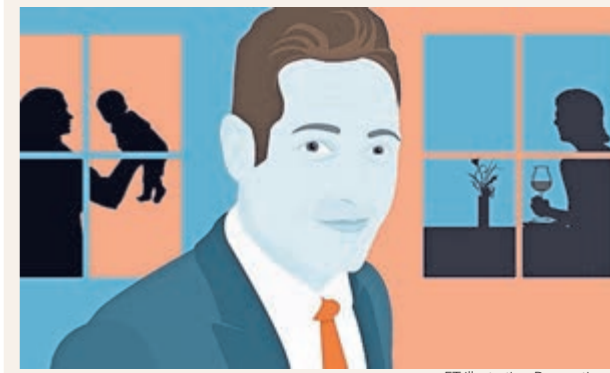
Resilience is a quality leaders have to draw on both during their executive career — Mr Horta-Osório has bounced back successfully at Lloyds — and after. Both Ms Carroll and Ms Burns ultimately stepped down as chief executive of their respective companies, having faced criticism for decisions they took.

Ms Burns, now chair of Veon, the telecoms operator, and on the boards of companies such as Nestlé and Uber, says chief executives have to move forward, even at the risk of failure, because "if all you did was babysit something, it would almost surely fail". She still seeks to apply the positive approach she learnt at Xerox. She urges boards and managers to take action "instead of hyperventilating about what we did wrong or what we could have done differently".

Mr McDermott, still at SAP, says he has used his disabling accident to galvanise his leadership, too. He has drawn on one particular insight that is both crucial, and humbling, for people used to being in command: "You realise there are some things about life that have never been in your control in the first place: there is an incredible power that comes with that."

Work Tribes**A spotter's guide to the inhabitants of our workplaces**

EMMA JACOBS AND ANDREW HILL



FT illustration; Dreamstime

In the latest instalment of our series, we hear from more people you'll meet in the office — and some you may want to avoid.

You know I used to work at McBainsey? Hello? Hello? Hey! Cancel that flapjack."

Robert, the involuntary gig worker

"Hi there. Can you hear me? This is Robert Rockbotham, of Rockbotham & Associates. Um, no — there aren't any associates. Yet. But you know, this freelance consulting business is all about branding and "Me Inc" was already taken.

Of course. Let's get on with the call. So — you got the slide-deck? You didn't? You got what? My tax return? Damn, I must get IT to take a look... putting you on mute a second.

Can I get a double espresso, and can you remind me of the WiFi code? Oh, and I'll have another flapjack.

OK, I'm back on.

So to summarise the first slide — sorry, just a moment. Thanks. £6.50? You're kidding, right?

I'm back. To summarise the first slide, what you need is the kind of flexible, strategic support Rockbotham can offer. Yes, I'm flexible enough to work this weekend, and next weekend. Yes, and the one after that. If you insist. That is the kind of spirit Rockbotham is built on.

What's that? No, that must be static, there's no coffee machine here. No, no kids either. I missed that — come again? You don't think you'll be able to go through with it? Why not? But I'm sending the slide deck attachment right now!

Look — you know this is my livelihood, right?

William, the weekly commuter

"Hello Phoebe, what did you do today? Nothing? Oh, you must have done something. Phoebe, can you speak into the phone? French, did you say? Can't remember? Glad to hear the school fees are worthwhile. Oh, nothing, just Daddy talking to himself. Yes, you go now. Is Mummy there? Can you put her on?

Hello Jane! I can't hear you over the baby screaming. Yes, I know looking after four kids under six on your own is difficult. Jules was just saying that being a mum is the hardest job in the world. She doesn't know how you do it.

Jules? I'm sure I've mentioned her before. My PA. Yes. She is still here.

Anyway, I told her you are a natural mum. So much more fulfilling than boring old consultancy.

Look, we have been through this: we can't both be consultants and have a family. We decided I'd live in London in the week so I could work myself to death and finance our rural idyll. I miss out too. It's not easy, missing homework, the school run... What? Oh dear, is Teddy still having accidents? Yes, of course I know he's potty-training. I just forgot. Yes, you go. I should get back to the grind. Work, sleep, work, don't you worry about me. Kiss the kids goodnight.

Jules, 20 minutes. The table's in my name. Good, you got it? Look forward to seeing you in it later."

Read more FT.com/work-careers**'Failure is an option'**

Jeff Bezos's right-hand man Andy Jassy reflects on what drives Amazon's success and ambitions

Losing trust

Michael Skapinker on how investors ready to disrupt far-sighted

strategies for short-term gain have eroded public support**Outmoded management**

Why command-and-control systems fail to provide the flexibility needed in today's businesses

Personal tech

It can keep your beverage hot all day, but is Ember the 'intelligent cup' worth the \$80 price tag?

WORK & CAREERS

How to secure a scholarship for business school

Grants and fellowships are a vital source of funding for MBAs. Students need to apply early, writes Jonathan Moules

Scholarships have decisively overtaken savings, loans and employer support as the largest funding source for all graduate business degree courses. For many aspiring students, gaining access to an award – many of which are linked to developing a more diverse student intake – represents the difference between attending business school, or not.

Grants, fellowships and scholarships account for 30 per cent of the average financial mix among full-time MBA students, while loans make up 24 per cent, according to the Graduate Management Admission Council.

Kelsey Lents would not have gone to business school if it had not been for MBA scholarships. She worked as an associate at a New York architecture practice, having studied English as an undergraduate followed by a masters in architecture. Most people in her workplace came from design backgrounds and few had any formal business training. Ms Lents saw an opportunity to build valuable business skills, but without the \$80,000 award offered by Georgetown University's McDonough School of Business, she could not have justified the estimated \$170,000 cost of the two-year course.

"I was interested in studying business, but receiving a scholarship made it possible," she says. The money provided her with both means to study and the financial freedom to try entrepreneurship after graduation.

Together with a co-founder she met in her MBA class, Ms Lents is preparing to launch a Washington DC-based combined co-working space and childcare service for new parents operating in the gig economy, called Hatch. The idea came to her after she had her first child midway through the MBA course and tried to fit her studies around mother-



'Increasing from \$70,000 is much more difficult than from zero to something'

LAURA CHEN, WHO TRIED TO NEGOTIATE A LARGER SCHOLARSHIP

Melissa Golden/FT

Financing your MBA

Maximising a scholarship for an MBA place requires preparation and smart negotiation, says Caroline Diarte Edwards, director of Fortuna Admissions. "It is important that your motivation comes across as authentic, and that your request does not come across as too strident," she says. "Put the request in writing, with as much detail as possible, and follow up with a phone call about a week later if you have not received a reply."

Get it in early. "Financial aid officers will have a fixed budget for a given class and have more flexibility to be generous earlier on in the process."

hood. Hatch has itself won \$30,000 from Georgetown University in a pitching competition.

Both the scholarship and this seed funding provide the freedom to pursue a dream, Ms Lents says. "I can be more focused on what I am passionate about rather than chasing a specific salary."

Although business schools often claim that scholarships are about broadening access to less well-represented groups, such as women and ethnic minorities, money also flows to candidates who can help an institution maintain a strong academic record.

Justin Atwood received a \$60,000 scholarship offer from Babson College in Massachusetts, covering 80 per cent of

the MBA course fees. He attributes his success to a good score in the GMAT entrance exam, a good pass at undergraduate degree level – and his previous work experience in finance.

Mr Atwood had already saved hard for five years from relatively well-paid jobs, first as a financial adviser for Morgan Stanley and then an associate at investment consultancy Cambridge Associates.

But the scholarship was a key part of his decision to return to full-time study. "I needed this extra money to have a roof over my head and food to eat," he says.

The most successful MBA applicants are often the most sophisticated and

steadfast negotiators, according to Jessica Burlingame, a consultant at The MBA Exchange, an admissions adviser.

One of her clients, a student at Duke University's Fuqua School of Business, doubled an initial aid offer of \$33,000 by going back to the school's admissions and asking whether any other factors would have helped her chances. After she sent in further details of her situation, Duke made the revised offer.

Ms Burlingame warns that "timing is a wild card in the pursuit of merit-based aid", noting that some schools send aid offers automatically with offers of places while others only make decisions about scholarships months after the course has been filled.

Another of Ms Burlingame's clients

'I can focus on what I am passionate about rather than chasing a salary'

successfully applied for a \$17,500 merit award linked to her place on the prestigious dual degree Lauder programme at the University of Pennsylvania's Wharton School. The course combines an MBA with a masters degree in international studies. Several months later, without having made any suggestion that the school increase her aid, the client received a letter offering her an additional \$15,000.

If you do negotiate a higher scholarship level, success is never guaranteed – even if you have bargaining chips. Laura Chen received a \$70,000 merit award offer from Northwestern University's Kellogg School of Management, enough to cover half the fees for her two-year MBA.

She also received promises of financial aid from two other US schools, including one that would have covered all the course fees.

Buoyed by these offers, Ms Chen called Kellogg's admissions office hoping to persuade it to increase the scholarship, but was turned down. "Increasing from \$70,000 is much more difficult than from zero to something," she says.

FT FINANCIAL TIMES
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FT FINANCIAL TIMES

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Pilita Clark



Bring on my jetpack and invisibility shield



James Bond flies a jetpack in the film "Thunderball" — Getty

Every so often I have lunch with a maths whizz who spent years in investment banking and is obsessed with the future of technology. He is not a household name himself but he talks to a lot of people who are, and I always come away from our meal thinking about something to do with technology that I had not thought of much before.

This is not always cheering. My friend has long shared Elon Musk's fear that artificial intelligence poses an existential risk to human civilisation. And that was before last week's news that Amazon's Alexa digital assistant had been cackling creepily at startled owners for no apparent reason.

But I am also struck by how much working life could change if even a fraction of the technologies that companies are working on ever take off.

Being whisked to the office in a vacuum tube train would be a serious advance on the rush-hour Tube. Reading email through a bionic contact lens could be useful, though not as good as having a personal avatar answering my phone, or an invisibility shield I could whip out to dodge the approach of unwanted humans.

Yet what is truly likely to become a reality in one's lifetime? One of the UK's top universities has just had a stab at an answer. Imperial College London has an outfit called Tech Foresight that tries to help boardrooms understand what is happening in the lab and how it is likely to affect their company. Bravely, it has ranked 99 technologies, from implantable phones to head transplants, according to how soon they could become ubiquitous.

The ranking is based on factors such as the number of companies working on a particular technology, the sums they are spending, whether people are likely to love or loathe the innovation and how disruptive it could be.

Number one on the list is something that is already here but will not shake the world: a smart nappy that promises to make the "sniff test" a thing of the past with a monitor that can alert

Imperial College has ranked 99 technologies according to how soon they could become ubiquitous

parents to the need for a change. Disappointingly, life-long personal avatar assistants are deemed to be at least 10 to 20 years away and vacuum tube transport is an even more distant prospect.

Like male pregnancy, it is not expected to be widely available for 20 or more years.

The same goes for a lot of other things I would not mind seeing sooner, including invisibility shields and artificially intelligent board members, which presumably would be no worse than some human versions.

On the upside, we could be closer to some helpful stuff, including human organ printing and artificial blood.

Other technologies seem too close to Big Brother for comfort. Public mood monitoring could be upon us in 10 to 20 years, according to the list.

This includes technology that could remotely read facial expressions or detect heart rates accurately enough to predict whether a football crowd is about to riot, says Nik Pishavadia, Tech Foresight's director of corporate engagement.

I am not sure about that. As Mr Pishavadia says: "There are some things that will be more or less

acceptable to people and that will affect the route they take to market." That brings us to the most frightening of the lot: artificial consciousness.

Comfortingly, machines that are not just merely smart enough to beat us at chess but could decide to grind us to a pulp if they felt like it are ranked at number 99 on the list.

Along with human cloning and telepathy, they are classed as "fringe science", meaning the technology is highly improbable but not impossible — and important to watch.

The Tech Foresight list is not comprehensive. I was sad to see it does not include personal jetpacks, which James Bond was using as far back as the 1960s, or even flying cars.

The authors say they had to draw the line somewhere.

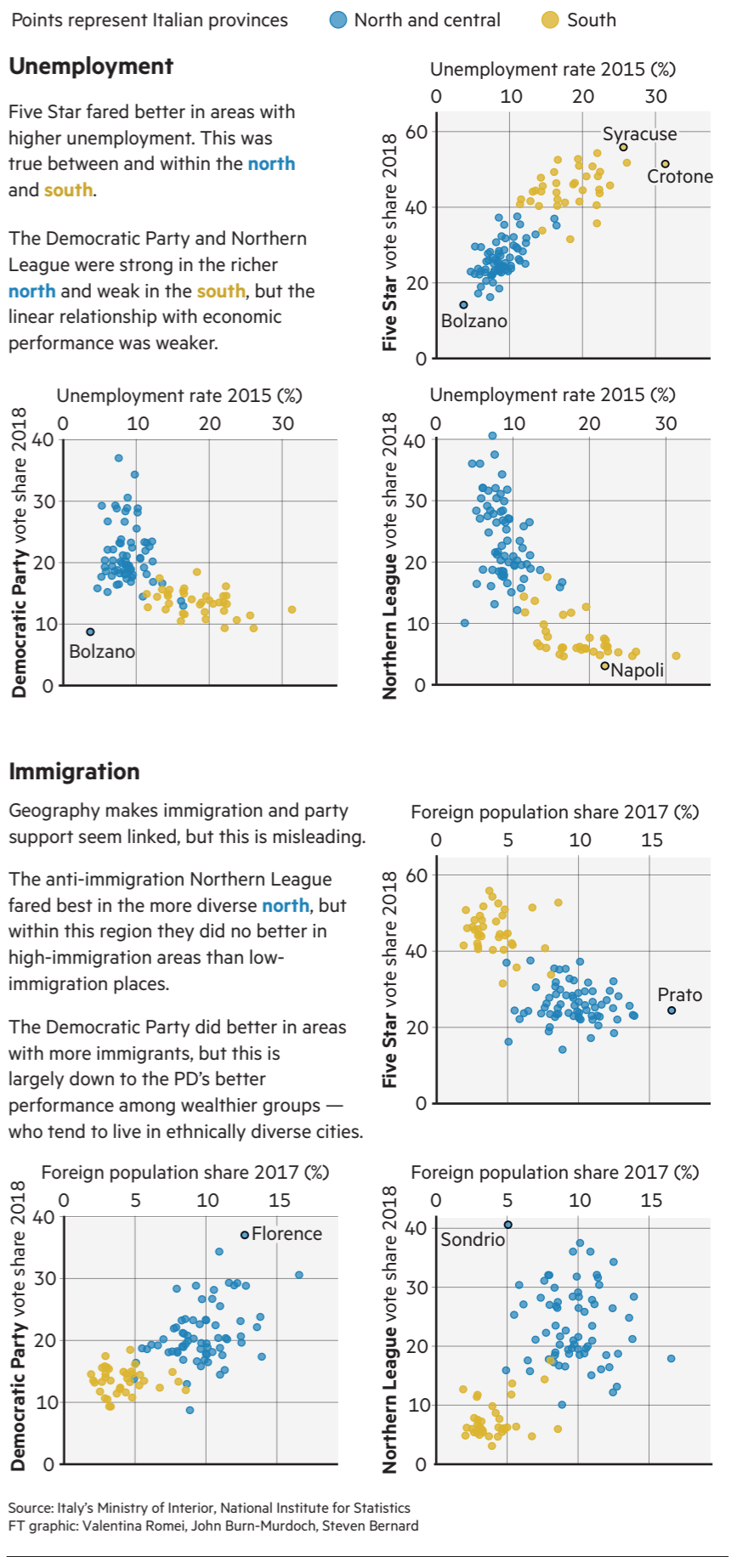
They also warn that their list is supposed to provoke as much as predict and I hope it will.

In the meantime, I have resigned myself to answering my own phone, using the Tube — and staying away from Alexa for quite a while to come.

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Graphical Insight What Italians voted for — and why



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Ankara	Sun	17	Manila	Fair	31
Athens	Sun	20	Miami	Thunder	24
Bahrain	Sun	28	Milan	Cloudy	12
Barcelona	Sun	19	Montreal	Cloudy	3
Beijing	Fair	14	Moscow	Snow	-3
Belfast	Rain	9	Mumbai	Sun	35
Belgrade	Shower	18	Munich	Shower	13
Berlin	Shower	11	Naples	Shower	15
Brussels	Shower	12	New York	Sleet	5
Budapest	Fair	19	Nice	Sun	17
Cairo	Sun	24	Nicosia	Sun	23
Cardiff	Shower	10	Oslo	Snow	2
Chicago	Cloudy	5	Paris	Shower	12
Cologne	Rain	15	Prague	Shower	10
Copenhagen	Rain	7	Reykjavik	Sun	3
Delhi	Sun	33	Riga	Cloudy	10
Doha	Sun	29	Rio	Sun	33
Dubai	Sun	32	Rome	Shower	16
Dublin	Rain	9	San Francisco	Cloudy	19
Edinburgh	Cloudy	7	Singapore	Thunder	30
Frankfurt	Rain	15	Stockholm	Drizzle	5
Geneva	Shower	11	Strasbourg	Cloudy	15
Hamburg	Rain	10	Sydney	Drizzle	25
HelSinki	Rain	2	Tokyo	Sun	15
Hong Kong	Sun	23	Toronto	Cloudy	1
Istanbul	Sun	17	Vancouver	Sun	14
Lisbon	Rain	16	Vienna	Shower	16
London	Rain	11	Warsaw	Cloudy	15
Los Angeles	Fair	20	Washington	Sleet	5
Luxembourg	Shower	11	Zagreb	Sun	17
Madrid	Cloudy	14	Zurich	Shower	14

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ACROSS

- 1 Manager protects a number showing emaciation (8)
- 5 Cleaner working for ferry operator (6)
- 9 Judge returned hand tool to prospector (8)
- 10 Catch out Tory leader and remove (4,2)
- 12 Edit novel about probe (5,4)
- 13 Fortune tellers scathing about Oscar (5)
- 14 A cat that's very small (4)
- 16 Fraudulent enterprises around game (7)
- 19 Promised to be occupied (7)
- 21 Charlie's full name (4)
- 24 Proofreader's mark shows concern with the letter "r" (5)
- 25 Winger in a last-minute switch (9)
- 27 Discharge from old drain cut (6)
- 28 Turning point for country evangelist (8)
- 29 Quiet about passion for case (6)
- 30 Smirk when taking in this month in Irish province (8)

DOWN

- 1 Girl's supporter about to expire (6)
- 2 Nobleman arrives in New York? Almost! (6)
- 3 The first person in the body of the church is unworshipful (5)
- 4 Reckoning to eat fowl — part of the breast (7)
- 6 Claire, the doctor, is dissident (9)
- 7 Soldier gets drink for correspondent (8)
- 8 Partiality gets me in post improperly (8)
- 11 Fly high? Sounds painful! (4)
- 15 Hose gets Kitty in an awkward situation (5,4)
- 17 Drinks held dear in French coaches (8)
- 18 Give gear out? That'll cause distress! (8)
- 20 Wooden handle (4)
- 21 Bed to deteriorate after time in country home (7)
- 22 Type of pottery made with Barium compound (6)
- 23 Tumbler has cook taking drug (6)
- 26 Health hazard creates fuss among sailors (5)

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Companies & Markets

FINANCIAL TIMES

Crisis cash Will Oslo raid Norway's \$1tn oil fund in a market downturn? — REPORT, PAGE 15

True and fair Accountants must exercise greater judgment — JONATHAN FORD, PAGE 14

Eon to acquire Innogy in €43bn deal with RWE

► Sale will shake up energy sector
► Both groups back on the offensive

ARASH MASSOUDI — LONDON
TOBIAS BUCK — BERLIN

Eon, the German utility, has unveiled a complex €43bn deal to acquire Innogy, the renewable energy business, from its controlling shareholder RWE as well as a series of asset swaps that will dramatically remake Germany's energy sector.

Under the terms of a deal unveiled yesterday, Eon will become a company purely focused on providing energy networks and services to retail customers, while RWE will acquire Eon and Innogy's renewables businesses and take a 16.7 per cent stake in Eon.

The deal amounts to a transformation of some of Europe's most critical energy companies and a clear indication that Eon and RWE are back on the offensive after years of retrenchment and a series of regulatory blows. It is also the latest high-profile transaction in the German energy market in a matter of months, after Eon sold a minority stake in its former subsidiary Uniper to Finland's Fortum for €3.8bn in January.

Eon will acquire RWE's 76.8 per cent stake in Innogy by offering a combination of newly issued shares and assets. In addition to the renewables businesses, RWE will receive Eon's minority stakes in two RWE-operated nuclear plants, Innogy's gas storage business and its stakes in the Austrian energy supplier Kelag. In return, RWE will pay Eon €1.5bn in cash.

Eon will make a cash offer worth a total of €40 a share inclusive of future dividend payments to investors in Innogy, which was spun out of RWE in 2016, worth more than €5bn.

The deal values Innogy's equity at €22bn. Shares in Innogy closed last week at €34.53, giving it a market value

of €19.1bn. The company has about €21bn of net debt.

The acquisition of Innogy comes after a difficult period for Eon management. Peter Terium resigned as chief executive in December, following a profit warning that sent the company's shares down 13 per cent. He was replaced on an interim basis by Uwe Tigges, who previously served as board member in charge of personnel. Last week, Bernhard Günther, chief financial officer, was revealed to have suffered an acid attack by unknown assailants. He remains in hospital.

The deal marks the biggest shift by Eon and RWE since they were hit hard by the so-called Energiewende, Germany's move away from fossil fuels towards renewables which put pressure on the two groups' core conventional power operations. Germany's leading power companies also suffered another severe setback in 2011, when the government in Berlin decided to accelerate the phase-out of nuclear power in response to the Fukushima disaster.

Both Eon and RWE responded with steep cost cuts, and by splitting themselves into two separate companies. Eon spun off its conventional power operations into Uniper, leaving the group with cleaner and more reliable businesses such as renewables, energy networks and customer solutions. RWE went in the opposite direction, keeping the conventional and nuclear power operations while spinning off its renewables business into Innogy.

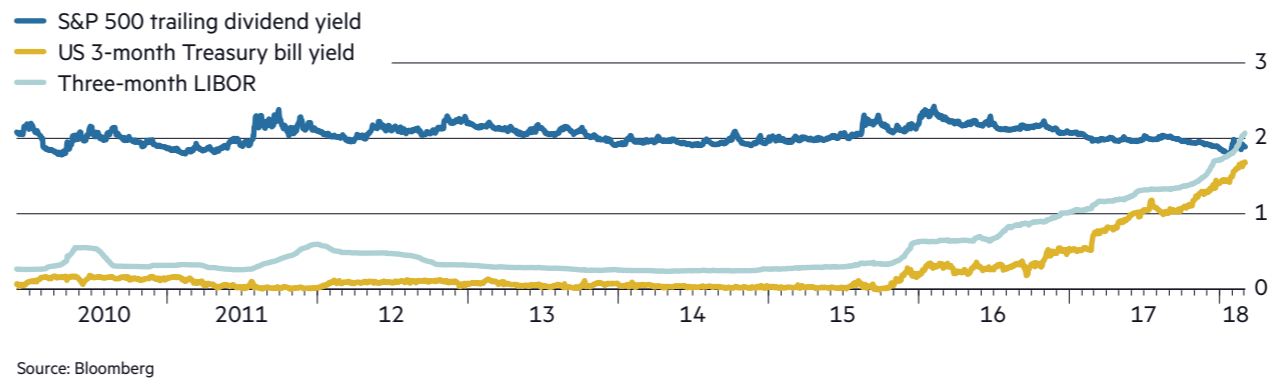
Shares in Eon are up more than 20 per cent over the past year, giving it a market value of €18.6bn. RWE has climbed 25 per cent in the same period and is worth €11bn.

Fed effect Equities' lustre diminishes over bond yields



Cash returns gain ground on equity dividends

Yields on short-term safe debt instruments climb to match S&P 500's trailing dividend yield (%)



The lustre of the US equity market is fading, with the Federal Reserve's interest rate increases eroding the gap between the dividend yield of the S&P 500 and yields on short-term US debt to the narrowest in almost a decade.

For much of the post-crisis era, one of the mantras among investors has been "Tina" — "there is no alternative" to investing in equities as bond yields languished at historical lows and offered little in yield or income.

The S&P 500's trailing 12-month dividend yield has averaged about 2 per cent since 2010, while cash has returned almost nothing.

But the Fed's gradual interest rate increases since 2015 have slowly lifted

the yields on US government debt — and especially short-term bills. The three-month Treasury bill yield now stands at 1.66 per cent, not far from the current trailing US equity dividend yield of 1.88 per cent. The three-month Libor rate last month rose above the dividend yield for the first time since late 2008.

While equities offer potential price appreciation in addition to the dividends they pay to investors, Abhay Deshpande, chief investment officer of Centerstone Investors, argues that the rise on short-term yields means that the era of "Tina" may now be over.

"It's not so easy to just say people should buy stocks now," Mr Deshpande said, pointing out that the market

reductions in February coincided with three-month Libor going above the S&P 500's dividend yield. "There are alternatives."

The trailing dividend yield is a backward-looking measure, and US companies are expected to use the proceeds from the recent tax cuts to increase shareholder payouts this year. Although US equities suffered a series of reversals in February, most analysts expect the market to end the year higher. But the rise in short-term US government bond yields "marks a major shift away from the post-crisis era of near-zero yields on such instruments", says Richard Turnill at BlackRock. *Robin Wigglesworth*

Watchdog finds 'serious problems' at 40% of audits

MADISON MARRIAGE — LONDON

Global accounting watchdogs identified serious problems at 40 per cent of the audits they inspected last year, raising fresh concerns about the quality of work being carried out by the world's largest accounting firms.

According to the International Forum of Independent Audit Regulators, lapses were identified at two-fifths of the 918 audits of listed public interest entities they inspected last year.

The audit inspections focused on organisations in riskier or complex situations such as mergers or acquisitions, according to the IFIAR, whose members include 52 audit regulators around the world. The most common issue identified was a failure among auditors to "assess the reasonableness of assumptions". The second-biggest problem was a failure to "sufficiently test the accuracy and completeness of data or reports produced by management".

The findings have intensified concerns about weaknesses in the auditing process, an issue that has been thrust into the spotlight over the past 12 months following a string of high-profile accounting failures.

These include the collapses of BHS and Carillion in the UK, a corruption scandal involving oil company Petrobras in Brazil, and the share price collapse of South Africa's Steinhoff after the retail conglomerate admitted to a series of accounting irregularities last year.

Prem Sikka, an accounting expert and emeritus professor at Essex University, said the frequency of problems identified by the IFIAR was "terrible".

"There are a whole range of issues and there is no simple fix. There is a huge knowledge failure in the audit industry which is not being looked at. The whole industry is ripe for reform. The question is where is the political will for this?"

The IFIAR's research was based on feedback from 33 audit regulators who inspected the work of 120 audit firms.

Brian Hunt, chairman of the IFIAR, told the Financial Times: "We would like the firms to focus on getting better. The firms are making progress — we would like to see it happen a bit faster."

Deloitte, the audit firm, said: "We look forward to continuing our constructive engagement with our audit regulators."



China's Alibaba and Tencent reach for the skies

Alibaba and Tencent have muscled their way into the world's top 10 most valuable companies on the back of people shopping on the internet. Now the Chinese duo are leading the charge into data storage and software services on the cloud, where they are courting business and government clients.

Analysis ► PAGE 16

GKN to lay out higher valuation case as Melrose looks at raising £7bn offer

PEGGY HOLLINGER — INDUSTRY EDITOR

GKN will today launch its final attack on the hostile £7bn bid from Melrose Industries, arguing that the measures unveiled in its defence put its true value at closer to £5 a share, substantially higher than the 415p on offer from the industrial turnaround group.

The claim comes as Melrose is expected to lift its cash-and-share offer this week by raising the proportion of the combined group that will be held by the FTSE 100 engineering company's investors from 57 per cent to more than 60 per cent.

Meanwhile, GKN's management has rejected attempts in the past few days by Melrose to hold a meeting, according to two people close to the situation.

Melrose on Friday said it had received

acceptances for 5.76 per cent of its target's shares, an unusually high level for this stage of a hostile bid. GKN's shares closed at 435p, while Melrose was at nearly 225p.

The two-month battle for GKN, founded in 1759 as an ironworks in the Welsh valleys and today a supplier to the automotive and aerospace industries, is nearing its end after weeks of controversy that has led to calls for government intervention from opposition leaders, MPs and trade bodies.

Melrose has one week from today to increase its offer after which both sides will have two weeks to lobby shareholders, assuming no agreement is reached with GKN management for an improved recommended offer in the meantime.

Sandy Morris, analyst at Jefferies investment bank, estimated in a note to

clients that the measures announced so far in GKN's defence amounted to a value of about 495p a share, although this required the group to fulfil its promises on improved margins and cash generation from a restructuring plan known as Project Boost.

Investors at the start of the battle, when Melrose appeared to have the upper hand, had indicated to the Financial Times that they were seeking a level of about 450p. However, the deal on Friday to sell GKN's Driveline business, which accounts for just over half of sales, to US vehicle drive supplier, Dana, may have changed that view, one investor said.

Today is the last day on which GKN can announce any new material information in its defence. Melrose then has one week to increase the value of its bid.

Companies / Sectors / People

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Amex seeks to win retailers with fee cut

New chief prepared to forgo margins in push to secure more outlets

ALISTAIR GRAY — NEW YORK

American Express is planning to cut the fees it charges retailers and other businesses by more than it has done in two decades, as its new chief executive pushes more outlets to accept its cards.

About 1.3m fewer locations in the US allow consumers to pay with Amex than Visa and MasterCard, mainly because it takes a bigger cut of customer payments. The gap is even wider overseas.

Meanwhile, authorities from Europe to Australia have taken a tougher line on card charges. In the US, the Supreme

Court is considering an antitrust complaint. The company denies its practices breach antitrust rules.

At a presentation for investors in New York last week, the company said the global average of the fees it charges merchants — known as its discount rate — would decline five or six basis points this year, to about 2.37 per cent.

Each basis point is equivalent to about 11 cents of earnings per share, said Don Fandetti of Wells Fargo Securities.

A fall of six points this year would be the steepest since at least 1998, company filings show. The typical decline in previous years has been between one and three points.

Stephen Squeri, who became chief executive last month, is prepared to forgo as much as \$585m in margins this

year, according to Financial Times calculations based on analyst projections, as he pushes for higher revenues by opening up more venues at which customers can spend.

The fee cuts for 2018, which are about double previous guidance, are the latest sign of competitive and regulatory pressures on the biggest US consumer finance company by market value.

American Express is facing questions from Wall Street about competition from US banks, which use the rival payment networks Visa or MasterCard. Big-spending Americans have flocked to premium cards issued by banks.

While Amex's fee margins have eroded steadily for years, the more aggressive reductions suggest the group is breaking from the era of Kenneth

‘Any reduction in the fees help — but American Express, and all the major networks, have a long way to go’

Chenault, the company's 17-year veteran chief executive. Mr Squeri has told investors he is willing to make “conscious trade-offs” to encourage more businesses to take Amex.

Lower charges would be welcomed by consumer-facing businesses, but retailers remain sceptical. Smaller merchants that lacked bargaining clout were particularly reluctant to accept Amex, said Doug Kantor, partner at the law firm Steptoe & Johnson, who represents the Merchants Payments Coalition. “Any reduction in the fees help — but American Express, and all the major networks, have a long way to go,” he said.

John Hecht, consumer finance analyst at the investment bank Jefferies, said: “Retailers have become really aggressive at pushing back.”

INSIDE BUSINESS

ON MONDAY

Jonathan Ford



An auditing market that makes ‘lemons’ of us all has to change

When the American economist George Akerlof wrote his celebrated 1970 paper about “lemons”, he described a dysfunctional world where inferior goods drove out better ones because suppliers could not attract a premium for higher quality products.

Customers might be prepared to pay \$1,000 for a “peach”, a well-kept used car, as against just \$500 for a “lemon”, in Mr Akerlof's example. But if the lemon owners concealed their cars’ faults and passed them off as peaches, buyers would rationally lower the price they would offer to reflect the higher possibility of ending up with a duff vehicle. That way, through a process of adverse selection, those lower prices would lead to the peaches being withdrawn from the market. All that would remain would be duds.

Some worry that a similar process is afflicting the accountancy profession. The sudden collapse of Carillion has put audit quality firmly back under the spotlight. The UK outsourcing company's income was massively restated and its assets impaired for the first time only months before its bankruptcy — despite longstanding questions about its financial health.

A report from the International Forum of Independent Audit Regulators shows that global accounting watchdogs identified serious problems at 40 per cent of the audits they inspected last year involving companies in “riskier” situations, such as M&A deals. These included conflicts that compromised objectivity, and widespread failures to test the accuracy and reasonableness of companies’ data and assumptions.

“If you have a market and 40 per cent of the goods that are sampled are defective in some way, that is a market that is not functioning very well,” says Karthik Ramanna, professor of business and public policy at Oxford's Blavatnik School of Government.

Of course, the market for audit services is not quite the same as that for used cars. For one thing, customers are obliged to buy the product — all companies above a certain size must be audited. The second difference is that the “purchaser” (in terms of who chooses) is not the end consumer, such as those creditors, counterparties and others who might take a dispassionate economic decision based on the contents of accounts. Instead it is an intermediary.

An audit is supposed to be a snapshot of a company. Instead, as the accountancy theorist Shyam Sunder observes, the interaction is more like that between a fashion photographer and a model. “The photographer records not simply the appearance of the model as it is in fact, but actively engages with the model to produce images that serve the purposes of both,” he writes.

In this world, there is little obvious advantage for accountants to compete on audit quality — if that means ventilating searching questions that might expose vulnerabilities. Rather they are tiered on cost, which is why the “Big Four” — KPMG, Deloitte, PwC and EY — dominate the market for larger companies. They alone have the economies of scale and the reach to handle big international clients, and use this platform to sell more valuable ancillary services. Much of their ingenuity and lobbying muscle is used in sloughing off liability by offering generic, binary assessments of clients’ financial statements, aiming to socialise the risk should they get things wrong.

Smaller audit firms have little appetite to challenge this oligopoly — it would require them to make substantial investments to reach the required scale. But there is no evidence that when they got there they would be able to attract superior returns by offering a better service.

Attempts have been made to break the symbiotic relationship between understanding auditors and self-interested executives. But efforts to buttress independence and objectivity by retendering auditing contracts more frequently have not succeeded. When Carillion collapsed, KPMG had been its auditor for the almost 20 years since the company was created.

Breaking up the biggest audit firms might lower the risk of another Enron-like lightning-strike reducing the Big Four to a “Titanic Three”. It will not, however, end the lemon problem.

That would require investors to demand higher standards of audits and be prepared to pay for them. Auditors should give more colour about their decisions, and exercise greater judgment when it comes to determining what is a true and fair picture of a company's affairs.

Larry Fink, boss of BlackRock, has talked about focusing on the long-term value of businesses. Getting the incentives right around auditing would be one place to start.

jonathan.ford@ft.com

Financials

Equitone flagship fund raises €2.8bn in four months

JAVIER ESPINOZA PRIVATE CAPITAL CORRESPONDENT

Private equity group Equitone Partners has raised €2.8bn from investors in just four months, its largest ever fundraising and the latest sign of how yield-hungry investors are desperately looking for ways to deploy their cash.

The latest flagship fund of the London-based firm, which buys into European mid-sized companies, is close to 40 per cent larger than its predecessor and received demand of almost €4bn.

Investors in the new fund include US public pension funds the California State Teachers’ Retirement System and the Pennsylvania Public School Employees’ Retirement System, Germany’s Allianz Capital Partners and Singapore’s GIC, according to people familiar with the fundraising.

Equitone, which has made roughly 150 acquisitions since 2002 and was spun out of Barclays in 2011, invests in companies with a value of between €50m and €500m.

The group has led a series of deals including the €1bn sale of Global Blue — a provider of tourist sales tax refunds — to Silver Lake and Partners Group in 2012, and the €250m sale of Meilleurtax — a French retail financial services broker — to Goldman Sachs in February 2017.

Equitone received commitments from 56 institutional investors, a 30 per cent increase from its previous fund, which raised €2bn in 2015, the people said.

Investors from western Europe and the Nordic region accounted for more than half of the capital raised, while North American investors represented a third. Existing investors provided roughly 75 per cent of the capital.

The record fundraising, which is expected to be announced as early as today, comes at a time when industry analysts worry the sector may have peaked with valuations for assets at their highest ever level.

Private equity managers have warned these dynamics are likely to result in historically lower returns.

But institutional investors are keen to deploy their cash in top-performing funds as they struggle to generate decent returns in a low interest rate environment.

“We simply have to put money to work somewhere,” said an institutional investor in large funds, including Blackstone and CVC.

Buyout funds have rushed to take advantage of demand. Last year, Apollo Global Management raised \$25bn and CVC’s raised €16bn.

Utilities. Renewables



Eon-RWE deal to transform Germany’s energy landscape

Acquisition of Innogy upends country’s two largest power groups and ends years of crisis

OLAF STORBECK — FRANKFURT

The deal that will fundamentally transform Germany’s electricity sector was codenamed “Livewire”.

The complex asset swap between Eon and longstanding rival RWE, devised by a small team of executives and investment bankers over the past six months, is certainly expected to send shockwaves across Europe’s energy industry.

RWE was only approached shortly before Christmas, according to a person with knowledge of the discussions. But in less than three months, both sides agreed on a series of transactions that will upend Germany’s two largest utilities and mark the end of years of crisis.

Both Eon and RWE were hit hard by Angela Merkel’s decision to phase out nuclear power in 2011 following the Fukushima nuclear disaster. They were also affected by the rapid growth of renewable energy in Germany, which sent wholesale electricity prices plummeting and dented utilities’ profits.

For Eon and RWE, the deal announced yesterday ends the era of integrated utilities that generated electricity, owned the supply grid and controlled the relationship with the customer. “The transaction shows that the

industry has given up on the value of vertical integration,” says one analyst, who adds that more deals of this nature are inevitable.

The transaction will involve two stages. First, Eon will buy RWE’s 76.8 per cent stake in Innogy, the renewables energy business that was spun out in 2016, and table an all-cash offer worth €40 a share, a 15.6 per cent mark-up on Friday’s closing price to Innogy’s minority shareholders.

Next, Eon will hand back Innogy’s renewable energy assets as well as its own to RWE. The deal will leave Eon as Europe’s largest operator of electricity grids and retail, while RWE will be the continent’s second-largest producer of green energy.

“The transaction will create two European leaders,” says a person with knowledge of the discussions. The total value of both transactions stands at up to €60bn, with Eon’s takeover of Innogy accounting for €43bn and the assets handed over to RWE in the second tranche valued at €17bn.

Yet little cash will change hands. Eon’s buyout offer for Innogy’s minority investors will cost around €5bn, and RWE will pay €1.5bn in cash to Eon. It will also receive new shares in Eon, representing 16.7 per cent in the enlarged rival. Due to the complexity of the transactions, the deal is not expected to close until the third quarter of 2019.

The asset swap — which still needs the approval of the each company’s supervi-

The deal marks a big shift for RWE, reversing its move to pull out of renewables

Martin Leissl/Bloomberg

sory board — comes after three frantic years of dealmaking among German utilities. Starting in 2014, both Eon and RWE carved out companies to manage renewable, grids and retail separately from its coal and gas power plants: RWE created a green energy business with Innogy, and Eon listed its fossil fuel assets as Uniper. Finnish utility Fortum acquired Eon’s 47 per cent stake in Uniper for just under €4bn earlier this year.

Over the past year, Europe’s three biggest utilities — Enel, Iberdrola and Engie — were all reported to be considering a bid for Innogy, but pulled back.

The deal also marks a big strategic shift for RWE, reversing its move to pull out of renewables. “They are going to take back assets they carved out less than two years ago,” according to a person familiar with the transaction.

“The asset swap will give RWE the opportunity to diversify its exposure from its fossil-fuel generation with a decent scale renewable division,” wrote Deepa Venkateswaran, a utilities analyst at Bernstein, in a note. “Over a period of time, RWE should be able to replace its cash flows from conventional generation with renewables.”

One uptick for Eon is that its regulated asset base will grow by about 50 per cent to more than €30bn and its number of retail clients will increase from 30m to 50m. The group’s earnings before interest, taxes, depreciation and amortisation will grow from around €5bn to around €8bn.

Legal Notices

NOTICE OF INTENDED DIVIDEND PURSUANT TO RULE 14.29 OF THE INSOLVENCY (ENGLAND AND WALES) RULES 2016
MABLE COMMERCIAL FUNDING LIMITED
(IN ADMINISTRATION)
REGISTERED NO.: 2682216
REGISTERED OFFICE: 7 MORE LONDON RIVERSIDE, LONDON, SE1 2RT
HIGH COURT OF JUSTICE, CHANCERY DIVISION, COMPANIES COURT
NO. 8211 OF 2008
Notice is hereby given, pursuant to Rule 14.29 of the Insolvency (England and Wales) Rules 2016 (the “Rules”) that the Joint Administrators intend to declare a seventh interim dividend to unsecured non-preferential creditors within two months from the last date of proving, being 6 April 2018. Such creditors are required on or before that date to submit their proofs of debt to the Joint Administrators. PricewaterhouseCoopers LLP, 7 More London Riverside, London SE1 2RT, United Kingdom, marked for the attention of Alison Lieberman or by email to storm.dams@uk.pwc.com.
Persons so proving are required, if so requested, to provide such further details or produce such documents or other evidence as may appear to the Joint Administrators to be necessary.
The Joint Administrators will not be obliged to deal with proofs lodged after the last date for proving but they may do so if they think fit.
Creditors who wish to have dividend payments made to another person or who have assigned their entitlement to someone else are asked to provide formal notice to the Joint Administrators.
For further information, contact details, and proof of debt forms, please visit <https://www.pwc.co.uk/services/business-recovery/administrations/non-fee-companies/storm-funding-limited-administration.html>.
Alternatively, please call Alison Lieberman on +44 (0) 20 7583 5000.
Dan Yoram Schwarzmann (IP no. 8912), Anthony Victor Lomas (IP no. 7240), Steven Anthony Pearson (IP no. 8832), Julian Guy Parr (IP no. 8003), all of PricewaterhouseCoopers LLP, 7 More London Riverside, London SE1 2RT, United Kingdom
Date of administration appointment: 23 September 2008
Dated: Monday 12 March 2018
D.Y. Schwarzmann, Joint Administrator

NOTICE OF INTENDED DIVIDEND PURSUANT TO RULE 14.29 OF THE INSOLVENCY (ENGLAND AND WALES) RULES 2016
STORM FUNDING LIMITED (IN ADMINISTRATION)
REGISTERED NO.: 2682306
REGISTERED OFFICE: 7 MORE LONDON RIVERSIDE, LONDON, SE1 2RT
HIGH COURT OF JUSTICE, CHANCERY DIVISION, COMPANIES COURT
NO. 8210 OF 2008
Notice is hereby given, pursuant to Rule 14.29 of the Insolvency (England and Wales) Rules 2016 (the “Rules”) that the Joint Administrators intend to declare a fourth interim dividend to unsecured non-preferential creditors within two months from the last date of proving, being 6 April 2018. Such creditors are required on or before that date to submit their proofs of debt to the Joint Administrators. PricewaterhouseCoopers LLP, 7 More London Riverside, London SE1 2RT, United Kingdom, marked for the attention of Alison Lieberman or by email to storm.dams@uk.pwc.com.
Persons so proving are required, if so requested, to provide such further details or produce such documents or other evidence as may appear to the Joint Administrators to be necessary.
The Joint Administrators will not be obliged to deal with proofs lodged after the last date for proving but they may do so if they think fit.
Creditors who wish to have dividend payments made to another person or who have assigned their entitlement to someone else are asked to provide formal notice to the Joint Administrators.
For further information, contact details, and proof of debt forms, please visit <https://www.pwc.co.uk/services/business-recovery/administrations/non-fee-companies/storm-funding-limited-administration.html>.
Alternatively, please call Alison Lieberman on +44 (0) 20 7583 5000.
Dan Yoram Schwarzmann (IP no. 8912), Anthony Victor Lomas (IP no. 7240), Steven Anthony Pearson (IP no. 8832), Julian Guy Parr (IP no. 8003), all of PricewaterhouseCoopers LLP, 7 More London Riverside, London SE1 2RT, United Kingdom
Date of administration appointment: 23 September 2008
Dated: Monday 12 March 2018
D.Y. Schwarzmann, Joint Administrator

Technology

Uber to bolster takeaway service with launches in 100 cities

ALIYA RAM — LONDON

Uber is ramping up investment in food delivery this year with plans to launch its UberEats takeaway app in 100 new cities across Europe, the Middle East and Africa after generating a profit in a quarter of the locations where it currently operates.

Jason Droege, head of logistics at the San Francisco-based company, told the Financial Times in an interview that UberEats had been “more successful than we thought”, and would play a central role in Uber’s expansion outside of transport ahead of an expected initial public offering next year.

Uber has already rolled out UberEats in more than 200 cities, and will open the service in Ireland, Egypt, Kenya, Ukraine, Romania and the Czech Republic, in addition to more than 40 new cities in the UK and 35 new cities in France in an attempt to capture a bigger slice of the \$28bn food delivery market in Europe, the Middle East and Africa.

Mr Droege declined to specify how much the company would invest to expand the service.

The plans come amid a push to improve financial discipline at Uber ahead of any Initial Public Offering. Dara Khosrowshahi, chief executive since August, is also looking to refocus

on core markets as he attempts to clean up the company’s tarnished image. Uber is close to signing a deal that would see it effectively pull back in south-east Asia in exchange for a stake of more than 20 per cent in Grab, its Singapore-based rival.

SoftBank, the Japanese technology group that became Uber’s biggest investor late last year, told the Financial Times in January that the company should revamp UberEats.

Mr Droege said Mr Khosrowshahi was “a big fan of the [UberEats] business,” which he added had “viable unit economics”.

UberEats was profitable in 45 of the

200 cities in which it operated in the year to December 31, compared with just three out of 50 cities the previous year, Mr Droege said. At the end of last year, it generated about 10 per cent of the company’s overall gross revenue, or \$1.1bn in the fourth quarter.

The proposed expansion comes as competition in the sector intensifies, with rivals including London-based Deliveroo saying last month that it would hire 250 new tech employees to bolster its own global ambitions. The company already faces tough competition in the US, where DoorDash earlier this month raised \$535m from a group led by SoftBank.

COMPANIES

Market crash concerns hang over Norway's \$1tn oil fund

Income is increasingly used by the government to bolster state budget

RICHARD MILNE
NORDIC CORRESPONDENT

In 2008, as the global financial system crashed, the investment portfolio of Norway's oil fund had its worst year ever, yet the sovereign fund managed to increase in size.

Its equities and bond investments dropped 23 per cent that year. But the world's largest sovereign wealth fund was saved by both a big inflow of money from Norway's petroleum revenues as oil prices remained high and a large boost from the exchange rate as the krone weakened.

Many are now wondering what would happen to Norway's \$1tn oil fund if things are different in the next crisis.

The fund itself warned last week that a crash could wipe away more than 40 per cent of its value, particularly if the Norwegian krone became a safe haven currency and strengthened.

That has many experts worried that one of the few sovereign wealth funds located in a democracy could be drained rapidly in a real market crisis.

"The fund is untested in a crisis. The political system is untested in a crisis. By being poorly prepared we are running the risk of screwing the fund," says Espen Henriksen, associate professor at the BI business school in Oslo and an ex-fund official.

The problem is that Norway's government has become increasingly used to the doping the oil fund provides for the state budget. Under the so-called spending rule, which was revised last year, the government is allowed to use up to 3 per cent of the fund annually. This year it will use about 2.9 per cent, or Nkr231bn (\$30bn).

That is a record amount in krone, and represents fully 18 per cent of total government spending. The concern of some in Oslo is that, in an economic crisis that hits Norway hard, use of the oil fund may have to increase significantly to offset any fall in government income. "It is not unthinkable that you could have to use 10 per cent of the fund," says one government official.

That would drain the fund further, while the alternative would be to cut spending just as the economy needs it most. For Mr Henriksen, such a dilemma would test the fund and the cross-party political support it enjoys as never before.

"These are the really hard questions about the fund. This political consensus may extremely quickly evaporate in a crisis. The robustness of the savings mechanism has not been tested. To say we have a Nkr5tn fund – and we're going to cut spending on hospitals, schools?" he asks.

It is little wonder, therefore, that fund officials have stepped up their warnings about what could happen in a market crash. No press conference with Yngve Slyngstad, chief executive of the fund's manager, goes by without him intoning that the exceptional market conditions of the past decade are unlikely to last.

Asked about figures that show last year the fund's cumulative return on investments exceeded the

inflows from petroleum revenues for the first time, he tells the Financial Times: "It is a pause for reflection about this enormous tailwind we had with regards to the growth of the fund during the past six years, or even since the financial crisis. The numbers are mind-boggling with regards to the size of the fund we have accumulated."

The fund is now worth Nkr8,000bn, or \$1tn, and on average it owns 1.4 per cent of every single listed company in the world. It is worth four times the amount it was in 2008.

Oystein Olsen, Norway's central bank governor who oversees the fund, has made regular warnings as well about the possibility for the fund's value to fluctuate. But he says this is not done for "tactical considerations of any kind – what we observe is the data".

Senior government officials say the fund is robust and the spending rule is flexible enough for the government to ride out any market downturn. "We can smooth our spending over the cycle. There is very strong consensus around taking care of the fund," one says.

Still, concerns remain. One is that any fall in markets might not be followed by such a strong rebound as in 2009. If 2008 was its worst year, 2009 was its best with a return of 26 per cent on its investments. Mr Slyngstad cautions:

"To say we have a Nkr5tn fund – and we're going to cut spending on hospitals, schools?"

"You never know whether history will repeat itself or not, so you have to be prepared for a situation where we do not get a rebound in markets if we have a considerable correction."

Another is over how the public might react. The 23 per cent fall in 2008 was greeted with much hand-ringing and the fund was forced to change strategy. Mr Slyngstad concedes there was "a lot of discussion internally on whether we should state" that a more than 40 per cent fall was possible.

Asked if it would be his nightmare scenario, he laughs nervously. "It's very hard to guess in advance what the political and media discussions would be in advance of events," he adds.

Prof Henriksen argues the fund is more vulnerable to a crash in other ways now as well. Petroleum revenues from the government have slowed to a trickle at best, the budget is more dependent than ever on oil money, and the fund itself has taken on more risk by increasing its equity holdings to almost 70 per cent from 47 per cent at the start of 2008.

"In 2008, 09, 10, it [the size of the fund] never went down. It was massive inflows first, then a massive bull market. Now, it's a really worrisome question," he says.

Oystein Olsen, Norway's central bank governor, oversees the fund

such as power stations, airports and roads abroad.

What is coming soon is a decision on whether the fund should be allowed to invest in private equity, with mixed signals coming from senior officials as to the answer.

The government's white paper on the fund, out after Easter, will also consider the investor's active management performance amid suggestions from some experts that it should be little more than an index-tracking fund.

Finally, the government should also publish its proposal for what to do with the organisation of the fund.

An expert panel has recommended setting up its own organisation by taking it out of the central bank. However, another possibility is that the fund could be given its own board while remaining within the central bank.

Investment strategy Politicians reluctant to take tricky decisions

Norwegian politicians face a number of big decisions about the oil fund this year and beyond.

However, the centre-right government has tried to park some of the trickiest ones for a little while longer.

Most controversial of all is the recommendation from the fund itself that it be banned from owning oil and gas shares – it says not because of climate change, but to help Norway's diversification from petroleum.

The finance ministry in Oslo has set up an expert group to report on it by the autumn.

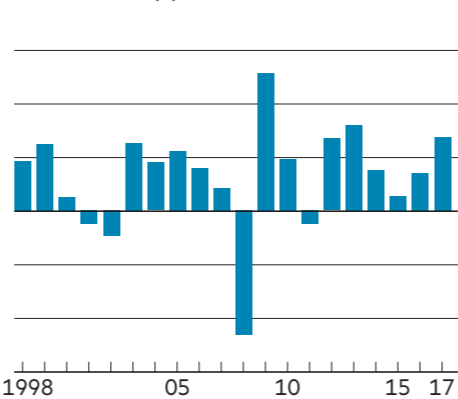
The government is also hoping to postpone a decision on whether the fund should invest in infrastructure

Choppy conditions



Norwegian oil fund performance

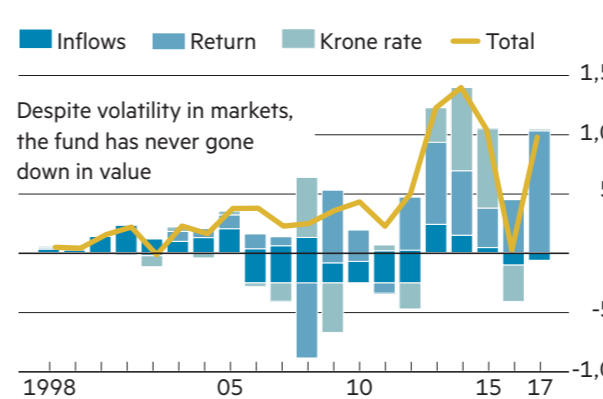
Annual return (%)



Sources: Norges Bank Investment Management; Norwegian finance ministry

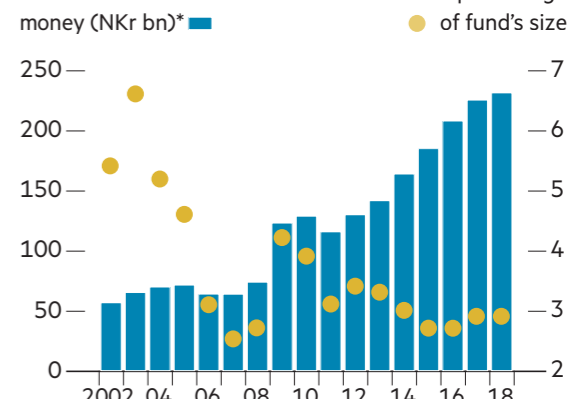
Change in market value at the Norwegian fund

Nkr bn



Increasing use of the Norwegian fund

Use of oil fund money (Nkr bn)*

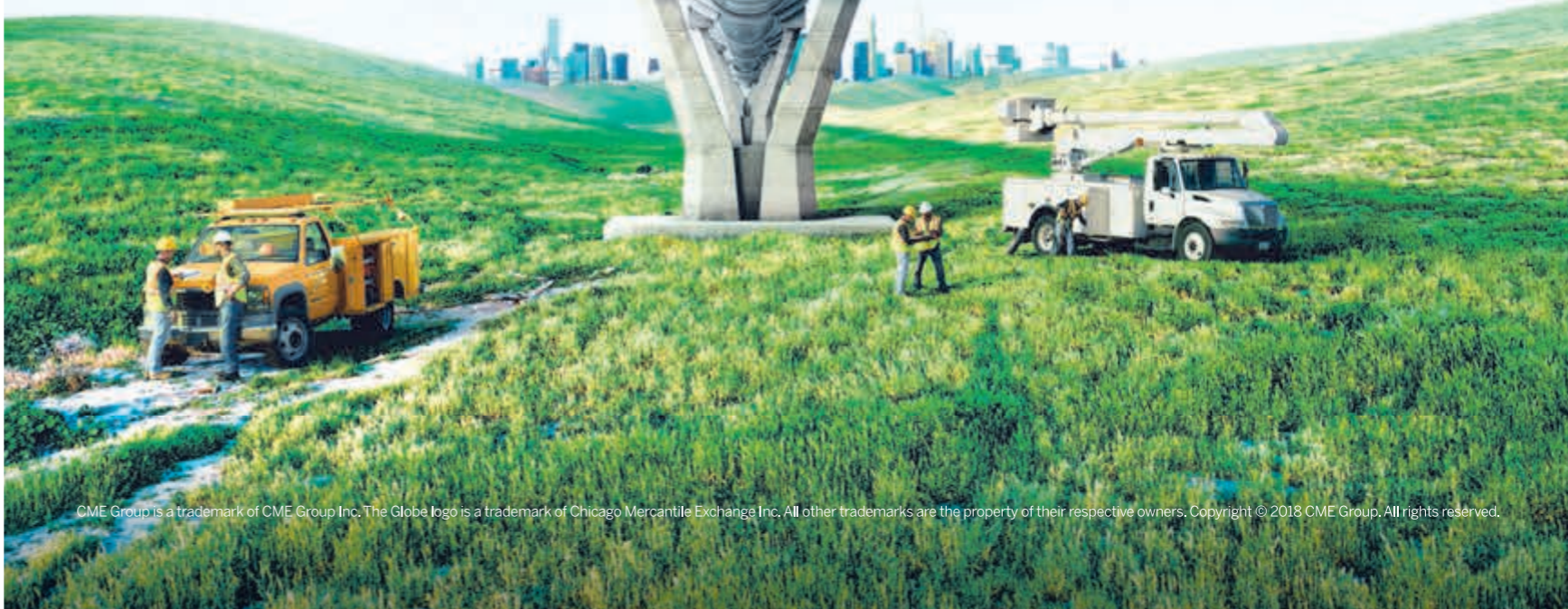


* At fixed 2018 prices

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COMPANIES

Travel & leisure

Japan's Abe poised to raise stakes in casinos gambit

Coalition parties to review gambling law after years of corporate lobbying

LEO LEWIS — TOKYO

International gaming operators could reap the rewards of more than 15 years of lobbying this week, as Japan's coalition parties discuss new rules that could lead to the country's first casinos.

The ruling Liberal Democratic party

will propose granting casino licences to as many as six cities, said people within the government and gaming industry.

That would raise the stakes in a battle between the party of Prime Minister Shinzo Abe and its Komeito coalition partner, which is likely to counter that the number of casino licences available be just two — a position that reflects its more conservative view on gambling, said people briefed on its agenda.

Companies such as MGM Resorts International, Las Vegas Sands and Caesars Entertainment have long eyed Japan as one of the world's richest prizes — potentially becoming the second biggest gaming market after Macau.

Industry projections suggest that revenues in the country could hit \$15bn a year, while analysts have put the value at closer to \$25bn, assuming multiple resorts open across the country.

Industry executives say that even if Mr Abe's proposal is rejected or down-sized, the government's move to grant a number of licences in the first wave will have a profound effect on the companies that want to enter the market.

"The operators had been expecting to compete in at most two all-or-nothing beauty parades for the first licences, but could now find themselves in a more strategic chase around regional Japan," said an executive from one Las Vegas-based group.

If the broader licence plan is approved, the first wave of casino-centric "integrated resorts" could appear in Nagasaki, Fukuoka and Tomakomai on the northern island of Hokkaido, as well as the larger metropolises of Osaka, Yokohama and Tokyo. In some cities, particularly Osaka and Tomakomai, land has already been identified: the smooth passage of legislation could see the first casinos opening after 2022.

The prospect of Japan enacting an "implementation bill" this year to set the rules under which casinos can operate has intensified promotional and lobbying activities among global operators.

Descriptions of imagined resorts have been accompanied by eye-watering investment pledges. Lawrence Ho, the head of Melco Resorts & Entertainment, one of Macau's biggest casino groups, has said he would invest "whatever it takes" and offered to relocate his headquarters to Japan.

For Mr Abe, whose broader "Abenomics" economic revival programme has lost its momentum, casinos represent a possible way to stimulate growth in regions suffering an exodus of people and wealth.

Technology. Data storage

Alibaba and Tencent court corporate clients in cloud push

Chinese groups follow US peers in wooing business and government sectors

LOUISE LUCAS — HONG KONG

Cloud computing is transforming the way companies across the world do business. But in China, it is playing an even more transformative role: the country's biggest consumer-oriented groups are increasingly tapping the corporate sector, too.

Alibaba and Tencent have muscled their way into the world's top 10 most valuable companies on the back of shoppers: Alibaba's Taobao market place counts 580m users while Tencent's WeChat messaging and social app has almost 500m users, according to market research firm eMarketer.

Now the duo are leading the charge into data storage and software services on the cloud, where they are courting business and government clients.

Alibaba commands an estimated 60 per cent of China's market, with more than 1m customers and revenues of \$553m in the quarter to end of December. Tencent signalled its intentions when it offered free storage of 10 terabytes — enough to hold a year's worth of data generated by the Hubble space telescope — in a bid to tempt companies to put their data on its servers.

"It's very much a business-to-business [play] because that's where the money is," says Marin Ivezic, partner at

PwC, the professional services firm. "Alibaba might have started with the consumer, but it's become a reputable player and if you look at Amazon Web Services, [Microsoft] Azure and Google they all target B2B," he added, referring to the dominant US cloud services.

The cloud is a particularly compelling proposition for Chinese small and medium-sized enterprises. "They don't want to buy equipment, they want to buy services," says Kevin Ji, research director at Gartner.

That plays to Alibaba's strengths, says Bhavtosh Vajpayee, a tech analyst at Bernstein Research. It already counts thousands of merchants on its Taobao platform and big brands on Tmall, and supplies them with data analytics and marketing services. By comparison, he calls Tencent "the quintessential consumer company", which has far less experience selling to enterprises.

The Chinese model appears to be emulating that of the west, where a handful of players target all the layers of cloud services.

AWS began by selling time or storage on its servers — mainly to consumers and small businesses — before adding software that helped turn the unit into Amazon's biggest profit centre with operating income of \$4.3bn last year.

Alibaba and Tencent — along with Huawei, the telecoms group that has linked up with Microsoft in its drive into the cloud — were also quick to scale into services beyond mere storage.

Emily Zhang, an analyst at IDC, says the companies are already offer services



Alibaba's cloud unit is forecast to move into the black during the next fiscal year — Chance Chan/Reuters

such as file sharing, video conferences and other tools. But they are developing more, both by themselves and by partnering with third-parties such as SAP to deliver their services via their cloud.

The German group has helped Alibaba's customers to handle back office tasks on a pay-as-you-go basis, rather than buying in-house systems.

"It's the same as the US market," Ms Zhang says. "The bigger players are getting bigger in China."

The country's big tech groups also benefit from the fact that there are few local competitors, such as Shenzhen-based Kingdee, with the necessary scale in China, say analysts.

Grabbing a share of higher-margin services is key. Chinese players are slashing prices to woo customers and investing heavily in data centres — and losing money as a result. But an end to that approach may be in sight, at least for Alibaba. Karen Chan, analyst at Jefferies, expects its cloud unit to move into the black during the next fiscal year with a 3.2 per cent operating margin.

The big difference between the Chinese players and their US peers is the scope of their business. Alibaba, Tencent and Huawei are constrained in their ambitions by concerns among non-Chinese companies over where their data are held.

The quid pro quo is that the China market is virtually all down to domestic players, with Alibaba having a big lead. But, Mr Vajpayee says, "the battle for the number two slot in cloud is open".

Additional reporting by Richard Waters

Contracts & Tenders

GOVERNMENT OF MAHARASHTRA
OFFICE OF THE EXECUTIVE ENGINEER
PUBLIC WORKS DIVISION NO. 2, MUL ROAD, CHANDRAPUR.
Email: chandrapur2.02@mahapwd.com Phone No: 07172-252256

E-TENDER NOTICE NO. - 79 YEAR 2017-18.

Online E-Tenders in "B-2" (Item Rate) forms are invited by Executive Engineer, Public Works Division No. 2, Chandrapur for the following works from bidders who satisfy the qualifying criteria. The tender documents should be downloaded from the Government Website: <http://pwd.maharashtra.etenders.in> The competent authority reserves the right to accept or reject any or all the tenders. Conditional Tenders will not be accepted.

Sr. No.	Name of Work	Estimated Cost (Rs. in Crores)
1.	Construction of New Military School and infrastructure at Bhivkund, Tah. Ballarpur, Dist - Chandrapur.	320.00

Tender Download As per Online Schedule

All information of e-tendering is available on the following websites / Notice Board
1. <http://www.mahapwd.com>
2. <http://pwd.maharashtra.etenders.in>
(If there is any change in notice, then the information/ Corrigendum will not be given in the newspapers and the same will be communicated on the above websites. Also, Online Schedule will be applicable and final).

3. Executive Engineer, Public Works Division No. 2, Chandrapur Office Notice Board.
4. For any correspondence, contact: Executive Engineer, Public Works Division No. 2, Mul Road, Chandrapur. Telephone No: 07172-252256 Email: chandrapur2.02@mahapwd.com

Note:-
1. All eligible/ interested bidders are required to be enrolled on portal <http://pwd.maharashtra.etenders.in> before downloading tender document and participating in e-tendering process.
2. Bidders are requested to contact on the following telephone numbers for any doubts/ information/ difficulty regarding online enrollment or obtaining digital certificate. Sify Technologies Ltd. Nextender (India) Pvt Ltd No: 2531 5555 / 2531 5556 (Pune) or 022-26611117 / 26611287 (Extn.) 25, 26 (Mumbai).
3. Tender Document Fee is to be paid via Online E-Payment Gateway Mode Only. The information of E-Payment Gateway is available on E-Tendering Website: <http://pwd.maharashtra.etenders.in>
4. The Post Qualification Criteria is included in this work contract.

Outward No: 1081/D-3(2)/Tender/2017-18 Dated: 05/03/2018.

Office of the Executive Engineer
Public Works Division No. 2,
Mul Road, CHANDRAPUR.
Sd/-
Executive Engineer
Public Works Division No. 2,
CHANDRAPUR.

FRANKLIN TEMPLETON SHARIAH FUNDS
Société d'investissement à capital variable
Registered office: SA, rue Albert Borschette, L-1246 Luxembourg
R.C.S. Luxembourg B 169 965

NOTICE OF ANNUAL GENERAL MEETING OF SHAREHOLDERS OF FRANKLIN TEMPLETON SHARIAH FUNDS

Notice is hereby given that the Annual General Meeting of Shareholders (the "Meeting") of Franklin Templeton Shariah Funds (the "Fund") will be held at the registered office of the Fund on March 29, 2018, at 2:30 p.m., with the following agenda:

AGENDA

- Presentation of the Report of the Board of Directors;
- Presentation of the Report of the Shariah Board;
- Presentation of the Report of the Auditors;
- Approval of the Financial Statements of the Fund for the accounting period ended October 31, 2017;
- Discharge of the Board of Directors;
- Re-appointment of the following three Directors: William Jackson, Hans J. Wisse and James F. Kinloch;
- Appointment of Michel Tuille as additional director;
- Re-election of PricewaterhouseCoopers Société Cooperative as Auditors;
- Approval of the payment of dividends for the accounting period ended October 31, 2017;
- Consideration of such other business as may properly come before the Meeting.

VOTING
Resolutions on the agenda of the Meeting will require no quorum and will be taken at the majority of the votes expressed by the Shareholders present or represented at the Meeting.

VOTING ARRANGEMENTS

Shareholders who cannot attend the Meeting may vote by proxy by returning the Form of Proxy sent to them to the offices of the management company of the Fund, Franklin Templeton International Services S.A. r.l., BA, rue Albert Borschette, L-1246 Luxembourg, no later than March 21, 2018 at 5:00 p.m.

VENUE OF THE MEETING
Shareholders are hereby advised that the Meeting may be held at such other place in Luxembourg than the registered office of the Fund if exceptional circumstances so require in the absolute and final judgment of the Chairperson of the Meeting. In such latter case, the Shareholders present at the registered office of the Fund on March 29, 2018, at 2:30 p.m., will be duly informed of the exact venue of the Meeting, which will then start at 3:30 p.m.
To attend the Meeting, Shareholders shall be present at the registered office of the Fund at 2:00 p.m.
Please note that all references to time in this notice mean Luxembourg time.

The Board of Directors

Bharat Heavy Electricals Limited
(GOVT. OF INDIA UNDERTAKING)
POWER SECTOR - EASTERN REGION
PLOT NO.DJ-3/1, SECTOR-II, KARUNAMOYE, SALT LAKE CITY, KOLKATA-700091
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LAST DATE FOR SUBMISSION OF COMPLETE OFFER OF THE ABOVE TENDER IS 22/03/2018 (15:00 HRS.)
FOR DETAILS OF PRE-QUALIFICATION CRITERIA AND OTHERS PLEASE VISIT THE WEB SITE www.jantermant.com OR www.bhel.com / CPP PORTAL: <https://bhelepx.buyjunction.in> ON AND AFTER 12/03/2018. ALL CORRIGENDA, ADDENDA, AMENDMENTS, TIME EXTENSIONS, CLARIFICATIONS, ETC. WILL BE HOSTED ON AFORESAID WEBSITE ONLY. BIDDER SHOULD REGULARLY VISIT WEBSITE(S) TO KEEP THEMSELVES UPDATED. THERE WILL BE NO PUBLICATION OF THE SAME THROUGH NEWSPAPERS OR ANY OTHER MEDIA. FOR FURTHER CLARIFICATIONS, IF ANY, PLEASE CONTACT UNDERSIGNED OR HEAD/PURCHASE ON ABOVE TEL. NO(S) & M-JUNCTION HELPDESK TEL. NO. 033-66011717 (9:30 AM TO 5:30 PM) FOR E-PROCUREMENT ASSISTANCE.
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Legal Notices

Appointment of Administrators
In the High Court of Justice,
Business and Property Courts of England and Wales
Insolvency and Companies List (ChD)
BEAUFORT ASSET CLEARING SERVICES LIMITED
- IN SPECIAL ADMINISTRATION
(Company number 06837499, Court number: CR-2018-001745)
Nature of business: Security and commodity contracts dealing activities
BEAUFORT SECURITIES LIMITED
- IN ADMINISTRATION
(Company number 02693942, Court number: CR-2018-001881)
Nature of business: Financial intermediation not elsewhere classified
Registered offices: 63 St. Mary Axe, London, England, EC3A 8AA
Principal trading addresses: 63 St. Mary Axe, London, England, EC3A 8AA
Date of appointments: 1 March 2018
Office-holder details: Russell Downs (IP number 9372), Douglas Nigel Blackham (IP number 8673) and Dan Yoram Schwarzmann (IP number 8912) of PricewaterhouseCoopers LLP, 7 More London Riverside, London, SE1 2RT.
Further information about these cases is available online at www.gov.uk/beadford by calling the helpline numbers 0800 0639283 (from the UK) or +44 207 293 0227 (from outside the UK); or in writing to The Administrators/Special Administrators at 63 St. Mary Axe, London, England, EC3A 8AA.

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Trust, Technology and Transformation in an Age of Upheaval



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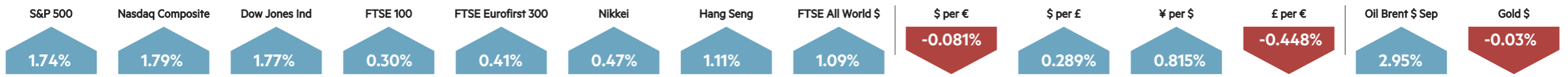
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An event from **FINANCIAL TIMES LIVE**

MARKET DATA

WORLD MARKETS AT A GLANCE

Change during previous day's trading (%)



Stock Market movements over last 30 days, with the FTSE All-World in the same currency as a comparison

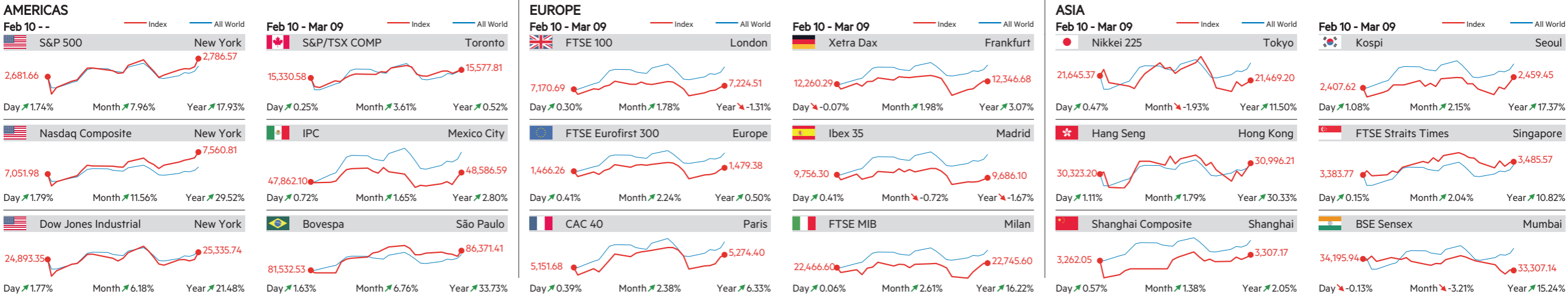


Table with columns: Country, Index, Latest, Previous. Lists various global indices and their values.

(c) Stock UK (Un)available. 1 Correction. 2 Subject to official recalculation. For more index coverage please see www.ft.com/worldindices. A fuller version of this table is available on the ft.com research data archive.

FTSE MARKET: BIGGEST MOVERS

Table with columns: AMERICA, EURO MARKETS, TOKYO, ACTIVE STOCKS. Lists top movers in various markets with stock names and price changes.

Based on the constituents of the S&P 500. Based on the constituents of the FTSE 100 index. Based on the constituents of the FTSE Eurofirst 300 Eurozone index. Based on the constituents of the Nikkei 225 index.

CURRENCIES table with columns: Mar 09, Currency, Closing, Day's Change, etc. for various currencies.

FTSE ACTUARIES SHARE INDICES

Table with columns: FTSE 100, FTSE 250, FTSE 350, FTSE All-Share, etc. showing share indices and their performance.

FTSE & Sector Indices

Table with columns: FTSE 100, FTSE 250, FTSE 350, FTSE All-Share, and various sector indices like Oil & Gas, Pharmaceuticals, etc.

UK RIGHTS OFFERS

Table with columns: Issue, Amount, Latest, Closing Price, etc. for UK rights offers.

UK COMPANY RESULTS

Table with columns: Company, Turnover, Pre-tax, EPS, Div, Pay day, Total. Lists company financial results.

UK RECENT EQUITY ISSUES

Table with columns: Issue, Issue price, Sector, Stock, Close, Mkt Cap. Lists recent equity issues.

FT.COM/MARKETS DATA

UK MARKET WINNERS AND LOSERS

Table with columns: FTSE 100, FTSE 250, FTSE SmallCap, FTSE All-Share, etc. listing winners and losers.

Based on last week's performance. FT at suspension.

UK STOCK MARKET TRADING DATA table with columns: Mar 09, Mar 08, Mar 07, Mar 06, Mar 05, Yr Ago.

FTSE 100 SUMMARY

Table with columns: FTSE 100, FTSE 250, FTSE 350, FTSE All-Share, etc. summarizing FTSE 100 performance.

UK STOCK MARKET TRADING DATA

Table with columns: Mar 09, Mar 08, Mar 07, Mar 06, Mar 05, Yr Ago. Summary of trading data.

Figures in £m. Earnings shown pence. Figures in light text are for corresponding period year earlier. For a full explanation of all the other symbols please refer to London Share Service notes.

MARKET DATA

FT50: THE WORLD'S LARGEST COMPANIES

Table with 7 columns: Stock, Price, P/E, Dividend, and various financial metrics for FT50 companies.

Table with 7 columns: Stock, Price, P/E, Dividend, and various financial metrics for FT500 companies.

Table with 7 columns: Stock, Price, P/E, Dividend, and various financial metrics for FT500 companies.

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Table with 7 columns: Stock, Price, P/E, Dividend, and various financial metrics for FT500 companies.

FINANCIAL TIMES

Main market data table with multiple columns for various stock indices, prices, and performance metrics.

Table with 7 columns: Stock, Price, P/E, Dividend, and various financial metrics for FT500 companies.

Table with 7 columns: Stock, Price, P/E, Dividend, and various financial metrics for FT500 companies.

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FINANCIAL TIMES

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How to lead

Teaching an old dog millennial tricks

Fabrizio Freda

Estée Lauder's ageing marque has been revived by its chief executive's reverse mentor scheme. By Scheherazade Daneshkhu

Fabrizio Freda, chief executive of Estée Lauder, grew up in Naples, though his business inspiration comes from an Italian born in Florence: Niccolò Machiavelli.

I remind him that he once cited *The Prince*, written in 1513, as the book that had most influenced his leadership style. He reminds me that his admiration is "not about the Machiavellian way to do things. No, I don't stand at all behind that." What he does admire is that "at a time when analytics were not invented, [it offers] the idea you really need to understand the environment you are in, to determine the right strategies for that environment".

Appropriately, Mr Freda's deployment of analysis and data has been a key feature of his nine-year tenure at the 72-year-old US cosmetics group, analysts say. His big success has been in getting younger customers to buy an ageing brand, although the family-controlled company also owns a host of others, including Clinique, Jo Malone, MAC and Bobbi Brown.

In the luxurious Claridge's Hotel suite hired for our interview, Mr Freda, 60, assures me that his own room is nowhere near as sumptuous.

It was in this London hotel over dinner in 2007 that Leonard Lauder, son of founders Estée and Joseph, and chairman emeritus, persuaded the former Procter & Gamble executive to join the company. "Actually, to persuade my wife," Mr Freda says, "because, kindly, Leonard wanted to make sure that all my family would be happy to live in New York. So this was the hotel where the family decision happened, more than the professional decision."

Mr Freda replaced William Lauder, grandson of Estée Lauder, who launched her first face creams in 1946.



Fabrizio Freda has a younger mentor who teaches him how to use Facebook but 'most importantly, I learn what's cool' — Charlie Bibby

Mr Lauder described leading a publicly listed family company as "a life sentence". During his rocky five-year tenure, the group's market value shrank. Since Mr Freda arrived in July 2009, it has risen almost eight-fold from \$6.6bn to \$53bn. Estée Lauder's shares have outperformed the S&P 500 Personal Products index by 300 per cent and French rival L'Oréal by 165 per cent over the same period.

About seven years ago, Mr Freda set up "the compass", an in-house team of five people who forecast beauty industry trends up to 10 years ahead. The compass is updated every two years. Mr Freda says the direction it sets has "so far proven to be absolutely accurate".

He cites the recent pick-up in skincare sales after years of explosive growth in make-up. This time, the skincare trend

is driven by products promising instant results, rather than traditional anti-ageing products. These include Glamglow, which specialises in 10-minute face masks to make skin "camera ready". Its revenues have doubled since it was bought by Estée Lauder three years ago.

Millennials are avid buyers of cosmetics and appealing to them is crucial for Estée Lauder, given its traditionally older customer base. These younger consumers have 10 lipsticks for every three their mothers had, says Mr Freda; and, unlike their parents, who tend to be

'You should never let a big crisis pass without taking advantage of doing all the changes'

loyal to one fragrance, they buy several. His own son, he says, "changes fragrances like he changes shoes".

Though Mr Freda does not say so, Estée Lauder has been playing catch-up to bigger rival L'Oréal, which was quicker to sell online and embrace digital technology, while Estée Lauder kept its focus on department stores.

In response, Mr Freda hired more millennials, who now make up 67 per cent of the company's workforce. And he launched a reverse mentoring scheme for senior leaders, which pairs them with younger colleagues. His own reverse mentor taught him how to use Facebook but "most importantly, I learn what's cool". The two meet once a month. She "shows me what's new on Instagram, or YouTube or the new cool retail model that she would shop in. And

Ask an outsider

Competitive advantages are fragile, so to thrive in the long term, companies have to continue to reinvent themselves, says Veronique Nguyen, an adjunct professor of strategic management at HEC Paris.

"Estée Lauder provides a good example of embracing and driving change, by means of product, brand and marketing innovation," she says.

But Prof Nguyen suggests the company could go further, and recombine existing assets with input from complementary partners — these might include other companies — to help develop new businesses.

She cites tyre manufacturer Michelin as an example: "It has exploited market opportunities and runs a portfolio of business models."

One of these is Michelin Solutions. Set up in 2013, Prof Nguyen points out that it provides services that help fleets of business vehicles to save fuel and reduce operating costs and emissions. "These services involve partner companies," she says, "that ensure the maintenance of vehicles in the field with their own network of service stations."

Janina Conboye

beyond that, she then gives me her point of view, of where are our gaps. This happens to me and to all my direct reports at the same time, so it's a big cultural push to wake up."

The scheme launched in the US and Canada in 2015 with 40 young mentors. There are now more than 300 in 20 or so countries.

One of the company's initiatives, Estée Edit, a range fronted by model and reality star Kendall Jenner, was pulled last year after 18 months, as sales fell short of expectations. "In the end, it was not authentic," Mr Freda says. Nevertheless, the venture raised the profile of the flagship Estée Lauder brand, he says. More than half of those buying that brand in China are millennials, and in the US its proportion of millennial customers has doubled in the past three years, according to the company.

Mr Freda also acquired on-trend make-up brands, including Smashbox (2010), Becca and Too Faced (both in 2016), lessening the group's historic dependence on skin care.

According to San Francisco-based Tribe Dynamics, which analyses the impact of social media trends on business performance, L'Oréal still outperformed Estée Lauder last year on this metric — but not by much — and both are well ahead of Coty, the third-largest cosmetics group.

Looking back, Mr Freda says his big contribution has been developing what he calls "multiple engines of growth" to reduce traditional dependence on the US market, on skincare, and on the department stores that Estée once toured to sell her products. He has also pushed further into Asia and Latin America.

These measures contributed to Estée Lauder bucking the low-growth trend that has afflicted most consumer goods groups in recent years.

Though Mr Freda's arrival coincided with the financial downturn, he believes that made it easier to push through his changes. "You should never let a big crisis pass without taking advantage of doing all the changes, because during a normal period it's less clear to the people why they have to change, and there is more resistance," he says.

A sentiment with which Machiavelli would surely have agreed.

FT

Week ahead
The FT's take on what to look out for in the coming week now runs online only. For guidance on what is happening in markets, economics, companies and politics, go to: ft.com/weekahead

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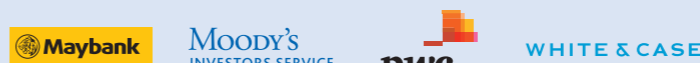
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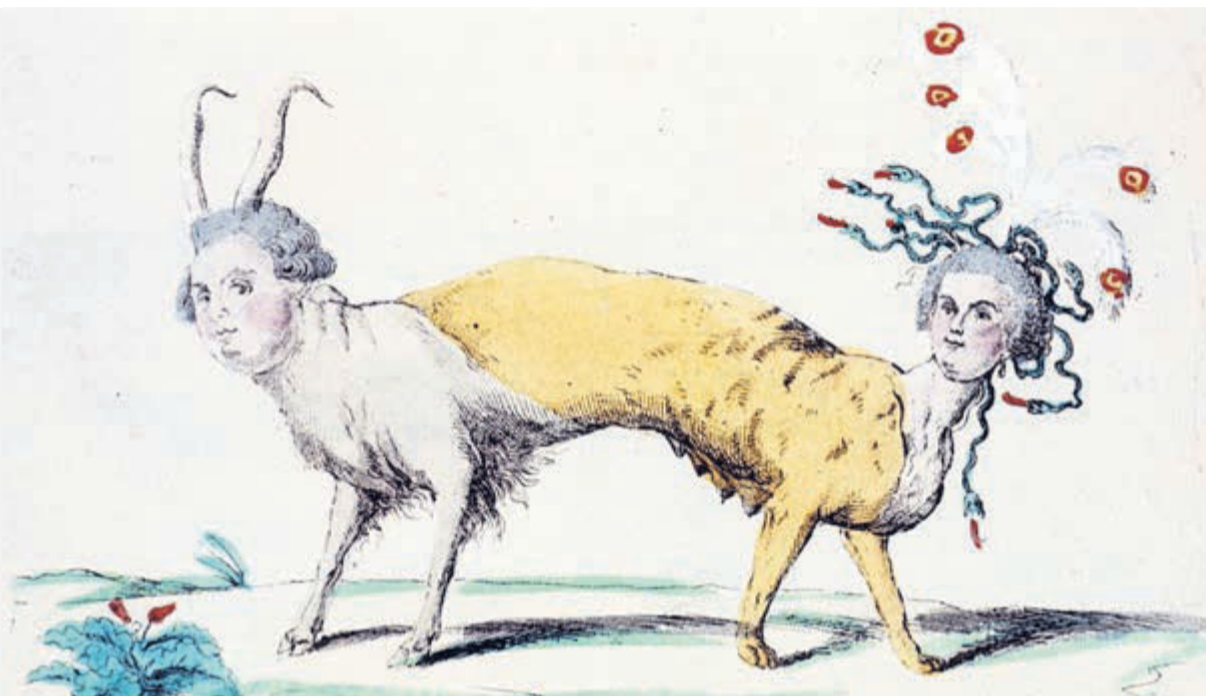
PAGE 4

Investors loathe two-headed monsters

A small but significant number of asset managers are embracing a leadership structure that has been tried — and has often failed — at a range of companies.

For boards and management teams overseeing co-chief executives, there are challenges to overcome. Investors typically loathe two-headed monsters due to the lack of clarity over who has ultimate control, the potential for internal conflict and the doubling of big pay packets.

PAGE 6



Universal History Archive/UiG via Getty Images

Managers set aside millions for Mifid costs

OWEN WALKER

Asset managers are setting aside tens of millions of dollars after agreeing to swallow the cost of paying for investment research following the introduction of wide-ranging European market rules this year.

The additional costs are hitting fund manager profit margins just as they are coming under intense pressure to reduce fees.

The Markets in Financial Instruments Directive, or Mifid II, brought sweeping changes to Europe's finance sector in January, including requiring fund managers to pay directly for research rather than receiving it for free from brokers and investment banks. Almost all investment houses opted to shoulder the cost of research rather than pass it on to clients.

Janus Henderson, the newly merged US-Australian group with \$371bn assets under management, has estimated the cost of paying for research at \$19m a year. Man Group, the listed UK manager that oversees \$109bn, has set aside up to \$15m.

Jupiter, the UK fund house with £50bn (\$69bn) under management, said its decision to include research costs within its own income statement would mean £5m of expenses.

"Margins are definitely under a lot more pressure compared to what they were a few years ago and these extra costs are having a further

continued on page 2

Wall St's February shake-up forced \$23.5bn out of funds that track US equities

Volatility drives ETF outflows

CHRIS FLOOD

The blast of volatility that shook Wall Street in February drove investors to pull money from exchange traded funds that track US equities for the first time in two years.

The US withdrawals have raised questions over whether the ETF industry can sustain its breakneck pace of expansion after four consecutive years of record breaking growth that have pushed global ETF assets above the \$5tn mark.

Investors have poured more than \$1tn in new money into US-listed

equity ETFs over the past five years, helping to fuel a bull run for the US stock market which hit an all-time high on January 26. But worries about high valuations and rising interest rates triggered a correction for the benchmark S&P 500 index which dropped 10 per cent by February 8 in volatile trading conditions.

The correction was accompanied by net outflows of \$23.5bn last month from ETFs that track US and Canadian equities, according to ETFGI, a consultancy.

Investors also pulled \$5bn in February from ETFs linked to bonds

issued by US companies amid concerns that the US central bank could increase monetary tightening in response to inflationary pressures.

State Street, the manager of the largest ETF that tracks the S&P 500 index, saw net outflows of \$25.3bn from its US ETF business last month while Invesco, which oversees the most popular ETF tracking the Nasdaq index, registered US withdrawals of \$2bn. WisdomTree, the New York-listed manager that some observers believe is a potential target for others that want to expand their ETF presence, saw US outflows of

around \$790m in February. In contrast, BlackRock and Vanguard, the world's largest asset managers, both attracted positive US inflows, but at a slower rate than last year.

Matthew Bartolini, who oversees US ETF research for State Street, said the US stock market had "stumbled [last month] after an exuberant sprint" in January. He added that the "big question" was whether the developments in February marked the end of the bull market for US stocks and bonds.

He said the recovery for the

continued on page 2

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INSIDE

Face to Face

Ian Simm on his unusual route to becoming chief executive of Impax Asset Management
PAGE 4

Two-headed monster

Sharing the hot seat between two bosses is catching on but could be storing up trouble
PAGE 6

Markets malaise

How relevant are equity markets to the needs of modern companies?
PAGE 8

John Dizard

Fallout from an Illinois court case could slash trade union funding and hit members' pensions
PAGE 9

Direct funding inflows

Direct lending by investment groups has been on a tear in recent years. Last year 75 funds raised \$56.7bn
PAGE 10

Diverse benefits

Gender diversity has a positive impact on productivity growth and investor returns
PAGE 16

Brussels sharpens sustainable focus

EUROPEAN COMMISSION
Plan would force asset managers to consider environmental factors

JENNIFER THOMPSON
LONDON
JIM BRUNSDEN — BRUSSELS

Asset managers and investors not already considering sustainability factors when they make investments may soon be compelled to do so under new proposals from Brussels.

The European Commission said it intends to put forward a legislative proposal by the end of June making it clear that institutional investors and asset managers have a duty to consider sustainability when they make investments. It added that existing EU regulation in this area is "neither sufficiently clear nor consistent across sectors".

The disclosure came as part of a set of proposals on sustainable finance announced by the commission on Thursday as it looks to encourage green investments and mitigate the risks to investors posed by climate change. It estimated that financial losses from extreme weather around the world were €117bn in 2016, an 86 per cent increase since 2007.

However, the proposal was greeted with dismay by the industry with the European Fund and Asset Management



Institutional investors could find themselves duty bound to consider how their investments will have an impact on global warming and rising sea levels — Christian Charisius/dpa

Association, saying it disagreed with the view that asset managers are "not systematically considering sustainability in the investment process".

The trade body said that, while it was supportive "of the overall direction" of the commission's efforts to promote sustainable investment, making such a requirement more explicit in law would "turn ESG to a 'tick the box' compliance exercise". It said "consideration of sustainability objec-

tives has to be driven by asset owners".

Andrew Howard, head of sustainable research at Schroders, said the commission's plan to create an EU labelling system for green financial products could also be problematic.

"The field has not yet reached the maturity needed to define the characteristics of sustainable investment practices or products," he said. "Attempting to do so risks

shutting off the innovation and deeper understanding that many investors — ourselves included — strive to develop."

Brussels plans to create a European classification system defining what qualifies as a "sustainable" investment that can be enshrined in law. It is also considering whether to ease regulatory capital charges for banks on loans for projects that are deemed environmentally sound.

The commission said it will

explore "the potential calibration of capital requirements of banks" backing sustainable investments, should this pose no risk to financial stability.

"If we manage to get it right it could encourage banks and other financial institutions to provide more capital to sustainable investments, but of course you have to be very cautious," said Jyrki Katainen, a vice-president of the European Commission. "Green investment doesn't necessarily mean that it is risk free. We don't want to do anything that would undermine financial stability... we need more facts before acting."

A so-called green "supporting factor" would be controversial as toughening capital requirements has been one of the main ways regulators have sought to strengthen the banking system in the decade since the financial crisis.

"There is a danger of unintended consequences further down the line," said Mr Howard.

One specific area of research for Brussels will be the idea that people who buy energy-efficient homes may find it easier to pay their mortgage because of lower heating bills, potentially justifying lower risk weights on those home loans. "If the link is robust enough we intend to act on it," one official said.

FTfm

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Volatility drives ETF outflows

continued from page 1
S&P 500 after February's correction suggested that the stock market had "got away with just a skinned knee, not a broken ankle".

Bank of America Merrill Lynch noted that its proprietary Bull and Bear barometer returned to signal a "buy" for equities at the start of March after surging to an extreme level in February and delivering a clear "sell" warning.

Earnings for the US stock market are forecast to rise by around 19 per cent in 2018 but uncertainty over the outlook for equities has been amplified by President Donald Trump's decision to impose tariffs on imports of steel and aluminium, a move that threatens to spark a damaging trade war with the EU and China.

That threat led an accelera-

tion in outflows in the first week of March with investors pulling a further \$10bn from US equity funds, according to EPFR, the data provider.

"A trade war would represent a real source of uncertainty. President Trump's new tariff policy will have a larger

'President Trump's new tariff policy will have a larger impact on fund flows if the situation escalates'

impact on fund flows if the situation escalates," said Matthieu Guignard, global head of product development for Amundi, the French asset manager.

Deborah Fuhr, co-founder of ETFGI, noted that February's outflows from US ETFs were

not matched by withdrawals in either Europe or Asia.

"European listed ETFs have attracted inflows of around \$25.9bn already this year. Growth should accelerate as regulatory changes, such as Mifid II, will help to spur adoption across Europe where usage by retail investors in particular remains far lower than in the US," said Ms Fuhr.

Assets held in ETFs listed in Europe will almost triple from \$811bn currently to around \$2.2tn by the end of 2022, according to Citi, the US investment bank.

Citi added: "We expect ETFs share of the overall European fund market to rise to match that in the US. ETFs represent 17.7 per cent of the \$19.3tn US fund market, but currently only 4.7 per cent of the \$17.4tn invested in European funds."

Fund managers set aside millions for Mifid

continued from page 1
impact," said Marina Cremonese, an analyst covering fund managers at Moody's, the credit rating and research company.

The initial figures are significantly below some industry estimates before the rules were brought in. A survey of members of the CFA Institute, the investment association, in November showed respondents expected to pay a median of 10 basis points of assets under management for research each year, or \$1m costs for every \$1bn of assets.

But the early estimates from fund companies put the outlay at less than a tenth of those figures. Moody's said the wider impact of complying with Mifid II would increase fund

manager spending by 0.5-5 per cent, including compliance, disclosure, budgeting, audit requirements and research.

Some larger managers have played down the significance of the added costs. Invesco, the US manager with \$938bn of assets, said it did not expect the expenditure to be material to its financial statements.

Meanwhile, Peter Harrison, chief executive of Schroders, the UK's second-biggest listed house with £447bn under management, said its investment in an internal research team meant the impact would be minimal.

The additional costs are likely to be much tougher for smaller managers, which are expected to reduce the amount of research they use.

NEWS

Women facing battle to get on corporate ladder

DIVERSITY

Greater boardroom representation not matched at lower level

JENNIFER THOMPSON

Greater representation of women on company boards has not been accompanied by increases on the lower rungs of the corporate ladder, suggesting diversity initiatives targeting top executives are working but more needs to be done to improve the gender balance of companies as a whole.

A report from Thomson Reuters found the average proportion of female employees in 3,411 companies worldwide was 34.1 per cent in 2016, down from 34.2 per cent in 2011, while the proportion of female managers fell from 25.6 per cent to 25.3 per cent.

However, the number of female executives at those companies rose from 10.6 per cent to 12.5 per cent, with an even larger jump at the board

level, up from 10.3 per cent to 16.8 per cent.

"The picture we see across the [whole] corporate level hints at the challenge," said Elena Philipova, global head of environmental, social and governance issues at Thomson Reuters, adding that the pattern was "concerning".

Pavita Cooper, a member of the steering committee at the 30% Club campaign group, said in some sectors there were more women than men at the entry level. "The issue is the rate at which women are progressing," she added. "Some of this is going to require wider societal change."

Gender diversity is a topic of increasing importance to large investors, partly due to a recognition it can improve financial performance and cut risk.

Last month, 27 global investors with £10.5tn of assets under management, including Japan's Government Pension Investment Fund and BlackRock, signed up to an initiative



Efforts to increase numbers of female directors are having some success — Getty

"The issue is the rate at which women are progressing"

pushing for 30 per cent of women on FTSE 350 boards and 30 per cent of women in senior management at FTSE 100 companies by 2020.

Ms Philipova said there had been "a marked increase in the number of investors utilising environmental, social, and governance [ESG] factors for

their investment decisions as they look to enhance returns, better manage risks and align their portfolios with industry trends and sentiment".

Lawmakers in some European countries have also been pushing for more women in senior management and on boards. France, which of the

ten largest economies in the survey had the highest proportion of women on boards at 39.6 per cent in 2016, passed a law in 2011 requiring boards of CAC 40 companies to have women account for at least 40 per cent of their members by 2017. Norway has also introduced board diversity quotas.

In Japan the proportion of women on boards was just 3.9 per cent. However, an increase in the number of companies reporting on their gender diversity composition over the past five years has laid bare imbalances across companies as a whole despite the success of top-down measures.

Companies with more even gender representation at a lower level tended to have more diversified boards, the research showed. Food and drug retailers, for example, had the highest female board representation with 21.5 per cent and an above-average proportion of female employees of 54.7 per cent.

Movers & shakers

• **Vanguard**, the world's second-largest asset manager, has hired **David He** as chief operating officer for China, a newly created role based in Shanghai. Mr He previously worked for Fidelity International.

• **State Street Global Advisors** has promoted **Lochiel Crafter** to head of its global institutional group with responsibility for distribution efforts worldwide. Mr Crafter will be replaced as head of Asia Pacific for the \$2.8tn asset management arm of State Street, the US-listed bank, by James MacNevin, SSgA's chief operating officer for the Asia Pacific region.

• **Hearthstone**, the £200m residential property investment specialist, has appointed **Cedric Bucher** as chief executive. He succeeds Alan Collett who will remain as chairman. Mr Bucher joins from Cardano, the investment adviser.

• **Michael Reinhard** will move in April to **Universal Investment** as chief operating officer for the €355bn German fund service provider. Mr Reinhard is joining from Axa IM.

• **Tim Williams** has joined **HSBC Global Asset Management** as head of real estate investment in its alternative investments arm. Mr Williams previously worked for CBRE, the property group. Sonal Saluja has



David He

also joined the team from 90 North Real Estate, the property adviser.

• There are two new senior US business development directors at **Investec Asset Management** as it looks to expand in North America. **Loc Vukhac** and **Matt Hagbom** join from BlackRock and Mercer Investments respectively.



Caroline Baron

• **Franklin Templeton**, the \$770bn California-based asset manager, has hired **Caroline Baron** as head of ETF sales for the Emea region. Ms Baron previously worked for Invesco.

• **Lee Matthews** has moved to **AllianceBernstein** as UK sales director for the \$569bn US asset manager. He joins from Standard Life Aberdeen.



Lochiel Crafter

• **Stanhope Capital**, the \$10bn London-based investment boutique, has hired **Alex Kershaw** as a partner in the portfolio management team. A former UK diplomat, Mr Kershaw previously served as head of the London office for Cambridge Associates, the investment consultant.

• **Stephanie Carbonneil** has moved to **Amundi** as head of third party distribution for UK, Ireland and Greece for the €1.4tn Paris-listed asset manager. Ms Carbonneil, who will be based in London, previously worked for Schroders.



Stephanie Carbonneil

• The **Securities and Exchange Commission**, the US regulator, has appointed **Heidi Stam**, a former general counsel at Vanguard, to the SEC's investor advisory committee.



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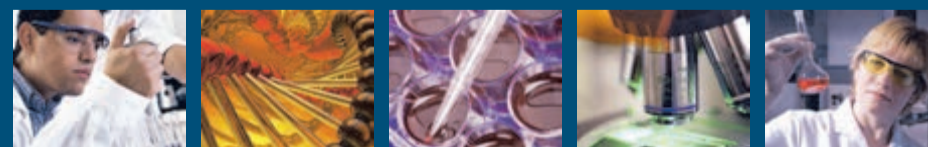
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FACE TO FACE

Zigzag route leads Simm to green fund management

INTERVIEW

An interest in how money can change environment defines scientist's journey

ATTRACTA MOONEY

an Simm runs one of the UK's fastest-growing asset managers. But the way he tells it, his career in the investment industry was a happy accident.

Instead of joining a graduate programme or serving time as an analyst, the chief executive and founder of Impax Asset Management's 10-year route into asset management took several detours.

"Do you want the long or the short version?" he jokes, when asked how he found himself in the sector.

Even the short version is far from concise. It starts at Cambridge university, where Mr Simm ran the expedition society. Interested in nature and the environment, he read *Our Common Future*, a report written by former Norwegian prime minister Gro Harlem Brundtland in 1987, which set out the idea of sustainable development where the consumption of current generations does not affect the choices of those of the future.

"I read the book, drank the Kool-Aid. I was particularly interested in how money solved environmental problems."

Ten years of a "zigzag career" later, which included an expedition to west Africa to track vegetation on the edge of the Sahara desert (where he caught malaria), a stint in environmental consultancy, a masters degree and an attempt to set up a business to sell solar lighting systems in South Africa, Mr Simm found himself at the predecessor company to Impax AM.

Impax, which celebrates its 20-year anniversary this year, has since grown to become the "world's largest investment manager dedicated to investing in the environmental space", Mr Simm says.

Listed on the junior stock market in London, the company now has more than \$15bn in assets under management, which rose 60 per cent last



CV
<p>Born 1966, West Yorkshire, UK</p>
<p>Education 1988, Cambridge university; natural sciences (physics) degree 1993, Harvard university; public administration masters degree</p>
<p>Career 1990-91, Consultant — Environmental Resources Management; 1993-95, Engagement manager — McKinsey & Co; 1996-97, Director — Impax Capital; 1998-date, Founder and chief executive — Impax Asset Management</p>
<p>Pay £852,546 (including long-term incentives, 2017)</p>

year. Assets have been further boosted by the recent acquisition of Pax World, a US fund house.

The 2015 Paris Agreement, where global governments agreed to tackle climate change, has also spurred growth. Wearing a blue and white check shirt and no tie, Mr Simm says the Paris accord strengthened the case for sustainable investing — and helped draw investors to Impax.

"There's been a recognition through the Paris discussions and publicity that climate change is a serious risk," he says. "[The agreement] demonstrates that there is a high likelihood that governments are going to be strengthening clean energy markets, and probably infrastructure and water supply markets, and generally supporting the transition to a more sustainable economy."

Millennials are also helping to drive growth, he says. "The millennial generation are definitely putting pressure on their private wealth managers to find ways of managing money that are consistent with a more sustainable planet."

Impax invests in listed equities it believes tap into the shift towards a greener future. It also offers fixed

income and smart beta products since its acquisition of Pax, one of the world's first socially responsible asset managers.

The fund house has invested in infrastructure projects for 13 years, including wind, solar and hydro power. "There's a whole revolution under way in the power space, as clean energy becomes cost competitive, largely without a subsidy," he says. By last year, renewable energy accounted for almost a third of electricity generated in the UK.

Pension funds and other investors, meanwhile, have increasingly looked to infrastructure in recent years. The sector has tripled in size since 2009, according to Preqin, the data provider, with assets under management at a record high of \$418bn in June.

But there are concerns about the risks in infrastructure projects generally, as well as in renewable energy, particularly after a spate of bankruptcies among developers in the solar and wind industries in recent years.

Mr Simm plays down concerns about such risks, saying they are usually simple projects that generate steady long-term yields. But he admits Impax has avoided infrastructure

Impax Asset Management
Assets £11.2bn (at 31/01/2018)
Employees 130
Headquarters London, UK
Ownership Listed on Aim (24% BNP Paribas Asset M'ment; 33% staff interests; 43% free float)

projects in the UK, where he says energy policies have been "turned upside down" in recent years.

"If you go to France or Germany or most other European countries, then there is very solid regulation around the economics of new projects, and a very well-established and diverse development community that's looking for capital," he says.

Along with projects in continental Europe, Impax has in recent years increasingly looked there for its clients too.

"Our older client base is in the UK, and we are very committed to carrying on serving those clients and we are seeing growth. But the biggest growth is coming from places like Scandinavia, France, Benelux," he says. British investors account for less than 10 per cent of the company's total assets under management.

This poses a challenge for the fund house as the date for the UK's exit from the EU edges closer. There are widespread and growing fears that British asset managers could in the future find themselves cut off from European investors.

Mr Simm says the company has a contingency plan, but admits it needs to be more detailed. He adds: "The history of EU regulations is that they wait, literally, to the night before. Then they stay up all night, and they come away with a deal. If they do that [for Brexit], then half the economy is going to disappear by the time they come out of their dark room."

The conversation returns to the rapid changes emerging in response to climate change, such as the growth of battery-powered cars. A physicist by training, it is clear that the technology and science behind the companies he invests in excites him, but he does not own a Tesla electric car, as much as he would like to.

The father-of-two seems happy that he ended up accidentally running an asset manager. "I have a very powerful reason for being in the space I'm in," he says. "I do look around and wonder what it is that motivates a lot of my peers in investment management in general. Why are they doing it? Is it just to make lots of money for themselves, or do they have a vocation for what they're doing?"

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THE BIG PICTURE

Investors run scared from two-headed chief monster

Sharing the hot seat between co-CEOs is catching on, but the structure can store up trouble, writes *Owen Walker*

Gerry Grimstone, the City grandee who chairs Standard Life Aberdeen, is getting used to dealing with questions from shareholders over his company's unusual leadership set-up.

"Of course people ask questions, such as 'would it not be better to have one chief executive?'" says Sir Gerry, who helped bring together Standard Life and Aberdeen Asset Management last year. The deal led to the bosses of both companies, Keith Skeoch and Martin Gilbert, becoming co-heads of the combined group.

"It was a decision that was taken because we wanted to do it, not one forced upon us by dynamics of the deal," Sir Gerry adds. "The reason we wanted to take it was we knew we were creating a very complex global company."

SLA is one of a small but growing number of asset managers embracing a management structure that has been tried – and has often failed – at companies such as Deutsche Bank, Citigroup, Oracle, Whole Foods and Chipotle.

For boards and management teams overseeing such leadership set-ups, there are several challenges to overcome. Investors typically loathe two-headed monsters due to the lack of clarity over who has ultimate control, the potential for internal conflict and the doubling of big pay packets.

Defining responsibilities

In response to initial investor concerns, SLA outlined the roles for Mr Gilbert and Mr Skeoch soon after the deal was announced. Mr Skeoch was to focus on the company's operations and investments, while Mr Gilbert would have a more external-facing role, dealing with business development, client relations and marketing.

But those working closely with the company say these divisions are not

as clearly defined as they appear. At a recent company away day focusing on investment strategy, for example, Mr Skeoch was absent, but Mr Gilbert and Rod Paris, the company's chief investment officer, ran the discussions. Sir Gerry says such overlapping is inevitable given the fact both chief executives are used to having complete oversight of a business.

Debra Brown, an associate at Russell Reynolds, the recruiter, says the success of dual chief executive structures is rooted in the personalities involved. "If you have two very different individuals who complement each other – Mr Ying and Mr Yang – you could divide it that way," she says. "One could be very strategic and the other being operational – that is how most US companies divide the chief executive and president roles."

At Investec Asset Management, which recently announced it will bring in co-chief executives, the two executives who will replace founder Hendrik du Toit in October come from separate parts of the business. John Green, global head of the client group, is expected to be responsible for business development, while Mimi Ferrini, the current co-chief investment officer, will keep this title in addition to his co-chief executive position. Mr Green and Mr Ferrini have worked in the same management team for 17 years.

Acadian, the \$92bn quantitative investment specialist, introduced co-chief executives in December, promoting John Chisholm, the chief investment officer, and Ross Dowd, head of the company's client group, to the top.

Dimensional Fund Advisors, which manages \$577bn globally, has long had a co-leader structure, with Gerard O'Reilly, a co-chief investment officer, joining Dave Butler, head of global financial adviser services, in the role last year. "It's about commu-



A medieval image of the Amphisbaena, a Greek mythological creature with a head at each end — Alamy

nication," says Mr Butler on how the two work together. "We have our own opinions . . . but the goal is to collaborate on everything."

Not all fund managers have such defined roles. Since the merger of Janus Capital and Henderson Group last May, the new entity has decided against setting out the responsibili-

'If you have two very different individuals – Mr Ying and Mr Yang – you could divide it that way'

ties. Greg Carlson, an analyst at Morningstar who covers Janus Henderson, says his understanding is that Dick Weil, who ran Janus, oversees the US business, while Andrew Formica, formerly of Henderson, covers non-US business. This is despite both men being based in London.

Mr Carlson says there may be some internal confusion over reporting lines. "Enrique Chang, [the chief

investment officer], reports to both and discusses virtually everything with each of them," he says. "It seems they jointly discuss a lot of topics."

Succession planning

When unorthodox leadership structures are announced, investors and analysts will want to know how long the arrangement will last and whether one individual will emerge as the sole leader in the future.

Janus Henderson hoped to swat away such doubts by saying its structure would be reviewed three years after the merger completes. The company points to Mr Weil's relocation from Denver to London as proof of the set-up's longevity. But this has not convinced some sceptics.

"I know they are supposed to review the arrangements within three years, but will it last that long? It's hard to say," says Mr Carlson. "Chief executives tend to be pretty strongly opinionated – what happens when there is more than one person at the top? The odds are stacked against it lasting for the long term."

SLA decided against setting a review date to make clear it saw the arrangement not as temporary, but as one that would endure. However, as with Janus Henderson, the combined group has so far been unable to stem outflows and industry watchers are already starting to ask how long the co-chief executives' honeymoon period can last – if it is not over already.

Sir Gerry says that in any event, the industry should not expect the set-up to come to an end when one of the executives replaces him as chairman next year. He says SLA is well aware that shareholders do not like former chief executives moving into the chairman's role.

Aligning pay

Another thorny issue for companies with two heads is remuneration. The scrutiny that shareholders and governance watchers give to the level of executive pay at underperforming companies is especially intense when there are two people receiving it.

The problems emerge in trying to

THE BIG PICTURE



Andrew Formica and Dick Weil, co-chief executives of Janus Henderson, are thought to work very closely with each other — Charlie Forgham-Bailey

nity when redrawing the pay structures to cut the maximum bonus pay out for both chief executives significantly.

"They need to make sure there is enough work to go around and the chief executives do not spend too much time on the golf course," says Carl Sjostrom, an independent adviser on executive pay, on co-chief executive structures generally. "If they feel the success of this merger is down to getting the two work-

ing all hours of the day and making best use of their contacts, then it will be worth it for the shareholders."

Dealing with shareholders

Investors often take a sceptical view of co-leader arrangements, especially if the structures cause confusion inside and outside the company. George Dallas, policy director at the International Corporate Governance Network, says the group does not have a for-

mal stance on joint chief executives, as they are still so rare.

But he adds: "There needs to be specific circumstances for them. How does the balance of power really work?"

'There needs to be specific circumstances. How does the balance of power really work?'

How stable is it? What are the pressure points? These are the issues that could crop up."

He says it can be a good way of dealing with succession planning, especially if a less experienced executive is expected to become the sole leader eventually, but such plans should be clearly outlined. However, he says any suggestion that one executive could eventually become chairman would be resisted by shareholders.

align two different pay structures. "You have to make sure their compensation is equivalent," says Jeanne Branthover, managing partner at DHR International, a recruiter. "Once you make the decision to have co-chief executives, you have no other choice."

As it is unlikely either would willingly take a pay cut, the most common outcome is that the lower paid executive has their deal brought up in line with the more generous package. As a result, bosses that merge companies from a position of weakness — to stem outflows and cut costs, for example — can often appear to achieve big pay rises in the first year.

At Janus Henderson, Mr Formica almost tripled his pay last year to \$7.6m, while Mr Weil's rose by more than \$1m to \$9m. This was despite the company suffering a combined \$10.2bn of outflows throughout 2017.

The biggest element of the pay awards for each executive was a bonus payment, which was based on several targets, including three-year investment performance, revenue growth, total net flows and growth in net income, as well as completing strategic initiatives, some of which are related to integrating the businesses.

Meanwhile, Standard Life Aberdeen took the opportu-

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COMMENT

Equity markets are thriving but are they relevant?

THE LAST WORD

John Kay



The equity markets with which we are familiar came into being in the 19th century to finance railways and railroads. Railways and railroads were capital intensive projects, and the capital required was specific to that particular use. There is little you can do with a railway except run trains on it. The savings needed were collected in modest amounts from a large number of moderately well-off individuals. These investors bought both equity and bonds in the new enterprises, and were provided with a degree of liquidity through these expanded capital markets.

This financing model, closely bound up with British imperialism and the development of the interior of the US, was extended to resource companies, and in due course to manufacturing. US Steel, established in 1901 from the merger of three American steel giants and listed on the New York Stock Exchange, was then by far the largest corporation in the world. General Electric, formed in 1892, was part of the first Dow Jones index – and the only one that remains today.

The publicly quoted manufacturing corporation, controlled by professional managers, was the dominant business form of the 20th century. In the first Fortune 500 list of 1956, nine out of the 10 top companies were manufacturers. Among them were three automobile companies – General Motors, Chrysler, and Ford; and three steel companies, Bethlehem, Inland, and US Steel.

Where are they now? US Steel, once by far the largest corporation in the world, is no longer part of the Fortune 500. Bethlehem Steel survives only as the name of a rock band and a soccer club, Inland is owned by ArcelorMittal, Chrysler by Fiat, and General Motors has emerged chastened from its 2009 bankruptcy. Ford is bloodied but unbowed by global competition, yet its market capitalisation is far outstripped by that of Tesla.

The list of today's top ten companies by market capitalisation does not include Tesla, but does register Apple, Alphabet, Amazon, Microsoft and Facebook. There is only one manufacturing company – and that, Johnson & Johnson, is a very different business from the steel and automobile makers of 50 years before.

Berkshire Hathaway, sui generis, includes manufacturing businesses among its collection of investments. The era of the diversified manufacturing conglomerate is coming to an end. But the listed holding company, such as Berkshire, or Alphabet – a



Markets were useful in raising capital to build 19th century railways but companies nowadays have many sources of funding – Alamy

cross between Warren Buffett's creation and an incubator – may represent an important part of the future. Like the private equity house, these conglomerates internalise the process of capital allocation and corporate governance. Both ownership forms are direct responses to the excessive

This financing model was closely bound up with British imperialism and development of the US

costs, burdensome regulation and weak governance characteristic of modern public equity markets.

The largest companies of 1956 were large by all measures – sales, market capitalisation, employment, and operating assets. No longer. Walmart and Hon Hai (better known as Foxconn) are today's largest private sector employers, along with businesses like Compass, which might be regarded as global gangmasters.

Apple's market capitalisation today exceeds \$800bn, and Alphabet is not far behind. For both these companies,

operating assets account for about \$30bn of that value. Such modern businesses employ very little capital, and such assets as they do use mostly need not be owned by the company that operates from them.

As a source of capital for business, equity markets no longer register on the radar screen. In both Britain and US, funds withdrawn through acquisitions for cash and share buybacks routinely exceed the amounts raised in rights issues and IPOs.

At the same time, savings have become institutionalised. Initially this took place mainly through the investment activities of pension funds and insurance companies. Today much of their activity has been outsourced and while pension funds and insurance companies are still important players, the equity investment chain is today dominated by the big asset managers – BlackRock, Vanguard, Fidelity and their competitors. And sovereign wealth funds are an increasingly important fraction of public market equity ownership.

The paradox of modern capital markets is that although there is less and less need for market activity from the point of view of either the end users of finance, or the investors who are the ultimate beneficiaries of finance, the volume of market activity has increased exponentially. To what purpose?

John Kay is an FT contributing editor. johnkay@johnkay.com

READERS WRITE ...

Mercer says managers should pay to run clients' money

I have a far easier solution: scrap the base fee. Keep only the performance fee. If asset managers underperform, they won't get any fee and will get hurt by their fixed costs. It used to be like that. And I agree with Mercer that current fee structures are flawed with asset managers being incentivised to grow AUM at the detriment of performance. *Monsieur Alpha via FT.com*

Rather than adding to the criticism of the asset-management industry, people should look at what value investment consultants bring to the table. In my experience very little, other than giving trustees a very expensive comfort blanket that beneficiaries pay for. *Eternal Student via FT.com*

Is money laundering the favourite crime of America's elite?

What about privacy? I prefer to pay for things in cash because I don't want the government, credit card companies and other nosy parties to

know how I spend my money. Given that the cost of a nice dinner for four people in NY can easily approach \$500, when I go to dinner, I always take quite a few hundred dollar bills. A brick of \$20s is not convenient. And no, sadly I don't have cash income. All my income comes from salary that is reported to the government every year. *DM via FT.com*

The hypocrisy of not asking for any assurances from foreign banks when



The \$100 bill is thought to be the money launderers' tool of choice

these piles of \$100 bills are transferred back to the US is appalling. *Ron-Ohio via FT.com*

Too-clever ETFs are a car crash waiting to happen

I always apply the "would an 8 year old understand this business" test which would filter out most of the derivatives problems. *DTMenace via FT.com*

The ETF industry is a gigantic accident waiting to happen. Littered with liquidity mismatches and investors who have no acquaintance that things can and do go down in a real economy. Financial repression and money printing have put people in at the top. The sell off two weeks ago highlighted how simple reductions can be explosive. *Tiger II via FT.com*

Fund managers 'asleep at the wheel' over exorbitant exec pay

The level of pay for executives at large, established companies where they were not instrumental in their



Fund managers were said to be complacent about issues such as gender diversity

growth and moreover, where they operate in relatively mature markets and the business could probably easily carry on fine without the senior team, is a disgrace. Unfortunately the custodians of the retail pension market do not take their responsibility seriously at all. *SR74 via FT.com*

So the fund managers who charge exorbitant "management fees" for funds which over the long term will never perform beyond "market return" have to assess the high pay packages of CEOs . . . quite a funny world we are in. *journeywest via FT.com*

BlackRock offers clients ways to opt out of US gun stocks

Am I the only one worried about passive investors' ownership of firms that by definition they have no clue about? (Not talking of gun companies only). *alloquoi via FT.com*

Better than doing nothing but plenty of room to do more. *AKT via FT.com*

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COMMENT

US unions face threat of radical funding cut

VIEW FROM THE US

John Dizard



US Supreme Court justices are now formally reviewing the arguments they heard last month in what I believe to be the most politically and economically significant case of the year: *Janus v AFSCME*. The ruling in *Janus*, which will probably be handed down in late June, has the potential to radically cut the power and funding available to state and local employees' unions.

AFSCME, the largest trade union of public employees in the US, and other unions are preparing a political offensive to counter what is expected to be an adverse decision. If private equity managers, hedge fund consultants and the rest of the "carried interest" industry were thinking clearly, they would be paying for the union organisers' signs and using their limousines to take the members to rallies.

The higher-touch investment managers have been slow to grasp the likely consequences, perhaps as they do not like to think about their dependence on the government employees' unions. Of course they nod absently about the need for reform of state government, including the underfunding of pension

plans. Yes, deplorable . . . should be run like a business . . .

Their own business is about the management of risky and illiquid investments, hopefully for a higher return but certainly for high fees. Those funds attract more state and local pension fund money when the sponsoring governments are financially stressed, for example by unfunded pension liabilities. According to a February 2018 paper by Aleksandar Andonov of Erasmus University and Joshua Rauh of Stanford University: "An unfunded liability equal to an additional year of government revenue raises the portfolio (expected return) by 21 basis points."

What if those high expected returns turn out to be disappointing? Then the state government has to make up the difference with cuts in services or tax increases. Those higher taxes now have limited deductibility against federal taxes, thanks to the new Trump tax law. Or worker benefits could be cut to keep the budget balanced.

The unions know the defined-benefit pension plans they negotiated are at risk of being cut back or transformed into less generous defined contribution plans. Even Governor Jerry Brown of California, a long-time union ally, has said that "at the next downturn when things look pretty dire, [pensions] will be on the chopping block".

This is where the *Janus* case comes in. The plaintiff, Mark Janus, is an Illi-



Pro-trade union demonstrators in Chicago last week — Scott Olson/Getty

nois child services worker who refuses to join the American Federation of State, County and Municipal Employees.

He does not want to pay AFSCME an "agency fee" in lieu of union dues that cover the union's contract negotiation services, and its costs of political representation. *Janus* argues he is preserving his free speech rights; AFSCME counters he wants a "free ride" on the pay, benefits and work conditions it has negotiated.

If, as generally expected, a majority of the court sides with *Janus* and overturns 41 years of precedent, the unions face declines in membership and revenues. In the next economic and market decline, the defined-benefit-pension advocates would have

fewer resources to fight cutbacks.

Pensions for state and municipal workers are often protected by state laws and even state constitutions, as well as union contract terms. Also, even conservative Republicans find it challenging to cut benefits for their favoured "first responders" such as firefighters and police.

In the last down-cycle for the economy, state and municipal governments were cushioned by the Obama administration's stimulus plan. That is unlikely to be repeated next time.

How about using creative accounting to cover up pension funding shortfalls? That has been a good strategy for early-to-mid-career politicians. Traditionally the Government Accounting Standards Board has

been more like a Montessori teacher than a Marine drill sergeant.

Since 2015, though, it has pushed state governments to recognise shortfalls in returns on pension funds, or "deferred inflows of resources", over a five-year period rather than a 30-year period. It still allows the state pension fund sponsors and their actuaries to determine their expected long-term returns on investment.

Usually these annual expected returns are between 7 per cent and 8 per cent, which is a Trumpian premium on nominal GDP, and a multiple of what other countries assume. In recent years, state governments have sought to meet those ambitious targets by increasing their commitment to volatile traded equity, private equity and managed property.

What happens, though, in the next bear market? Stanford's Mr Rauh believes that "in a market correction like the mid-1970s, the municipal bond market would wake up very quickly". Overcommitted state governments would pay up or be shut out.

Even without a recession or bear market, demographic pressures of an ageing work force and rising medical costs are reducing funds for spending on public services or infrastructure.

If the public sector unions lose the *Janus* case, they will have difficulty preserving the defined-benefit model. A shift to defined contribution plans will put a serious dent in private equity funds, hedge funds and property companies.

People power pushes responsible investment up agenda

COMMENT

Catherine Howarth

BlackRock, the world's largest fund manager, surprised many last week by moving swiftly on the hot topic of gun control.

Its public statement on engagement with manufacturers and retailers of firearms provides an unusual if welcome level of detail about the specific questions that directors of these companies must now answer to BlackRock's satisfaction.

The move lends credibility to the bold claims in chairman Larry Fink's letter to the CEOs of companies in which it invests that "to prosper over time, every company must not only deliver financial performance, but also show how it makes a positive contribution to society".

Other unusual suspects have now

converted to the benefits of socially sustainable business behaviour. Jana Partners, the activist hedge fund, grabbed the attention in January with a public letter to the board of Apple demanding action to address the addictive nature of its products, while highlighting the consequences of such addiction for the "health and development of the next generation".

Safeguarding the health of the next generation was a key motivation for both Schroders and Rathbone Greenbank which recently issued a "sugar framework" to convey their rapidly changing "expectations" for companies that make and sell sweet treats.

And if that was not enough to make the children of the world applaud, there is surely no issue more relevant to their wellbeing than climate change. On this, institutional investors with combined assets of \$28tn announced their commitment in December to a five-year programme of dialogue and action to address the emissions of the world's 100 largest carbon polluters.

Something is going on here and, as a citizen at least, it is hard not to like the look of it. We should remember the fund management industry is a service provider that ultimately needs to meet consumer demand.

Naturally, consumers of investment products want healthy financial returns, but they increasingly seek more than that: they want an investment industry that at the very least does no harm to the health of people and planet; and at best makes a meaningful positive contribution to the lives of workers and communities whilst protecting fragile ecosystems.

This demand for positive impact is coming at least as much from institutional clients as from retail investors. Indeed, some of the largest pension funds are signed up supporters of the UN's Sustainable Development Goals.

In the last decade many pension funds have undergone a deep rethink about their fiduciary duties. The crisis of 2008 was humbling, and it stretched to breaking point the notion that a fund's obligations to its

beneficiaries could be met by slavishly tracking a benchmark and periodically sacking asset managers who fail to hug it closely enough.

As the world's invested assets have swollen, it is dawning on citizens, politicians and investors themselves that the actions of institutional capital allocators will significantly determine whether we meet a range of daunting social and environmental challenges. Disappointed on many issues by politics and politicians, people are looking for other channels to get stuff done. A growing number see real potential in voting with their money.

It would be naive in the extreme — indeed dangerous — to look to private capital to solve all our collective problems. Nevertheless, with global assets under management set to rise to \$145tn by 2025, fiduciary investors surely have a role to play and a growing responsibility.

The European Commission will this week publish its much-awaited action plan on sustainable finance. It

seems EU financial services policy-making is no longer focused narrowly on the success of the financial industry per se. Rather, the political vision for the EU Capital Markets Union is evolving to make finance a stronger tool to serve the wider interests and long-term goals of European citizen-savers.

The UK and its mighty investment industry must also embrace new thinking to thrive and compete. An asset management sector properly focused on delivering both social and financial benefit to clients and communities worldwide is an appealing proposition. Imminent reform of the UK's Stewardship Code offers a particularly good opportunity to move in this direction, and to signal the sort of smart soft power that the UK will increasingly need as we seek to prosper outside the EU.

Catherine Howarth is chief executive of ShareAction and a member of HM Treasury's Taskforce on Asset Management

ANALYSIS

Popularity of direct lending prompts debt fund inflows

Loans from private equity and asset managers have grown as banks have pulled back, writes *Jennifer Thompson*

When Soho House secured a £375m debt refinancing package last year attention was primarily focused on the finances of the global network of upscale private members' clubs.

But the agreement between Soho House, an operator of private members' clubs, and Permira Debt Managers also illustrated an increasingly important avenue of funding for companies in Europe.

While the deal — £275m for refinancing with the option of a further £100m — was Permira's largest direct lending investment it was just the latest in a series that has seen the private equity group provide loans to a French software group, a German car parts maker and a UK holiday park operator.

Direct lending by investment groups has been on a tear in recent years. Last year 75 funds raised \$56.7bn, more than twice as much as in 2016, according to data provider Preqin.

Spurring this growth has been a retreat in bank lending amid growing regulatory pressure and the need for companies to shore up balance sheets. Loans originating from asset managers and private equity groups,

who tout their willingness to offer bespoke financing deals, have poured in to fill the gap for companies who may be too small to tap the bond market.

Europe's share of the direct lending pie is edging up with funds based on the continent that run direct lending strategies raising more than €20bn across 27 funds last year, up from €9bn and 16 funds in 2014.

But analysts have raised concerns about the level of capital flowing into the sector, with the pressure to put funds to work heightening the risk of bad deals being done.

"There is a wall of capital out there [and] everyone is competing," said Peter Bate, a director at KPMG, the professional services firm. "There's so much capital people kind of have to invest. The fund managers only get paid when the money goes in the ground."

David McCann, analyst at Numis, also urges caution. "Clearly companies will know there's a lot of capital that has been raised to go into this sector," he said. "Ultimately [you face] a trade off: do you want to get paid [earn fees on deployed money] or keep that discipline [hold back on potentially dud investments]?"

Returns are certainly under pressure. The median net internal rate of



Soho House, operator of plush members' clubs, secured a £375m debt refinancing package — Alamy

return for direct lending funds, the preferred industry measure, was 10.7 per cent for funds of a 2010 vintage, according to Preqin. By 2014 that had dropped to 7.9 per cent.

Investment managers unsurprisingly argue there is still plenty of space for them to do good deals but some acknowledge the process is tricky.

"We are challenged by making the right investments," said Max Mitchell, head of direct lending at Intermediate Capital Group.

Last November London-listed ICG said it had raised a further €4.2bn for direct lending fund Senior Debt Partners (SDP) III, which added to prior investor commitments gave it €5.2bn in dry powder.

Mr Mitchell points to ICG's long experience with direct lending — it made its first direct loan in 1989 — as evidence it will be able to spot potential dud deals. Though it is early days, ICG is on track to deploy SDP III's funds within two to three years, he added.

"There are still good deals to be done," said Andrew McCullagh, a managing director at Hayfin Capital, a direct lending specialist based in London which raised \$3.8bn last year.

But he adds that the UK is becoming a more cut-throat market. "There's no doubt it has become a much more competitive market".

For this reason managers are

increasingly focused on opportunities in Europe where it has become easier to do deals over the past eighteen months after a spate of reforms in France, Germany and Italy paved the way for funds to loan directly to companies in those markets.

"They introduced more flexible regimes — that was an important shift," says Owen Lysak, a regulatory

"There is a wall of capital out there [and] everyone is competing"

PETER BATE, DIRECTOR AT KPMG

associate at Clifford Chance, the law firm. "It feels less opaque and less of a minefield."

Last year a report into loan funds by the International Organisation of Securities Commissions, the global umbrella body for securities regulators, also highlighted Europe as an area for growth. "[T]here appears to be some room for growth . . . [it] is too early to assess how the markets will develop there. Nevertheless a certain demand is already identified," Iosco said.

The regulatory climate is also favourable. The European Commission is monitoring the sector but did not take up suggestions by the European Securities and Markets Authority, the bloc's financial watchdog, to

pin down an EU-wide framework for loan funds. It believes the sector does not pose a significant risk to financial stability or investors.

"The UK market is probably far more open to direct lending than Europe", said Patrick Marshall, head of private debt at Hermes Investment Management, but he says Europe is now opening up to new forms of corporate debt.

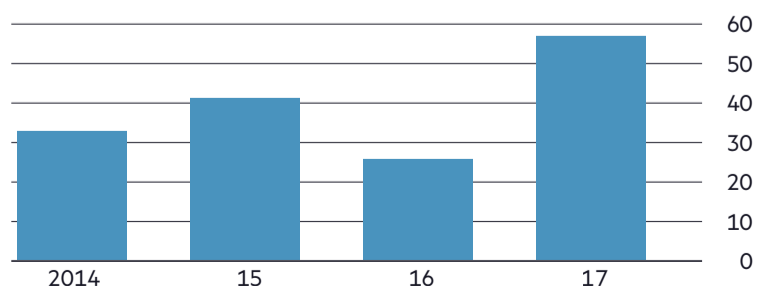
Hermes has a £750m lending fund which focuses on what Mr Marshall informally terms "beer-drinking Europe" — the UK, Ireland, Scandinavia, Germany and Belgium — and primarily senior secured loans. It is run as part of a joint-lending agreement with Royal Bank of Scotland which requires the UK bank to share information on companies which have approached it for loans.

Even though the market is maturing, 40 per cent of investment consultants said that private debt had performed better than their initial expectations last year, according to a study by Preqin, with a majority recommending that investors devote as much or more to direct lending funds in 2018.

"[Over the] long term, direct lending is here to stay," said KPMG's Mr Bate. But he warns that from a companies' perspective it is becoming more of a buyers' market. "There isn't a huge amount of differentiation. Money is money."

Money flowing into private debt funds

Global annual direct lending fundraising (\$bn)



Source: Preqin

FTfm

Main table containing financial data for various funds, including columns for Fund, Bid, Offer, D+/-, Yield, and Fund Name. It lists numerous investment products like 'Monthly Income Plus Acc', 'Pacific Acc', 'Asian Equity Income', and 'Global Equity Income'.



Invesco (LUX) Dublin 00 353 1 439 8100 Hong Kong 00852 3191 8282 FCA Recognised Invesco Management SA Invesco Active Multi-Sector Credit Fund A € 3.14 - 0.00 0.00 Invesco Asia Balanced A dist \$ 14.91 - 0.03 2.91 Invesco Asia Consumer Demand Fund A Income \$ 18.57 - 0.16 0.06 Invesco Asia Infrastructure (A) \$ 15.39 - 0.08 0.75 Invesco Asia Opportunities Equity A \$ 147.32 - 0.88 0.00 Invesco Balanced Risk Allocation Fund A € 16.74 - 0.02 0.00 Invesco Emerging Europe Equity Fund A \$ 12.64 - -0.01 0.00 Invesco Emerging Local Currencies Debt A Inc \$ 7.22 - -0.01 5.83 Invesco Emerging Market Structured Equity Fund A \$ 13.02 - 0.04 0.00 Invesco Energy A \$ 16.48 - -0.09 0.00 Invesco Euro Corporate Bond Fund (A) € 17.90 - 0.02 0.00 Invesco Euro Reserve A € 320.14 - -0.01 0.00 Invesco Euro Bond A € 7.52 - 0.01 0.00 Invesco European Growth Equity A € 27.12 - 0.10 0.00 Invesco Global Absolute Return Fund A Class € 10.98 - 0.03 0.00 Invesco Global Bond A Inc \$ 5.84 - -0.01 0.79 Invesco Global Conservative Fund 90 (EUR) A € 11.72 - 0.00 0.00 Invesco Global Equity Income Fund A € 73.12 - 0.05 0.00 Invesco Global Inc Real Estate Sec A dist \$ 9.35 - 0.03 2.08 Invesco Global Inv Grd Corp Bond A Dist \$ 12.09 - 0.02 2.81 Invesco Global Leisure A \$ 57.25 - 0.17 0.00 Invesco Global Smaller Comp Eq Fd A \$ 78.33 - 0.09 0.00 Invesco Global Structured Equity A \$ 51.41 - 0.22 0.74 Invesco Global Total Ret.(EUR) Bond Fund A € 13.72 - 0.02 0.00

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Majedie Asset Management LTD (IRL) FCA Recognised US Equity Z Acc GBP £ 1.73 - 0.01 0.00 Tortoise Z Acc GBP £ 1.00 - 0.00 0.00

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Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Ruffier Japanese O Acc, Ruffier Pacific C Acc, Ruffier Pacific O Acc, Ruffier Total Return C Acc, Ruffier Total Return C Inc, Ruffier Total Return O Acc, Ruffier Total Return O Inc.

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Ruffier Japanese O Acc, Ruffier Pacific C Acc, Ruffier Pacific O Acc, Ruffier Total Return C Acc, Ruffier Total Return C Inc, Ruffier Total Return O Acc, Ruffier Total Return O Inc.

S. W. MITCHELL CAPITAL



Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes SWMC European Fund B EUR, SWMC Small Cap European Fund B EUR.

ROBECOSAM We are Sustainability Investing.

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes RobecoSAM Sm.Energy/A, RobecoSAM Sm.Energy/N, RobecoSAM Sm.Materials/A, RobecoSAM Sm.Materials/N, RobecoSAM Sm.Materials/Na, RobecoSAM GI.Small Cap Eq/A, RobecoSAM GI.Small Cap Eq/N, RobecoSAM Sustainable GI.Eq/B, RobecoSAM Sustainable GI.Eq/N, RobecoSAM S.HealthyLiv/B, RobecoSAM S.HealthyLiv/N, RobecoSAM S.HealthyLiv/Na, RobecoSAM S.Water/A, RobecoSAM S.Water/N.

ROBECO The Investment Engineers

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes BP US Premium Equities (EUR), BP US Premium Equities (USD), Chinese Equities (EUR), Em Stars Equities (EUR), Emerging Markets Equities (EUR), Glob Consumer Trends Equities (EUR), High Yield Bonds (EUR), New World Financials (EUR).

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Royal London Sustainable Diversified A Inc, Royal London Sustainable World A Inc, Royal London Corporate Bond Mth Income, Royal London European Growth Trust, Royal London Sustainable Leaders A Inc, Royal London UK Growth Trust, Royal London UK Income With Growth Trust, Royal London US Growth Trust.

Additional Funds Available. Please see www.royallondon.com for details



Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Ruffier European C Acc, Ruffier European O Acc, Ruffier Equity & General C Acc, Ruffier Equity & General O Acc, Ruffier Gold C Acc, Ruffier Gold C Inc, Ruffier Gold O Acc, Ruffier Japanese C Inc, Ruffier Japanese C Acc.

Rubrics

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Rubrics Emerging Markets Fixed Income UCITS Fund, Rubrics Global Credit UCITS Fund, Rubrics Global Fixed Income UCITS Fund, Rubrics India Fixed Income UCITS Fund.

Schroder Property Managers (Jersey) Ltd

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Indirect Real Estate SIRE.

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Managed Growth, UK Growth.



Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Slater Growth, Slater Income A Inc, Slater Recovery, Slater Artorius.

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Standard Life Wealth Bridge Fund, Global Equity Fund, Global Fixed Interest Fund, Income Fund, Sterling Fixed Interest Fund, UK Equity Fund.

STENHAM ASSET MANAGEMENT

Stenham Asset Management Inc

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Stenham Credit Opportunities A Class USD, Stenham Equity UCITS USD, Stenham Growth USD, Stenham Healthcare USD, Stenham Healthcare Fund USD, Stenham Quadrant USD A, Stenham Trading Inc USD, Stenham Universal USD, Stenham Universal II USD.



Stewart Investors

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes SI Asia Pacific A Acc, SI Asia Pacific A Inc, SI Asia Pacific Leaders A Acc, SI Asia Pacific Leaders A Inc, SI Asia Sustainability A Acc, SI Global Emerging Mkts A Acc, SI Global Emerging Mkts Leaders A Acc, SI Global Emerging Mkts Sus A Acc, SI Indian Sub-Cont A Acc, SI Latin America A Acc, SI Worldwide Equity A Acc, SI Worldwide Equity A Inc, SI Worldwide Leaders A Acc, SI Worldwide Sus A Acc, SI Worldwide Sus A Inc.

Stewart Investors

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes SI Asia Pacific A Acc, SI Asia Pacific A Inc, SI Asia Pacific Leaders A Acc, SI Asia Pacific Leaders A Inc, SI Asia Sustainability A Acc, SI Global Emerging Mkts A Acc, SI Global Emerging Mkts Leaders A Acc, SI Global Emerging Mkts Sus A Acc, SI Indian Sub-Cont A Acc, SI Latin America A Acc, SI Worldwide Equity A Acc, SI Worldwide Equity A Inc, SI Worldwide Leaders A Acc, SI Worldwide Sus A Acc, SI Worldwide Sus A Inc.

E.I. STURDZA

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Strat Evarich Japan Fd Ltd JPY, Strat Evarich Japan Fd Ltd USD.

E.I. Sturdza Funds PLC

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Nippon Growth (UCITS) Fd - B, Strategic China Panda Fd - USD, Strategic Euro Bond Fd - Acc, Strategic Europe Value Fd - EUR, Strategic European Smaller Companies Fd - EUR, Strategic Global Bond Fd - USD, Strategic Global Quality Fd - USD Inst.

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Strategic Quality Emerging Bond Fd - USD, Strategic US Momentum and Value Fd - USD Class, Strategic Japan Opportunities Fund, Strategic Beta Flex Fund.

Superfund Asset Management GmbH

www.superfund.com, +43 (1) 247 00

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Superfund Green EUR SICAV, Superfund Red EUR SICAV, Superfund Blue EUR, Superfund Green Gold SICAV, Superfund Red Silver SICAV.

Other International Funds

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Superfund Green Gold SICAV, Superfund Red Silver SICAV.

Thesis Unit Trust Management Limited

Exchange Building, St Johns Street, Chichester, West Sussex, PO19 1UP

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes TM New Court Fund A 2011 Inc, TM New Court Fund - A 2014 Acc, TM New Court Equity Growth Fund - Inc.

TOSCAFUND

Toscafund Asset Management LLP

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Aptus Global Financials B Acc, Aptus Global Financials B Inc.

Toscafund Asset Management LLP

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Tosca A USD, Tosca Mid Cap GBP, Tosca Opportunity B USD, Pegasus Fund Ltd A-1 GBP.



TreeTop Asset Management S.A.

Regulated

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes International A, International B, International C, International D, Global Opp.A, Global Opp.B, Global Opp.C, Sequoia Equity A, Sequoia Equity B, Sequoia Equity C.

TROY ASSET MANAGEMENT

Troy Asset Mgt (1200)

65 Gresham Street, London, EC2V 7NQ

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Spectrum Fund O Acc.

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Spectrum Fund O Inc, Spectrum Income Fund O Acc, Spectrum Income Fund O Inc, Trojan Ethical Income O Acc, Trojan Ethical Income O Inc, Trojan Fund O Acc, Trojan Fund O Inc, Trojan Global Equity O Acc, Trojan Global Equity O Inc, Trojan Global Income O Acc, Trojan Global Income O Inc, Trojan Income O Acc, Trojan Income O Inc.

UBS Asset Management

5 Broadgate, London, EC2M 2QS

Client Services 0800 358 3012, Client Dealing 0800 358 3012

www.ubs.com/retailfunds

Authorised Inv Funds

OEIC

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes UBS Global Emerging Markets Equity C Acc, UBS Global Optimal C Acc, UBS UK Opportunities C Acc, UBS US Equity C Acc, UBS S&P 500 Index C Acc, UBS Targeted Return C Acc, UBS Sterling Corporate Bond Indexed C Acc, UBS Multi Asset Income C Inc Net, UBS UK Equity Income C Inc Net, UBS Corporate Bond UK Plus C Inc Net, UBS Global Allocation (UK) C Acc, UBS Global Enhanced Equity Income C Inc, UBS US Growth C Acc, UBS Emerging Markets Equity Income C Inc, UBS FTSE RAFI Dev 1000 Index J Acc, UBS MSCI World Min Vol Index J Acc.

Unicapital Investments

Regulated

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Investments IV - European Private Eq, Investments IV - Global Private Eq.

Unicorn Asset Management Ltd

PO Box 10602, Chelmsford, Essex, CM1 9PD 0845 026 4287

Authorised Inv Funds

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes UK Growth A Inc, Mastertrust A Inc, UK Growth B Inc, Mastertrust B Inc, Outstanding British Cos A Acc, Outstanding British Cos B Acc, UK Smaller Cos A Inc, UK Smaller Cos B Inc, UK Income A Acc, UK Income A Inc, UK Income B Acc, UK Income B Inc.

Value Partners Hong Kong Limited

www.valuepartners-group.com, fis@vp.com.hk

Regulated

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Value Partners Asia Dividend Stocks Fund A USD, Value Partners Classic Equity Fund USD Unhedged, Value Partners Classic Equity Fund CHF HedgedSFR, Value Partners Classic Equity Fund EUR Hedged, Value Partners Classic Equity Fund GBP Hedged, Value Partners Classic Equity USD Unhedged, Value Partners Global Emerging Market Bond Fund, Value Partners Global Emerging Market Equity Fund, Value Partners Greater China Equity Fund, Value Partners Health Care Fund HKD Class A UnhedgedHK\$.

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Value Partners Health Care Fund USD Class A Unhedged, Waverton Asia Pacific A USD, Waverton Global Equity Fund A GBP, Waverton Global Strategic Bond Fund A USD, Waverton UK Fund A GBP, Waverton Equity Fund A GBP, Waverton Sterling Bond Fund A GBP.

WA Fixed Income Fund Plc

Regulated

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes European Multi-Sector.

YapıKredi Asset Management

Yapi Kredi Asset Management

www.yapikrediporfoy.com.tr Tel: + 90 (212) 385 48 48

Other International Funds

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Eurobond Fund, Koc Affiliate and Equity Fund, DPM Bonds and Bills Fund (FX).



Yuki International Limited

Tel: +44-20-7269-0207 www.yukifunds.com

Regulated

Yuki Mizuho Umbrella Fund

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Yuki Mizuho Japan Dynamic Growth, Yuki Japan Low Price, Yuki Japan Value Select.

Yuki Asia Umbrella Fund

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Yuki Japan Rebounding Growth Fund JPY Class, Yuki Japan Rebounding Growth Fund USD Hedged Class.

Zadig Gestion (Memnon Fund)

Regulated

Table with columns: Fund, Bid, Offer, D+/-, Yield. Includes Memnon European Fund I GBP.

Money Market Trusts and Bank Accounts

Gross Net AER Int Cr

CCLA Investment Manager Ltd

Senator House 85 Queen Victoria Street, London EC4V 4ET

CCLA Fund Managers Ltd

Senator House 85 Queen Victoria Street, London EC4V 4ET

Data Provided by MORNINGSTAR



www.morningstar.co.uk

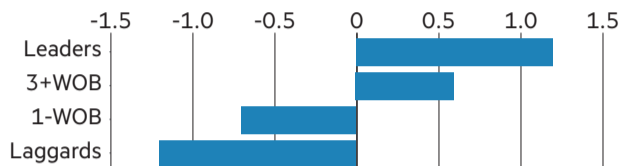
Data as shown is for information purposes only. No offer is made by Morningstar or this publication.

CHART TO START THE WEEK

Gender-diverse companies prove to be more productive

Productivity growth boosted by women on company boards

% compound annual increase in corporate revenue per employee, 2012-16



Leaders - cos. with at least 3 female directors that follow best practice standards
 3+WOB - companies with at least 3 female directors
 1-WOB - companies with 1 or 0 female directors
 Laggards - cos. with 1 or 0 female directors that have no plans to improve gender diversity

Source: MSCI

Gender diversity on a company's management board has a significant impact on productivity growth and on returns to investors, according to research published to mark International Women's day by MSCI.

The indices and analytics provider examined the composition of boards at 617 of the world's largest companies. It found that average employee productivity growth was higher for companies that employed three or more women at board level between 2012 and 2016 than those that had just a single or no female directors.

Companies that employed a gender-diverse board and which also followed best practice standards in human capital management were able to deliver even higher productivity growth over the same time period.

MSCI found that the stronger productivity growth at these leading companies translated into higher profits, measured by returns on equity, than at those which did not have gender-diverse boards.

Dividend payouts to investors were higher too for these diversity-friendly companies than at those where boards are dominated by men and which failed to disclose any evidence of their plans to foster the development of female talent.

MSCI said its findings provided support for the argument that meaningful gender diversity at the board level was also a reflection of the importance paid by companies to the recruitment and development of both male and female talent.

Women remain remarkably under-represented in senior corporate roles globally and account for fewer than one in five board directors of the world's leading publicly traded companies.

Just 17.3 per cent of board seats were held by women at the 2,494 companies spread across 47 countries that comprise the MSCI All Country World index. MSCI's findings that gender diversity can boost returns may spur change.

Chris Flood

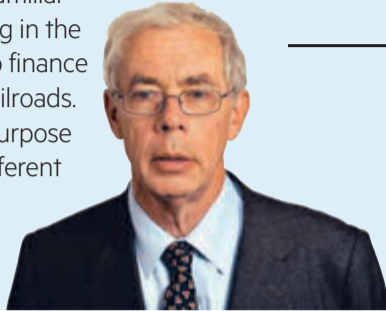
THE LAST WORD

What are markets for?

The equity markets with which we are familiar came into being in the 19th century to finance railways and railroads. What is their purpose for the very different companies of today?

JOHN KAY, PAGE 8

INSIDE AND ONLINE



QUOTE OF THE WEEK

John Dizard

How about using creative accounting to cover up pension funding shortfalls? That has been a good strategy for early-to-mid-career politicians.

PAGE 9



VIDEO

Wearable robots

Richard Waters explores the latest exoskeleton technology to push his body beyond its limits

VIDEO.FT.COM



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"We've got to put on our thinking caps, Donald, because our friend Rupert needs help pronto. Seems a monster called Comcast is trying to gobble up his Pie in the Sky."

FT Health

Combating Dementia

Monday March 12 2018

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Scientists inch towards the answers

Recent work has thrown up surprising clues to how dementia works, writes *Clive Cookson*

On the face of it, dementia research may seem in a grim position with drug after drug failing clinical trials, and the ultimate cause of Alzheimer's and related diseases remaining as elusive as ever.

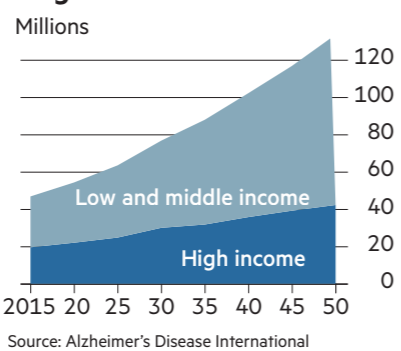
We still lack medicines that can even slow the development of dementia, let alone stop or reverse it, yet David Reynolds, who follows the field closely from his position as chief scientist with the charity Alzheimer's Research UK, sounds optimistic.

"We are getting an increasingly sophisticated understanding of what is going on in these diseases," he says. "We are starting to use the information to develop new treatments."

The most obvious feature of Alzheimer's is that nasty misshapen proteins build up in the brain, while the organ itself shrinks as its neurons die off. At the same time the patient's cognitive abilities gradually decline, with progressive memory loss, confusion and personality change. Scientists are now trying to disentangle the complex web of cause and effect that gives rise to Alzheimer's and, with different biochemistry, to other forms of dementia.

Two proteins in particular accumu-

Growing numbers of people diagnosed with dementia



late in Alzheimer's brains: "amyloid plaques" and "tau tangles". Amyloid plaques have received by far the most attention from scientists and drug developers. These sticky deposits are the endpoint of a biological process that begins with a molecule called amyloid precursor protein (APP) which is present in all healthy neurons.

The so-called amyloid pathway involves enzymes that cut APP into fragments called amyloid beta or aBeta, which accumulate into insoluble plaques.

Although the amyloid pathway is widely considered to be a hallmark of

One of the hottest topics in dementia research is the immune system

Alzheimer's, it does not lead inevitably to dementia. The 90+ Study at the University of California, Irvine, has enrolled 1,600 people over the age of 90, who have agreed to undergo cognitive assessment while alive and then to donate their brain for analysis after they die. Roughly one-third of participants have dementia, one-third have some cognitive loss and one-third "retain excellent cognition and motor skills", says Claudia Kawas, the 90+ Study leader.

"When we did autopsies on the brains of our non-demented individuals, we found that 40 per cent had fully fledged Alzheimer's disease pathology," she adds. In other words many very old people have a brain full of plaques and tangles, without suffering dementia. Conversely one-third of over-90s with dementia have not accumulated amyloid or tau but are suffering from severe loss of cells in the part of the brain called the hippocampus.

The key genetic determinant of whether amyloid accumulation causes Alzheimer's is a gene called ApoE that produces proteins involved in fat metabolism. One common variant called ApoE-2 protects against dementia even in people whose brain is full of amyloid, says Prof Kawas, whereas those with the ApoE-4 gene are almost certain to develop dementia as amyloid plaques form.

One of the hottest topics in dementia research is the immune system. Evidence is accumulating that inflammation associated with an unbalanced

Continued on page 2

Singing for the Brain Finding things that work



George and Dot Smith: together for more than 60 years — Charlie Bibby/FT

A UK project is harnessing music to help people living with dementia. Studies have shown that 'musical memory' is handled by a part of the

brain that remains relatively unscathed by dementia. Read more on Page 4 and listen to our podcast at: www.ft.com/dementiamusic

Inside

Efforts intensify as more drugs flunk trials

Scientists suspect brain plaques are not the cause of the problem
Page 2

Japan care providers expand in the region

Ageing populations and rising rates of dementia offer rich opportunities
Page 3

Experience dementia for a day

Virtual reality shows how scary it can be
Page 3



Scientist turns to Ayurvedic medicine

Herbs used in the ancient healing system could yield a cure
Page 4

NIKKEI

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FINANCIAL
TIMES

For program details, please visit:

<http://ac.nikkeibp.co.jp/1stdem/tokyo2018/program.html#nav>

NIKKEI · FT Joint Project

Japan - UK Dementia Conference

Thursday, March 15, 2018 Roppongi Academyhills(Tokyo)

Organized by: Nikkei Inc., The Financial Times

Other potential supporters and partners: British Embassy Tokyo, Ministry of Health, Labour and Welfare

Watch Live (available in English and Japanese)

<https://channel.nikkei.co.jp/e/180315jukdc>

Over the last 100 years, there has been an increase of 40 years in life expectancy, and it currently exceeds 80 years in some countries. This is a marked advancement. However, societies with an increased life expectancy are now facing a new major challenge: <dementia>, a category of brain diseases that are more common among older persons. <Alzheimer's disease> is responsible for half of all cases of dementia. Although various attempts are being made to develop effective diagnostic methods and drugs for dementia, they have yet to be established.

To address such a situation, the World Dementia Council has been organized under the leadership of the Japanese and UK governments. Accordingly, the Japan-UK Dementia Conference co-hosted by Nikkei Inc. and the Financial Times will be held to exchange opinions regarding and adopt countermeasures against this major health problem in the 21st century.

Dr. Kiyoshi KUROKAWA

Chairman, Health and Global Policy Institute (HGPI)
Chair and Representative Director, Global Health Innovative Technology Fund (GHIT Fund)
Member of the World Dementia Council



The Rt Hon Jeremy HUNT MP
Secretary of State for Health and Social Care, UK
(Video message)



Mr. Katsunobu KATO
Minister of Health, Labour and Welfare
Minister for Working-style Reform
Minister in charge of the Abduction Issue
Minister of State for the Abduction Issue
(Attendance to be confirmed)



Mr. Harry JOHNS
Chair, World Dementia Council
President and CEO of the Alzheimer's Association



Mr. Jeremy HUGHES
Vice Chair, World Dementia Council
Chief Executive, the Alzheimer's Society in the UK



Ms. Kusumadewi SUHARYA(DY)
Member of the World Dementia Council
Regional Director, Alzheimer's Disease International Asia Pacific Region
Founder, Alzheimer Indonesia



Dr. Mitsunobu R KANO, MD, PhD
Professor and Vice Executive Director, Okayama University



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FT Health Combating Dementia

Treatment Scientists are focusing on new trials that will be an important test of the ‘amyloid plaque’ hypothesis, writes *David Crow*

Hunt is on for a cure as more drugs flunk final stages

The last few years have been miserable for the estimated 50m dementia sufferers worldwide who are waiting for the first treatments that can arrest the devastating brain diseases.

Drug after drug has flunked the final stage of testing, even after earlier studies offered hope that the experimental medicines might be able to slow the relentless march of the illness.

Until a pharmaceutical group develops a “disease-modifying” medicine, patients must make do with a handful of drugs that only slightly ameliorate the ravages of Alzheimer’s disease – which accounts for between 60 and 70 per cent of dementia cases – but do nothing to stop or slow it.

The failing streak has continued to dominate the first few weeks of 2018.

Last month, Merck announced it was ending a large Phase III trial of its Alzheimer’s medicine early, after a committee monitoring the trial said the medicine was unlikely to benefit patients in the earliest stage of the disease.

Merck had already stopped a trial of the medicine, known as a “beta-secretase inhibitor”, last year, after it failed to work on a group of patients whose disease had been classed as mild or moderate by doctors.

In an interview with the FT shortly before announcing the most recent failure, Rob Davis, Merck’s chief financial officer, said the company knew the drug had “activity”, but conceded there remained a question as to “how soon in the disease process you interceded”.

It turned out that even targeting patients who have only just started exhibiting symptoms was still too late for this particular medicine.

The next big hope is a drug being developed by Biogen, a biotech company based in Massachusetts. Its medicine, aducanumab, is designed to clear the brain of sticky plaques known as “beta-amyloid”, which accumulate in the brains of people with Alzheimer’s, and which some scientists blame for the disease.

Although Biogen’s drug appears to be able to remove those plaques, it is not yet clear whether doing so will result in a corresponding improvement in a patient’s brainpower.

The company’s two trials of aducanumab in mild patients, known as Engage and Emerge, are due to complete enrolment in the summer with a final result expected in 2020. The studies are being seen as an important test of the so-called “amyloid hypothesis”.

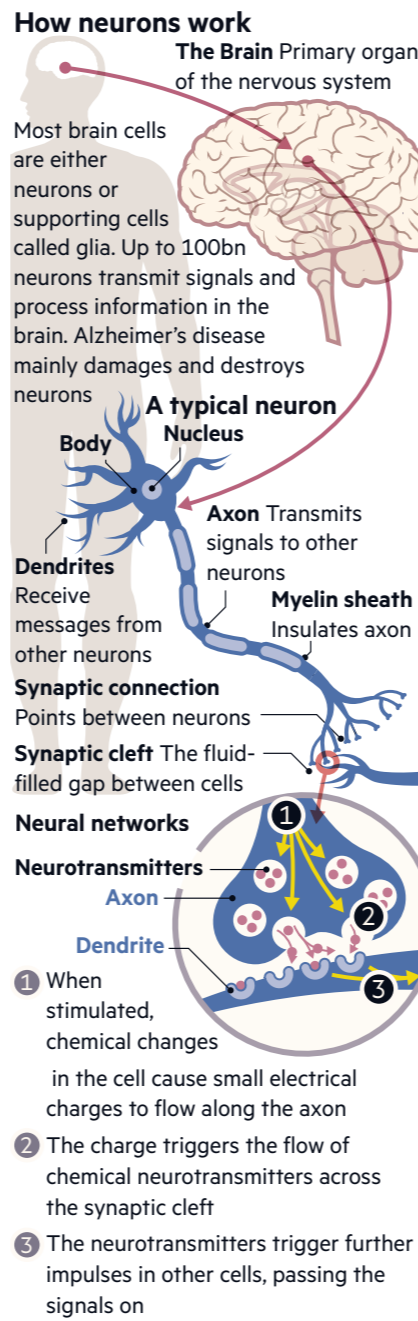
But Biogen also kicked off 2018 with some inauspicious news, after it announced that it was enrolling a further 510 patients in the trials.

The company decided to add the extra participants after it looked at early data from the trial and noticed what it described as “more variability on the primary endpoint”.

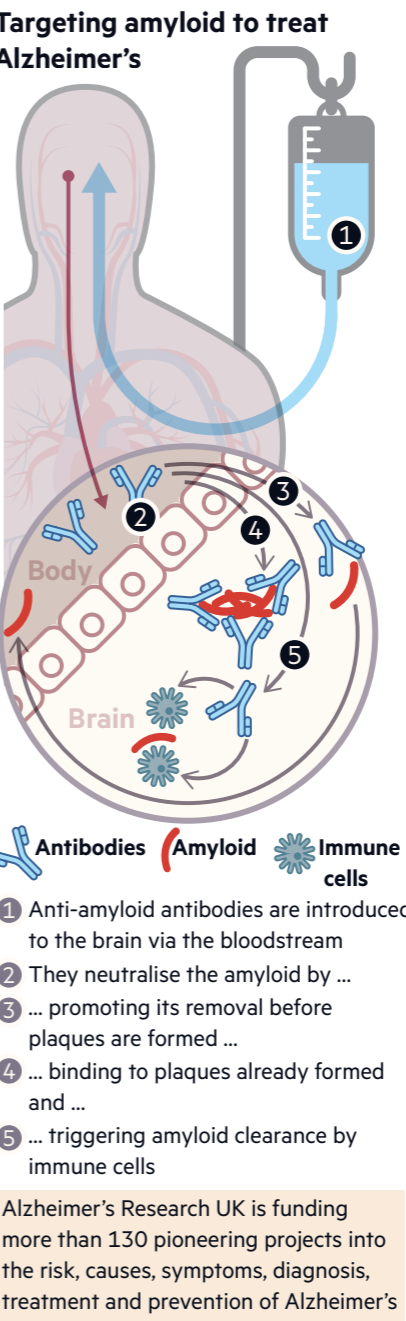
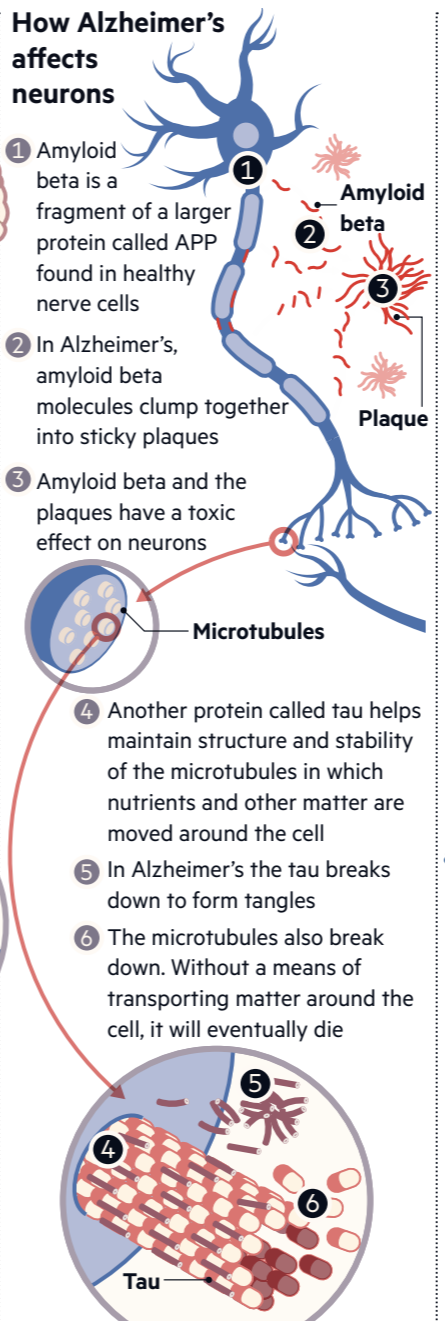
Both trials are blinded, meaning Biogen’s researchers cannot tell which patients are getting the drug and which ones are on a placebo, but concerns have been raised over their decision to enrol more participants.

Although such a move does not necessarily indicate the trials will fail, investors become wary when drugmakers move the goalposts in a middle of a study, and shares in Biogen declined by about 7 per cent after the announcement.

“Net-net we view this as a negative, as it highlights the inherent challenges in



FT graphic: Ian Both



Alzheimer’s Research UK is funding more than 130 pioneering projects into the risk, causes, symptoms, diagnosis, treatment and prevention of Alzheimer’s and other diseases that cause dementia

Alzheimer’s studies,” says Brian Abrahams, a biotech analyst at RBC, an investment bank.

If aducanumab does fail, it will provide more evidence for those who say focusing on the plaques themselves might be a red herring. They suggest that by the time the sticky deposits have built up, it could already be too late.

“If you get [researchers] at a table with a few beers they will admit we really don’t know what those plaques are doing,” says Sean Harper, the top scientist at Amgen, the world’s largest biotech company. “We don’t have any idea whether removing them is the right thing to do, whether it’s even deleterious, or if it’s just neutral,” he adds. “If you see pictures of an Alzheimer’s brain, a lay person can see it is already profoundly affected, perhaps beyond the

point of no return.” Dr Harper is among those scientists who believes the best approach is to try to tackle Alzheimer’s before patients have even been diagnosed.

His company has a partnership with Novartis, the Swiss drugmaker, which is testing a drug in people with no outward signs of the disease, but who carry a gene that makes them more predisposed to developing it in the future.

This medicine, like Merck’s, tries to inhibit the enzyme known as beta-secretase, which is implicated in the formation of amyloid plaques.

“What we’ve been able to observe is that humans who have a natural resistance to beta-secretase enzyme activity also have an... eight-fold lower risk of developing Alzheimer’s,” says Dr Harper. “We continue to believe the tar-

get is very good but that you have to go earlier,” he adds. Some scientists tackling Alzheimer’s believe the whole amyloid hypothesis is flawed.

Other companies have focused their efforts on other pathologies thought to be involved with the disease, like brain tangles known as tau.

And start-ups like Denali and Alector, both based in San Francisco, are exploring microglial cells that provide the brain with its energy.

But many of these efforts are still in the very earliest stages: for now, at least, Alzheimer’s patients must hold out hope that the amyloid hypothesis still has promise.

It will be several years until they have anything approaching a conclusive answer to the scientific question, let alone a drug that is proven to work.

Financial burden of dementia is set to grow

Higher health insurance premiums may be the only solution, says *Jonathan Eley*

Caring for those who suffer from dementia is not only exhausting and sometimes distressing, it is also wildly expensive, both for the individuals directly affected and for wider society. In its most recent estimate, Alzheimer’s Disease International (ADI), a UK-based international federation of Alzheimer’s patient groups, put the global cost of dementia at \$818bn in 2015. This means that if dementia were a country, it would be the 18th largest economy in the world.

Alzheimer’s is the most expensive disease in the US, costing more than heart disease or cancer, according to Alzheimer’s Association, a US patient advocacy group. Yet it is not drugs that account for the lion’s share of the costs – one of the most popular treatments for mitigating the worst effects of Alzheimer’s, Donepezil, often sold under the brand name Aricept, typically costs less than £2 per month in the UK. Instead, in developed countries at least, the main economic burden of the disease is the cost of looking after those who are affected. ADI estimates global social care costs alone – provided by community care professionals or in residential homes – amounted to \$327bn in 2015, or two-fifths of the total. Social care is not medical care. That means its costs are often not fully covered by medical insurance, where it exists. ADI estimates that the costs of informal or unpaid care add up to a further two-fifths of the total. Governments and health insurers around the world are struggling to find a solution. Across the OECD, the club of mostly rich nations, spending on long-term care, and many of those who need it will be living with dementia, averaged around 1.7 per cent of GDP in 2017.

The potentially crippling cost of social care is creeping up the political agenda. In the UK, advocacy groups contrast the free care available under the National Health Service for conditions such as cancer, strokes and heart disease with

Alzheimer’s cries out for star-studded fundraising

OPINION
Barbara Judge

My mother worked until she was 88 as a dean at New York Institute of Technology. Six months after she retired she forgot how to walk. As she did not have to get up for school any more, walking had become superfluous.

She now sits at home in a wheelchair, staring into space. She does recognise me and other close family members, but she answers our questions as if she is in a dream.

Even though she is still alive, and in fact still physically healthy, I have lost my mother, my mentor, my supporter and my best friend. Every day I miss her wise counsel, good judgment and unconditional love.

She was always worried that she would get Alzheimer’s because my grandfather had died from it. Often, when I was sat next to doctors at social

events, I would ask them if they thought my mother would develop Alzheimer’s based on the facts I presented to them. Invariably they would ask “how old is she?” I would reply that she was 81, 82 or 83 etc. and they would say “if she has lived this long without it, she probably won’t get it now”.

I believe that she did in fact have Alzheimer’s for a long time before it became apparent, but because she was working, and her mind and body were engaged, she managed to stave it off. In any case, as soon as she left her job, her mind started leaving her.

I know that realistically there is nothing I can do for her now except go to New York to visit her every month. She is receiving all the available drugs, which we know do not cure at all, but sometimes slow down the process.

Due to the feeling of helplessness, I decided I had to do something. So I joined the board of Dementia UK in January 2015.

At that point it struck me that people did not seem to be talking about Alzheimer’s and dementia, or raising money for it at high-profile events, in

the same way as they had in the past in connection with HIV/Aids. I therefore decided to focus on what I do best.

I went on to conceive and chair a first bi-annual fundraising ball in September 2016 in London that raised £250,000 in one night. I have been asked to repeat it and the event will be held on June 13.

I have mentioned the Alzheimer’s ball to illustrate how high profile, unusual events can capture the attention of many potential donors – I have witnessed first-hand in America

HIV/Aids was a fashionable cause and there were many big events to raise money

the benefits that such fundraising efforts can bring. When I was younger, HIV/Aids had just started spreading at a relatively rapid rate. It attracted the attention of the American public, including actors, pop stars and high-profile fashion folk.

All of a sudden HIV/Aids became a fashionable cause and there were many

well-attended events to raise money. Today, there is such good medication for this terrible disease that sufferers can live a long and healthy life.

I wonder why the same is not true for dementia. This could be because without any “sex appeal” or “celebrity high-profile” survivors of Alzheimer’s or dementia, there is nobody to tell their story.

Indeed, there is nobody to promote the research and personify a campaign for more funding in the way there has been for HIV/Aids and cancer, and numerous other killer diseases in the past.

There is no doubt that as we are all living longer and that an increasing number of people will be diagnosed with dementia, which tends to afflict people in their 80s or 90s.

In the 1970s, a diagnosis of cancer was considered a death sentence. Now, because of a tremendous research effort, cancer survival rates for many common cancers have vastly improved.

I want to see this kind of transformational change for dementia.

Decades of underfunding have meant that dementia research is lagging far

behind that for other health conditions such as HIV. Such research is also 20 years behind the progress being made with cancer. Dementia is killing more people every year. It is a condition we cannot prevent or cure and was the leading cause of death in the UK in 2017.

Across the world, someone develops a new case of dementia every 3 seconds, according to research published by Alzheimer’s Disease International; in the UK someone develops dementia every three minutes.

Like my mother, about 50 million people worldwide are living with dementia every day and this number will almost double every 20 years, reaching 82m in 2030 and 152m in 2050, according to WHO estimates.

A century ago, not long before my mother was born, people with diabetes or tuberculosis would have probably died quickly – but we found treatments or vaccines for them in the early 20th century.

My wish and hope for 2018 and beyond is that we can make the same difference in the 21st century with dementia.

Scientists inch towards answers on how disorders work

Continued from page 1

immune response contributes to Alzheimer’s. The latest study, published last month by researchers at Southampton and Oxford universities, concluded that people who took anti-inflammatory medication for arthritis cut their risk of developing dementia by half.

The UK Alzheimer’s Society is funding a controlled clinical trial of anti-inflammatory arthritis drugs called TNF-alpha inhibitors.

“It is vital to explore whether drugs developed for other conditions also have benefits for dementia, as it could make it much quicker to get new drugs to the people who desperately need them,” says James Pickett, Alzheimer’s Society head of research. The longer term aim is to design med-

icines that modulate the immune system specifically to fight against dementia. Microglia, the brain’s specialist immune cells, will be key.

Alongside the development of dementia treatments, researchers are working on better diagnostic tests, which could eventually find a place in medical practice.

The best available indicator of Alzheimer’s pathology is still the build-up of a beta protein in the brain while the amyloid plaques are still being formed.

The molecules most toxic to brain cells seem to be so-called oligomers that form when a beta molecules link together rather than the end-stage plaques.

A promising approach to drug development is to stop these aBeta oligomers forming in the first place.

The only techniques available now to track this activity are PET brain scans (expensive) and cerebrospinal fluid testing (invasive).

But the long-awaited prospect of a blood test for amyloid formation came closer last month when a team of Japanese scientists published a study that showed they had been able to identify individuals with abnormal aBeta deposits in the brain with 90 per cent accuracy.

“These data are very promising and may be incredibly useful in the future,” says Professor Tara Spire-Jones, a dementia specialist at Edinburgh University. Since 2012 a widely accepted target has been to have the first treatment that safely modifies the underlying course of Alzheimer’s available by 2025.

That is still achievable, says Dr Reynolds, though the slow pace of clinical development means that this drug must already be in at least the early stages of testing in patients.

It will not be a miracle cure – and it may need to be combined with other drugs – but once it has proved its efficacy, this pioneering product will provide a basis for a real pharmaceutical assault on dementia.

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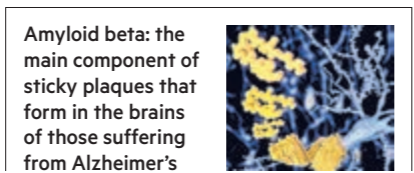
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Amyloid beta: the main component of sticky plaques that form in the brains of those suffering from Alzheimer’s

FT Health Combating Dementia

Experience dementia for a day

Help Virtual reality simulator in Japan looks to end younger people's indifference to sufferers, writes *Robin Harding*

I am standing on top of a tall building and a kind-faced lady is urging me to step forward and plunge into the traffic below. "Just one step," she says. For a second, I lean out and feel a rush of vertigo as a juggernaut roars past below.

It is scary and disorienting. "What are you doing to me?" I say.

The scene dissolves and next I am sitting in the back seat of a stationary car looking out of its open door at the same woman. Again, she urges me to step forward, and I do. The car was taking me home.

I have just taken part in a virtual reality simulation of what it is like to have dementia, created by a Japanese company called Silver Wood. This particular experience simulates a condition called visuospatial dysgnosia, which involves a loss of spatial awareness so the small step down from a car felt like the height of a building.

"Dementia doesn't just equal a loss of memory, there are all sorts of varieties," says Tadamichi Shimogawara, the founder and chief executive of Silver Wood. "So far we've made 12 virtual reality episodes and they're all based on interviews with dementia patients. We've tried to reflect the world they see and experience as faithfully as possible."

As the world's fastest ageing society, Japan confronts what Masaki Muto of the International University of Health calls a "pandemic of dementia". Based on trends in demographics and lifestyle, the government expects one in 20 Japanese will have dementia by 2025, amounting to 7.3m people. By 2050 the figure will be one in 10.

According to a study by Keio University, the economic cost of looking after people with Alzheimer's disease and other types of dementia in Japan amounts to ¥14.5tn (\$128bn) a year, and will be a greater strain on the public finances in future.



Disconcerting: Robin Harding tries the VR experience (left) and an impression of what he could see — Silver Wood

But even more than a crisis of numbers, Japan is facing a crisis of empathy. In an atomised society, where the young have struggled with economic insecurity for the past two decades, there is a tendency to write off and ignore people with dementia.

That tendency is what Mr Shimogawara wants to combat with his simulations, which use standard consumer virtual reality headsets. "We want to get rid of prejudices about dementia," he says. "Rather than a dementia sufferer we want people to be seen as individuals."

His simulations vividly show the diversity of dementia. A second episode is based on Alzheimer's disease. I am sitting on a train, hearing an internal monologue agonising about where I am and whether to get off. I cannot see the station signs. None of the passengers will meet my eye. The train stops and all the other passengers get out. I follow them and stand lost on the platform. "Where am I?" I say. "Eh?" says the station attendant. "The exit is over there." Eventually, another passenger comes along and reads the pass around my

neck, which says I have early-onset Alzheimer's. The simulation conveys the anxiety of feeling lost where nobody understands you, like being in a foreign country. "What we wanted to show here is that while it's possible to think of Alzheimer's as being a kind of disability, we've actually all been in that position," says Mr Shimogawara. "The way to help someone is just the same."

A third simulation, based on Lewy bodies dementia (where protein develops inside nerve cells), is like a horror film. I see people who are not there. The wire of a phone charger turns into a snake and writhes. Curtains move with the window closed. Some of this feels threatening and some does not, yet the people around me see none of it, carrying on a regular conversation. Dementia with Lewy bodies is a common and distressing variant of the condition. Visual hallucinations are one symptom.

Although its purpose is public-spirited, Silver Wood is very much a business, with its roots in the design of nursing homes. It has been offering the simulations as Virtual Reality Dementia

Experiences for local governments, education boards and hospitals and has had 12,000 participants since 2016.

Mr Shimogawara would like to make his dementia simulations more widely available. He sees a worldwide market for them as software applications, especially in Asian countries where populations are ageing rapidly, such as China.

Achieving that will require a step up in quality. "One of main issues is making the experience interactive," he says. At present, the simulations are 360-degree videos; a user can change what they see by moving their head, but the story always plays out the same.

Making a big social impact will depend on showing the simulations to people who do not care about dementia rather than just those who are interested enough to seek them out.

"In the world we need to support each other, but to create an environment for that, we need to know how other people feel," says Mr Shimogawara. "Using virtual reality, people can experience what the world is like for people with dementia and understand it for themselves."

Japanese providers see business opportunities

Case study

China offers a big potential dementia care market, say *Kosuke Terai and Yuichi Nitta*

Asia is ageing rapidly, but has little care provision outside the traditional family. Providers from Japan, which has the world's largest proportion of over 60s, see a big business opportunity for nursing care particularly when it comes to dementia, an illness which strikes the elderly hardest.

China, which already has 230m people over 60, is a prime target, particularly because of its one child policy which has left fewer young adults to care for the elderly.

Nichiigakkan, a leading Japanese provider of long-term care, in December opened a nursing home in Beijing for patients suffering from dementia.

The 23-bed facility caters to wealthy customers, with monthly fees starting at Rmb25,000 (\$4,000).

The fees cover specialised therapy, including group activities such as cooking and sessions to help residents remember events from their past. The company has based its programmes on similar offerings in Japan.

In China, Nichiigakkan has gone through a period of trial and error. While the company has offered home care there since April 2016, this strategy has failed to generate the expected results, as it remains common in China for live-in housekeepers to handle nursing care. Nichiigakkan suffered losses of ¥1.4bn (\$13.1m) at its China operations for the year through to last March.

The company is hoping that demand for residential care for those living with dementia will turn that loss into a profit by the end of the 2019 fiscal year in March 2020. It forecasts revenues will increase to ¥20bn, 10 times their current level, by the end of March 2021. It is set to open another facility in Beijing and homes in the nearby city of Tianjin as well as in Shenyang, capital of the northeastern province of Liaoning.

The company also plans to provide home-care services and day-care facilities near the residential homes so

that patients can benefit from different levels of care.

Medical Care Service, another Japanese company, is also aiming at the Chinese market. It opened a nursing home in 2014 in Nantong, in the eastern coastal province of Jiangsu. Now it is set to open a 150-bed facility in Guangzhou — about two hours on the train from Hong Kong.

China is not the only country in Asia with a rapidly ageing population. The number of people aged 60 or over in Asia is forecast to double from 550m in 2017 to 1.2bn in 2050, according to the UN. Dementia patients in Asia and Oceania are expected to more than double to about 70m by 2050, according to Alzheimer's Disease International.

This helps to explain why Japanese care providers are also looking elsewhere in the region. Home healthcare provider Riei began training Thai caregivers after setting up a Bangkok unit in 2003. The Japanese company opened its first residential care facility on the outskirts of Bangkok in 2016 to meet demand for nursing care.

Caregivers trained by Riei in Thailand

Riei opened a residential care facility on the outskirts of Bangkok in 2016



are on hand 24 hours a day. Residents, who are mostly Thai locals, are charged a monthly rate of 60,000 baht (\$1,900).

But Japanese companies see not only an opportunity to reach new markets but also to bring much-needed caregivers to Japan. Since December, a consortium including Japanese nursing care providers Sakura Community Service and Egao Ichiban have been experimenting with home healthcare in Myanmar's commercial capital Yangon. Sakura and its partners plan to bring caregivers trained in Myanmar to Japanese facilities through Japan's five-year foreign technical trainee programme. Afterwards, the staff will be placed in jobs back home. If the arrangement succeeds, it could help ease Japan's shortage of caregivers while increasing Myanmar's caregiving expertise.

Unite with us for a world without dementia

Someone develops dementia every three seconds and the condition will cost the global economy \$1 trillion in 2018.

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FT Health Combating Dementia

Theatre gives voice to the forgotten

Arts West Yorkshire Playhouse is staging productions written and devised by those living with dementia, writes Sarah Neville

It is Friday morning at West Yorkshire Playhouse, a theatre in the north of England, and the group behind a pioneering festival, is holding its regular weekly meeting to review progress.

The festival is called Every Third Minute – subtitled “a festival of theatre, dementia and hope” – and several of the curators in the meeting are themselves living with dementia.

Designed to reflect the true, “lived” experience of those with the condition, the festival is the brainchild of Nicky Taylor, research associate at the theatre. Over the past eight years, Ms Taylor’s work has focused on lifting the stigma of a dementia diagnosis and helping those with the condition to lead full lives.

Her mission arose from her experience running creative workshops for the over-55s. She found that when people started to develop cognitive problems, they often stopped attending – just when they most needed stimulating social activities.

In part to address this, four years ago the theatre started staging “dementia-friendly productions” – versions of its mainstream productions that had been amended to ensure that people with the condition could enjoy the experience.

Technical aspects of the show, such as noise levels, are adjusted; clear signs are put up to make sure people can easily find their way to lavatories or the café; and higher numbers of staff than usual are on hand to offer support.

Every Third Minute – so named because every three minutes someone in the UK will develop dementia – takes this inclusive approach a step further. It is, Ms Taylor believes, the first festival in the world to tell the stories of people living with the condition from their own perspective, as opposed to that of people caring for, or grieving for, loved ones with dementia. She says the Playhouse’s “confidence and ambition has grown over the years” and it is now “genuinely sharing creative decision-making with people with dementia”.



The power of music: choirmaster Peter Edwards leads a rehearsal with a difference – the participants are dementia sufferers — Charlie Bibby/FT



Singing for the Brain One of many initiatives that harness music to alleviate symptoms

It is a cold morning in a church hall in Crondon, south London, and Peter Edwards is warming up his singers with some call-and-response exercises. But this is no ordinary choir: the participants are dementia sufferers, enjoying a final session before an appearance at Buckingham Palace.

Mr Edwards leads his group through rousing renditions of “She’ll Be Coming Round the Mountain” and “Oh, What a Beautiful Mornin’” before turning up the

excitement by handing out maracas and tambourines.

Singing for the Brain, as the session is called, is organised by the Alzheimer’s Society, a UK dementia support and research charity. It is one of many initiatives harnessing music to help those with dementia and their carers.

The Commission on Dementia and Music, a UK project backed by the Utlay Foundation, a family charitable trust, aims to turn this “cottage industry” of

programmes into a national policy of musical interventions for all dementia sufferers by 2020.

This is a steep task given its estimate that less than 5 per cent of care homes in the UK currently provide music as part of treatment.

The commission’s recommendations, published in January, are bolstered by neurological studies which have shown “musical memory” is handled by a part of the brain that remains relatively

unscathed by diseases such as Alzheimer’s.

Sally Bowell, research fellow at International Longevity Centre UK and one of the report’s authors, says: “Music can help alleviate some of the behavioural and psychological symptoms of dementia such as agitation and wandering, and has been shown to help reduce reliance on anti-psychotic drugs.”

Darren Dodd

The most striking manifestation of this approach is the theatre’s decision to team people who are living with dementia with professional writers. The aim of this strategy is to produce work which is filled with the authentic voice of those coping with dementia’s vicissitudes in their daily lives.

A Horse Called Freedom, part of the festival, is one such production. It is co-authored by Rosa Peterson and Barney Bardsley, a writer.

Explaining the creative process, Ms Peterson, diagnosed almost four years ago with dementia, tells the FT: “I did all the talking and [Ms Bardsley] did all the writing. . . . She wrote [my words] down and fiddled with it.”

The stimulus for the work, explains Ms Peterson, was her memory of riding a runaway horse, aged 14. Far from being frightened, she loved “the freedom. . . . going galloping, just you and the horse”. Her experience of having dementia is integrated into the play, in part through the use of hallucinations and characters “hearing voices”: both can be hallmarks of the condition.

Of the work, she says: “It is a mixture of happiness and a bit of sadness but really mostly happy.”

Ms Taylor says that from the start it was important to the members of the curation group that “laughter and music” should be an integral part of the festival.

This spirit is visible at the curators’ meeting, where the mood feels light-hearted and warm.

Pete Grogan, who has early onset dementia, reveals that the evening before the meeting, he attended *Still Alice*, a production playing in the theatre’s main auditorium. It tells the fictional story of an academic diagnosed

Her experience of having dementia is integrated into the play, in part through the use of hallucinations

with dementia at the age of 50.

In keeping with the theatre’s determination that it should honestly and accurately reflect the real experiences of those with dementia, Wendy Mitchell – who has recently published a book about living with dementia, *Somebody I Used to Know* – acted as paid consultant to the cast.

Mr Grogan tells the group that seeing the production has made him appreciate how much better his own experience is than that of the play’s central character. “I am not too bad on not remembering things. I am certainly not perfect but certainly a lot better than the lady [in the play].”

A life-long musician, he is providing a

Dementia prize
County council offers £100,000 for best proposal

An English local council has instigated a global search for innovative ideas to transform the way people live with dementia.

Essex county council’s Challenge Dementia Prize is open to individuals, teams and companies that devise “next generation” products, technologies and services to help those affected to “remain connected to the people and places around them and to maintain their identity”, it says.

Benjamin Mann, Essex’s senior policy and strategy adviser, says the prize is an acknowledgment that the council is “not necessarily best placed to find the solutions” to all the pressures facing its residents. Mr Mann says the intention is to engage “the unusual suspects”, such as someone living with dementia.

The 10 finalists will each receive £5,000 and the chance to work with organisations such as PA Consulting, TechUK and the Alzheimer’s Society. The winner will receive £100,000 to invest in their idea. “It could wind up with one person winning the prize but another nine viable, marketable ideas. . . . that can then go on and get funding elsewhere,” Mr Mann says.

The closing date for entries is April 13. Further information is available on the council’s Challenge Prizes web page. **SN**

musical accompaniment for some of the Every Third Minute productions.

As the curators’ meeting draws to a close, he sits down at a keyboard and starts to play. He chooses one song by The Beatles that seems to carry a particular resonance: *Let it Be*.

Keen to disseminate its approach, the Playhouse has now produced a handbook for groups that would like to follow its example and regularly hosts visitors from other theatres around the UK as well as from overseas, who are eager to see it in action.

Ms Taylor sums up: “It really is a two-way process between people with dementia and theatre professionals – we learn so much from each other.”

Studies point to risk factors for getting the disease

Prevention

Tackling hearing loss, poor education and obesity might help, says Clive Cookson

At first sight the global growth in Alzheimer’s disease and other forms of dementia looks terrifying. The World Health Organisation’s latest estimates, released in December, put the total number of people with dementia at 50m today – and that is projected to reach 82m in 2030 and 152m in 2050.

The increase results entirely from demographic changes. By far the largest risk factor for dementia is old age. As deaths from other causes – infections, cancer and cardiovascular disease – decline, the number of dementia-prone people in the population is rising fast.

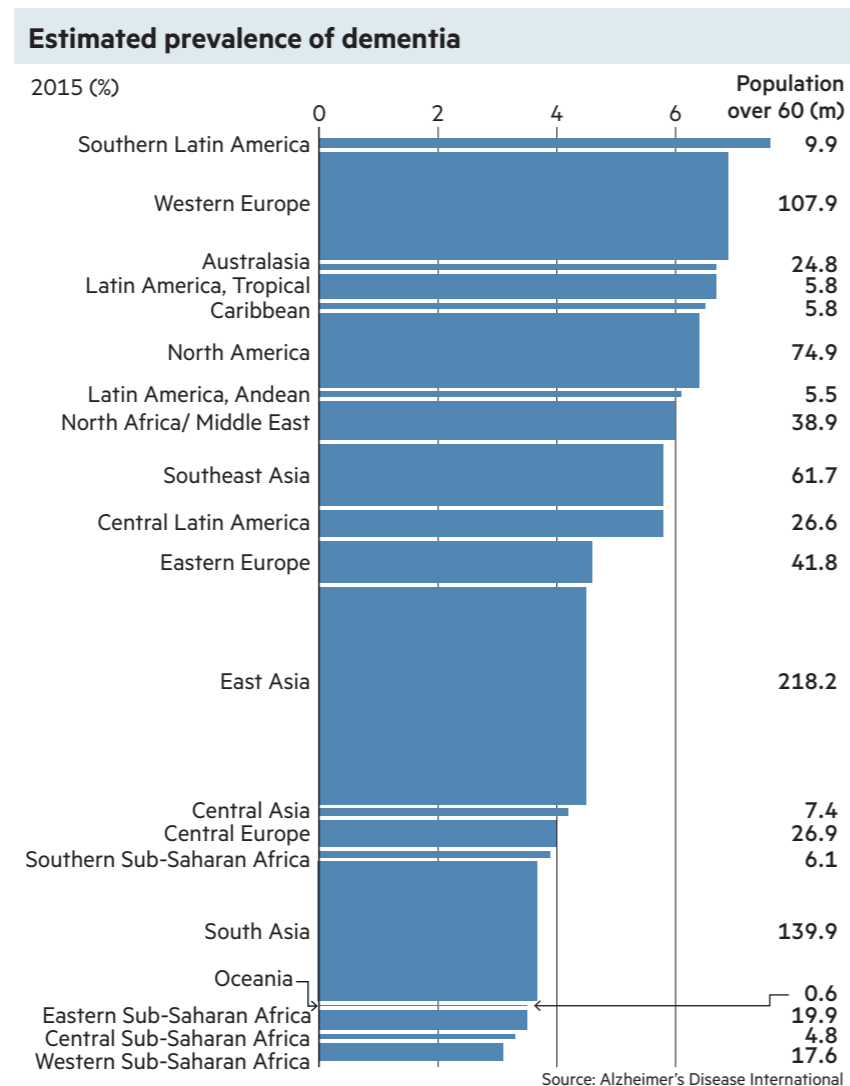
Yet the frightening overall figures conceal the good news that in many industrialised countries the age-related incidence of dementia is beginning to fall. In the UK and US an 80-year-old today is about 10 per cent less likely to suffer from dementia than one a decade ago, though the fall is mainly among men rather than women.

Many scientists think the decline must be due to changing environmental and lifestyle factors. If we can identify the factors responsible, we might learn from them to come up with a prevention strategy for Alzheimer’s.

An expert commission set up by the Lancet medical journal reported in July that more than a third of dementia cases could be prevented by tackling non-genetic factors ranging from poor education, stress and obesity to hearing loss, head injury and pollution.

“There is a lot of research showing that a generally healthy lifestyle can have a marked effect on your risks of developing dementia,” says David Reynolds, Alzheimer’s Research UK chief scientist.

The decline in age-related incidence could be due to improved cardio-vascular health or more education and physical activity, showing that “dementia does not have to be an inevitable part of ageing”, says James Pickett, head of



research at the London-based Alzheimer’s Society.

Evidence that education protects against Alzheimer’s is also growing. “Many studies have shown that the more years spent in full time education, the lower the risk of Alzheimer’s,” says Hugh Markus of the Department of Clinical Neurosciences at the University of Cambridge.

“But it is difficult to unravel whether this is an effect of education improving brain function, or whether it’s the case that people who are more educated tend to come from more wealthy backgrounds and therefore have a reduction in other risk factors that cause Alzheimer’s disease.”

Prof Markus is leading a study to unpick these factors. Results published in BMJ in December showed that genetic variants predicting educational attainment were strongly associated with Alzheimer’s disease. Other studies have found that up to 19 per cent of Alzheimer’s cases can be attributed to low education.

A favourite idea is that many years of education, followed by a creative career and retirement activities that keep the

brain as active as possible, build up a “cognitive reserve”.

However, it is far from clear to what extent this reserve needs to be established during early and mid life, and how much people can build it up further through mind-expanding activities in old age.

Many environmental factors have been linked to an increased risk of dementia, ranging from air pollution to head injury.

The most surprising of the nine significant risk factors identified by the Lancet commission is hearing loss in middle age, which could cut the number of dementia cases by 9 per cent if everyone was treated before deafness set in.

It is important to remember that, while studies may suggest that one-third or more cases of dementia are preventable, these are population-level estimates that do not necessarily take into account individual circumstances.

By having bad luck and the wrong genes, an individual who does all the right things may still develop Alzheimer’s, just as a non-smoker living a healthy life and trying to avoid air pollution may die young of lung cancer.

Scientist turns to Ayurvedic medicine in hunt for a treatment

India

Researchers are also starting a 10-year population study that will follow 10,000 rural Indians, writes Amy Kazmin

In Kolar, a farming district two hours drive from India’s IT hub Bangalore, researchers are enlisting 10,000 residents for a groundbreaking, 10-year study on dementia in rural Indians.

The investigation will track participants’ health and mental acuity for a decade, probing the relationship between physical wellbeing and dementia. The study aims to identify the factors that both raise and lower risk of developing dementia. Led by Vijayalakshmi Ravindranath, chair of the Indian Institute of Science’s Centre for Neuroscience, it will be the first probe of its kind in south Asia.

“Dementia starts two to three decades before the actual presentation of symptoms. We also believe lifestyle factors contribute to dementia,” says Prof Ravindranath.

“I want it to be the Framingham of India,” she adds, referring to the landmark cardiovascular study of residents of the US town of Framingham, which has provided many modern insights into heart disease and its prevention.

There has been little research on dementia in the developing world, where public health concerns typically focus on infectious diseases or reducing infant and maternal mortality.

That constitutes an imbalance that many scientists and public health experts are trying to correct. Two thirds of the world’s dementia sufferers actually reside in low and middle-income countries, according to Alzheimer’s Disease International, a global research and advocacy group. It has set up an international research collective called 10/66 Dementia Research Group. Its name refers to the 66 per cent of dementia sufferers who live in those low and middle income countries and the 10 per cent, or less, of population-based research that has been carried out in those regions.

“We require research to find out the extent of dementia and the care



Vijayalakshmi Ravindranath
Giovanni Cavalli for University of Trento

Kolar study. Prof Ravindranath has also received a \$11m grant from the Tata Trusts for research into Alzheimer’s disease, particularly to focus on early detection – before obvious symptoms emerge.

Working with mice, her team has already identified one potential biomarker for early detection of Alzheimer’s. Their findings were published in the Journal of Neuroscience, a peer reviewed journal, in December. They are now planning a study of 600 upper-middle class professionals in Bangalore as part of the project.

Besides studying the progress of the disease, many believe India’s traditional medical system, Ayurveda, might provide clues for how to slow, stop or even reverse Alzheimer’s progress – a goal that has so far eluded Western pharmaceutical companies, despite spending billions of dollars. “If you look at the Alzheimer’s situation, it’s very bleak,” Prof Ravindranath says.

Ten years ago, she began testing traditional Ayurvedic memory-boosting formulas on mice, with no success at first. But then she isolated the root of a plant called *Withania somnifera*, or *Ashwagandha* in Sanskrit.

It turned out that mice treated for 30 days with oral doses of purified *Ashwagandha* root showed a sharp reduction in the brain of the amyloid plaque and amyloid protein – conditions that have been strongly associated with Alzheimer’s – and showed improved mental performance.

“The mouse that was forgetting and had tons of amyloid – it completely reversed it,” the scientist says.

Taking that initial research forward has been challenging.

Prof Ravindranath has worked to purify a large batch of the plant for toxicology tests, but her institute lacks the experience or financial muscle for serious drug development. However, she says she will keep pushing her research forward.

“We need to partner with somebody now,” she says. “When we are at the stage that nothing that we think will work has worked, we should explore new avenues. And one of those is leveraging ancient knowledge. But unless we base it on strong scientific foundations, it won’t gain acceptability.”

‘Dementia starts two to three decades before the presentation of symptoms’