

End 'too big to jail'

Top executives must finally be held to account — JOHN PLENDER, PAGE 9

EU holds the cards

If a Brexit deal is agreed, it will be on Europe's terms — GIDEON RACHMAN, PAGE 23



The little guy pays

US's huge lending scheme is failing small businesses — BIG READ, PAGE 21

Frontline first US vaccine rollout starts

Nurse Annabelle Jimenez, left, congratulates colleague Sandra Lindsay yesterday after she became the first person in the US to be inoculated with the Pfizer/BioNTech vaccine at Long Island Jewish Medical Center in New York.

Healthcare workers and people in care homes are set to receive the first doses of the vaccine, with 3m injections planned in the first week.

Bill de Blasio, New York City's mayor, warned yesterday of another "full shutdown" for the area as the second wave of coronavirus continued to rage across America. More than 15.3m cases and 289,000 deaths have been confirmed in the country.

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Editorial Comment page 22



Mark Lennihan/ AFP

Strict tier 3 curbs on London and south-east put business in despair

◆ Cases rise 'exponentially' ◆ New Covid variant takes hold ◆ Pubs and theatres close again

JASMINE CAMERON-CHILESHE, ALICE HANCOCK, SEBASTIAN PAYNE AND GEORGE PARKER

Boris Johnson's government has caused anguish among struggling businesses by imposing the toughest Covid-19 restrictions on London as a new variant of the virus takes hold.

Matt Hancock, the health secretary, said an "exponential rise" in cases in the capital and some neighbouring regions demanded that they be subject to the strictest tier 3 controls on social interactions from tomorrow.

"When the virus moves quickly we must move quickly too and we must take the actions that are not necessarily easy but are effective," he said.

Businesses in London's entertainment and hospitality sectors reacted

with anger and despair to the announcement, which means they must close during the crucial run-up to Christmas.

Many had been banking on December trading to recoup revenue lost during a catastrophic year in order to survive January and February, when more restrictions are expected.

Mr Hancock also sparked alarm by warning that the government had discovered a variant of the virus that had been identified in more than 1,000 cases, mainly within southern England.

He said it was "highly unlikely" that the new variant would cause serious disease or hinder the effectiveness of the new Pfizer/BioNTech vaccine. The government has notified the World Health Organization of the virus mutation.

Allan Wilson, who heads the Institute

of Biomedical Science, said it would take a "few months" to know whether the new variant would mean that those with immunity — from vaccination or past infection — would no longer be protected. "[We] are probably cautiously optimistic," he said.

Between December 2 and December 8, the coronavirus case rate in London rose from 166 to 225 per 100,000 people, with more than 20,000 new infections reported, official data show.

According to the property adviser Altus Group, nearly 14,000 pubs, bars, restaurants and cafés will be forced to close under the tier 3 restrictions, except for takeaway services.

David Moore, owner of Pied à Terre, one of London's oldest Michelin-starred restaurants, said he was unsure if his



Matt Hancock: "When the virus moves quickly we must move quickly too and we must take actions that are not necessarily easy"

business would survive the latest tightening of restrictions. He would have to give away £6,000 of stock if it was not used up before tomorrow, he added.

"I just want to cry... I have up until now said, 'yes, we can survive' [but] to lose this week's business and continue to have the rent... now I don't know."

The Association of Leading Visitor Attractions, a trade group, estimated losses for its London members of "at least hundreds of millions of pounds" if tier 3 curbs lasted until mid-January.

Nica Burns, co-owner of Nimax Theatres, which had six shows running in the West End, said she would have to shut productions for the third time this year and let go many of her freelance staff.

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Briefing

► **AstraZeneca shares hit by Alexion deal**
Shares in Anglo-Swedish drugmaker AstraZeneca fell almost 6 per cent as investors worried about its \$39bn acquisition of Alexion, the biggest sector deal since the start of the pandemic. — PAGE 9; LEX, PAGE 24

► **EA takes Codemasters fight to new level**
Electronic Arts is trying to gazump its US gaming rival Take-Two with a £945m offer for UK-based Codemasters. A Codemasters deal would be EA's largest ever acquisition. — PAGE 11; LOMBARD, PAGE 12

► **Spy agencies counter US cyber attack**
Global intelligence agencies are rushing to assess the extent of a wide-ranging hack by a "nation-state attacker" on US federal agencies, companies and other groups. — PAGE 4



► **Barrier sees 'narrow path' to trade deal**
The EU's chief Brexit negotiator has said there is a "narrow path" to a British trade deal, while warning that success will hinge on achieving breakthroughs in tough areas. — PAGE 2; GIDEON RACHMAN, PAGE 23

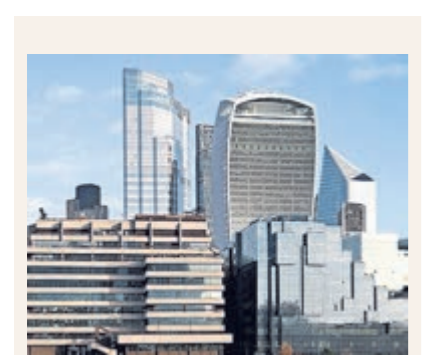
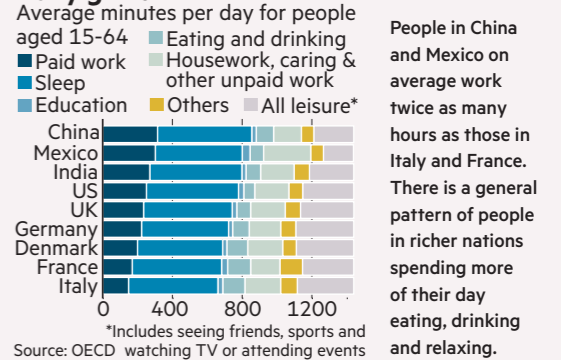
► **Navalny tracked by agents, report finds**
Secret-service agents shadowed opposition leader Alexei Navalny across Russia for years, including when he was poisoned with novichok in August, a report by investigative site Bellingcat says. — PAGE 8

► **Gig groups to pass on costs to customers**
Uber, Lyft and DoorDash will start to give more benefits to their "gig economy" workers in California this week, but they will pass on extra fees to customers to cover the cost. — PAGE 9

► **German double-dip recession fears rise**
A hard German lockdown means the country is set for a double-dip recession, economists say, hitting hopes that Europe's largest economy will rebound to pre-pandemic levels by the start of 2022. — PAGE 4

Datawatch

Daily grind



Covid and Brexit to usher in key changes for City hub

Brexit and the pandemic are bringing key changes that will profoundly affect London's status as a global financial hub. Covid-19 has sparked a sharp decline across virtually all types of activity in London, as office workers, shoppers and tourists stay at home. After a prolonged period of working from home, bosses are rethinking how many people are needed in offices — which could cost London's financial services sector more jobs than Brexit.

Analysis ► PAGE 11

Tech companies face multibillion pound fines over harmful content

SEBASTIAN PAYNE AND TIM BRADSHAW

The UK will hit the world's biggest tech companies with multibillion pound fines if they fail to rapidly remove illegal and harmful content from their platforms.

The government published its long-awaited plans for online safety legislation today, setting out new "duty of care" requirements for platforms such as Facebook, YouTube and WhatsApp. The laws will require the companies to "remove and limit the spread of illegal content", including child sexual abuse and terrorist material.

The UK's "online harms" proposals, which have been more than 18 months in consultation, come just as Silicon Valley faces tougher rules from Brussels in new EU legislation being introduced this week, while antitrust authorities in the

US and EU are also taking aim at Facebook, Amazon and Google.

Oftcom, the independent media regulator, will enforce penalties for tech companies up to £18m, or 10 per cent of annual global turnover, whichever is higher. The proposed fine is larger than the 4 per cent previously suggested by the government. For Facebook, 10 per cent of last year's revenues would be \$7bn.

Oftcom will also have the power to block non-compliant services from the UK and impose criminal sanctions on senior managers for repeat offences, although this measure would only come into force if the government felt the deterrent of the fines and other potential punishments were not working.

The new rules will apply to any sites that host user-generated content,

including video games and online marketplaces, but reader comments on news websites will be exempt.

The Competition and Markets Authority last week unveiled separate proposals for a new tech regulator, the Digital Markets Unit, that could also impose multibillion pound penalties on the world's most valuable tech companies if they break competition rules.

Oliver Dowden, culture secretary, said the government was "unashamedly pro tech" but "we are entering a new age of accountability for tech to protect children and vulnerable users, to restore trust in this industry, and to enshrine in law safeguards for free speech".

Twitter said it supported regulation that was "forward-thinking". YouTube said online safety was its "top priority".

Facebook and TikTok did not respond to a request for comment.

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World Markets

STOCK MARKETS			
	Dec 14	prev	%chg
S&P 500	3677.27	3663.46	0.38
Nasdaq Composite	12524.77	12377.87	1.19
Dow Jones Ind	30111.49	30046.37	0.22
FTSEurofirst 300	1513.23	1508.73	0.30
Euro Stoxx 50	3509.06	3485.84	0.67
FTSE 100	6531.83	6546.75	-0.23
FTSE All-Share	3678.41	3680.43	-0.05
CAC 40	5527.84	5507.55	0.37
Xetra Dax	13223.16	13114.30	0.83
Nikkei	26732.44	26652.52	0.30
Hang Seng	26389.52	26505.87	-0.44
MSCI World \$	2621.89	2628.59	-0.25
MSCI EM \$	1257.66	1255.03	0.21
MSCI ACWI \$	629.83	631.05	-0.19

CURRENCIES			
	Dec 14	prev	
\$ per €	1.213	1.211	
£ per \$	0.751	0.757	
€ per £	1.332	1.321	
¥ per €	0.911	0.917	
¥ per \$	104.080	103.945	
¥ per £	138.598	137.323	
SFr per €	1.077	1.079	
SFr per \$	1.183	1.177	
€ per \$	0.825	0.826	

INTEREST RATES			
	price	yield	chg
US Gov 10 yr	105.92	0.90	0.02
UK Gov 10 yr		0.22	0.05
Ger Gov 10 yr		-0.62	0.02
Jpn Gov 10 yr	101.11	0.01	0.00
US Gov 30 yr	118.06	1.64	0.03
Ger Gov 2 yr	105.70	-0.77	0.01

COMMODITIES			
	Dec 14	prev	%chg
Oil WTI \$	46.45	46.57	-0.26
Oil Brent \$	49.85	49.97	-0.24
Gold \$	1842.00	1844.35	-0.13

Prices are latest for edition Data provided by Morningstar

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Companies & Markets

AstraZeneca hit as investors fret over \$39bn Alexion deal

- ▶ Covid jab group's share price falls
- ▶ Shareholders split on biotech tie-up

ORTENCA ALIAJ AND HANNAH KUCHLER
NEW YORK
SARAH NEVILLE AND ATTRACTA MOONEY
LONDON

AstraZeneca shares fell almost 6 per cent yesterday as investors worried about the Anglo-Swedish drugmaker's \$39bn acquisition of Alexion, the biggest pharmaceutical deal since the start of the coronavirus pandemic.

Shares in AstraZeneca were down more than 8 per cent at one point, with some shareholders sceptical of the tie-up, which values Alexion at \$175 per share, a 45 per cent premium to the US biotech's previous closing price.

"Financial attractions are clear but

'AstraZeneca are looking to future-proof the business and broaden the platform they operate in'

strategic rationale less so and management track record in M&A [is] arguably unproven," said one top-30 AstraZeneca shareholder.

The transaction comes after months of speculation that AstraZeneca chief Pascal Soriot was seeking a big target.

AstraZeneca approached Alexion in the summer, leading to a four-month "back and forth", mainly focused on the headline price, according to a person familiar with the matter. Alexion also pushed for a greater chunk of the deal to be in cash, the person added. But it became obvious AstraZeneca could not pay any more cash for such a big deal and nor could most Big Pharma groups. "This takes AstraZeneca out of the M&A market for a while," the person said.

Alexion had come under pressure from activist investor Elliott Manage-

ment to put itself up for sale since May, arguing that the rare-disease specialist should take advantage of a surge in the valuation of biotech stocks during the coronavirus pandemic.

One large Alexion shareholder said they were "supportive of the deal" and found AstraZeneca to be "a good fit". Alexion shares were trading up more than 30 per cent at \$159 yesterday.

Not all AstraZeneca investors were hostile. "AZ are looking to future-proof the business and broaden the platform they operate in," said another top-30 investor. "Their rationale has been explained well by management and we feel this is a positive deal for them."

Dan Mahony, co-head of healthcare at Polar Capital, which has a holding in AstraZeneca, said the deal showed there was still considerable value to be extracted from biotech.

"For some of these large-cap biotech people have been worried about growth and valuation. [The deal] shows there is still some value in there and quite a lot of cash generation," he added.

Alexion's rare-disease drugs may be easier to sell than other medicines in an environment in which governments and private health systems increasingly demand evidence of the effectiveness of treatments, Mr Mahony said.

"The beauty of some of these rare diseases is that showing the value of those medications is easier. If you can effectively cure a child, that shows obvious value and there is no discussion about what it's worth," Mr Mahony added.

Raju Prasad, an analyst at William Blair, said: "While the acquisition premium for Alexion is slightly lower than our comparable transactions, we see the potential for a higher bid after this announcement as unlikely."

Lex page 24

Opening stand Amazon primed for India cricket rights drive after maiden sports deal



Ambati Rayudu of the Chennai Super Kings during an Indian Premier League match — Robert Cianflone/Getty Images

BENJAMIN PARKIN — MUMBAI

Amazon Prime Video is building a live cricket offering in India as it seeks an edge over international rivals in the country's fast-growing media market.

The US company secured the rights last month to stream New Zealand cricket in India from 2021 to 2026, its first foray into live sports in the country and a move seen as a warm-up for a challenge for more lucrative rights to elite Indian matches.

Disney's rights to the two biggest prizes, the Indian Premier League and Indian national cricket, expire in 2023 and 2024, respectively.

"Expanding into a space which the country loves makes sense," Gaurav Gandhi, Amazon Prime Video's country manager, told the Financial Times, adding that the company would weigh further opportunities to secure cricket rights.

"You have to work for the rights structures, when the rights are available and so on," he said.

"I do feel that it does add an interesting dimension to our overall offerings... We're happy to look at each individual opportunity that goes by."

Global streaming platforms are trying to draw in audiences through live sports in addition to films and television series. Amazon already streams some American National Football League matches and Premier League football from England as well as US Open tennis.

In India, Disney's dominance of top cricket tournaments has helped propel it to the top of the streaming market. It is expected to end the year with 28m subscribers, thanks in large part to this year's IPL, according to Media Partners Asia, against 17m for Amazon Prime and 5m for Netflix.

Star India, which Disney acquired through its deal for 21st Century Fox,

beat Facebook and Sony in 2017 to secure five years of rights to the IPL for \$2.6bn.

For Amazon, New Zealand matches alone are unlikely to pull in bumper audiences in India, not least because the time difference means many games will take place in the early hours of the Indian morning.

"The New Zealand cricket rights probably sit at the tail-end of the hierarchy, largely because of the timing," one industry executive said.

"And yet... it tells you that whenever the IPL rights come up, or other major cricket rights come up, the competition this time is going to be very serious from the new technology and internet companies."

Vijay Subramaniam, Amazon Prime Video's head of India content, said: "We're here, we're really serious and we're committed to the long term. It's moving in the direction that we're very happy with."

Gig groups to pass worker benefit costs to customers

DAVE LEE — SAN FRANCISCO

Uber, Lyft and DoorDash will start to give more benefits to their gig economy workers in California this week, but will pass on extra fees to customers to cover the cost.

Last month, California's gig economy companies won the right to keep classifying their workers as independent contractors after a \$200m campaign to be exempted from the state's labour laws.

Instead they agreed to provide some long-sought benefits to their workers, such as healthcare subsidies and accident insurance, in a ballot measure called Proposition 22.

To pay for these measures, Uber said it would add up to \$1.50 to the cost of its journeys from yesterday and up to \$2 on meal deliveries.

DoorDash, the meal delivery app that is now worth \$50bn after its initial public offering last week, confirmed that it would increase service fees from tomorrow, but did not give a figure.

Lyft, a car-hailing rival to Uber, also planned to roll out measures this week, it said, but would also not share details on any additional fee. Instacart, a grocery delivery company, declined to say whether it would add a surcharge.

The campaign to exempt the gig companies from the labour laws warned of severe price increases if they were forced to reclassify their workers. But in campaigning for their alternative, Prop 22, the companies did not mention plans for a direct levy. The detail was not on the ballot text, the campaign's website or in advertising material.

"Neither riders nor drivers should be shouldering the costs of these meagre benefits on behalf of billion-dollar corporations," said Shona Clarkson, an organiser with campaign group Gig Workers Rising. "In reality, the benefits promised by Prop 22 offer workers no real protections in the midst of this deadly pandemic."

As part of the plan, gig workers will receive a "minimum earnings guarantee" of 120 per cent of the minimum wage, which in 2021 will mean an hourly rate of \$15.60.

But the companies will only count "active" hours on the app, discounting any time driving around waiting to be matched with a customer.

If implemented across the entire US, analysts have estimated that the cost to Uber to pay for the benefits programme would be about \$400m per year.

Time to get tough with bosses who think they are 'too big to jail'

INSIDE BUSINESS

FINANCE

John Plender



"as the de facto supervisor of the criminal offences committed by ING".

It added: "The facts are serious, no settlement has been reached with the director himself, nor has he taken public responsibility for his actions."

All very troubling for the Dutch executive and for Swiss bank UBS to where he has just moved to become chief executive. The Dutch court is nonetheless addressing the fundamental flaw in the judicial and regulatory response to the financial crisis — namely, that hitting companies, not individuals, fails to provide a deterrent to individuals' bad behaviour. Those few individuals who have been jailed were relatively junior employees or rogue traders.

In the US, the Department of Justice has tried to address the no-deterrence issue through a regime of non-prosecution agreements and corporate guilty pleas. These have been accompanied by fines and requirements that companies change their policies, corporate culture and internal incentives. Given the unending spate of scandals in banking, this has clearly not worked.

Jed Rakoff, a federal judge in New York, once argued that the use of deferred prosecution agreements to resolve criminal investigations without holding individuals to account is "technically and morally suspect". In a speech before the New York Bar Association, he said that not prosecuting individual malefactors after the financial crisis, despite widespread indications of fraud, may be judged "one of the more egregious failures of the criminal justice system in recent years".

It was not always like this. In the

savings and loan crisis of the 1980s, where bailouts were estimated to have cost American taxpayers \$124bn, the response of the Department of Justice was sweeping. Within six years of the crisis more than a thousand prosecutions had been brought against senior executives of collapsed S&Ls. Chief executives and presidents went to jail.

One reason cited for the lack of convictions in the financial crisis is that DoJ officials feared they might precipitate the failure of systemically important financial institutions. They were scarred by the collapse in 2002 of the big accountability firm Arthur Andersen after it was found guilty of obstruction of justice over the audit of Enron, the fraudulent energy company.

Another explanation might be that the chief executives of S&Ls were smaller fry than the giants of Wall Street, whose lobbying power and contributions to politicians' campaign finance are very substantial.

The interesting question is whether the case of Mr Hamers will be a watershed, and whether top bankers will be required to take personal responsibility for bad behaviour that takes place on their watch. Somehow I doubt it. Going for companies rather than individuals has been hugely lucrative for US authorities, turning criminal justice into a profit centre. It also makes for a more comfortable life for officials than tackling the macho giants of Wall Street.

In debate with Bernie Sanders in 2016, Hillary Clinton famously responded to taunts about her close relations with Wall Street by saying: "there should be no bank too big to fail, but no individual too big to jail".

A pious aspiration that will almost certainly remain unfulfilled.

john.plender@ft.com

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COMPANIES & MARKETS

Oil & gas

ExxonMobil pledges emissions cuts

Move follows investor calls for action but critics seek deeper change

MYLES MCCORMICK — NEW YORK
JUSTIN JACOBS — WASHINGTON

ExxonMobil has promised to cut emissions for every barrel of oil it produces by up to a fifth over the next five years, following investor pressure for action on climate change.

The company said yesterday it would aim for a cut of 15-20 per cent per barrel by 2025, compared with 2016 levels

The announcement comes as Exxon faces a vocal shareholder campaign to

do more to reduce its environmental impact.

A number of US oil producers have promised to cut emissions in the face of investor worries about climate change, and ahead of the inauguration of the new US president Joe Biden, who has said he will “transition away from the oil industry”.

Exxon has stuck to a strategy of expanding crude output despite a shift by rivals towards greener forms of energy production and some forecasts pointing to a peak of global crude consumption this decade.

Unlike many European producers, Exxon's new targets apply purely to its scope 1 and 2 emissions — those pro-

duced by its own operations and its power providers. They do not apply to its scope 3 emissions — those produced by burning its oil. However, Exxon did say it would start to publish scope 3 emissions figures annually.

“It’s been of keen interest to stakeholders we meet with,” said Pete Trelenberg, the company’s director of greenhouse gas and climate change. The new

Targets do not indicate a switch towards more investment in low carbon power like wind and solar

targets will focus on reducing emissions from Exxon's oil and gas operations, the company said, and did not indicate a switch towards more investment in low carbon power like wind and solar.

Exxon's targets include a 40-50 per cent reduction in methane emissions per barrel produced and a 35-45 per cent reduction in per barrel flaring — the burning off of less valuable gas found alongside oil — by 2025. The company said it would eliminate routine flaring by 2030.

Like much of the global oil industry, Exxon was hit hard by this year's price crash, booking three consecutive quarters of losses, fuelling fears it may be forced to cut its dividend.

Last week, the Church of England joined a growing investor campaign demanding sweeping changes at Exxon, backing calls for the appointment of new directors and a strategy for the transition to cleaner fuels.

But environmentalists said the targets did not go far enough. Ben Ratner, senior director at the Environmental Defense Fund, described them as “inadequate to the challenges and opportunities facing the energy industry”.

“Meeting the goals of the Paris Agreement requires an energy transformation that slashes absolute emissions, not piecemeal intensity targets backed by spotty methane data and reporting,” he said.

Technology

Google's stable of services hit by major outage

TIM BRADSHAW

Google experienced a widespread failure of its services including YouTube, Gmail, Maps and its Workspace collaboration tools yesterday, with reports of outages coming in from all over the world.

Users trying to access several Google services were met with error messages for almost an hour, although its search engine and associated advertising appeared to remain online.

YouTube's website was replaced with a picture of a monkey holding a hammer, and the message: “Something went wrong.”

The affected services began to come back online after 12.50pm GMT.

Google outages are rare and costly for the Alphabet-owned internet group, with YouTube and Workspace — formerly known as G Suite, which includes Gmail — exceeding 2bn active users.

But the disappearance of Gmail, its Meet video conferencing tool, its Drive and Docs cloud storage systems and other corporate collaboration tools comes at a particularly critical time, when many offices are reliant on these tools for remote working during the Covid-19 pandemic.

Yesterday's outage followed two previous service interruptions to Gmail,

Many offices are reliant on these tools for remote working during the Covid-19 pandemic

Drive and associated apps earlier in 2020, while YouTube also suffered video loading problems in mid-November. “We are aware that many of you are having issues accessing YouTube right now — our team is aware and looking into it,” YouTube said at 12.09pm GMT yesterday from its Twitter profile.

Google said it had suffered an “internal storage quota” issue for “approximately 45 minutes” and said it would investigate further “to ensure this problem cannot recur in the future”.

Google's Workspace status page showed that the outage was affecting all 25 services associated with the suite, including its remote education app Classroom, several communication tools and website analytics.

DownDetector, which collects user reports of website problems, showed that services were affected from Australia, Japan and India to Europe, the US and Latin America.

The outage appeared to primarily affect Google services that require users to be logged in. Other apps that rely on Google's authentication system, from games such as *Pokémon Go* to corporate messaging service Slack, also experienced difficulties with logging in users. However, Google did not report any issues affecting its Cloud platform.

Google's problems followed widespread disruption to Amazon Web Services last month. The AWS outage, which Amazon later said was caused by a minor configuration change, affected thousands of apps and sites that rely on the cloud computing platform, including Adobe and the Washington Post, which is owned by Amazon founder Jeff Bezos.

The service interruptions at Google and Amazon underscore the interconnected nature of the modern internet, with many businesses reliant on a relatively small number of IT infrastructure providers.

Retail & consumer

Unilever shareholders given vote on climate plans

JUDITH EVANS AND ATTRACTA MOONEY

Unilever is to offer investors a regular vote on its plans to tackle climate change, becoming the world's largest company to do so as corporates face growing pressure to cut greenhouse gas emissions.

The maker of Dove soap, Hellmann's mayonnaise and Ben & Jerry's ice cream will put its climate plans to an advisory vote at its annual general meeting in May, after this year announcing ambitious plans to cut all emissions from its operations and those of its suppliers by 2039.

The move by the £118bn consumer goods group makes it the first FTSE 100 company to offer shareholders a recurrent say on its efforts to address global warming.

It said it would do so every three years and would report on its progress annually.

Alan Jope, chief executive, said that five years after the Paris Agreement to limit global warming to below 2C, “we need to shift the dialogue away from setting targets to the plan to reach the targets. The actions we take in the next 10 years will affect the next 200 years”.

He added: “Fund managers are asking us serious questions about environmental and social matters. I think the penny has dropped that the cost to the business of inaction is much greater than the likely cost of action. I think other companies will follow — it's a natural progression.”

Unilever's move comes at the same time as a nascent investor campaign to force companies globally to give shareholders more say over their transition plans, led by billionaire hedge fund manager Chris Hohn.

The vote is akin to the advisory “say on pay” votes held at shareholder meetings in the UK and US. Mr Jope said he believed that most shareholders would back Unilever's plans.

“I think there will be a bell curve — there will be a few at one end that say you're not doing enough, and a few at the other end who say ‘you're going far too fast, what does this cost?’, but the overwhelming majority will applaud and support the plan,” he said.

Unilever's larger rival Procter & Gamble in October faced a shareholder rebellion on climate issues, with two-thirds of votes cast in favour of a proposal critical of its use of palm oil and forest pulp.

Heat rising
Solar power insurance costs surge

Solar power is crucial to addressing climate change, but extreme weather is making solar power projects more costly, damaging solar panels and driving up insurance premiums as much as fivefold over the past two years.

Hailstorms, wildfires and tornadoes have caused underwriters to restrict terms for renewable project owners, according to industry executives, following an above \$70m payout for a Texas solar farm smashed by hail in 2019 and large claims on three solar farms scorched by record blazes in California this year.

“I can't see anything else which is driving this other than climate change,” said Fraser McLachlan, chief executive of GCube, an underwriter of renewable energy projects. “Increased rain. Tornadoes in parts of the world that you wouldn't get tornadoes. Hail of a significance that three, four, five years ago you wouldn't have got. I don't see any other logical explanation for it.”

Large-scale solar plants contain rows of panels mounted on outdoor racks covering hundreds or thousands of acres. Mr McLachlan said average premiums have increased 20 per cent to 30 per cent in the past 12 months, while insurers were raising deductibles

and stripping away areas of coverage.

Premiums for some US solar plant owners have soared as much as 400 per cent in the past two years, kWh Analytics and Stance Renewable Risk Partners of California wrote last week.

Solar power is set to become “the new king of electricity,” consistently cheaper than new coal- or gas-fired power plants in most countries, the International Energy Agency has said.

Yet rising insurance premiums and strained terms for lenders and investors are creating challenges for solar developers. “We have seen projects that were achieving their expected returns no longer able to do that, as a result of the change in the cost of insurance,” said Michael Kolodner, US power and renewables practice leader at Marsh, an insurance broker.

Prices are rising across commercial insurance markets, but premiums for solar properties have gained faster, Mr Kolodner said.

Insurers including CNA Hardy and Pioneer have ceased writing renewable energy business and begun to run off their accounts, according to a survey by Willis Towers Watson, a broker.

“Capacity has gone down and premiums have gone up,” said Joe

Watts, director of insurance and project risk management at Black & Veatch, an engineering and construction company that builds energy projects. “What we were paying in 2017, it's many multiples of that now.”

Catastrophe insurance for solar projects had long limited payouts for earthquakes and hurricanes, but hail, wildfire and convective storm damage are now also losing complete coverage, said Erin Lynch, president of the global energy practice at broker Beecher Carlson Insurance Services. “Unfortunately right now, insurance has become a friction point for the successful transition to renewables,” she said.

The May 2019 hailstorm at the 180 megawatt Midway Solar project built in the west Texas oil patch smashed panels and was a “tipping point” for the industry, Ms Lynch said. Her colleagues printed hats with the slogan “What the hail?” in recognition of the resulting tumult.

The project is owned by a renewable energy subsidiary of DE Shaw, the hedge fund. Insurance was underwritten by GCube, said people familiar with the matter. Gregory Meyer



Climate change is shaking up insurance coverage, and blazes in California this year have led underwriters to tighten terms for solar projects — Jose Carlos Fajardo/Bay Area News Group/San Jose Mercury News via AP

Travel & leisure

Electronic Arts makes late charge with £945m counterbid for games group Codemasters

ARASH MASSOUDI AND TIM BRADSHAW

Electronic Arts is attempting to gazump its US gaming rival Take-Two Interactive with a £945m (\$1.2bn) offer for UK-based video games maker Codemasters.

If completed, buying Codemasters would rank as EA's largest deal. But its move has disrupted a planned £759m cash-and-stock deal agreed between Take-Two and Codemasters last month, and there could still be a bidding war.

California-based EA's cash offer of 604p per share was announced yesterday morning, after talks between the companies were first reported on Sunday.

The Codemasters board recommended the new offer, which came in 13 per cent above Friday's closing price of 534p and 56 per cent above its valuation before it emerged as a takeover target in

early November. Codemasters shares jumped more than 20 per cent in London to close at 642p, above the offer price, suggesting investors believe a higher bid may be likely.

A deal with EA would unite the Silicon Valley-based publisher's formidable stable of sports and driving games, including the *Fifa* soccer and *Need for Speed* franchises, with Codemasters' racing simulators, such as *Formula One* and *Dirt*.

“We believe there is a deeply compelling opportunity in bringing together Codemasters and EA to create amazing and innovative new racing games for fans,” EA chief executive Andrew Wilson said. “Our industry is growing, the racing category is growing, and together we will be positioned to lead in a new era of racing entertainment.”

EA said it believed it could accelerate Codemasters' performance by using its

expertise in data analytics and live services.

EA is one of the world's largest video games companies, valued at almost \$40bn. It is strongest in the PC and console markets where Codemasters has also focused.

“The board of Codemasters firmly

believes the company would benefit from EA's knowledge, resources and extensive global scale — both overall and specifically within the racing sector,” said its chairman, Gerhard Florin.

Take-Two, the maker of *Grand Theft Auto* and *NBA 2K* games, and Codemasters had agreed a cash-and-stock deal

last month that initially valued the Warwickshire company at about £759m.

Although Take-Two's share price has subsequently risen, increasing the value of its offer, some Codemasters shareholders had expressed frustration that the 34-year-old games company had accepted only a modest premium to its previous trading levels.

EA said its offer came at a 14 per cent premium to the value of Take-Two's offer at Friday's close. A shareholder meeting to consider the offer had been scheduled for next Monday.

The battle for Codemasters follows a year of dealmaking in the gaming industry, capped by Microsoft's \$7.5bn plan to acquire ZeniMax, as the pandemic drew record audiences to both console and mobile games.

Console makers such as Sony and Microsoft, as well as internet groups including Google and Amazon, have



A deal would unite the US publisher's stable of games with the racing simulators from Codemasters such as ‘Dirt’

COMPANIES & MARKETS

City's proud past gives way to uncertainty

FT Series London has long been a global hub for financial activity but Brexit and Covid are bringing significant change

FT REPORTERS

The FT is running a series examining the future of the City of London. Here we look back at how the UK capital established itself as an international financial centre and explore the geography and the business of the City.

Cross-border banks

As far back as 1980 banks operating out of the UK had cross-border exposures far greater than banks in Germany and France, according to data from the Bank for International Settlements. That speaks to the fact that big international banks use London for large syndicate loans that ultimately go to foreign clients. The City also attracts assets to support trading and liquidity management at banks that range from the UK's Barclays to big US investment banks such as Goldman Sachs.

Markets such as Hong Kong, Germany and Ireland have seen exposures grow faster in the past 20 years but from a lower base. More recently, Brexit has prompted banks to shift assets to their new trading hubs in Frankfurt and Paris.

Jobs

British jobs have not always kept pace with the growth of the City. Official registers in the UK, Hong Kong and New York vary in the jobs they track. Oliver Wyman data for the UK show that between 100,000 and 105,000 people work in wholesale banking, a key City activity, while another 80,000 to 85,000 work in related industries including asset management, data providers and fintechs. The consultancy group's overall tally of wholesale banking and related industry jobs has gone down by about 5,000 since 2015.

Trading volumes

A historic strength of London has been its role as a hub for trading currencies and interest rate derivatives. Its location allows traders to catch the end of the Asian day and the opening on Wall Street.

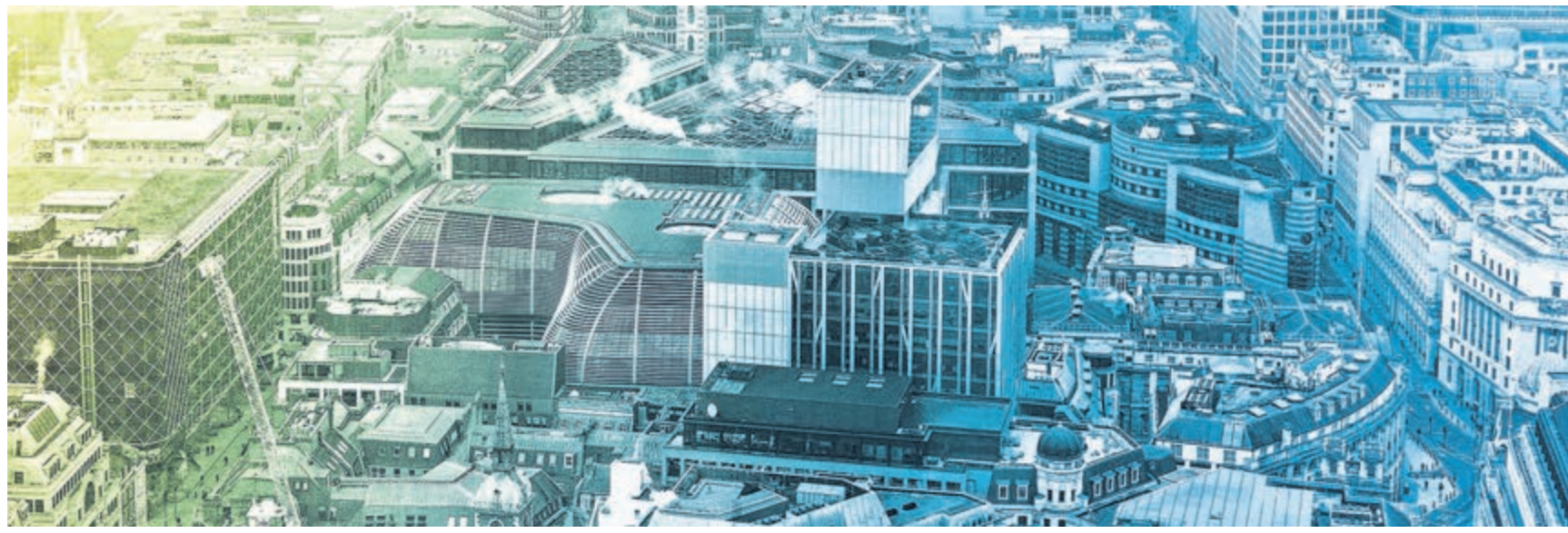
The good fortune of geography is underpinned by high-quality tech infrastructure. As a result, London accounts for 43 per cent of the turnover in the \$6.6tn-a-day foreign exchange market and half of the daily \$6.5tn traded in interest rate derivatives.

Brexit has not dented the UK capital's dominance in these markets. London has stolen a march on rival financial centres to emerge as a base for dealing in currencies such as China's renminbi.

Listings

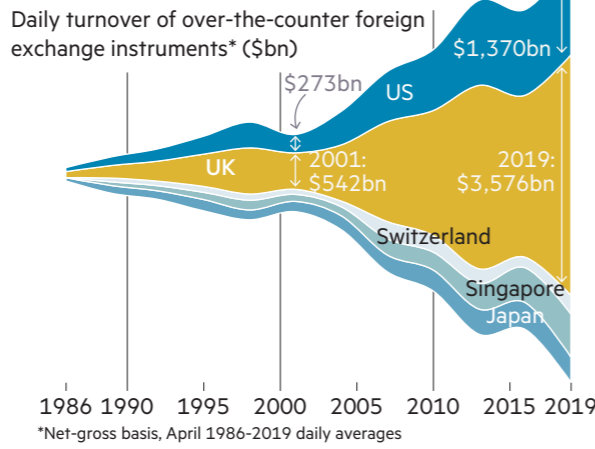
New York long ago eclipsed London as the dominant centre for taking companies public. This year companies listing on Nasdaq and the New York Stock Exchange raised \$150bn, dwarfing the \$6bn or so raised in London. Mega US IPOs such as DoorDash and Airbnb, which raised a combined \$6.2bn last week, have boosted the US IPO markets to record levels.

With today's fast-growing companies tending to hail from Asia and the US, London is unlikely to again challenge for the lead. "There are complex considerations, including home country, target market and media/public perception, that impact where a firm chooses to go public," said Adam Markson, head of UK capital markets at Accenture. He added that the UK government's vow to

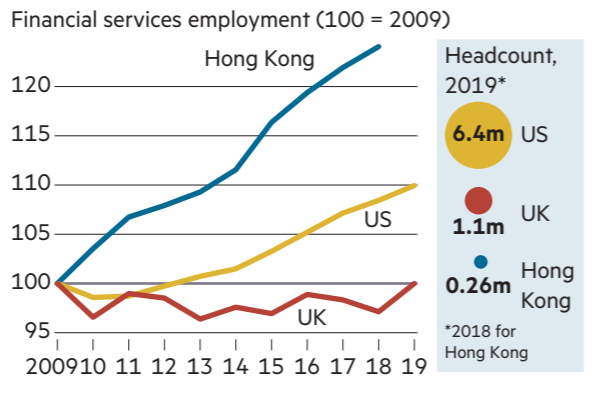


The Square Mile has stolen a march on rival centres to emerge as a base for dealing in currencies such as China's renminbi — Charlie Bibby

London's 21st-century trading volume explosion

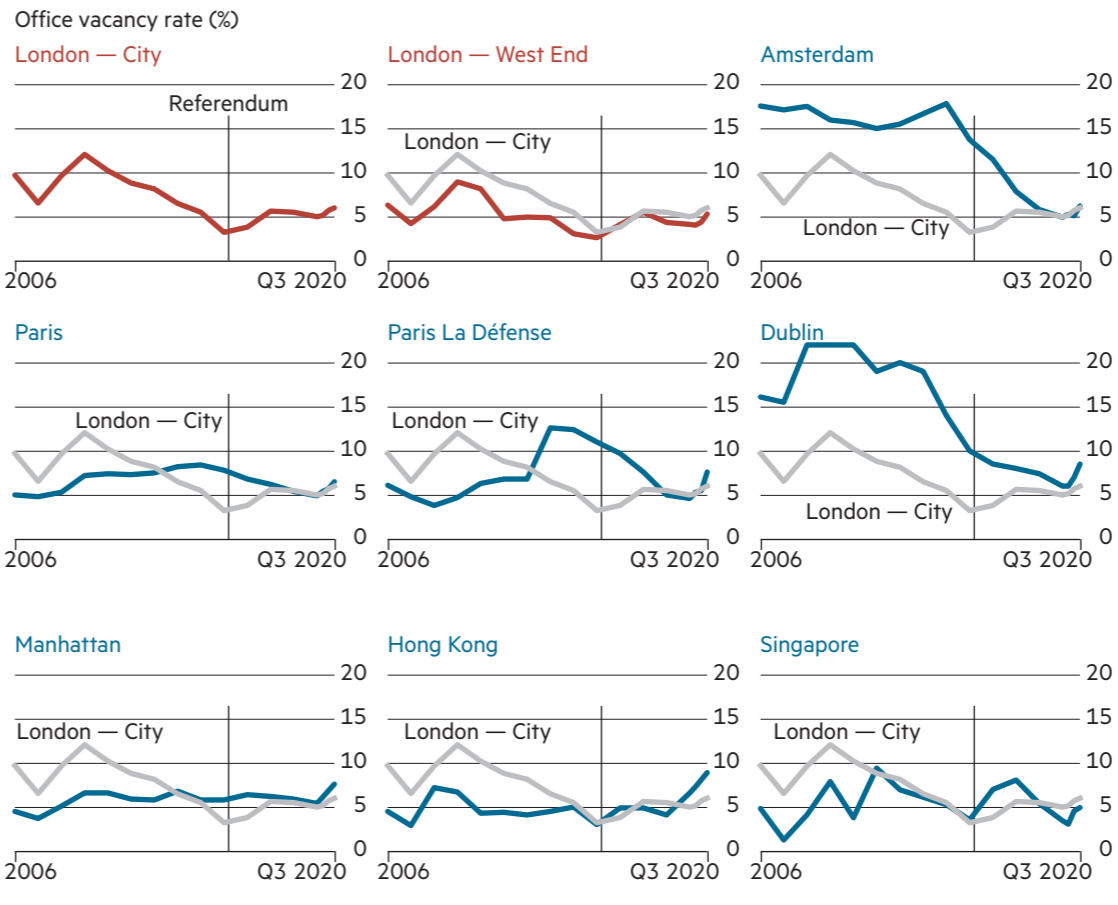


Headcount in the UK has been flat



Sources: BIS; ONS; US Bureau of Labor Statistics; Hong Kong Census and Statistics Department; FT analysis; Colliers International

London's vacancy rate ticked upwards after the EU referendum; other locations' rates have only increased during the pandemic



What Brexit means for the capital's financial heart

Banks Foreign investment banks are among the biggest employers in London's financial services industry. A group of 12 of the largest together employed more than 70,000 UK staff around the time of the Brexit vote. They use the UK capital as their European hub. As a result, those jobs were seen as acutely at risk from Brexit, which will require some activities and clients to be served from within the EU. Almost five years in, Brexit-related job cuts have been minimal — so far. But jobs have gone for other reasons, such as restructurings at Credit Suisse and Deutsche Bank. And the coronavirus pandemic is prompting banks to rethink how much office space they need. International banks have continued to invest in London. Goldman Sachs moved its European headquarters from Fleet Street to 1 Plumtree Court in mid-2019, UBS decamped to 5 Broadgate in 2016, and Société Générale moved to its new Canary Wharf site late last year.

Hedge funds and asset managers Mayfair remains the longstanding centre of the European hedge fund industry.

And many prominent London-based managers, such as Crispin Odey, Paul Marshall and Michael Farmer, were vocal proponents of Brexit — despite its potential challenges for the sector. The European Securities and Markets Authority, the EU regulator, has called for toughening of the rules around so-called delegation — a model that allows an asset manager to run an EU-based fund from outside the bloc. Should that occur, UK hedge funds and asset managers would have to base more of their staff and operations inside the EU, potentially weakening London's footprint. Larger asset managers tend to prefer the City to Mayfair for their London operations. Despite setting up new entities in places such as Luxembourg and Dublin in response to Brexit, many of them have increased their London headcount since the 2016 referendum. Among those that have increased UK staff are Amundi, Europe's largest fund manager by assets; Legal and General Investment Management, the UK's top investment house by assets; and Pimco, the world's biggest bond fund manager.

Insurance and professional services Foreign and British insurers are firmly ensconced in the Square Mile, clustered close to the world's leading insurance and reinsurance marketplace: Lloyd's of London on Lime Street. There has not yet been a significant movement of staff from London's insurance industry, but many have set up new EU subsidiaries. Most significantly, Lloyd's of London has established a new office in Brussels. Others including AIG and Travelers have set up bases in cities including Luxembourg, Dublin and Madrid. Professional services firms, which tend to cluster around the City, have been busy for the past few years advising their clients on how to deal with the regulatory fallout from Brexit. Still, their own industry is far from immune. Several law firms, including Pinsent Masons, Simmons & Simmons and DAC Beachcroft have opened offices in Dublin. Big Four accounting firms PwC, EY, Deloitte and KPMG had big operations in EU countries going into Brexit. In cases where their services are contracted directly to EU clients from the UK, the firms are working to secure market access as soon as the UK leaves the union.

Funds have flocked in due to its ecosystem of brokers, analysts and lawyers, and ready access to liquid markets

The Covid-19 pandemic prompted a sharp drop in virtually all types of activity in London, as office workers, shoppers and tourists stayed at home. Nine months on, the recovery has been muted. Businesses in the City, an area dominated by offices with relatively few residents, are vulnerable. Those include around 1,150 shops, 300 restaurants and 247 bars and pubs, according to estimates from the City of London Planning Department. Weeks after City offices had begun to reopen in September, London went into a second lockdown, emptying them out again. Even when the pandemic subsides, the City's woes will not be over. Some businesses will never reopen. Meanwhile, senior finance executives are rethinking how many people they need in their major offices after a prolonged period of working from home. Work could be done remotely full time, or moved to cheaper locations. This realisation could cost London's financial services industry more jobs than Brexit. Reporting by Laura Noonan, Steven Bernard, Jonathan Guthrie, Liz Faunce, Alan Smith, Philip Stafford, Laurence Fletcher, Oliver Ralph, Siobhan Riding, Attracta Mooney, Tabby Kinder and George Hammond

Technology

Reddit scoops up TikTok video rival Dubsmash

HANNAH MURPHY — SAN FRANCISCO

Reddit has bought TikTok rival Dubsmash, becoming the latest social media platform to expand into the increasingly competitive viral video segment.

The Silicon Valley-based online discussion forum did not disclose the financial terms of the cash and stock deal, its highest-profile acquisition to date.

Reddit said it planned to integrate Dubsmash's video creation tools into its platform, while allowing the app to "maintain its own platform and brand".

Launched in 2014, Dubsmash is known for hosting short user-generated video and lip-syncing clips. The acquisition comes as social media groups increasingly shift from focusing on social and private messaging features to hosting viral entertainment platforms to try to emulate the success of Chinese-owned TikTok, which popularised the short, scrollable video format.

In August, Facebook launched a TikTok imitator, Reels, within the Instagram camera app. Last month, Snap rolled out its own

video-app clone, dubbed Spotlight, that showcases hand-selected creator content to users. As an incentive, Snapchat has promised that \$1m a day will be divided up among the influencers who are featured, depending on how many views they get.

Facebook and Snap had approached Dubsmash about a potential acquisition, according to US media reports. The company was valued at \$47.5m in November 2016, according to PitchBook. It has raised a total of \$20m from venture capital investors to date, according to Crunchbase data.

Reddit, which already has its own native video and live streaming features, said that Dubsmash hosted 1bn video views a month. "Dubsmash elevates under-represented creators, while Reddit fosters a sense of community and belonging across thousands of different topics and passions," said Steve Huffman, Reddit's chief executive.

The forum has come under fire for hosting hate speech from fringe and far-right groups, and has tried to better police itself to attract advertisers. **See Lex**

Retail & consumer

Adidas ready to sell Reebok after series of failed reboots

OLAF STORBECK

German sportswear group Adidas has signalled it is ready to sell Reebok after years of attempting to turn around the underperforming US brand, which it acquired in an ill-fated \$3.8bn deal.

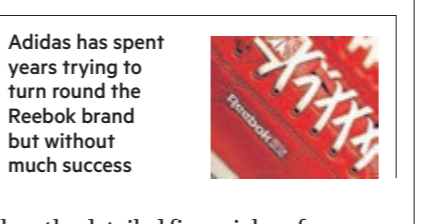
The Nike rival said yesterday it had "begun to assess strategic alternatives for Reebok", with divestment being one. Adidas stressed no final decision had been made and that it may retain control of the Boston-based brand. "A decision will be announced on March 10, 2021, when the company's new strategy is officially presented," it said.

Adidas shares closed up 1.5 per cent at €287.50 in Frankfurt yesterday. The German group bought Reebok in 2005 to try to take on Nike in its home market. But its high hopes failed to materialise and years of sluggish sales and losses followed. Despite a series of restructuring plans, Adidas repeatedly wrote down Reebok's book value, which was €842m (\$1bn) last year.

The Financial Times reported last month that private equity firms including Permira and Triton were circling the

brand, which last year generated €1.74bn in sales — less than 8 per cent of Adidas's overall revenue.

In the latest turnaround plan, dubbed "Muscle Up", chief executive Kasper Rorsted has tried to reposition Reebok as a brand dedicated to fitness and slashed expenses by closing underperforming stores and letting some licensing deals expire. Adidas does not dis-



close the detailed financial performance of individual brands but, according to Mr Rorsted, Reebok returned to profitability in 2018 and continued to be profitable last year. However, its revenue only rose 2 per cent last year compared with a group-wide increase of more than three times that much. Reebok's third-quarter sales fell 12 per cent year on year compared with a fall of just 7 per cent at the Adidas brand.

Industrials

PPE supplier Top Glove hit after worker dies from Covid

STEFANIA PALMA — SINGAPORE

Shares in the world's largest rubber glove maker fell sharply yesterday after it reported that an employee had died from Covid-19, raising concerns over the severity of an outbreak ripping through its worker dormitories.

Top Glove's Kuala Lumpur-traded stock fell as much as 8.3 per cent after the Malaysian company said a 29-year-old Nepalese labourer working at its plant in Meru, Selangor state, had passed away at the weekend.

The company this year emerged as a beneficiary from the pandemic, as governments scrambled to buy personal protective equipment. Between January and September, its shares soared more than 500 per cent.

But the company is now linked to Malaysia's largest Covid-19 cluster, with more than 5,000 cases, as the country tackles a new wave of infections. Top Glove last month said it had tested more than 6,000 workers, about half of whom had coronavirus. Shares in Top Glove and other PPE makers have also been hit by positive

news on coronavirus vaccines. Top Glove yesterday offered its "deepest sympathies and heartfelt condolences to the family and loved ones of the deceased". A "compassionate payment" will be made to his family, it added.

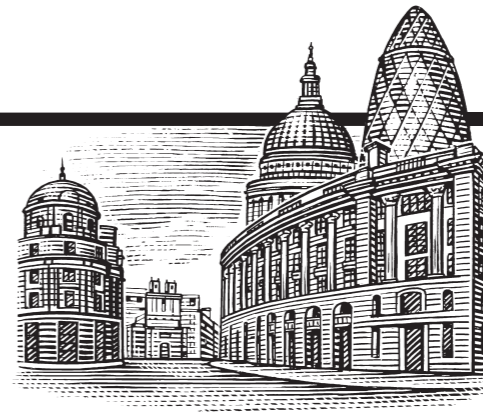
Over the weekend it was reported that it had fired a worker who had taken photos of staff crowding into its factories ahead of the outbreak, which began at the Meru facilities. The company did not immediately respond to requests for comment on the matter.

The Malaysian government this month recommended charges against Top Glove after 19 investigations into its worker dormitories. The Ministry of Human Resources said it had not applied for the correct certification and living spaces were crammed, uncomfortable and lacking proper ventilation.

In July, the US imposed an import ban that is typically applied to goods allegedly linked to forced labour on products made by Top Glove subsidiaries. Top Glove posted record quarterly revenue of RM4.76bn (\$1.18bn), a 294 per cent year-on-year jump, in the three-months ending in November.

UK COMPANIES

Lombard



EA's counter-offer gives Codemasters' directors an extra life

Bryce Elder



When playing Russian roulette with another person, is it better to go first or second? Job applicants at Codemasters were often asked that question, which has greater relevance to the games developer's future than any interviewee could ever have predicted.

Electronic Arts chose to shoot second and it is Codemasters' directors who are dodging a bullet. The US games maker's £945m agreed takeover trumps a cash-and-stock bid last month from rival Take-Two Interactive by more than 14 per cent. By switching its recommendation to EA's cash-only offer, Codemasters can quell a shareholder rebellion that charged the board of rolling over too easily.

The Take-Two bid had ruffled because it involved taking US-listed equity, which many funds cannot hold, and guaranteed job security to

directors including chief executive Frank Sagnier.

A sale also delivered some windfall returns thanks in part to an Aim quotation that allows Codemasters to disregard best practice guidelines and marinate non-executive directors in share options. Lisa Thomas, the head of Codemasters' remuneration committee, was last month given 210,000 options. She will bank an instant profit of nearly £775,000 if EA's counterbid completes.

Nevertheless, charges of self interest over shareholder value have been neutralised. EA's takeover price is about 27 times this year's ebitda, in line with a global games sector that has enjoyed a record year thanks to lockdowns. Take-Two had offered just 20 times ex-cash ebitda, more in line with Codemasters' historically low valuation.

Codemasters has traded at a discount as it specialises in racing games, which rely more on selling annual updates than on free-play trials leading to in-game purchases. Simulations such as *Formula One* and *Dirt*, its rally franchise, do not lend themselves easily to hot industry trends such as

co-operative play, loot boxes and open world exploration.

Its core customers demand realism over accessibility, which gives new players a steep learning curve and can hinder attempts to grow the audience.

Yet Codemasters' historic discount has now become a premium. The shares traded as high as 656p yesterday versus EA's 604p per share offer as investors predicted more, either from Take-Two or a third party. They might be right. Codemasters' licences and franchises probably have enough long-term value to justify a higher price. But with the world's two leading e-sports companies already in the auction, a bidding war is far from guaranteed. No one has a gun to their head.

Plan C is Britain's nuclear option

An announcement packaged up with the UK government's energy white paper offers an early Christmas present for French-owned nuclear group EDF.

Alok Sharma, the business secretary, plans to open discussions about financing EDF's second giant nuclear project after Hinkley Point — Sizewell C in Suffolk. Not before time, one might

think, given the aspirations for nuclear in getting to net zero emissions by 2050. But — ah, EDF! Talk of Christmas reminds us of the 2007 promise by its then UK boss, Vincent de Rivaz, that people would be cooking their seasonal turkeys in 2017 using power from Hinkley Point's two EPR reactors. The real in-service date is, at best, 2025.

Then there is the eye-watering cost of the deal the government hammered out over Hinkley. A fixed price of £110 per megawatt hour (MWh) in today's money. Meanwhile, the cost of offshore wind has plummeted. Projects now require a price of under £40/MWh.

Talk of Mr Sharma going mano a mano with the French raises the fear of another fat contract being dumped on the UK consumer. True, a new approach could mean the electricity price won't be so high. If the deal goes ahead, it is likely to be nuclear's road-test of the "regulated asset base" model, where customers pay up front for the power the plant will produce in future. EDF has said this could cut the cost of power to £40-60/MWh.

But that all assumes that Sizewell can be built on time and budget. EDF

hasn't completed and fired up a single EPR. Projects in France and Finland are years overdue and hugely over cost.

There's even a possibility France will dump the technology when it renews its own nuclear fleet. Nonetheless, having "learned from doing" by building Hinkley, EDF believes it can do the next one quicker and cheaper.

Confidence might be higher if there was competition for the contract. Most UK nuclear projects have fallen by the wayside in the past three years. China's CGN still hopes to build a plant at Bradwell in Essex, but is yet to have its reactor design certified, and faces hostility towards Chinese involvement in critical infrastructure. A US attempt to revive a project in north Wales is only at the drawing-board stage.

The only group left is the one that's so far failed to cook our Christmas dinners. If big nuclear is to play a role in getting to net zero, Britain should have more than just one option. But in the meantime, Mr Sharma needs to avoid signing a turkey of a contract with EDF.

Codemasters: bryce.elder@ft.com
Sizewell C: jonathan.ford@ft.com

Support services

Capita disposes of education arm to boost finances

Sale follows difficult year for group as it wrestles with £1bn of net debt

GILL PLIMMER

Capita, one of the UK government's biggest contractors, has sold its education software business for a lower price than expected as it seeks to strengthen its financial position.

The outsource put the division up for sale in the summer in a deal analysts expected to fetch about £500m. But yesterday Capita announced it had sold the business to Montagu Private Equity for £298m after accounting for debt and other liabilities. The business management software is used by 21,000 schools

'We think it will be difficult to improve a diverse collection of businesses'

in England, Wales and Northern Ireland to provide meals and other financial services.

Jon Lewis, chief executive of Capita, said: "We are pleased to have agreed the sale of ESS to Montagu Private Equity after a comprehensive auction process.

"ESS is a business that Capita originally bought for £10m so we have created significant value over 25 years of ownership."

The sale comes following a difficult year for Capita, which is wrestling with £1bn of net debt. Shares in the company have lost more than 70 per cent of their value this year.

Capita employs 60,000 people worldwide, 45,000 of whom are in the UK, running the London congestion charging zone, collecting the BBC licence fee and providing electronic tags for offenders. On Friday it announced that it had won a two-year extension to work recruiting soldiers for the British army despite criticisms of its performance over many years.

The company, which benefited from an outsourcing boom under former prime minister Tony Blair, has suffered from underperforming contracts and in 2018 raised £700m in a rights issue following multiple profit warnings.

Mr Lewis, the oil industry chief executive brought in two years ago to turn round the company, has been trying to cut costs and reposition the business as a technology-led consultancy competing with high-margin professional services groups such as Accenture. But at its half-yearly results in August, Capita reported an underlying pre-tax profit of £50m, down from £117m a year earlier.

The ESS sale is one of several disposals planned by Capita, which is keen to avoid raising more money on the markets. In June, it sold its legal process software product Eclipse Legal Systems to Access UK Ltd for £56.5m while sales of other businesses in its specialist services division, including a travel and events arm, have been put on hold as a result of the Covid-19 crisis.

Robert Plant, analyst at Panmure, welcomed the education sale but retained his advice to sell the stock.

"We think it will be difficult to improve a diverse collection of businesses, many of which face structural headwinds especially in terms of competition and market position."



Knocked down Covid erases Hollywood Bowl profits

Annual profits at the UK's largest tempin bowling operator Hollywood Bowl have been almost entirely wiped out by the pandemic.

Revenues for the company, which shut all its bowling alleys between March and August, fell almost 40 per cent to £79.5m for the year to September 30. Pre-tax profits for the period were £1.2m, down 96 per cent compared with a year earlier.

According to chief executive Steve Burns, the group delivered a "brilliant" first-half performance before the crisis took hold. But the spring lockdown forced the company to close its venues and furlough almost all its workforce.

The group raised £10.5m in a share

placing and secured a £10m revolving credit facility under the government's Coronavirus Large Business Interruption Loan Scheme. It has suspended dividends.

After the company resumed operations with safety measures in place, its performance from mid-August to the end of September exceeded expectations, with like-for-like revenues reaching two-thirds of last year's levels.

It also reported positive cash generation in August, September and the first month of the new financial year — before England's November lockdown came into effect. *Harriet Clarfelt*

lan Forsyth/Getty

Support services

Dignity finance chief exits amid strategic review

PATRICIA NILSSON

Dignity, the UK's only listed funeral director, has announced the departure of its finance chief as it presses on with a strategic review of its business ahead of expected price caps on the industry.

The company yesterday said that finance director Steve Whittern had stepped down after 11 years in the role and would leave by the end of the month, alongside corporate services director Richard Portman. They have both been with the company more than 20 years and have stepped down from the board with immediate effect.

The departures come as the industry seeks to stave off price controls after a two-year investigation by the UK's competition watchdog as the cost of burials

has steadily outpaced inflation for more than a decade, with grieving consumers unlikely to shop around.

The Competition and Markets Authority in August said that while the pandemic prevented it from taking action, it would consider a supplementary probe after identifying the need for regulation and pricing reform.

Dignity yesterday also warned that its short-term financial performance could suffer from its "overarching desire to grow sustainable long-term market share".

Before coronavirus, Dignity's profits had suffered as it waged a price war with its larger rival Co-operative Group, the two largest players in the £2bn market.

Dignity said in November that it had a 12 per cent market share of funerals in

Great Britain, excluding Northern Ireland.

Last month, the company said underlying operating profit in the three quarters ending September was down 8 per cent to £44.2m, compared with the same period last year. This was despite the number of deaths rising 15 per cent to 498,000 in the year to date.

The company conducted 61,700 funerals in the first nine months of the year, roughly 10,000 more than last year. Lower profitability came from a larger share of mourners opting for simpler funerals.

The group's share price, which has more than tripled since a nadir in May, was down 6.5 per cent yesterday and sits about 75 per cent below its 2016 high.

See Lex

Financials

NatWest resumes high-risk 90% mortgages

NICHOLAS MEGAW

NatWest has become the latest in a wave of banks and building societies to restart lending to homebuyers with small deposits, after strong demand has allayed fears over UK house prices.

Mainstream lenders have been cautious about risky mortgage lending since the housing market reopened at the start of the summer, citing a lack of capacity to process loan applications and concerns that falling prices could leave many borrowers trapped in negative equity.

Yesterday, however, NatWest became the second high street bank in as many weeks to announce it would resume offering loans worth up to 90 per cent of a property's value. It said its new mortgages would be available from tomorrow,

and would be open to home movers as well as first-time buyers.

"We've been thoughtful about returning to 90 per cent LTV for two reasons — one was having capacity in the system with so much demand from customers, and two was the uncertain and volatile outlook for house prices," Lloyd Cochrane, NatWest head of mortgages, told the Financial Times.

"The outlook in particular [now] seems to be a great deal more certain for customers. That together with capacity issues largely being resolved means we're comfortable going back in."

Last week Lloyds Banking Group, which owns the Halifax brand, said it would offer some 90 per cent loans, albeit with additional affordability criteria. Yorkshire Building Society resumed 90 per cent lending last month and last week said it would cut fees on the loans to encourage borrowers.

NatWest and Lloyds initially predicted that the coronavirus pandemic would prompt a sharp decline in the housing market. However, demand has been propped up by a combination of a temporary stamp duty holiday, ultra-low interest rates and changing habits as experts predict a long-term shift towards remote working.

Mining

Petrostavovsk former chief attacks probe into past deals

NEIL HUME
NATURAL RESOURCES EDITOR

The co-founder and former chief executive of Petrostavovsk has criticised an investigation launched by the London-listed Russian gold miner into past deals as a "smokescreen".

Pavel Maslovskiy said he viewed the examination of related party transactions undertaken during his tenure as an attempt to distract attention from its biggest shareholder, Russian rival UGC.

Mr Maslovskiy has accused UGC of trying to take control of the company without paying a takeover premium. He has asked regulators in the UK and Russia to investigate.

"Everything else around this is a smokescreen to cover up in reality what is really going on," Mr Maslovskiy told the Financial Times.

UGC has always denied Mr Maslovskiy's claims and Konstantin Strukov, its owner, has said he has no interest in acquiring the company.

Petrostavovsk, a FTSE 250 company with a market value of £1.2bn, was founded in 1994 with Peter Hambro, a scion of the London banking dynasty.

The company's shares have risen 135 per cent this year as it began to reap the rewards of a new processing plant that allows it to produce gold from refractory ore, which is hard to process.

At the start of the year UGC bought a 24 per cent stake in Petrostavovsk, plunging the company, which has been rocked by a series of corporate feuds in recent years, into fresh boardroom turmoil. It voted in June along with three

'Everything else around this is a smokescreen to cover up in reality what is really going on'

other shareholders to oust Mr Maslovskiy and half of Petrostavovsk's board.

It then voted against an attempt to reinstate Mr Maslovskiy in August and supported a resolution put forward by Nikolai Lioustiger, a Russian businessman, calling for an independent investigation of related-party transactions carried out by the company over the past three years.

Last month Petrostavovsk appointed KPMG to oversee the investigation, which covers a three-year period to August 2020. Its new chairman James Cameron told shareholders he would expose any "historic instances of failed corporate governance" and recover "any misappropriated funds or assets".

Mr Maslovskiy said he had nothing to fear. "From the previous management point of view and the current management on the ground we are absolutely comfortable with this," he said.

One deal that has come under scrutiny had already been investigated, he added. "There was a rumour that I was connected to, or a beneficiary of, the deal," Mr Maslovskiy said. "That matter was specifically investigated... and it was confirmed there was no truth."

UGC declined to comment.

Petrostavovsk said the investigation into related-party transactions was the result of an instruction passed by 84 per cent of shareholders at a general meeting and was entirely consistent with the drive for improved transparency.

"As previously announced, the company has encountered a lack of co-operation from certain employees as well as legal action, in which Pavel Maslovskiy and his son Alexey are directly involved," it said. "This legal action is without merit and disruptive to the business."

COMPANIES & MARKETS

Cross asset. Post-Covid recovery

China becomes unlikely winner for investor bets in 2020



This year dealt a harsh lesson to those avoiding trades in Rmb1tn of stocks and bonds

HUDSON LOCKETT AND THOMAS HALE
HONG KONG

Despite a global coronavirus pandemic that began in China, 2020 has transformed into the year it all came together for the country's capital markets as foreign investors snapped up more than Rmb1tn worth of stocks and bonds.

China's benchmark CSI 300 index is up about 28 per cent this year, in dollar terms, beating the S&P 500 by more than 14 percentage points.

Shenzhen's tech-focused ChiNext has risen some 59 per cent, on the same basis, exceeding even the runaway US tech benchmark, the Nasdaq Composite. Chinese government bonds have also drawn new fans with their rare source of yield.

The \$150bn-worth of inflows, which came through Hong Kong programmes that connect investors to the mainland, mark a contrast with January when Chinese stocks were the first to feel the heat from the pandemic. Investors say the surge is likely to keep coming.

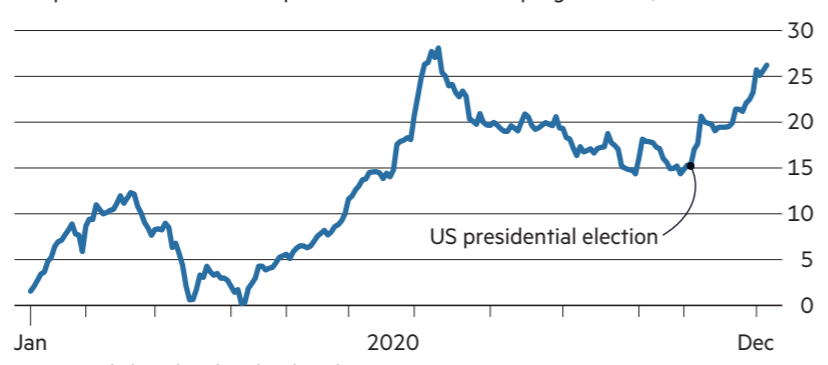
"I've been in Asia for 20 years and for most of that period it's been challenging to get investors to look at the onshore market," said Kenneth Akintewe, head of Asian sovereign debt at Aberdeen Standard Investments.

This year dealt a harsh lesson to those who hesitated to match global benchmarks' weightings for Chinese securities, he said. "For any emerging markets investor that's been underweight [on China], it's been quite a painful trade."

China's bond market has been a massive draw for investors during the pan-

Biden win spurs return to Chinese stocks

Net purchases of Chinese equities via stock connect programme (\$bn)



Source: FT calculation based on Bloomberg data

demographic thanks to reforms to open up the country's financial system and Beijing's initially sluggish but ultimately decisive response to the Covid-19 outbreak.

Harsh lockdowns across the country proved sufficient to get the economy back up and running at near full capacity in the second half of 2020 – even as the rest of the world struggled to bring the virus's spread under control.

"China is much further along its post-Covid recovery path," said Paul Colwell, head of Asia advisory portfolio group at Willis Towers Watson. "The way policymakers act in response to changes in the economy, monetary policy, fiscal policy... China operates at a fundamentally different frequency to the rest of the world," he added.

With China's growth returning to pre-Covid levels and domestic consumption picking up, the central bank left its benchmark interest rates almost untouched while others cut theirs hard or launched bond-buying programmes that crammed yields close to zero.

That meant China was the only game in town for debt investors seeking returns. In the first 11 months of 2020, foreign holdings of Chinese government

debt through the market link in Hong Kong grew by more than Rmb900bn.

Sameer Goel, a macro strategist at Deutsche Bank said foreign bond-buying this year was "even larger than what one would've expected" from passive flows after global benchmarks began including Chinese government debt in 2019.

He said buying of onshore bonds, which will get a boost next year from incorporation into FTSE Russell's World Government Bond index, had helped drive a six-month rally for the renminbi.

"Pent-up demand among global investors who wish to diversify away from the US dollar" is helping to support the Chinese currency, said Julia Ho, head of Asian macro at Schroders.

That growing confidence in the renminbi has helped ease apprehension over Chinese equities, which are among 2020's best performers.

Equity inflows, although much smaller than those in the bond market, are now positive after outflows earlier this year. Since Donald Trump lost November's US presidential election, setting up almost certainly calmer US-China relations, buying appetite has

A factory in Wuhan, the epicentre of the Covid-19 outbreak – but China's economy is back up and running at near full capacity

STR/AFP/Getty

strengthened with net foreign purchases of Chinese equities through a stock connect programme in Hong Kong swinging back up to about Rmb170bn (\$26bn) this year.

Joe Biden's victory helped push the benchmark CSI 300 index of Shanghai and Shenzhen-listed stocks up 6 per cent in November.

Even in spite of rising tension, flows into China have run at a rapid pace throughout the Trump presidency with total inflows of over \$620bn over his four years in office.

Similarly, the number of Chinese IPOs in the US grew faster under Trump than it had under Obama. But the country faces growing bipartisan hostility in Washington and Mr Biden has said he will not immediately lift Mr Trump's trade tariffs. "The stance will remain adverse," said Thomas Gately, an analyst at Gavekal Dragonomics in Beijing.

A global vaccine rollout could also undermine China's competitive edge as one of the few major functioning global export economies, Mr Gately added.

Recent bond defaults by cash-strapped state-owned enterprises have alarmed some local investors, who fear policymakers' desire for fiscal discipline is returning. This could lead to more caution from investors, said Michelle Lam, senior China economist at Société Générale, "and this tightening of credit conditions will be negative for growth."

But Hayden Briscoe of UBS Asset Management suggested that China was positioned for positive and negative scenarios for the coronavirus – and that global flows into the country are "just going to accelerate".

"The number of conversations we're having with clients is just ever-increasing," he said. "People are making their first standalone allocations in China."

'For any EM investor that's been underweight on China, it's been quite a painful trade'

Fixed income

Clothing group Shandong Ruyi defaults on \$153m bond

HUDSON LOCKETT — HONG KONG

A leading Chinese clothing maker revealed yesterday that it had failed to pay back investors on a \$153m bond, the latest in a string of defaults that has sent tremors through the country's \$4tn corporate bond market.

Shandong Ruyi Technology Group, which has struggled to cope with a heavy debt load following a series of high-profile international acquisitions, said in an exchange filing that it had failed to repay the principal and interest on a Rmb1bn bond that came due yesterday.

The privately held company, based in the coastal province of Shandong and sometimes referred to as the "LVMH of China", built up total debt of more than \$4bn in the course of scooping up controlling stakes in famous brands including athletic apparel maker The Lycra Company and Savile Row tailor Gieves & Hawkes.

It has joined a growing list of defaults in China's onshore debt market, which began in early November with a missed payment by state-run Yongcheng Coal and raised questions about the state backing of local government debt, long viewed by investors as implicitly guaranteed.

Shandong Ruyi is not state-owned but has still felt the squeeze of Beijing's

Defaults once in a while was part of China's strategy 'to introduce more moral hazard into the system'

ebbing support for debt issued by regional and local governments, which were previously given substantial discretion to borrow heavily in support of maintaining rapid economic growth.

After the clothing company negotiated with bondholders to delay an annual interest payment it had missed in March, the company had hoped for a rescue from Jining City Urban Construction Investment, a Shandong-based local government financing vehicle.

But in June that financing vehicle announced it was pulling out of an arrangement made in October 2019 to buy a 26 per cent stake in the company.

Local government financing vehicles have come under scrutiny and thus were under pressure to cut back on risky investments, said Michelle Lam, greater China economist at Société Générale.

Ms Lam said the Shandong Ruyi default highlighted the risk of cross-guarantees between government related companies and private enterprises in China, "which can increase the risk of financial contagion".

Financing pressures could come into sharper focus next year as China's economic recovery continues, likely prompting policymakers to tighten liquidity conditions, she said.

Erik Lueth, of Legal & General Investment Management, said allowing these kind of defaults once in a while was part of China's strategy "to introduce more moral hazard into the system".
Additional reporting by Jonathan Wheatley

FT

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ft.com/markets

Currencies

Pound rallies after renewed hopes of going 'extra mile' for Brexit trade deal

HUDSON LOCKETT, EVA SZALAY,
KATIE MARTIN AND ADAM SAMSON

Sterling rallied yesterday after the EU and UK decided to "go the extra mile" and continue Brexit trade negotiations.

The pound climbed as much as 1.7 per cent against the dollar to \$1.3445, before trimming its gain to about 0.9 per cent in afternoon dealings in London. It advanced 0.6 per cent against the euro to €1.0986.

Yesterday's gains largely reversed last week's 1.6 per cent fall, which was triggered by warnings from EU and UK leaders that Britain could leave the bloc without a trade deal when the Brexit transition period concludes at the end of this year. The pound had reached a high of \$1.5539 in early December.

UK government bonds, considered a haven asset, came under pressure as debt investors joined currency traders in their more optimistic outlook.

Yields on 10-year gilts, which move in the opposite direction to prices, were up 0.06 percentage points to 0.24 per cent.

Boris Johnson, UK prime minister, and Ursula von der Leyen, European

Commission president, agreed in a "constructive" call on Sunday to "go the extra mile" in an attempt to break the deadlock as both sides reported progress. Still, no deadline was set for negotiations and British officials admitted they could drag on until Christmas.

Lee Hardman, currency analyst at MUFG, said the "latest developments have supported the assumption... that a last-minute trade deal would be reached but the risks remain high that efforts to reach a deal could still fail,



Negative risks to the pound will persist until a deal, say analysts

posing significant downside risks for the pound."

Barclays analysts echoed that view, saying negative risks to the pound would persist until negotiators reach an agreement. If the EU and UK make a deal, the currency could trade above \$1.35, the bank said. In the case of a no-deal outcome, Barclays expected the pound to drop to about \$1.25.

"A deal narrowly remains our base case and... we expect the pound to bounce ultimately," strategists at the UK bank said.

Gregory Perdon, co-chief investment officer at Arbutnot Latham, said he had "second thoughts" late last week about his bet that sterling would rise.

However, he decided to stick to his "conviction" since "both parties are probably better off economically with a deal. Let's hope rationality wins in this instance."

Sterling's gains yesterday came ahead of this Thursday's Bank of England meeting. Economists broadly expect the central bank to hold steady on policy after it boosted its bond-buying programme by £150bn at its November meeting.

Equities

Burger King India doubles on debut as Nifty 50 rally scales record peaks

BENJAMIN PARKIN — MUMBAI

Burger King India shares more than doubled on their debut as investors piled into a record equities rally despite reservations about the country's economic and corporate health.

Shares in the fast-food franchise jumped to Rs138.4 a share yesterday from their offer price of Rs60.

The surge followed a run of several weeks that has lifted the National Stock Exchange's benchmark Nifty 50 to a series of records, including a 0.6 per cent gain for the index yesterday to a new high of 13,597.5.

The rally has echoed global trends as investors bet that progress in developing and deploying Covid-19 vaccines will see off the worst of the coronavirus pandemic.

The optimism has renewed appetite for riskier emerging market assets including Indian stocks, fuelling record foreign investor inflows of about \$9bn last month, according to brokerage IIFL.

Recent Indian economic data have also pointed to signs of improvement including a faster than expected rebound in manufacturing.

A recent string of initial public offerings has drummed up enthusiasm among investors looking for a way into the stock market rally.

Demand for the Rs8.1bn (\$110m) of Burger King shares on offer this month outstripped supply by 157 times.

However, the extent of the stock market surge – the Nifty 50 is up almost 78 per cent since India went into

'Any IPO that comes in you see crazy oversubscription numbers because markets are awash with liquidity'

lockdown in March – has fuelled concerns that the rebound is getting ahead of what remains an uncertain recovery.

India is one of the countries hardest hit by the pandemic with nearly 9.9m cases. Its economy is expected to contract 10.3 per cent this year, according to the IMF, compared with 3.3 per cent across emerging markets and developing economies.

Even as foreign investors have bought Indian shares in record quantities,

domestic institutional investors have been net sellers since October.

This month they have sold \$2.5bn compared with foreign buying of \$3.3bn, according to IIFL.

"We're seeing a situation where the investor on the ground is [voting] with his feet and saying that the recovery on the ground does not justify the euphoria in the market," said Vasudev Jagannath, head of sales at IIFL.

Siddhartha Khemka, head of retail research at brokerage Motilal Oswal, said investors seeking value for money were gravitating towards mid-sized and smaller companies, shifting focus from corporate heavyweights considered best equipped to withstand the pandemic.

The large companies "are now reaching a stage where they're fully valued or overvalued", he said.

Still, Mr Jagannath said the frenzy around recent listings pointed to the excess cash investors were sitting on.

"They want to deploy to the market but it's not correcting," he said. "So any IPO that comes in you see crazy oversubscription numbers because the markets are awash with liquidity."

COMPANIES & MARKETS

Dawn of the zombies is not so scary as it seems

Robin Wigglesworth

Markets Insight



Many investors fret that a corporate "zombie apocalypse" may be one of the thorniest problems the global economy faces in the coming years. But a bombshell paper by the New York Federal Reserve argues that this fear may be overdone.

Even before the eruption of coronavirus, concerns about a growing horde of walking-dead companies — usually defined as those unable to cover debt-servicing costs from long-run profits — were pervasive.

Two years ago, the Bank for International Settlements calculated that the share of zombie companies across the 14 big economies it studied had climbed from 2 per cent in the late 1980s to 12 per cent by 2016. The driver was that they stayed undead for longer than in the past, neither recovering nor dying out. The most likely reasons for this were the falls in interest rates that reduced debt repayments and banks being reluctant to pull the plug.

The trend was no accident. In fact, after the 2008 financial crisis, policymakers considered low rates and forbearance absolutely necessary to prevent a mass corporate extinction event that would have caused many more millions of jobs to disappear. In this, the authorities had learnt from the mistakes of history.

In 1929, Treasury secretary Andrew Mellon advocated the mass liquidation of struggling companies to "purge the rottenness out of the system". Foreshadowing Joseph Schumpeter's theory of "creative destruction", he argued this would be the best way to ensure a recovery. Instead, the Mellon Doctrine helped turn the 1929 crash into the Depression.

Nonetheless, many economists worry

that allowing feeble companies to shamble on indefinitely does entail real, longer-term economic costs. The 2018 BIS paper said that "zombie companies" are unproductive, invest less and suck up resources that could otherwise be redeployed in more dynamic areas. Even beyond the zombie company phenomenon, economists fretted that rising corporate indebtedness in general stunts the ability of companies to invest.

These fears have been supercharged by the coronavirus crisis. Of the many legacies it will leave, a monstrous corporate debt burden is one of the biggest.

The rise in corporate bankruptcies

'There is no evidence that corporate debt booms result in deeper declines in investment or output'

has so far been surprisingly modest, thanks to the extraordinarily aggressive response from governments and central banks, with the latter alone pumping more than \$7tn of stimulus into bond markets, according to the IMF.

But the result has been that the developed world's corporate debt burden has climbed from an already record 91 per cent of gross domestic product in 2019 to 102 per cent at the end of September 2020, according to the Institute of International Finance. Though rock-bottom interest rates make this more bearable, economists fret that this debt "overhang" will be a millstone around the neck of the global economy for years.

Perhaps not, according to the paper published by the New York Fed this month. Using a database across 17 econ-

omies going back to the 19th century, Oscar Jordà, Martin Kornejew, Moritz Schularick and Alan Taylor investigated whether big corporate debt build-ups led to deeper and longer recessions, as is historically the case after booms and busts in household or finance industry debts.

Their conclusion is counterintuitive. "There is no evidence that corporate debt booms result in deeper declines in investment or output, nor that the economy takes longer to recover than at other times," the paper says. Nor did the economists find any evidence that big corporate debt overhangs made economies more fragile, and prone to less frequent but bigger downturns.

Why is this? The NY Fed paper argues that corporate bankruptcy and restructuring regimes are generally much more efficient than those for individuals. Both company owners and creditors are best served with a swift resolution.

However, when creditors are dispersed and combative, contract enforcement is weak or the legal process cumbersome, it can discourage or delay a speedy restructuring or liquidation. This can nurture more undead companies. "More frictions lead to more under-investment and survival of zombie firms, which can impair aggregate productivity growth and slow down the recovery after recessions," the economists note.

In other words, policymakers should worry less about low interest rates allowing more companies to linger in the twilight zone of survival. Instead, they should focus on ensuring bankruptcies and restructurings are handled as quickly and efficiently as possible.

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The day in the markets

What you need to know

- FTSE 100 a laggard among Europe's rising stocks amid stronger pound
- Brent crude edges back below \$50 a barrel after tanker explosion
- Haven sell-off sends dollar and gilts lower

Global equities rose yesterday after the UK and EU extended trade deal talks and the US began distributing its first coronavirus vaccine shots.

On Wall Street, the S&P 500 was up 0.2 per cent by lunchtime in New York and the tech-focused Nasdaq Composite climbed 1 per cent — with both indices still near record highs reached last week.

In Europe, the region-wide Stoxx Europe 600 index gained 0.4 per cent while Frankfurt's Xetra Dax was 0.8 per cent higher.

"With just weeks to go before the end of the year, Brexit is the only story moving markets at the moment," said Peter Dixon, chief economist at Commerzbank.

He added that equity markets remained driven by "general optimism" about a return to economic normality next year, as well as central banks' bond-buying schemes that have pushed unprecedented amounts of new money into the financial system.

The UK's exporter-heavy FTSE 100 index lagged behind European peers, closing down 0.2 per cent.

This followed a rise in sterling against the dollar by as much as 1.7 per cent yesterday morning before it pared back some gains in the afternoon.

Brent crude slipped 0.2 per cent to \$49.88 a barrel. The dip in the global oil

Pound rises on renewed hopes for Brexit deal

Against the dollar (\$ per £)



Source: Refinitiv

benchmark followed an explosion on a tanker at the port of Jeddah in Saudi Arabia. Most of Saudi Arabia's oil production and export terminals are on the opposite side of the country.

The uplift in market sentiment led to a sell-off in haven assets, such as the dollar and government debt. The US Dollar index, which measures the currency against trading peers, fell 0.3 per cent.

The yield on the 10-year UK debt, which rallied last week amid concerns that a no-deal Brexit would inflict more damage on Britain's economy, rose 5 basis points to 0.22 per cent.

Investor optimism about 2021 was veering dangerously towards "groupthink", Absolute Strategy Research said in comments accompanying its latest survey of investor sentiment.

A record proportion of respondents — 71 per cent — thought global equities would be higher in a year's time, representing the most bullish findings in the survey's six-year history.

"This crowding of views points to volatility if the consensus stance gets challenged by events," said ASR.

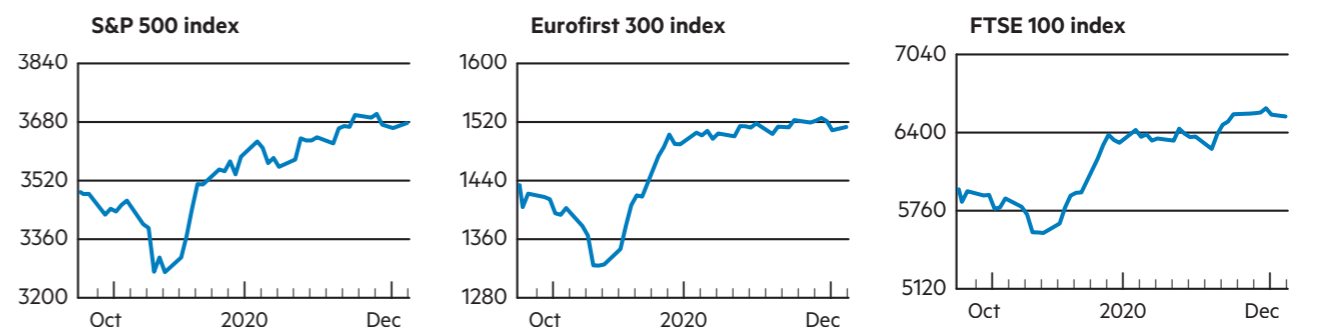
Naomi Rovnick, Camilla Hodgson and David Sheppard

Markets update

	US	Eurozone	Japan	UK	China	Brazil
Stocks	S&P 500	Eurofirst 300	Nikkei 225	FTSE100	Shanghai Comp	Bovespa
Level	3677.27	1513.23	26732.44	6531.83	3369.12	115172.20
% change on day	0.38	0.30	0.30	-0.23	0.66	0.04
Currency	\$ index (DXY)	\$ per €	Yen per \$	\$ per £	Rmb per \$	Real per \$
Level	90.510	1.213	104.080	1.332	6.537	5.115
% change on day	-0.512	0.165	0.130	0.833	-0.055	1.055
Govt. bonds	10-year Treasury	10-year Bund	10-year JGB	10-year Gilt	10-year bond	10-year bond
Yield	0.902	-0.621	0.009	0.221	3.302	6.819
Basis point change on day	2.390	1.500	0.040	5.100	0.400	7.400
World index, Commods	FTSE All-World	Oil - Brent	Oil - WTI	Gold	Silver	Metals (LMEX)
Level	416.49	49.85	46.45	1842.00	23.82	3442.80
% change on day	0.33	-0.26	-0.26	-0.13	-0.29	-1.46

Yesterday's close apart from: Currencies = 16:00 GMT; S&P, Bovespa, All World, Oil = 17:00 GMT; Gold, Silver = London pm fix. Bond data supplied by Tullett Prebon.

Main equity markets



Biggest movers

%	US	Eurozone	UK
Ups	Alexion Pharmaceuticals 31.00	Inditex 3.98	Next 5.64
	yte 6.46	B. Sabadell 3.90	Melrose Industries 5.26
	Mosaic (the) 5.76	A.p. Moller - Maersk B 3.45	Jd Sports Fashion 5.16
	Take-two Interactive Software 4.18	Ageas 2.68	Natwest 4.99
	Paypal Holdings 4.14	Muench Rueckvers 2.41	Persimmon 4.91
Downs	Occidental Petroleum -5.62	Atlantia -6.24	Astrazeneca -5.74
	Huntington Bancshares -5.61	Klepierre -2.55	Polymetal Int -5.22
	Marathon Petroleum -3.94	Vopak -2.04	Royal Dutch Shell -2.48
	Diamondback Energy -3.75	Royal Dutch Shell -2.04	Bhp -2.44
	Marathon Oil -3.61	Repsol -1.82	Royal Dutch Shell -2.09

Prices taken at 17:00 GMT

Based on the constituents of the FTSE Eurofirst 300 Eurozone

All data provided by Morningstar unless otherwise noted.

Wall Street

Alexion rallied after Anglo-Swedish drugmaker AstraZeneca agreed to buy the biotechnology group in a \$39bn deal.

The transaction valued Alexion at \$175 per share, a 45 per cent premium to Friday's closing price. Alexion shareholders would own about 15 per cent of the combined company.

"We like the Alexion deal, a lot," said analysts at Citi, who speculated that AstraZeneca would not be the only suitor for Alexion. "We suspect [the] AstraZeneca announcement will have triggered numerous conversations in competitor zoom boardrooms over the weekend. The attractions of the deal are not unique to AstraZeneca."

Electronic Arts rose after attempting to beat its rival, Take-Two Interactive, with a \$1.2bn offer for UK-based games maker Codemasters.

The California-based group's cash offer of \$6.04 per share was 13 per cent above Friday's closing price of \$5.34 for Codemasters' stock.

McDonald's climbed after UBS upgraded the fast-food chain to "buy" from "neutral" and raised its target price to \$240 a share from \$230.

"We expect an acceleration in US same-store sales," said UBS. "McDonald's is positioned to gain share in coming years given investments, scale and increased brand relevance." Ray Douglas

Eurozone

Polish games producer CD Projekt tumbled following reports that it was willing to refund players unhappy with its new blockbuster release *Cyberpunk 2077*.

On the game's Twitter feed, the company promised to "fix bugs and crashes, and improve the overall experience", adding that "if you are not pleased with the game... you can opt to refund your copy."

CD Projekt has plummeted more than 20 per cent since *Cyberpunk 2077*'s release on December 10.

Aluflexpack rallied after increasing its earnings outlook.

The Swiss packaging group expected consolidated net sales for the financial year 2020 to be between €235m and €240m, up from €220m to €230m.

During the same period, earnings before interest, tax and amortisation and before one-off items was now forecast to be between €36m and €38m, up from €32m and €35m, "reflecting additional business generated", said Aluflexpack in a trading update.

An offer for Recipharm sent the Stockholm pharmaceutical group soaring. Private equity firm EQT made a \$2.1bn cash offer for the company that provides manufacturing and development services.

EQT valued Recipharm at SKr220 per share, a 23 per cent premium on Friday's closing price. Ray Douglas

London

An upgrade in its profit guidance lifted Polypipe with group revenue for November coming in 8 per cent higher than the previous year.

The piping manufacturer noted that residential markets were performing particularly well.

Shore Capital upgraded Polypipe to "buy" from "hold". The group "is an innovative manufacturer of building materials including a significant number of products aimed squarely at the growing environmental market", said the broker. "We continue to like its diversified end markets, sizeable entry barriers and exposure to secular growth."

SThree rose after a trading update revealed a resilient performance for the science and tech sector recruiter despite the Covid-19 pandemic.

Net fees dropped 7 per cent in the fourth quarter, recovering from 14 per cent and 12 per cent slides in the third and second quarters, respectively.

"The ongoing uplift is being led by the better than expected performances in Germany and the USA," said Panmure Gordon analyst Adrian Kearsley.

Premier Foods, home to brands such as Angel Delight and Bisto, climbed after proposing a capital reduction that would "provide greater flexibility" in how Premier managed its resources, "such as the ability to pay dividends". Ray Douglas



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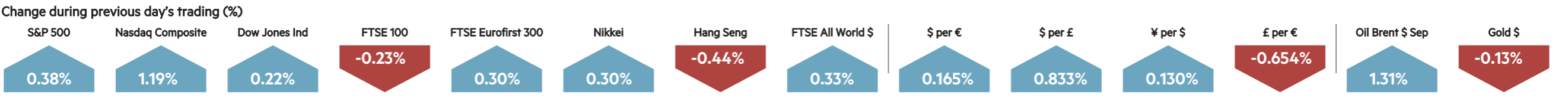
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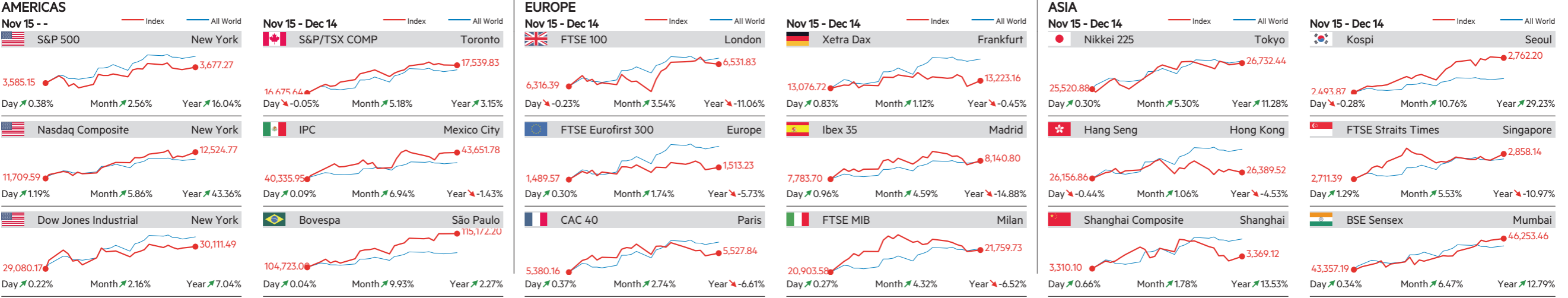
Opayo
by Elavon

MARKET DATA

WORLD MARKETS AT A GLANCE



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



Country	Index	Latest	Previous
Argentina	Merval	5304.26	5382.44
Australia	All Ordinaries	6900.30	6896.40
Austria	ATX	2657.92	2632.17
Belgium	BEL 20	3672.30	3643.14
Brazil	Ibovespa	115172.20	115126.00
Canada	S&P/TSX 60	10456.51	10465.15
China	FSE 200	3031.00	3028.17
Colombia	COLCAP	1396.48	1393.83
Croatia	CROBEX	2013.05	2011.29
Cyprus	CSE M&P Gen	68.46	68.68
Czech Republic	FX	981.78	988.51
Denmark	OMXC20	1410.58	1398.38
Egypt	EGX 30	11047.97	11003.77
Estonia	OMIX Tallinn	336.83	339.50
Finland	OMX Helsinki General	10712.69	10756.11
France	CAC 40	5527.84	5507.55
Germany	MDAX	4371.71	4355.92
Greece	ATHEX	2787.55	2792.50
Hong Kong	Hang Seng	26355.87	26342.12
Hungary	BUX	41967.89	41263.67
India	BSE Sensex	46253.46	46099.01
Indonesia	JCI	11171.25	11171.40
Iran	ISEQ	7396.38	7314.79
Israel	Tel Aviv 125	1538.42	1521.14
Italy	FTSE Italia All Share	23701.87	23822.81
Japan	Nikkei 225	26732.44	26692.52
Jordan	AMMAN 20	1608.98	1598.84
Korea	KOSPI	2492.00	2481.23
Kuwait	KSE Market Index	6632.44	6633.51
Lithuania	OMX Vilnius	790.45	791.32
Malaysia	FTSE Bursa KLCI	1367.12	1296.60
Mexico	IPC	48951.78	48812.91
Morocco	MASI	11396.94	11094.93
Netherlands	AEX	612.88	614.46
New Zealand	NZX 50	1235.12	1291.25
Nigeria	FTSE All Share	24292.74	24977.28
Norway	Oslo All Share	1037.27	1008.89
Pakistan	KSE 100	4036.22	4247.40
Philippines	Maria Corp	7261.35	7246.16
Poland	WIG	5150.21	5550.03
Portugal	PSI 20	4780.03	4742.57
Romania	BEL Index	9973.01	9921.98
Russia	RTS	3254.53	2778.58
Saudi Arabia	TADAWJ All Share Index	8660.31	8644.77
Singapore	FTSE Straits Times	2858.14	2821.40
Slovakia	SAX	347.95	349.90
Slovenia	SBV100	1318.20	1318.20
South Africa	FTSE/JSE All Share	59508.80	59412.61
South Korea	FTSE/JSE Top 20	56701.94	56663.95
Spain	IBEX 35	8140.80	8063.10
Sweden	OMX Stockholm 30	1896.50	1891.22
Switzerland	SMI Index	10373.03	10291.76
Taiwan	Weighted Pl	14211.65	14261.89
Thailand	Bangkok SET	1476.13	1476.13
Turkey	BIST 100	1388.55	1370.70
UK	FTSE 100	2490.10	2532.10
USA	DJ Industrial	30114.49	30046.37
Venezuela	BCV	138.00	138.00
Vietnam	VNI	1064.09	1045.96

(c) Stock (U) Unavailable. 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.

UK STOCK MARKET: BIGGEST MOVERS

Company	Stock	Close	Day's Change	% Change
Amazon.com	64.6	3186.88	70.46	2.25%
Apple	25.1	122.96	0.55	0.45%
Walt Disney (the)	39.7	117.29	4.43	3.84%
Microsoft	214.4	218.37	3.94	1.81%
Bosch	22.6	233.39	3.06	1.31%
Alexion Pharmaceuticals	23.8	158.48	37.50	23.66%
Pfizer	17.7	38.90	-1.32	-3.38%
Facebook	17.0	276.34	7.79	2.85%
Advanced Micro Devices	15.8	83.16	1.88	2.25%
Nvidia	14.9	532.21	11.88	2.25%

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MARKET DATA

FT500: THE WORLD'S LARGEST COMPANIES

Table containing FT500 stock data, categorized by country (Australia, Brazil, Canada, Denmark, France, Germany, Hong Kong, India, Indonesia, Israel, Italy, Japan, Korea, Mexico, Netherlands, Norway, Russia, Singapore, South Africa, Spain, Sweden, Switzerland, Taiwan, Thailand, UK, USA, etc.). Each entry includes company name, price, change, and various financial metrics.

FT 500: TOP 20

Table listing the top 20 FT 500 companies, including their names, current prices, and percentage changes.

FT 500: BOTTOM 20

Table listing the bottom 20 FT 500 companies, including their names, current prices, and percentage changes.

BONDS: HIGH YIELD & EMERGING MARKET

Table showing bond market data for high yield and emerging markets, including issuer names, ratings, and yields.

BONDS: GLOBAL INVESTMENT GRADE

Table showing bond market data for global investment grade, including issuer names, ratings, and yields.

INTEREST RATES: OFFICIAL

Table of official interest rates for various countries and currencies, including US, Euro, and Japanese Yen.

INTEREST RATES: MARKET

Table of market interest rates for various countries and currencies, including US, Euro, and Japanese Yen.

BOND INDICES

Table of bond indices for various regions, including FTSE, Nikkei, and DAX.

BONDS: BENCHMARK GOVERNMENT

Table of benchmark government bonds for various countries, including UK, US, and Eurozone.

GLTCS: UK CASH MARKET

Table of UK cash market data, including gilt yields and spreads.

COMMODITIES

Table of commodity prices for various goods, including oil, metals, and agricultural products.

BONDS: INDEX-LINKED

Table of index-linked bonds, showing yields and values for various government issues.

BONDS: TEN YEAR GOVT SPREADS

Table of ten-year government bond spreads for various countries, comparing yields to the UK.

GLTCS: FTSE ACTUARIES INDICES

Table of FTSE Actuaries indices, showing yields and returns for various pension-related products.

Sources: FT NYMEX, ECOMEX, CBOT, ICE, etc.

Interactive Data Pricing and Reference Data LLC, an ICE Data Services company.

Interactive Data Pricing and Reference Data LLC, an ICE Data Services company.

GLTCS benchmarks & non-ramp undated stocks. Closing mid-price in pounds per £100 nominal of stock.

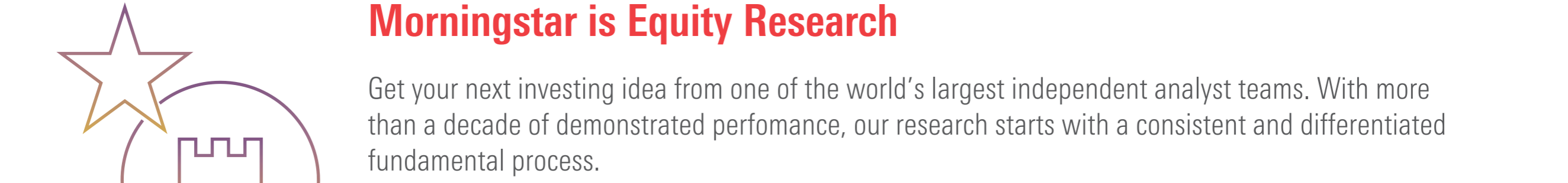
See FT website for more details. www.ft.com/products/indices/giltcs

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FINANCIAL TIMES SHARE SERVICE

Main Market

Main Market table with columns for Sector, Price, %Chg, 52 Week High/Low, and Vol. Includes sub-sections like Aerospace & Defence, Automobiles & Parts, Banks, Basic Resource (Ex Mining), Chemicals, Construction & Materials, Electronic & Electrical Equipment, Financial General, House, Leisure & Pers Goods, Industrial Engineering, Mining, Pharmaceuticals & Biotech, Real Estate, Retailers, Support Services, Tech - Software & Services, and Telecommunications.

AIM

AIM table with columns for Sector, Price, %Chg, 52 Week High/Low, and Vol. Includes sub-sections like Aerospace & Defence, Banks, Basic Resource (Ex Mining), Chemicals, Construction & Materials, Electronic & Electrical Equipment, Financial General, House, Leisure & Pers Goods, Industrial Engineering, Mining, Pharmaceuticals & Biotech, Real Estate, Retailers, Support Services, Tech - Software & Services, and Telecommunications.

Investment Companies

Investment Companies table with columns for Conventional (Ex Private Equity), 52 Week High/Low, and Vol. Includes sub-sections like Discretionary Unit Fund Mngs (1000F), Direct Property, and Zero Dividend Preference Shares.

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MANAGED FUNDS SERVICE

SUMMARY

FT.COM/FUNDS

Winners - Europe ex-UK Equity					Losers - Europe ex-UK Equity					Morningstar Star Ratings					Global Broad Category Group - Property							
Fund Name	1Yr Return GBP	3Yr Return GBP	5Yr Return GBP	3Yr Sharpe Ratio	3Yr Std Dev	Fund Name	1Yr Return GBP	3Yr Return GBP	5Yr Return GBP	3Yr Sharpe Ratio	3Yr Std Dev	Fund Name	Base Currency	Morningstar Rating 3 Yr	Morningstar Rating 5 Yr	Morningstar Rating 10 Yr	Morningstar Category	Base Currency	Total Ret 1Yr GBP	Total Ret 3Yr GBP	Total Ret 5Yr GBP	
BlackRock Continental European Fund	45.71	17.91	21.24	0.97	18.71	Allianz Investors - European Equity Income Fund	-11.04	-5.67	-0.99	-0.18	20.62	NAV (Fully Diluted)	Pound Sterling	★★★★	★★★★	★★★★	Property - Direct Global	US Dollar	5.94	0.42	0.96	
BlackRock European Dynamic Fund	29.91	14.62	16.31	0.89	16.92	Schwab European Alpha Income Fund	-9.78	-5.58	4.74	-0.15	22.75	Long Bond Gross	Pound Sterling	★★★★	★★★★	★★★★	Property - Direct Europe	Euro	-0.32	0.27	0.23	
BlackRock European Growth Fund	34.05	14.23	17.50	0.79	18.58	Lombard European Opportunities Fund	3.09	-5.48	6.54	-0.11	25.06	Sterling Corporate Bond - Gross	Pound Sterling	★★★★	★★★★	★★★★	Property - Direct UK	Pound Sterling	-4.57	-0.68	0.28	
Asi Europe ex UK Equity Fund	16.77	11.62	14.74	0.76	15.70	Artemis European Growth Fund	-4.50	-3.87	6.04	-0.07	24.20	Index Linked Bond Gross	Pound Sterling	★★★★	★★★★	★★★★	Property - Direct Other	US Dollar	6.99	-5.62	-28.52	
						Allianz European Equity Income Fund	-7.14	-3.17	5.00	-0.09	18.92	RAM Systematic European Eq	Euro	★★★	★★★	★★★★						

Advertising Feature

Asset Management Limited

Dec 2017 - Dec 2020
Trojan Ethical Income 0 Acc

1,300
1,200
1,100
1,000
900
800
700
600

Oct 17 Jan 18 Apr 18 Jul 18 Oct 18 Jan 19 Apr 19 Jul 19 Oct 19 Jan 20 Apr 20 Jul 20 Oct 20

Day ▼ -0.77% Month ▼ -1.65% Year ▼ -3.64%

— Fund — Category

3Yr Rating: ★★★★★

Morningstar Sustainability Rating: 4

Bid Price: - KID Dispensing Charge: 1.02

Offer Price: - Day-Sell One Year Return: -5.96

+/-: -1.04 Total Ret 3Yr: 4.51

Performance

1,300
1,200
1,100
1,000
900
800
700
600

Oct 17 Jan 18 Apr 18 Jul 18 Oct 18 Jan 19 Apr 19 Jul 19 Oct 19 Jan 20 Apr 20 Jul 20 Oct 20

Day ▼ -0.77% Month ▼ -1.65% Year ▼ -3.64%

— Fund — Category

Weightings - As of 31/10/2020

Sector	Weighting	Cat Avg.
Basic Materials	2.34%	7.80%
Communication Services	6.55%	6.98%
Consumer Cyclical	11.45%	9.49%
Consumer Defensive	25.06%	12.61%
Energy	-	6.26%
Financial Services	16.52%	19.53%
Healthcare	12.87%	9.23%
Industrials	13.18%	10.20%
Real Estate	5.29%	2.32%
Technology	3.90%	3.07%
Utilities	2.85%	5.35%
Cash & Equivalents	-	6.16%
Corporate	-	0.83%
Derivative	-0.01%	0.03%
Government	-	0.10%
Municipal	-	-
Securitized	-	0.02%

Risk Measures - As of 30/11/2020

Metric	1Yr	1Yr Cat Ave	3Yr	3Yr Cat Ave	5Yr	5Yr Cat Ave
Alpha	0.12	-0.45	4.43	-1.77	-	-1.88
Beta	0.64	1.06	0.63	1.02	-	1.02
Information Ratio	0.40	-0.18	0.64	-0.27	-	-0.33
R Squared	86.67%	86.88%	80.16%	84.63%	-	82.15%
Sharpe Ratio	-0.30	0.01	0.39	0.08	-	0.25
Std Dev	16.82	23.94	11.66	16.95	-	14.83

Top 10 Holdings - As of 31/10/2020

Holding	Sector	Weighting
Unilever PLC	Consumer Defensive	6.22%
RELX PLC	Communication Services	4.96%
Experian PLC	Industrials	4.30%
Reckitt Benckiser Group PLC	Consumer Defensive	4.13%
Colgate-Palmolive Co	Consumer Defensive	4.02%
Nestle SA	Consumer Defensive	3.91%
Paychex Inc	Industrials	3.35%
AstraZeneca PLC	Healthcare	3.08%
Procter & Gamble Co	Consumer Defensive	2.94%
Intertek Group PLC	Industrials	2.90%

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Fund	Bid	Offer	+/-	Yield	Fund	Bid	Offer	+/-	Yield	Fund	Bid	Offer	+/-	Yield	Fund	Bid	Offer	+/-	Yield	Fund	Bid	Offer	+/-	Yield						
Short Dated High Yield Bd Acc GBP	€	11.03	-	0.00	0.00	Artemis Monthly Dist I Acc	€	0.70	-	0.01	3.43	Raffles-Asia Investment Company	\$	1.53	1.53	0.08	1.96	Higher Income Cts A Inc	€	123.00	-	0.20	4.86	Fidelity Global Ethical Income Fund W-ACC GBP	€	2.08	-	0.01	3.88	
Short Dated High Yield Bd C Acc GBP (Hdg)	€	11.13	-	0.00	0.00	Artemis Strategic Assets I Acc	€	0.83	-	0.01	0.08	Higher Income Cts B Inc	€	130.00	-	0.20	4.97	Fidelity Global Focus Fund W-ACC GBP	€	33.66	-	0.18	0.20	Fidelity Global High Yield Fund W-ACC GBP	€	15.52	-	0.06	3.65	
Strategic Global Bond A GBP Inc	€	1319.95	-	-3.95	2.70	Artemis Strategic Bond I O Acc	€	1.11	-	0.01	2.35	UK Equity Growth Cts A Inc	€	292.40	-	2.80	1.51	Fidelity Global Yield Fund W-ACC GBP	€	5.06	-	0.04	0.58	Amity Balanced For Charities A Inc	€	105.70	-	1.20	4.10	
Strategic Global Bond B GBP Inc	€	749.28	-	-2.11	3.45	Artemis Target Return Bond I Acc	€	1.06	-	0.00	-	UK Equity Growth Cts B Inc	€	299.20	-	2.90	2.59	Fidelity Japan Fund W-ACC GBP	€	5.06	-	0.04	0.58	Fidelity Multi Asset Compact Fund W-ACC GBP	€	4.30	-	-0.05	0.35	
						Artemis UK Select Fund Class I Acc	€	6.55	-	0.15	2.82	Amity European Fund Cts A Inc	€	274.00	-	0.50	-	Fidelity Japan Small Cap Fund W-ACC GBP	€	1.10	-	0.01	-	Fidelity Multi Asset Growth Fund W-ACC GBP	€	1.10	-	0.01	-	
						Artemis UK Smaller Cos I Acc	€	16.55	-	0.18	2.64	Amity European Fund Cts B Inc	€	277.20	-	0.50	-	Fidelity Select 50 Balanced Fund W-ACC GBP	€	1.15	-	0.00	0.83	Fidelity Special Situations Fund W-ACC GBP	€	33.70	-	0.82	3.43	
						Artemis UK Special Sits I Acc	€	6.94	-	0.15	2.26	Amity International Cts A Inc	€	311.80	-	-2.40	0.46	Short Dated Corporate Bond Fund Y-ACC GBP	€	11.07	-	-0.01	3.86	Franklin Emerging Markets Debt Opportunities Fund Pfc	€	45.11	-	-0.17	0.00	
						Artemis US Abs Return 1 Hdg Acc	€	114.73	-	0.33	0.38	Amity European Fund Cts B Inc	€	315.00	-	-2.40	1.15	Fidelity Sustainable Water & Waste W Acc	€	1.10	-	0.00	-	Franklin Emerg Mkts Debt Opp CHFStF	€	14.26	-	0.02	9.35	
						Artemis US Extended Alpha I Acc	€	262.81	-	0.81	0.00	Amity International Cts B Inc	€	106.80	-	-0.30	3.77	Fidelity UK Growth Fund W-ACC GBP	€	3.34	-	-0.05	1.14	Franklin Emerg Mkts Debt Opp USD	€	16.33	-	0.00	6.42	
						Artemis US Select 1 Acc	€	269.41	-	-1.97	0.18	Amity Sterling Bond Fund A Inc	€	119.10	-	-0.30	3.76	Fidelity UK Select Fund W-ACC GBP	€	3.18	-	0.04	2.36							
						Artemis US Smr Cos I Acc	€	308.50	-	-0.36	0.02	Practical Investment Inc	€	231.80	-	249.40	0.50	3.33	Global Dividend Fund W-ACC GBP	€	2.62	-	-0.02	2.58						

Aberdeen Standard Capital (JER)

PO Box 108, St Helier, Jersey, JE4 9RU 01534 709130

FCI Recognised

Aberdeen Standard Capital Offshore Strategy Fund Limited

Bridge Fund	€	2.1896	-	-0.02	1.72
Global Equity Fund	€	3.0950	-	-0.02	1.06
Global Fixed Interest Fund	€	0.9941	-	-0.04	4.15
Income Fund	€	0.6377	-	-0.03	2.46
Sterling Fixed Interest Fund	€	0.5271	-	-0.02	2.88
UK Equity Fund	€	1.9787	-	-0.05	2.76

Algebris INVESTMENTS

CCLA

CCLA Investment Management Ltd (UK)

2 rue Albert Borschette L-1246 Luxembourg

FCI Recognised

Diversified Income 1 Units GBP Inc	€	1.56	1.56	0.00	0.03
Diversified Income 2 Units GBP Inc	€	1.50	1.50	0.00	0.03
Diversified Income 3 Units GBP Inc	€	1.51	1.51	0.00	0.03

The Public Sector Deposit Fund

The Public Sector Deposit Fund share class 4 * 100.00 - 0.00 0.12

The Public Sector Deposit Fund share class 4 * 100.00 - 0.00 0.05

Ashmore

Ashmore Investment Management Limited (LUX)

2 rue Albert Borschette L-1246 Luxembourg

FCI Recognised

Ashmore SICAV Emerging Market Debt Fund	€	92.83	-	0.17	4.86
Ashmore SICAV Emerging Market Equity Fund	€	162.49	-	0.76	1.49
Ashmore SICAV Emerging Market Total Return Fund	€	62.30	-	0.06	4.15
Ashmore SICAV Global Small Cap Equity Fund	€	203.54	-	0.53	0.02
EM Active Equity Fund Acc USD	\$	157.67	-	0.10	0.00
EM Equity Fund Acc USD	\$	142.33	-	0.03	0.00
EM Mkts Corp Debt USD F	\$	91.54	-	0.10	5.64
EM Mkts Loc Coy Bd USD F	\$	79.82	-	-0.05	4.55
EM Short Duration Fund Acc USD	\$	119.27	-	0.17	0.00

Atlantis Sicav Regulated (LUX)

American Dynamic	€	6930.53	6930.53	154.76	0.00
American One	€	6346.25	6346.25	85.33	0.00
Bond Global	€	1509.92	1509.92	9.12	0.00
Eurocircance	€	1209.26	1209.26	-8.91	0.00
Fair East	\$	1189.00	-	-7.13	0.00

Barclays Investment Funds (CI) Ltd (JER)

39/41 Road Street, St Helier, Jersey, JZ2 3JE

FCI Recognised

Bond Funds

Sterling Bond F	€	0.50	-	0.00	2.17
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AEGON Asset Management

AEGON Asset Management UK ICVC (UK)

3 Lochside Crescent, Edinburgh, EH12 9SA

0800 358 3009 www.aegon.com

FCI Recognised

Diversified Monthly Inc B Acc	€	149.71	-	0.34	4.83
Diversified Monthly Inc B Inc	€	106.35	-	0.24	4.97
Diversified Growth B Acc	€	1.83	-	0.00	2.58
Ethical Cautious Managed B Acc	€	1.46	-	0.01	1.59
Ethical Cautious Managed B Inc	€	1.26	-	0.01	1.60
Ethical Corporate Bond B Acc	€	2.18	-	-0.01	2.69
Ethical Corporate Bond B Inc	€	1.10	-	-0.01	2.69
Ethical Equity B Acc	€	2.42	-	0.04	1.53
Global Equity GBP B Acc	€	3.08	-	-0.06	0.00
High Yield Bond B Acc	€	3.16	-	0.00	5.06
High Yield Bond B Inc	€	0.98	-	0.00	5.06
Investment Grade Bond B Acc	€	203.36	-	-1.15	1.51
Investment Grade Bond B Inc	€	1.34	-	-0.01	2.26
Sterling Corporate Bond B Acc	€	0.97	-	0.00	2.74
Sterling Corporate Bond B Inc	€	0.36	-	0.00	2.74
Strategic Bond B Acc	€	1.54	-	0.00	3.54
Strategic Bond B Inc	€	1.43	-	0.00	3.54
UK Equity B Acc	€	3.22	-	0.01	2.34
UK Equity Absolute Return B Acc	€	1.25	-	0.01	0.00
UK Equity Income B Acc	€	2.52	-	0.03	4.34
UK Equity Income B Inc	€	1.55	-	0.02	4.47
UK Opportunities B Acc	€	2.37	-	0.03	1.11
UK Smaller Companies B Acc	€	4.29	-	0.05	0.87

The Antares European Fund Limited (IREL)

FCI Recognised

Other International

AEF USD	\$	556.78	-	0.49	0.00
AEF EUR	€	6520.99	-	0.32	0.00

Arisaig Partners (IREL)

FCI Recognised

Other International Funds

Arisaig Asia Consumer Fund Limited	\$	123.93	-	0.58	0.00
Arisaig Global Emerging Markets Consumer Fund	€	16.66	-	0.27	0.00
Arisaig Global Emerging Markets Consumer 0/15	€	12.85	-	-0.01	-
Arisaig Global Emerging Markets Consumer 0/25/35	€	14.50	-	-0.10	-
Arisaig Latin America Consumer Fund	\$	25.94	-	0.58	0.00

Aegon Asset Management UK Investment Portfolios ICVC (UK)

3 Lochside Crescent, Edinburgh, EH12 9SA

0800 358 3009 www.aegon.com

FCI Recognised

Property Income B Acc	€	115.44	115.44	0.04	4.25
Property Income B Inc	€	85.59	85.59	0.03	4.35

ARTEMIS The Profit Hunter

BROOKS MACDONALD

CG Asset Management Limited (IREL)

25 Moorgate, London, EC2R 6AY

Dealing Tel: +353 1434 5098 Fax: +353 1542 2859

FCI Recognised

CG Portfolio Fund Pfc

Absolute Return Cts M Inc	€	131.95	131.95	0.17	1.35
Capital Gearing Portfolio GBP F	€	3690.33	3694.33	44.70	-
Capital Gearing Portfolio GBP V	€	175.28	175.28	0.22	-
Dollar Fund Cts D Inc	€	172.33	172.33	0.75	1.43
Dollar Hedged GBP Inc	€	106.64	106.64	0.01	1.31
Real Return Cts A Inc	€	210.75	210.75	0.90	1.61

Brooks Macdonald International Funds Managers (JER)

5 Anley Street, St Helier, Jersey, JE2 3JE

+44 (0) 1534 700 104 (Int) +44 (0) 800 735 9000 (UK)

FCI Recognised

Other International

Brooks Macdonald Euro High Income	€	1.5688	-	-0.03	2.50
High Income	€	0.8878	-	-0.06	3.77
Sterling Bond	€	1.6468	-	-0.03	2.06
Brooks Macdonald International Multi Strategy Fund Limited	€	1.3505	-	-0.02	0.00
Cautious Balanced Strategy	€	1.9555	-	-0.03	



MANAGED FUNDS SERVICE

Fund	Bid	Offer	+/-	Yield
Janus Henderson Investors (UK)				
PO Box 9023, Chelmsford, CM99 2WB Enquiries: 0800 832 832 www.janus-henderson.com				
Authorised Inv Funds				
Janus Henderson Asia Pacific Capital Growth Fund A Acc	1453.00	-	13.00	-
Janus Henderson Asian Dividend Income Unit Trust Inc	95.24	-	0.84	8.89
Janus Henderson Cautious Managed Fund A Acc	274.90	-	-2.60	2.75
Janus Henderson Cautious Managed Fund A Inc	144.30	-	-1.40	3.47
Janus Henderson China Opportunities Fund A Acc	1819.00	-	13.00	0.19
Janus Henderson Emerging Markets Opportunities Fund A Acc	236.40	-	2.80	0.24
Janus Henderson European Growth Fund A Acc	256.70	-	-1.90	0.45
Janus Henderson European Global Opportunities Fund A Acc	1392.00	-	18.00	0.16
Janus Henderson Fixed Income Monthly Income Fund Inc	22.95	-	-0.03	4.04
Janus Henderson Global Equity Fund A Acc	4190.00	-	31.00	0.00
Janus Henderson Global Equity Income Fund A Acc	60.93	-	-0.24	3.32
Janus Henderson Global Sustainable Equity Fund A Inc	455.40	-	1.90	-
Janus Henderson Global Technology Fund A Acc	2978.00	-	28.00	0.00
Janus Henderson Invest UK Mid Cap Opps A Acc	€ 0.95	-	-0.01	-
Janus Henderson Multi-Asset Absolute Return Fund A Acc	148.50	-	-0.10	1.79
Janus Henderson Multi-Manager Active Fund A Acc	247.00	-	-0.20	-
Janus Henderson Multi-Manager Distribution Fund A Acc	134.10	-	0.60	2.82
Janus Henderson Multi-Manager Diversified Fund A Acc	93.02	-	0.27	-
Janus Henderson Multi-Manager Global Sales Fund A Acc	294.00	-	1.00	0.00
Janus Henderson Multi-Manager Income & Growth Fund A Inc	189.30	-	0.60	2.34
Janus Henderson Multi-Manager Income & Growth Fund A Inc	154.70	-	0.50	2.38
Janus Henderson Multi-Manager Manager Fund A Acc	303.40	-	-0.70	0.42
Janus Henderson Multi-Manager Manager Fund A Acc	293.70	-	-0.70	0.43
Janus Henderson Sterling Bond Unit Trust A Acc	268.00	-	0.70	1.31
Janus Henderson Sterling Bond Unit Trust Inc	72.59	-	0.19	1.32
Janus Henderson Strategic Bond Fund A Inc	133.70	-	-0.10	3.05
Janus Henderson UK & Irish Smaller Companies Fund A Acc	664.30	-	-4.00	0.23
Janus Henderson UK Absolute Return Fund A Acc	160.60	-	-0.70	0.00
Janus Henderson UK Alpha Fund A Acc	141.70	-	-1.40	0.32
Janus Henderson UK Equity Income & Growth Fund A Acc	464.00	-	-7.10	-
Janus Henderson UK Property PAF A Acc	€ 2.30	2.41	0.00	-
Janus Henderson UK Property PAF A Inc	€ 0.95	1.00	0.00	3.24
Janus Henderson US Growth Fund A Acc	1676.00	-	15.00	0.00

Kleinwort Hambros Bank Limited (UK)
 5TH Floor, 8 St James's Square, London, SW1Y 4JU
 Dealing and enquiries: 033 0024 0785
Authorised Inv Funds
Unit Trust Manager/ACD - Host Capital

HC Kleinwort Hambros Growth A Acc	235.25	-	0.07	1.36
HC Kleinwort Hambros Growth A Inc	213.43	-	0.06	1.38
HC Kleinwort Hambros Equity Income A Inc	91.80	-	-1.32	3.06
HC Kleinwort Hambros Equity Income A Acc	168.60	-	-2.43	4.50
HC Kleinwort Hambros Multi Asset Balanced A Acc	177.23	-	-0.05	0.81
HC Kleinwort Hambros Multi Asset Balanced A Inc	167.52	-	-0.04	0.81
HC Kleinwort Hambros Fixed Income A Acc	138.97	-	-0.07	3.44
HC Kleinwort Hambros Fixed Income A Inc	110.26	-	-0.06	3.44

Lothbury Property Trust (UK)
 155 Strand, London EC2M 2TQ +44(0)20 2551 4900
Authorised Inv Funds
Property & Other UK Unit Trusts

Lothbury Property Trust GBP	€ 1847.86	1997.72	34.09	1.62
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M & G Securities (1200)F (UK)
 PO Box 9038, Chelmsford, CM99 2XF
 www.mandg.co.uk/charities Enq/Dealing: 0800 917 4472
Authorised Inv Funds

Charifund Inc	1372.17	-	12.03	4.87
Charifund Acc	2436.92	-	213.54	4.70
M&G Debt/Deflate/Fed Interest Fund/Debt/Deflate Inc	€ 1.25	-	0.00	2.24
M&G Debt/Deflate/Fed Interest Fund/Debt/Deflate Acc	€ 42.88	-	-0.06	2.20
M&G Charity Multi Asset Fund Inc	€ 0.83	-	-0.01	4.28
M&G Charity Multi Asset Fund Acc	€ 92.26	-	-0.14	4.11

new capital
 funds by
EFG Asset Management

MMIP Investment Management Limited (GSV) Regulated
Multi-Manager Investment Programmes PCC Limited

UK Equity Fd C/A Series 01	€ 2617.54	2699.42	495.99	0.00
Diversified Absolute Retn Fd USD Q A F2	€ 1560.95	-	-30.80	0.00
Diversified Absolute Return Sgl Call A F2	€ 1471.35	-	-29.07	0.00
Global Equity Fund A Lead Series	€ 1620.07	1625.45	15.16	0.00

Marlborough Fd Managers Ltd (1200)F (UK)
 Marlborough House, 58 Overton New Road, Bolton, BL1 43P 0800 145 2500
 www.marlboroughfunds.com
Authorised Inv Funds

Balanced	219.71	219.71	-0.05	0.40
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Milltrust International Managed Investments ICAP (IRL)
 mimi@milltrust.com, +44(0)20 8123 8316, www.milltrust.com
Regulated
Authorised Inv Funds

British Innovation Fund	€ 121.92	-	2.89	0.00
MAI - Buy & Lease (Australia)	AS 102.95	-	-0.80	0.00
MAI - Buy & Lease (New Zealand)/NZ	97.26	-	-0.02	0.00
Militant Global Emerging Markets Fund - Class A	€ 111.96	-	0.60	0.00
The Climate Impact Asia Fund (Class A)	€ 112.68	-	5.26	-
Milltrust SPARX Korea Equity SP A	€ 158.79	-	-0.50	-
Milltrust VTB Russia Fund SP	€ 123.76	-	1.00	-
Milltrust Xingtai China SP A	€ 135.77	-	-0.32	-

Ministry of Justice Common Investment Funds (UK)
Property & Other UK Unit Trusts

The Equity Ids Tracker Fd Inc	1772.00	-	7.00	-
Distribution Units				

Platinum Capital Management Ltd (Other International Funds)

Platinum All Star Fund - A	€ 132.45	-	-	-
Platinum Global Growth UCITS Fund	€ 13.19	-	-0.01	0.00
Palmton Essential Resources UCITS Fund/SGW/Class E	€ 7.96	-	-0.06	0.00
Platinum Global Dividend UCITS Fund	€ 55.30	-	0.08	0.00

New Capital UCITS Fund PLC (IRL)
 Leconfield House, Curzon Street, London, W1J 5JB
 www.newcapitalfunds.com
FCA Recognised
New Capital UCITS Funds

New Capital China Equity Fund	€ 268.67	-	-0.40	-
New Capital Dynamic European Equity Fund	€ 129.45	-	-0.61	0.00
New Capital Dynamic UK Equity Fund	€ 115.27	-	-0.17	-
New Capital Global Alpha Fund	€ 117.00	-	0.01	0.00
New Capital Global Equity Conviction Fund	€ 197.71	-	-0.33	-
New Capital Global Value Credit Fund	€ 160.96	-	-0.03	0.00
New Capital Japan Equity Fund	¥ 1619.07	-	-13.41	0.00

Polar Capital Funds Plc (IRL) Regulated
 Automation & Artificial Intelligence Q1 1993 Acc
 € 17.23 | 17.23 | -0.02 | 0.00 |

Asian Financials I USD	\$ 445.97	445.97	-0.36	0.00
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OASIS

Oasis Crescent Management Company Ltd (Other International Funds)

Oasis Crescent Equity Fund	€ 11.03	-	0.01	0.21
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Oasis Global Mgmt Co (Ireland) Ltd (IRL) Regulated
OCIM Oasis Crescent Global Investment Funds (UK) plc
 Oasis Crescent Global Investment Fund - Class A Dist
 \$ 0.99 | - | 0.00 | 2.00 |

Oasis Crescent Global Equity Fund	€ 34.97	-	0.00	0.25
Oasis Crescent Variable Balanced Fund	€ 9.47	-	0.00	0.00
OasisCresGI Income Class A	€ 11.09	-	0.00	-
OasisCresGI LowBall D (\$) Dist	€ 12.60	-	0.00	0.81
OasisCresGI Med Eq Bal A (\$) Dist	€ 13.73	-	0.00	0.32
Oasis Crescent Gbl Property Equity	€ 7.93	-	0.00	-

Marwyn Asset Management Limited (CYM) Regulated

Marwyn Value Investors	€ 340.40	-	-14.86	0.00
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Oryx International Growth Fund Ltd (Other International Funds)

NAV (Fully Diluted)	€ 9.10	-	-0.52	0.00
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Orbis Investments (U.K.) Limited (GBR)
 23 Dorset Square, London, W1W 8GG
 www.orbis.com 0800 358 2030
Regulated

Orbis OEC Global Cautious Standard	€ 10.44	-	-0.01	0.03
Orbis OEC Global Balanced Standard	€ 15.61	-	0.02	0.00
Orbis OEC Global Equity Standard	€ 19.65	-	-0.09	0.00
Orbis OEC UK Equity Standard	€ 8.01	-	-0.06	0.00

Parisisma Investment Fds (UK) (1200)F (UK)
 65 Gresham Street, London, EC2V 7JQ
 Order Desk and Enquiries: 0345 822 0044
Authorised Inv Funds
Authorised Corporate Director - Link Fund Solutions

Global Total Fd PFG A	345.73	-	-5.10	0.52
Global Total Fd PFG B	342.39	-	-5.06	0.33
Global Total Fd PFG INT	337.74	-	-4.99	0.14

Parisisma Investment Fds (CI) Ltd (JER) Regulated

PCG B	€ 291.74	-	5.31	0.00
PCG C	€ 265.04	-	5.19	0.00

Ram Active Investments SA (Other International Funds)

RAM Systematic Emerg Markets Eq	€ 208.21	208.21	0.20	-
RAM Systematic European Eq	€ 456.89	456.89	-1.17	-
RAM Systematic Funds Global Sustainable Income Eq	€ 128.75	128.75	-0.19	0.00
RAM Systematic Global Eq Sustainable Alpha	€ 100.96	100.96	-0.44	-
RAM Systematic Long/Short European Eq	€ 129.04	129.04	0.49	-
RAM Systematic US Sustainable Eq	€ 346.29	346.29	-0.44	-
RAM Tactical Global Bond Total Return	€ 156.17	156.17	0.01	-
RAM Tactical II Asia Bond Total Return	€ 156.42	156.42	0.10	-

RLLM Ltd (UK) Authorised Inv Funds

Royal London Sustainable Diversified A Inc	€ 2.44	-	-0.02	-
Royal London Sustainable World A Inc	338.50	-	-4.40	-
Royal London Corporate Bond Mth Income	95.64	-	-0.54	3.34
Royal London European Growth Trust	182.40	-	-0.90	0.10
Royal London Sustainable Leaders A Inc	697.20	-	1.40	-
Royal London UK Growth Trust	564.30	-	4.90	1.27
Royal London UK Income With Growth Trust	202.20	-	1.60	4.32
Royal London US Growth Trust	297.10	-	-6.20	0.01

Additional Funds Available
 Please see www.royallondon.com for details

Toscafund
 www.toscafund.com

Ruffer LLP (1000)F (UK)
 65 Gresham Street, London, EC2V 7JQ
 Order Desk and Enquiries: 0345 601 9810
Authorised Inv Funds
Authorised Corporate Director - Link Fund Solutions

LF Ruffer European C Acc	787.54	-	7.63	0.05
LF Ruffer European C Inc	143.71	-	1.39	0.09
LF Ruffer European O Acc	788.06	-	7.40	0.00
LF Ruffer European O Acc	495.23	-	8.94	0.18
LF Ruffer Equity & General C Acc	452.91	-	8.17	0.18
LF Ruffer Equity & General O Acc	483.02	-	8.70	0.00
LF Ruffer Equity & General O Inc	447.19	-	8.04	0.00
LF Ruffer Gold C Acc	295.28	-	1.55	0.00
LF Ruffer Gold C Inc	178.71	-	0.94	0.00
LF Ruffer Gold O Acc	287.89	-	1.50	0.00
LF Ruffer Japanese C Inc	166.12	-	-2.30	0.08
LF Ruffer Japanese C Acc	356.98	-	-4.93	0.08
LF Ruffer Japanese O Acc	347.71	-	-4.62	0.00
LF Ruffer Pacific & Emerging Markets C Acc	393.87	-	5.25	0.79
LF Ruffer Pacific & Emerging Markets C Inc	107.34	-	1.43	0.82
LF Ruffer Pacific & Emerging Markets O Acc	393.79	-	5.10	0.51
LF Ruffer Total Return C Acc	501.85	-	2.90	0.84
LF Ruffer Total Return C Inc	324.64	-	1.89	0.84
LF Ruffer Total Return O Acc	489.23	-	2.80	0.84
LF Ruffer Total Return O Inc	316.42	-	1.81	0.85

Polar Capital LLP (CYM) Regulated

European Forager A EUR	€ 165.24	-	17.13	0.00
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Private Fund Mgrs (Guernsey) Ltd (GSV) Regulated

Monument Growth 09/12/2020	€ 514.46	519.46	11.50	-
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Prusik Investment Management LLP (IRL) Regulated

Prusik Asian Equity Income B Dist	€ 181.80	-	0.35	-
Prusik Asia Emerging Opportunities Fund A Acc	€ 187.26	-	0.95	-
Prusik Asia Fund U Dist	€ 229.08	-	-2.69	0.00

Scottish Friendly Asset Managers Ltd (UK) Regulated
 16 Blythswood Sq, Glasgow G2 4JU 0141 275 0000
Authorised Inv Funds

Managed Growth	€ 300.90	-	-0.50	-
UK Growth	€ 349.10	-	0.80	0.00

Slater Investments Ltd (UK) FCA Recognised
 www.slaterinvestments.com; Tel: 0207 220 9460

Slater Growth	647.98	647.98	8.24	0.00
Slater Income A Inc	125.61	125.61	9.11	5.22
Slater Recovery	301.42	301.42	3.70	0.00
Slater Arcturus	266.77	266.77	0.94	0.00

Slater Investments Ltd (UK) FCA Recognised

Slater Income A Inc	125.61	125.61	9.11	5.22
Slater Recovery	301.42	301.42	3.70	0.00
Slater Arcturus	266.77	266.77	0.94	0.00

Stonehage Fleming Investment Management Ltd (IRL) Regulated
 www.stonehagefleming.com/gbi
 enquiries@stonehagefleming.com

SF Global Best Ideas Eq B USD ACC	€ 237.72	-	0.64	-
SF Global Best Ideas Eq D GBP INC	€ 273.00	-	1.98	-

Thesis Unit Trust Management Limited (UK) FCA Recognised

TM New Court Fund A 2011 Inc	€ 17.83	-	-0.04	0.03
TM New Court Fund - A 2014 Acc	€ 17.99	-	-0.03	0.03
TM New Court Equity Growth Fund - Inc	€ 19.28	-	-0.05	0.07

Troy Asset Management (UK)
 65 Gresham Street, London, EC2V 7JQ
 Order Desk and Enquiries: 0345 608 0950
Authorised Inv Funds
Authorised Corporate Director - Link Fund Solutions

Spectrum Fund O Acc	256.22	-	-1.35	0.23
Spectrum Fund O Inc	243.41	-	-1.28	

ARTS

Memorial rules are not set in stone

Grandiose memorials are springing up across the world, sparking questions and controversy, writes Edwin Heathcote

Only a very small part of architecture belongs to art: the tomb and the monument. Everything else that fulfils a function is to be excluded." The Austrian architect Adolf Loos, writing in 1910, suggested that for architecture to be art, it must be about memory. "To that extent," he continued, "one could chart a history of the art of architecture as a history of the design of death."

From the pyramids onwards, you might well argue that. But the pure abstraction allowed by the function of the memorial as public art has been both a blessing and a curse. In the era when all those bronze statues of colonialists, soldiers and slaveholders were erected, there was some consensus on what art should be and public monuments could exude a kind of civic clarity. But in today's age of pluralism, things are trickier and controversy almost inevitable.

When Maggi Hambling's memorial to Mary Wollstonecraft was unveiled in north London last month, there was outcry about the association of a tiny nude figure with the feminist pioneer. But then almost every new memorial of the past few decades has sparked controversy, from Maya Lin's Vietnam Veterans Memorial in Washington DC (too minimal) and Frank Gehry's Dwight D. Eisenhower Memorial in the same city (too much like a billboard) to the Memorial to the Murdered Jews of Europe in Berlin (too bleak) and the proposed UK Holocaust Memorial in London (too big, wrong location).

There are issues of aesthetics, representation and siting, arguments about scale, style and what is being remembered. The dunking of the statue of slave trader Edward Colston into Bristol harbour and the graffiti that have appeared

on Confederate, Churchillian and colonial commemorations across the world in protests this year suggest that we are beginning to see memorials more clearly and read them more closely.

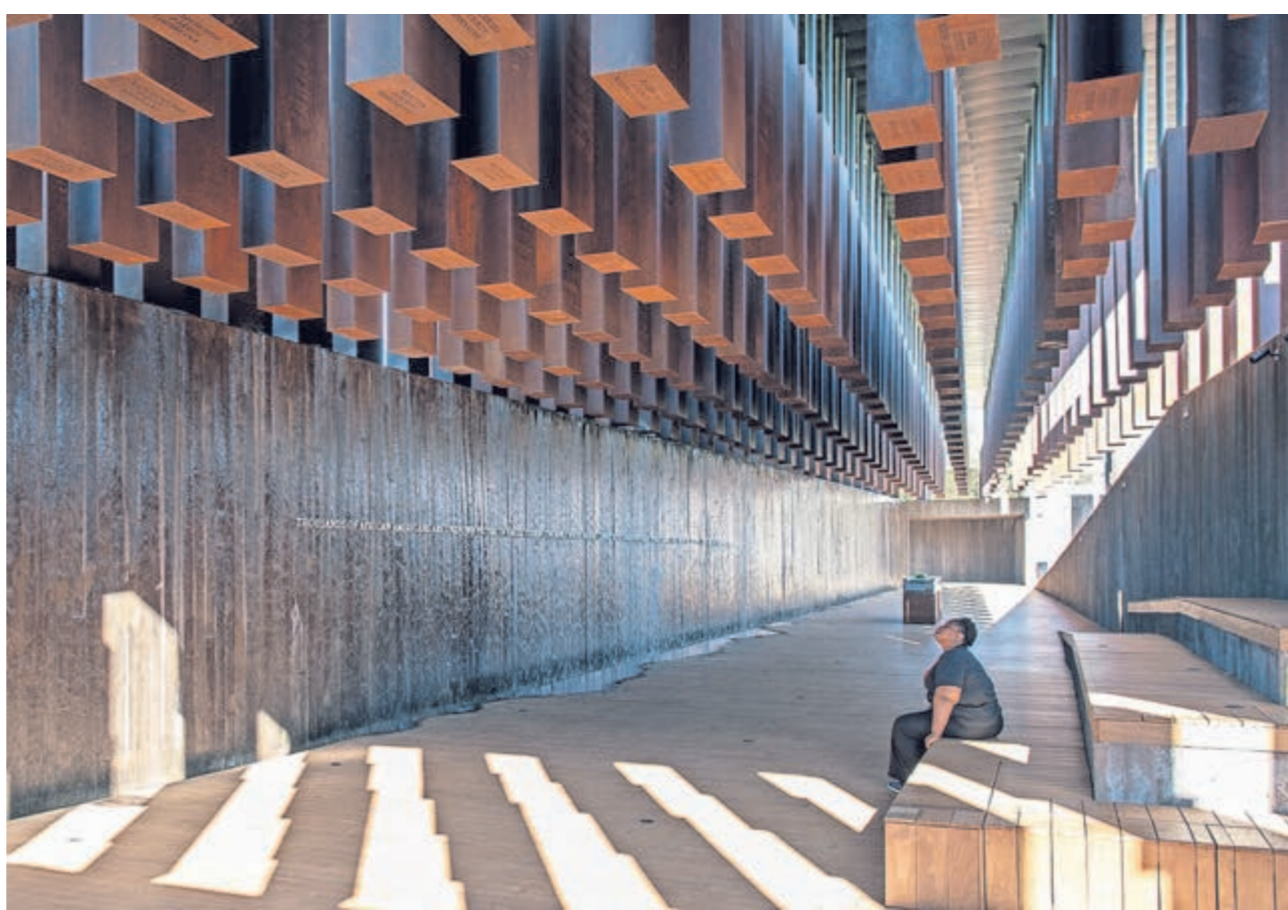
A new book, *In Memory Of: Designing Contemporary Memorials*, has been authored by a figure who has himself become very visible in a memorial, which is unusual for a living person. Spencer Bailey appears in a statue as a child being cradled in the arms of the man who rescued him from the plane crash in which his mother was killed in Sioux City in 1989. I ask Bailey what the experience of having been memorialised while still alive had meant to him. "It's a memorial that needs two plaques," he says, "and it still fails."

For Bailey, memorials are in danger of being unread or misread. "That sculpture," he says "becomes a hero story, all about the rescue, and it doesn't represent the right thing: the loss, my mom who I lost that day."

The figurative memorial, sculpted by Dale Lamphere, is a part of memorial culture which has not come to terms with modernity or, one might argue, with history; after all, what is a pyramid or a mausoleum but a profoundly abstract monument?

Bailey's book is a survey of memorials across the world commemorating events from the Holocaust and 9/11 to the burning of witches in Norway and the Irish potato famine. Leafing through the succession of often vast, expensive and striking designs, you can't help wonder whether we are in some kind of strange golden age of memorials.

Every culture, it seems, is building ever more grandiose monuments. This memorial inflation is a phenomenon of our age, the creation of a whole new layer of cultural infrastructure that is



Clockwise, from main: National Memorial for Peace and Justice in Montgomery, Alabama; Maggi Hambling's sculpture honouring Mary Wollstonecraft; statue commemorating the rescue of Spencer Bailey from a plane crash in Sioux City, Iowa

Alan Ricks/MASS Design Group; Spencer Bailey

not so much about curation or collection but commemoration.

Is it doing any good? The argument behind an architecture of permanence at this scale is a rejoinder not to forget. Yet it comes in parallel with a tsunami of misinformation and fake news spread through the fleetingly ephemeral digital media. The explosion of conspiracy theories, anti-science hokum, Holocaust denial and the rewriting of histories is leading to an atomisation of national and cultural memory which even the grandest and weightiest of memorials are clearly failing to counter.

One of the trickier issues here is beauty. Can we reconcile the memory of an ugly episode in human history with an elegant memorial, or should the art of memory unsettle and disturb?

Almost exactly a century ago, the Cenotaph was unveiled in London. Designed by Edwin Lutyens, architect of grand country houses and colonial capitals, it was a slender tower designed as a vertical extrusion of a funeral bier, a pedestal for a coffin. In terms of contemporary memorial design, it is puny. But it has served well, becoming dignified and urbane, set in the middle of the street and so impossible to avoid. But Lutyens's Memorial to the Missing of the Somme in Thiepval, France, is something else – a massive arch built around a series of voids, an expression of absence. Both memorials are outwardly elegant but inwardly screaming.

The war memorial was reinvigorated and radically reimagined in the early 1980s by a 21-year-old architecture student at Yale, Maya Lin, the winner of a competition to design a memorial to those killed in the Vietnam war. "It changed everything," Bailey says. The shiny black wall with the names of the dead inscribed into the surface introduced the language of art-world minimalism into what had often been a rather maximalist field.

Can we reconcile the memory of an ugly episode in history with an elegant memorial?

It was felt, perhaps, to be too radical a statement, and the addition of the figurative "Three Soldiers" by sculptor Frederick Hart was seen as a populist touch to those still affronted by a work of pure abstraction by a Chinese-American undergrad. Lin was incensed at the addition of the sculpture, referring to it as a "rape" of her work. Decades of relatives and visitors stroking the names on the wall have vindicated Lin. People have a more nuanced view of memorials than they are given credit for.

Bailey picks the wall out as the most influential memorial of the modern age and also points out the power of the



remarkable National Memorial for Peace and Justice in Montgomery, Alabama (2018, designed by MASS Design Group), which he says is the most moving he has experienced. In it we see more evidence of a kind of victory for minimalism. The rusting steel "tombstones", representing counties which were sites of lynchings and inscribed with the names of the dead, are profoundly haunting, with other versions hanging, unsettlingly, from the roof inside. But even here, in this most legible of memorials, it was considered necessary to add sculptural figures. We have not yet transcended representation.

The crimes now being commemorated are monumental: slavery, genocide, mass murder through terror. Yet you might also wonder whether memorials have outgrown themselves. The proposed UK Holocaust Memorial in Westminster's Victoria Tower Gardens is, for instance, too big for its site, an overwhelming gesture for a small sliver of park. Often the most moving memorials are the smallest. I find the Stolpersteine (stumbling stones) on the pavements of central European cities sobering. Small brass plates set into the paving, they mark and name individuals who lived at those addresses and perished in the Holocaust. The direct connection between a name, place and date is perennially arresting.

The memorial that seems most poetic to me is not even there at all. Conceptual artist Jochen Gerz's Monument Against Fascism in Harburg, a suburb of Hamburg, is a lead-clad monolith on to which people were encouraged to inscribe messages and names. It was lowered, gradually, over years, until it disappeared beneath the ground, leaving only a small square of metal at the surface. Like memory, it is mostly buried, but it is always there.

'In Memory Of: Designing Contemporary Memorials' is published by Phaidon

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A service from the Financial Times

Taylor moves swiftly on

POP ALBUM

Taylor Swift: Evermore
Republic Records
★★★★★

Ludovic Hunter-Tilney

A song on Taylor Swift's surprise new album *Evermore* seems to refer to her *annus horribilis* in 2016, when "I fell from the pedestal/Right down the rabbit hole".

In that anti-Wonderland, Swift found herself held up as the epitome of white American privilege. Locked in an undignified feud with Kanye West and Kim Kardashian, her public image was distorted into that of a calculating creature of wealth.

Her pleasure in setting clues and puzzles for fans acquired a sinister connotation, the fake smile concealing a scheming mind. Everything had a hidden purpose. To the most demented anti-Swiftians, the cats that lolled and purred on her various social media platforms resembled the cosseted felines of a Bond villain intent on world domination.

The song about this turbulent period of Swift's professional life is called "Long Story Short" and ends with the words: "I survived". In brief: her foes have fallen silent; it is West and Kardashian who are now revealed as the super-rich narcissists. Meanwhile Swift has pushed forward as a musician, first with 2019's superbly expressive *Lover*, then with her impressive switch to introspection on this year's *Folklore*. *Evermore*, whose existence was announced just hours before its release, is its sister record.

Is it a calculated move? Swift's love of game-playing and numerology should perhaps have triggered expectations of a brace of albums in 2020. "Ever since I was 13, I've been excited about turning 31 because it's my lucky number backwards," she has added in explanation of *Evermore*'s sudden appearance on the eve of her 31st birthday.

There are sound business reasons too for the plethora of new songs. The arrival of three albums in 16 months coincides with Swift's fury about the sale of her past recordings. In 2019, the record executive and manager Scooter Braun purchased the rights to her first six albums, which were sold last month to a private equity group, reportedly for \$300m. Swift has begun re-recording



Highly productive: Taylor Swift
Getty

her early work in order to gain rights over it. Meanwhile the outpouring of new songs – whose masters she owns – compensates for the loss of the old ones.

Her productivity also fits with the new model of streamed music. Speaking when *Folklore* came out, Spotify boss Daniel Ek warned musicians that "you can't record music once every three to four years and think that's going to be enough". He cited Swift as an example of a big star who had got the message. In that respect, releasing two surprise albums in a year is a sign of the music

"To put it plainly, we just couldn't stop writing songs," she explains in the liner notes

industry's remorseless new economy.

However, Swift claims that spontaneous creativity is the reason for *Evermore*'s appearance, not commercial contrivance. "To put it plainly, we just couldn't stop writing songs," she explains in the liner notes. She and her *Folklore* collaborators – chiefly Aaron Dessner of the band The National and Justin Vernon of Bon Iver – were on a roll. "Before I knew it there were 17 tales," she explains.

The first is "Willow", which is sung from the point of view of a woman who is swept off her feet by a man, an overpowering force not unlike the unplanned creative energy that apparently prompted *Evermore*'s making. "Life was a willow and it bent right to your wind," Swift sings over a gently insistent

acoustic melody, an unforced, organic register. It is a subtle song, which refuses to make literal the theme of tumultuous emotion with melodramatic key changes or extravagant vocals.

References to late autumn and winter recur throughout the album, a muted season of deep-hued colours. Echoes of Swift's country-pop origins can be heard from time to time, but the songs' instrumental arrangements generally play a picturesque background role. Swift's vocals are the main source of melody.

Although never a singing powerhouse, she shows how good a singer she is on *Evermore*. One of its highlights, "Marjorie", is a touching ballad about her dead grandmother, an opera singer whose sampled trilling can be heard at the song's end. Swift follows a different tradition of vocalism, an idiomatic, conversational style that is no less demanding in terms of tonal control. The way she leads a song and dominates its action sounds easy; it is anything but.

The odd moment of overwriting ("We were like the mall before the internet/It was the one place to be") betrays the danger of prolific artistry, striving too hard for effect. But the album's schematics are carefully designed, with themes threaded neatly through songs. The unfaithful man who meets a bad end in "No Body, No Crime" is replaced by a sympathetic portrait of an unfaithful woman in "Ivy".

Songs double back on one another, just as *Evermore* doubles back on *Folklore*, its 2020 sibling. There is calculation here, but not of the cynical variety. Consider it instead the signature of a singer-songwriter exercising her considerable talent.

FT BIG READ. US ECONOMY

Bigger companies have been the main beneficiaries of central bank largesse, issuing a record \$2.4tn of corporate bonds this year. But smaller companies are struggling without much support from lenders.

By Robin Wigglesworth, Joe Rennison and Robert Armstrong

Credit crunch hits US small business

Over the past three decades, Kim Peacock and her husband Don Milroy built up a modest but respectable nut business based in Arlington, Texas. In March, 31 years of toil nearly unravelled in a matter of weeks.

The producer and retailer's biggest customer was American Airlines' Fort Worth hub. Every year GNS Foods supplied the carrier with millions of pounds' worth of roasted pecans, pistachios, cashews and almonds. But when the Covid-19 pandemic grounded much of the airline industry, its wholesale business evaporated almost overnight.

"You think, how can I fight this? How can I survive? What can we do to make this work? Ms Peacock says. "And you just dust yourself off and get a second breath and go back at it. The last thing you want to do is let your life's work go down the tubes."

To survive, GNS quickly polished its website and set up a retail outlet in its Arlington factory, to sell over 100,000 bags of suddenly surplus nuts originally destined for American Airlines. The pivot has helped the small company stay afloat, albeit without Ms Peacock and Mr Milroy taking any salary and supporting themselves with savings. However, GNS is not out of the woods, and its struggles highlight the challenges faced by many US small businesses in 2020, with traditional sources of corporate funding shrivelling and the immediate burst of state aid receding.

Efforts to refinance a \$500,000 mortgage on its Arlington warehouse proved arduous. Although GNS kept making its loan payments, initial conversations with its bank Wells Fargo went nowhere after the pandemic struck. It was only in late November – a full 10 months after talks had first begun – that the mortgage was finally refinanced. "It's as if they were looking for a reason not to give us a loan," says Ms Peacock.

Not every US business is suffering from a credit shortage. Even as GNS was struggling to refinance its mortgage, its erstwhile customer American Airlines tapped the bond market for \$2.5bn this summer, despite burning through an estimated \$58m a day at the time.

It came at a steep price, but helped the airline stave off bankruptcy for a few more months. That even American – one of the most stricken members of an industry that was shredded by the pandemic – could issue bonds at all is largely thanks to the power of the extraordinary stimulus unleashed by the Federal Reserve since March.

But the central bank's largesse has failed to trickle down to a large part of corporate America, with smaller businesses suffering the worst credit crunch since the financial crisis.

The incoming Biden administration has many tasks in its inbox. But addressing the unequal access to corporate credit may be one of the most pressing. Failing to do so might mean that coronavirus will leave economic wounds that could take years to heal, analysts warn.

"This is the Achilles heel of the recovery," says Gregory Peters, a fund manager at PGIM Fixed Income. "Smaller and medium-sized businesses that don't have access to capital markets are struggling mightily. They're really hanging on for dear life. At this point, they're being left behind. Inequality is a theme in all aspects of life these days."

Borrowing spree

The widening gulf between the credit haves and have-nots is a longstanding trend in the US, as the bond market has become increasingly important as a source of funding and the banking industry has gradually retrenched.

Bigger companies also have access to more collateral to offer lenders – American backed its summer bond sale with some of its juiciest routes and gates – and can offer the prospect of lucrative investment banking commissions. Yet unequal access to credit has become particularly clear since March, when loan and bond markets bifurcated dramatically.

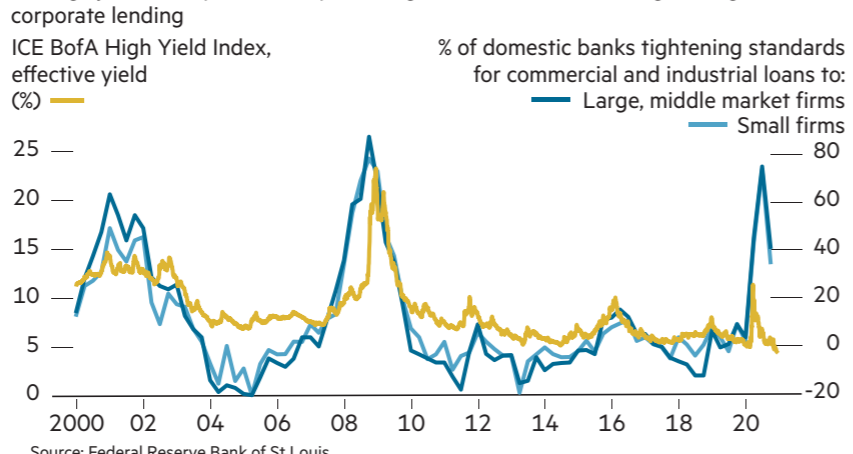
In addition to buying trillions of dollars worth of Treasuries, the US central bank even started acquiring corporate bonds for the first time. Although modest in scale, the signalling effect of the Fed crossing this Rubicon has been a boon to any company big enough to tap the bond market.

As a result, corporate bond yields have tumbled back to the lows seen in the pre-pandemic era and nurtured a remarkable borrowing spree. US companies have sold \$2.4tn of bonds so far this year, smashing records, according to Dealogic. However, most American



US bank lending conditions diverge sharply from junk bond market

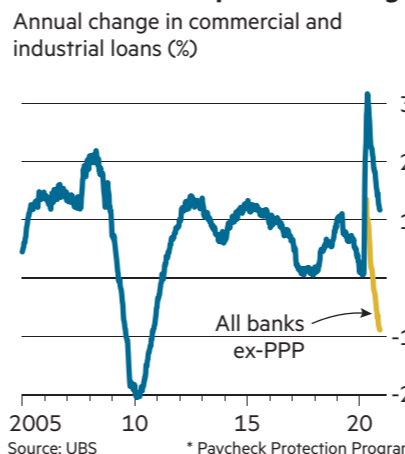
Average junk bond yield vs net percentage of bank loan officers tightening corporate lending



Source: Federal Reserve Bank of St Louis

Excluding PPP* loans, banks have shrunk corporate lending

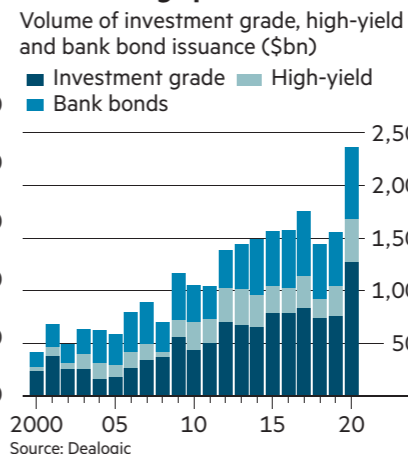
Annual change in commercial and industrial loans (%)



Source: UBS * Paycheck Protection Program

Companies have gone on a bond selling spree in 2020

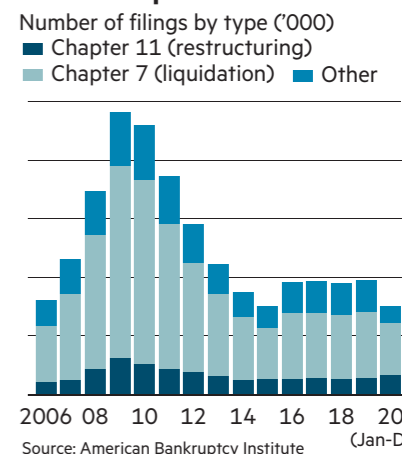
Volume of investment grade, high-yield and bank bond issuance (\$bn)



Source: Dealogic

Bankruptcy filings have been muted despite Covid-19 shock

Number of filings by type ('000)



Source: American Bankruptcy Institute (Jan-Dec)

Top: GNS Foods' wholesale nut business evaporated almost overnight when the pandemic struck, but it was only able to refinance its mortgage last month. Below: American Airlines, once a leading GNS customer, secured \$2.5bn from the bond market in the summer, despite burning through an estimated \$58m a day at the time

Jaime Carrera/FT

companies are too small to even contemplate issuing bonds, which typically need to be at least \$200m in size.

The government's \$525bn emergency "Paycheck Protection Program" offered vital succour to many smaller companies earlier this year, and helps explain why corporate bankruptcies have been surprisingly muted. But the programme ended in the summer. Meanwhile, the Fed's separate "Main Street Lending Program" has struggled for traction, and may be killed off by the exiting Trump administration's plans to withdraw the money that backstops it.

Many smaller companies therefore have to appeal to commercial banks for credit to help them survive until the economy fully recovers. That is proving tough. The Fed's surveys of loan officers indicate that banks continue to tighten conditions on corporate loans. Although the latest survey from October was not quite as grim as the one from July – when the negative reading was the worst since the financial crisis – it showed credit conditions worsening for a third consecutive quarter. Huw van Steenis of UBS notes that excluding PPP-arranged loans, US bank lending to companies has contracted at the sharpest rate since 2008-09.

Gabriel Chodorow-Reich of Harvard, Olivier Darmouni of Columbia University, and the Fed's Stephan Luck, Matthew Plosser and Harry Cooperman recently pored through the details of the \$555bn that US companies borrowed between February and June. Using granular loan data reported by banks to the central bank, the results were telling.

The jump in corporate lending was almost entirely accounted for by big companies drawing down pre-existing credit lines, while smaller and midsized

ones actually saw reduced use of credit lines in the second quarter.

The researchers point out that it is understandable that smaller businesses get poorer access to credit, given the paucity of timely, comprehensive and reliable financial information available to lenders, while big companies are regularly audited, often graded by rating agencies and – if listed – continuously scrutinised by thousands of fund managers and financial analysts.

Nonetheless, the Covid-19 economic shock allowed them to explore just how divergent the access to credit has become, not just in volume but in how onerous the conditions are. "The terms for smaller firms are much more constraining, the maturities of the loans are shorter, the loans more likely require collateral, the interest rates are higher, and the covenants are more binding," Mr Plosser says.

The implications are considerable, Mr Luck notes. "The data points to smaller firms undergoing a credit crunch, while bigger firms are not. Down the road, that has implications for who is able to survive," he says.

Uprooted lenders

This is not just a US phenomenon. The Bank for International Settlements has found that companies with revenues of \$1bn or more accounted for 70 per cent of all borrowing from the corporate bond and syndicated loan markets between January and June, close to the highest in a decade. This was unlikely to have been driven by their greater financial strength, as the creditworthiness of these bigger companies was only "marginally" better than midsized companies in the study, the BIS notes.

However, the bifurcated access to credit – between bigger companies that can access the fixed income market and smaller companies that have to rely on banks – is particularly acute in the US, where bonds make up a far bigger proportion of overall lending. The number of US bank branches per 100,000 people peaked at almost 36 in 2009 and has since shrunk to about 31 in 2017, according to data from the St Louis Fed. Personal banking has migrated online, but small business lending still often requires local, physical roots.

Meanwhile, the heft needed to tap fixed-income markets is increasing. The average size of corporate bonds issued in the US reached a record \$1.1bn this

year, twice that in 2007. In Europe the average issuance size has also hit a record, but remains at just \$593m, according to Dealogic, a data provider.

The difference between American Airlines' bond market success and GNS' struggles with Wells Fargo highlights the divergence. "It's better to be a big company than a good company in this market, and American Airlines is the posterchild of this," says Victor Khosla, head of Strategic Value Partners, an investment group that specialises in the debt of struggling companies.

One potential solution lies in the rapidly-expanding "private credit" industry, funds run by investment groups such as Blackstone, BlackRock and Apollo to lend directly to companies. This is now close to a \$1tn industry, according to analyst estimates. Although it is nursing losses at the moment, the opportunities thrown up by the coronavirus crisis mean that there has been a boom in fundraising.

However, some industry insiders say private credit funds are increasingly focused on bigger companies. Given their expanding size, and the fact that the due diligence needed on a \$50m loan is not much easier than that for a \$200m loan, many funds are concentrating their efforts on larger companies.

Moreover, the industry is overwhelmingly set up to fund companies owned by private equity firms. This means that most of corporate America have little hope of tapping them. "For businesses without private equity support it's a challenge to find a financing source," says Randy Schwimmer, head of origination and capital markets at direct lender Churchill Asset Management.

Nor has the Fed's Main Street programme – an effort to deploy the central bank's firepower, in conjunction with the US Treasury, to help tide smaller companies over the coronavirus crisis – proved to be much help.

Despite revisions since its June launch, most recently lowering the minimum loan size to \$100,000 from the initial \$1m, the take-up was dismal even before outgoing Treasury secretary Steven Mnuchin decided to withdraw by year-end the \$75bn that the department had handed the Fed to insulate it against losses. As of November 5, only \$4.9bn of the \$600bn originally on offer had been lent, Goldman Sachs says.

"The quickly deteriorating virus situation raises the risk that small

'You think, how can I fight this? What can we do to make this work? The last thing you want to do is let your life's work go down the tubes'

Kim Peacock, GNS Foods

'We've created a caste system for credit. It's significant, because its basis is entirely a function of size, not quality'

Peter Atwater, former JPMorgan banker

businesses may struggle in coming months without further support," the investment bank warned in a recent report.

Moving with urgency

Mr Mnuchin has proposed a new stimulus package with more support for small businesses, and the incoming Biden administration could look to restart or overhaul the Main Street programme. At her nomination as Mr Biden's Treasury secretary, former Fed chair Janet Yellen said aggressive action was needed to address "an American tragedy".

"It is essential we move with urgency," she noted. "Inaction will produce a self-reinforcing downturn causing yet more devastation."

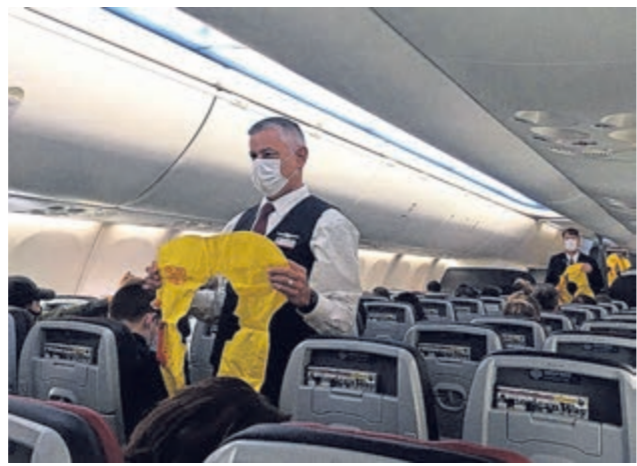
Goldman Sachs advocates that the incoming government explore a loan guarantee programme akin to those in Germany, France or Denmark as a "middle ground" between the expensive, grant-like PPP and the cost-efficient but less effective MSLP. Done well, this could encourage banks to provide more of a financial bridge to struggling companies and ensure that they survive until the economy is in better shape.

Nonetheless, something more durable may be necessary to help ensure that smaller US companies continue to access credit even when the pandemic fades away, says Peter Atwater, an adjunct lecturer in the economics department at William & Mary university and a former JPMorgan banker. "We've created a caste system for credit," he says. "It's significant, because its basis is entirely a function of size, not quality."

Wells Fargo declined to comment on the problems faced by GNS in refinancing its loan, but said in a statement that it was striving "to make every responsible loan we can" to small businesses. "This year has been extremely hard for small businesses and we at Wells Fargo are doing all we can to help our customers keep their doors open," it said.

Although GNS eventually managed to cajole Wells Fargo into refinancing its mortgage, Mr Milroy, the chief financial officer, is now fretting about the company's credit line, which is due for renewal early next year. He argues that the willingness of banks to finance smaller companies has been noticeably declining for a long time, and especially in the wake of the 2008 financial crisis.

"It's gotten harder every year we've been in business," says Mr Milroy.





FINANCIAL TIMES

‘Without fear and without favour’

TUESDAY 15 DECEMBER 2020

Britain must tread with caution on new nuclear

The country's first power plant in over 20 years is costly and late

More than a decade ago the UK head of EDF, the French power company, promised that Britons would be cooking their Christmas turkeys with power from a new nuclear plant in 2017. Three Christmases after that deadline, Britons are still waiting; Hinkley Point C, the Somerset plant in question, is not expected to start providing electricity until 2025. The 2017 pledge has haunted EDF ever since, and dogged the government's attempts to formulate a coherent energy policy. Britain's commitment to a target of net-zero emissions by 2050 has only added to the urgency for a new approach.

A long-awaited white paper, published yesterday, has set out how Britain can deliver on its net-zero commitment. At the same time, the government said it had begun formal talks with EDF over how to finance a planned £20bn sister plant to Hinkley Point, to be built at Sizewell on Britain's east coast. There are good reasons in principle to back the construction of a new plant. Britain generates about 20 per cent of its electricity from nuclear, but nearly half of the stations will shut by 2025. Sizewell, like Hinkley Point, would generate 7 per cent of the country's electricity and would help to plug the gap in power supplies. It would also provide low-carbon baseload electricity, especially at a time when technologies such as carbon capture and long-term battery storage have not yet become commercially viable.

Ministers, however, should proceed with caution. The government cannot afford a repeat of what happened with Hinkley Point. Thanks to spiralling construction costs and a controversial support system that guaranteed EDF and its junior partner, China's CGN, a steep price for the electricity, it has become one of the most expensive nuclear reactor projects in the world. Under the 2013 deal, the coalition

government agreed a price of £92.50 per megawatt hour for the electricity – at the time, close to double the wholesale price. The price is also indexed to inflation. Since then, the cost of renewables has plummeted, making Hinkley Point look even more expensive.

In considering a new agreement, ministers should adopt a “technology neutral” position; the onus must be on EDF to make the case publicly on how Sizewell will deliver electricity at a reasonable cost to consumers. In addition, given the long lead times in the construction of new reactors and the sheer pace of technological change the world has already witnessed in renewable energy, EDF should demonstrate how it will apply the lessons learned from Hinkley Point. Two of its other plants which are using the same design – in Flamanville in France and Olkiluoto in Finland – have also been dogged by repeated setbacks.

A new funding model will need to be agreed. The government said talks would focus on a so-called “regulated asset base model” which has been used for other infrastructure, such as the Thames Tideway “super sewer”. This has attracted fierce criticism as it would see energy bill-payers charged upfront. There is also talk of the government taking a direct equity stake in the construction. This would have some merit given the size of the risk. The government's long-term borrowing costs are currently below 1 per cent. The structure of any contract, with appropriate penalties if conditions are not met, will be key.

The final decision to build the plant will be subject to a full regulatory and planning approval process. Nuclear power has the attraction of being low-carbon but not being subject to the vagaries of the weather. Britain needs both to embrace this opportunity – but ensure it does not pay over the odds.

Christmas celebrations in the age of coronavirus

Restricting social contact is even harder during the festive season

The first coronavirus vaccinations were given in the US yesterday, days after the UK became the first western country to start mass inoculations – opening a new phase in the battle against Covid-19. The discovery of vaccines that appear effective in guarding against the virus has lifted hopes that societies will soon be able to return to normal. Once a sufficient proportion of the population has been immunised there will be less need for restrictions preventing mixing, celebrating and doing all the things that brighten the gloomy winter months in the northern hemisphere.

Unfortunately, another rise in cases in the US and Europe shows just how far from normal many societies remain. The next few weeks – normally the busiest for the hospitality sector and social butterflies alike – will be critical in preventing a further acceleration in cases that could overwhelm hospitals. It underscores the need for continued restraint and vigilance over the next month – when many would rather be celebrating than socially distancing.

The number testing positive for the virus has increased despite the reintroduction of restrictions after the summer. This has, in turn, absorbed much of the capacity of healthcare systems to treat and protect populations. Governments have little choice but to impose tougher restrictions again – Sweden, which has tried throughout the pandemic to allow its citizens more freedoms, has received offers of support from its Nordic neighbours for help with its overwhelmed hospitals.

The upsurge in cases is widespread across developed economies. Germany, which was largely spared the worst of the first wave compared with its neighbours, is set to go into a strict lockdown from tomorrow involving

closures for schools and shops. France is introducing an 8pm curfew, including on New Year's Eve. Italy is likewise mulling curfews and bans on non-essential travel. Belgium has extended its curbs through the holidays and will allow people to invite only one adult friend – known as a “cuddle contact” – to their homes, or two if they live alone. In the UK, from Wednesday, the capital London will be under the strictest of England's three tiers of restrictions.

This is unfortunate, but also made more difficult by the fact it is happening just before the holiday period, when families will want to be together. Many may simply ignore any instruction from the government that smacks of an attempt to cancel Christmas celebrations. This desire to relax or bend the rules is understandable. Combating the virus has involved a great deal of sacrifice and isolation, all of which has left people craving the mix of family, festivities and fun that holidays bring.

However, it is exactly this desire for human contact that viruses have evolved to take advantage of. Coronavirus initially arrived shortly before the Chinese lunar new year. The restrictions the Chinese government placed on movement out of Hubei province, where the virus is thought to have begun, probably helped reduce the spread. In the US, recent Thanksgiving festivities and travel led to a sharp increase in infections; the US experienced its most deadly week of the pandemic last week.

The coming weeks, when citizens in many countries will be deprived of the normal pleasures of the holiday season on top of the sacrifices already made this year, will be some of the hardest of the pandemic. The launch of vaccination programmes, however, means the new year will bring hope of the beginning of the end.

Letters

UK workplace training scheme should be saved

Peggy Hollinger is absolutely right on the need for a workplace training partnership (Inside Business, December 10). The government's offer giving limited entitlement to level 5 skills training, which is parallel to A levels and advanced apprenticeships, from next April is not enough. We need a massive retraining programme now to combat rising unemployment and prepare for disruption from automation, the move to net zero emissions and new ways of working after the pandemic.

There is already an incredibly successful workplace partnership scheme – the Union Learning Fund,

which supports non-union members too. It is funded by government, delivered by union learning representatives and facilitated by employers. But the Department for Education is proposing to scrap it when the current funding year ends.

This is despite union learning surpassing its targets and receiving glowing independent evaluations. Ending it would set back the government's own skills goals, with the loss of up to 200,000 learning opportunities each year. And it would reduce take-up of the new entitlement to train for level 5.

Employers are deeply concerned too.

Tesco, Heathrow, Hinkley Point C and Tata Steel and many others are lobbying to save it. They tell us that it has played a tremendously valuable role improving the skills and motivation of their workforce.

The government should safeguard union learning and build on its success, expanding the partnership approach with a statutory right to retraining for all workers, and industrial transition programmes agreed in partnership between unions, employers and government.

Kevin Rowan
Head of Learning and Skills, Trades Union Congress, London WCL, UK

Don't forget gold in search for a new reserve currency

Ruchir Sharma argues that governments should not assume traditional currencies are the only store of value that people will ever trust (“Will bitcoin end the dollar's reign?”, Opinion, December 10). So, after 100 years of dominance, will bitcoin replace the dollar as the new reserve currency?

He's right that the vast printing of money is eroding public trust in currencies and, with inflation, the dollar's status as the world's reserve currency is at risk. People are looking for an alternative and currencies face being displaced by digital upgrades.

Bitcoin is certainly a top contender, but he has overlooked a more obvious, logical alternative: gold. Through bitcoin's very own blockchain technology, you can allocate and exchange physical gold and silver. Precious metals are infinitely more stable and fairer than both the dollar and bitcoin, so why not integrate them back into the monetary system?

With global debt spiralling, we're going to have to rethink the modern economy. The imminent devaluation of currencies shows it's time to move away from debt-based currencies. Currencies were invented as an “I owe you” for precious metals when it became too impractical to use them in financial transactions, but now you can swap the assets directly through technology.

History shows us that gold can provide monetary stability, which is needed more than ever. The signs certainly suggest that money is going to evolve away from the free-flowing currency experiment towards a digital alternative, but the only “digital gold” is gold itself.

Thomas Coughlin
*Chief Executive, Kinesix
Brisbane, Australia*

A history of money shows what bitcoin is up against

Ruchir Sharma penned an interesting article discussing the primacy of the dollar as the number one world reserve currency (“Will bitcoin end the dollar's reign?”, Opinion, December 10). While he makes a few valuable observations, his overall assessment of bitcoin's potential is off the mark.

He makes a comparison with gold which used to be a worldwide reserve money for a long period of time. This is misleading for two reasons. First, gold was commodity money, which means it used to have a double function: a



natural one (eg, jewellery, etc) and as money. Without the first it could have never acquired the second use. Why? Because for the evolution of a commodity into money it needs to have a natural commodity use in the first place.

Modern money is usually called credit money because it is created by lending. It has a single use only: it is money and nothing else. It looks similar to bitcoin. But there is a big difference: credit money is created by the banking system which is regulated by a state monopoly called a central bank. People have trust and confidence in credit money only because, and so long as, they trust the central bank and the state. Without the state no single-use money can discharge the most important functions of money: its role as a medium of exchange and medium of payment.

There are four conditions which make the dollar supreme today: the dollar is fully convertible; it is backed by the largest economy of the world; the US has the largest and most liquid capital markets; and rule of law reigns supreme in the US. All these conditions must prevail at the same time. If one is missing there is no chance a currency can emerge as the number one world reserve currency.

Bitcoin may enjoy the very first of these requirements but never the others.

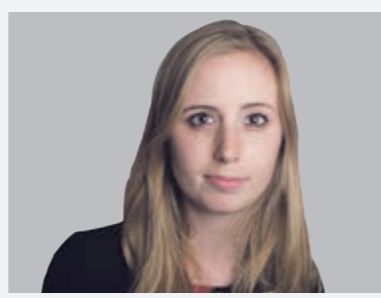
It shows rather eloquently that without the stamp of approval of a large, strong and good quality state no money will be accepted as a global reserve currency.

Lajos Bokros
*Professor of Economics and Public Policy
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Vienna, Austria*

A changed Senate awaits an optimistic president-elect

Washington Notebook

by Courtney Weaver



In the early days of January 1973, Joe Biden arrived at the US Senate at one of the nadirs of his personal life. The 30-year-old father of three had just lost his wife and baby daughter in a car crash weeks before. His two sons, who were also in the vehicle, were recently out of hospital.

No longer anxious to join the chamber to which he had been elected in an upset victory six weeks before the crash, Mr Biden was talked into the role by Mike Mansfield, the long-serving Democratic Senate majority leader. He persuaded Mr Biden to come and do the job for six months. Mr Biden stayed for 36 years.

In January, Mr Biden will return to Washington as president. He will find a different Senate from the one he joined in the 1970s, or the one he contended with as Barack Obama's vice-president from 2009-2017.

In his most recent book, Mr Obama writes that he chose Mr Biden as his Senate intermediary not just because of the Delaware politician's long history with the body. He knew that, in the Republican Senate majority leader Mitch McConnell's mind, negotiations with Mr Biden did not “inflammatory the Republican base” in the same way that “any appearance of co-operation with (Black, Muslim socialist) Obama was bound to do”.

Mr Biden appears to continue to share Mr Obama's thinking. He has acknowledged, in the wake of his electoral victory, that he is prepared to initially run into “some real brick walls”, if Democrats fail to pick up two

additional Senate seats in a pair of Georgia run-off races next month. But he has expressed confidence that he may be able to navigate the opposition in a way other Democrats could not.

“I believe I know the place,” he professed to supporters last month. “I believe we can ultimately bring it together.”

When Mr Biden first arrived in the building he was one of the youngest senators in US history – so young that he was often mistaken as a staffer by workers and then secretary of state Henry Kissinger alike, he recalled in a memoir. His first Senate office was “so small that people on my staff had to get up and stand sideways just so somebody could open the front door”.

By the time he left to join the White House as Mr Obama's vice-president, he had served as chair of the judiciary and foreign relations committees. Over the course of his tenure there, the Senate changed too. During his early years, it was an unwritten rule that senators did not campaign in favour of a sitting senator's political opponent – even members of the opposite party. When Hubert Humphrey, the former Democratic presidential nominee, was nearing the end of his time as Senate majority whip, shortly after Mr Biden's arrival, he shared a tearful embrace on the chamber's floor with Republican Barry Goldwater, another former presidential candidate and his ideological adversary.

Mr Biden has hearkened back to that moment – and other times of

How to change global warming to global cooling

You write about consumers needing to change their habits to meet net-zero carbon targets, however this does not account for the residual carbon in the atmosphere which will continue to heat the planet for the foreseeable future (FT View, December 12). Reducing this is an imperative. Sequestering carbon in the soil through the use of no-till farming methods is the answer, but this will require governments across the globe to support regenerative farming. If regenerative methods are employed, not only will the human race be healthier, but everything from insect life to global biodiversity will reap massive benefits. Furthermore, global warming could be changed to global cooling within a generation.

Erica Austin
*Soil Advocate, Kiss The Ground
Burford, Oxfordshire, UK*

Mine water is a proven geothermal technology

There are many positives in the government's energy white paper (Report, FT.com, December 14), but the failure to mention geothermal is a serious omission. About 30 per cent of our CO₂ emissions are from heating and heat pumps. Using warm water in abandoned coal mines is 30 per cent more efficient than ground source or air pumps. Furthermore, the minewater can provide a daily to seasonal heat-storage facility which will be greatly needed given the mismatch between solar and wind supply and domestic demand.

The technology is proven not speculative and can be brought on stream quickly.

A quarter of the nation lives in areas which could use the mine water heat source, so the jobs created would be in the “red wall” of constituencies the Conservatives took from Labour in the last election.

Helen Goodman
Professor Jon Gluyas
*Director, Durham Energy Institute
Department of Earth Sciences
Durham University, Durham, UK*

Scottish artist hits all the right notes at La Scala

Richard Fairman reviewed the La Scala opening gala noting the dazzling visual presentation (December 9). He mentioned Lucia di Lammermoor paddling on a beach, but it's worth adding that this staging was linked to a background of a human tableau meticulously copying “The Singing Butler” by Scottish artist Jack Vettriano. How interesting that La Scala chooses to celebrate this popular painter while the British art establishment pays him scant attention.

Michael Vavrinek
London W2, UK

Douglas-Home did it with matchsticks

It is not only governors of the Bank of England that have problems with economics (Letters, December 10) but prime ministers, too. Alec Douglas-Home in an interview with the journalist Kenneth Harris explained: “I have to do my economics with matchsticks.”

Jean Lang
Dorchester, Dorset, UK

bipartisanship – as proof that the Senate is, at heart, a collegial place.

In his memoir, Mr Biden recalls witnessing “a thousand small kindnesses from one side of the aisle to the other”, even amid the rise in partisanship: “Any day of the week you can read or hear about the lamentable state of our nation's politics, about our bitter and partisan party divisions, about the regrettable coarseness of the discourse. I don't deny it, but from inside the arena none of it feels irreversible or fatal.”

In the weeks since Mr Biden's victory, only a handful of Republican senators have acknowledged his win or publicly congratulated him. The president-elect has suggested this sort of attitude would change once Mr Trump leaves office and there is no longer “fear of retribution from the president”, as he put it recently. “Hopefully when he's gone, they'll be more willing to do what they know should be done,” he added. On Monday, US electors met to formally choose Mr Biden as the next president.

Mr Biden is likely to be disappointed. But perhaps it is too soon to fault him for trying. Even Humphrey was not always so idealistic about the institution – as he once put it: “The Senate is a place filled with goodwill and good intentions – and if the road to hell is paved with them, then it's a pretty good detour.”

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Opinion

Punitive sick leave rules make us all pay

EMPLOYMENT

Sarah O'Connor



The events of 2020 have made us question things we used to take for granted, from why we used to commute daily to the office, to whether it was smart to depend so much on Google. Matt Hancock, the UK's health secretary, posed one such question last month: "Why in Britain do we think it's acceptable to soldier on and go into work if you have flu symptoms or a runny nose, thus making your colleagues ill?"

The numbers back him up. The UK has one of the lowest sickness absence rates in the OECD. The proportion of working hours lost to sickness has declined steadily for two decades, while measures of "presenteeism" – working while sick – are on the rise.

Take the NHS, the UK's biggest employer. The 2019 staff survey, which drew more than 500,000 respondents, found 57 per cent had gone to work in the previous three months despite not feeling well enough to perform their duties. Even before the Covid-19 pandemic, the danger of staff with infectious bugs interacting with vulnerable patients should have been clear.

Mr Hancock's question may have been rhetorical but it deserves an answer. One reason people "soldier on" is the country's inadequate statutory sick pay, currently one of the poorest in the OECD. A less visible explanation is the punitive approach that some employers take to managing sickness absence and, underpinning that, a simple mathematical formula with mysterious origins and dangerous consequences: the "Bradford factor".

No one knows for sure where the Bradford factor came from. HR folklore sources it to a pharmaceutical company in the 1980s whose managers attended a seminar at the Bradford University School of Management (Bradford University didn't reply to my questions

about it). It is based on the assumption that frequent, short-term absences are more problematic for organisations than longer-term ones. The formula is $S^2 \times D$, where S is the number of spells of absence in the last year, and D is the total number of days of absence in that year. If one employee is off for 14 days in a row, and the other is off for seven two-day spells, their Bradford

scores can be a useful early warning flag for problems such as depression. "But in the wrong hands," he adds, "it's toxic." Some employers use Bradford scores to rank people for redundancy. Many use them as "trigger points" to manage their absences. The Rotherham, Doncaster and South Humber NHS Foundation Trust, for example, states that employees must keep their Bradford score below 80, or enter a "monitoring stage" where they are reminded that "continued absence" could "potentially put their continuation of employment at risk". They must then keep their Bradford score below 10 for a certain period. Nicola Hartley, director of people for the trust, told me that adjustments were made for employees with a recognised disability and that managers used flexibility and compassion.

These tools may dissuade shirkers but they can also scare the genuinely sick into going to work. Jean Fisher, an occupational health nurse who runs a consultancy in Wales, has had people tell her they are "frightened to go for their hospital appointments because they'll get more [Bradford] points and they'll

be disciplined". These are often older workers with back, heart or lung problems, especially if they've had a "heavy life of work" in factories. People with disabilities are protected by law, but she says many don't dare pick a fight. David D'Souza, of CIPD, the UK professional association for HR staff, hopes the pandemic has jarred companies out of their old mentality towards sickness. "People haven't been talking about absence triggers, quite often the opposite, they've been talking about making sure people aren't overly present," he says. Infectious diseases aside, punitive sickness policies are not fit for the future. The proportion of the working age population aged between 50 and the state pension age will increase from 26 per cent in 2012 to 34 per cent in 2050. Almost half of people aged between 50 and the state pension age have at least one long-term health condition. Employers need to learn how to adapt and support staff with health problems, not pressure them to work through the pain or push them out of the door.

Tools such as the 'Bradford factor' can scare the genuinely ill into going to work

scores would be 14 and 686 respectively.

Use of the Bradford factor is relatively common, especially in the public sector. It has spread as far as Dubai and New Zealand. It's easy to see the appeal of a quasi-scientific metric that treats everyone the same and allows comparisons across teams. Stephen Bevan, head of HR research development at the Institute for Employment Studies, says the

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Cuba's dissident protest shows need for more US engagement

Michael Bustamante

Compared with recent mass protests elsewhere in Latin America, Cuba can seem an island of multitying calm.

But a recent, social media-fueled demonstration against the authorities by artists and dissidents shows that many Cubans also thirst for change. Contrary to what some hardliners in the US argue, however, the incoming administration of President-elect Joe Biden should not treat this incident as an impediment to re-embracing a policy of engagement with the communist-ruled island.

The controversy began a month ago, when members of the San Isidro Movement – a small collective of anti-government artists and activists – went on hunger strike to protest against the imprisonment of one of their own. A week later, the authorities raided its headquarters and detained all members, accusing them of violating Covid-19 protocols. The next day, artists, independent journalists and young creatives who had followed the news on social media gathered before the Ministry of Culture to demand a meeting. On the agenda was the need for more cultural and political opening.

The protest was unprecedented in two ways: its size (up to 500 people), and the fact it crossed generational and political lines. Moreover, the group was joined by well known cultural luminaries, even if they did not fully agree with the San Isidro movement and its anti-government message. What united them all was the demand that freedom of expression be respected, period.

It was Obama's detente, not hardline Trump sanctions, that helped spawn the San Isidro movement

Talks were held, but the dialogue has since mostly fallen apart.

For Cuban authorities, the timing of these events is suspicious, as they come at the tail-end of US President Donald Trump's administration whose punishing sanctions have hammered the economy. The hunger strike was staged, Cuban officials insisted, so as to dissuade the incoming Biden team from returning US-Cuba policy to a more rational footing. Cuban state media discredited many San Isidro members as US stooges. An ill-considered tweet from a US official calling them "colleagues" only made things worse.

If the whole thing was cooked up by US hardliners, though, Cuban officials played into their hands by responding with heavy-handed and outmoded rhetoric. Cuba is a low priority for Mr Biden, amid so many other inherited crises. But making it harder still to change the status quo are sanction supporters, who argue the protests are a sign that the "pressure works", and that Havana's recent moves to revive market reforms – such as its decision last week, after years of waiting, to move ahead with a currency devaluation – flow from Cuba's worst economic crisis in three decades.

Hopefully, the Biden administration will take away a different lesson. Cuba's economic stress has certainly contributed to unease on the island, but that distress is due more to Covid-19 and its fatal effect on tourism, as well as dwindling aid from Venezuela. Any internal changes due to Mr Trump's headline policies, such as a cap on family remittances, have not been worth the humanitarian cost.

Furthermore, Cuba's latest bout of citizen activism is the product of a new and more connected generation on the island who have travelled abroad, including to the US, and have Facebook on their 3G phones. These changes were helped by the policy of engagement introduced by former president Barack Obama, not by Mr Trump's clampdown.

Washington should listen to the protesters and their sympathisers. Many insist that US policies of hostility and blanket sanctions damage the cause of a more democratic Cuba. History has long shown that the more that events inside Cuba are mixed up with the interminably knotty theme of US relations, the more Havana will have an excuse to dodge its citizens' calls for dialogue and reform.

The writer is an assistant professor of history at Florida International University

Britain will do a Brexit deal on Europe's terms

GLOBAL AFFAIRS

Gideon Rachman



And so we stumble onwards. The extension of trade talks between the EU and the UK should not be a surprise.

For all Boris Johnson's bravado about "prospering mightily", the British prime minister knows that a "no deal" Brexit would be disastrous for the country. The EU would also suffer, but not nearly as much. So there will probably be a deal struck before the end of the year; if not, soon afterwards.

When an agreement is reached, it will largely be on Europe's terms. The EU will doubtless make some concessions on fisheries as part of last-minute haggling. But Britain will have to agree to the EU's central demand, which is that there must be "level-playing field" rules – ensuring that the UK cannot undercut EU regulations on competition at will.

The reason that the deal will be done on the EU's terms is the same reason why the whole Brexit process has been so painful for Britain – a fundamental asymmetry in power between the two sides. Britain sends 43 per cent of its exports to the EU; Germany, France and Italy all send around 6 per cent of their exports to Britain. The population of the UK is nearly 67m; that of the EU is

447m. Even without Britain, the EU has a single market comparable in size to that of the US or China.

Mr Johnson insists that the UK and the EU are "sovereign equals". But, as long as the EU maintains its unity, they are not equals in terms of power. And that is what has mattered in these negotiations. It is why Britain has made a series of painful concessions over the past four years – most notably by agreeing to a separate status for Northern Ireland, which will see customs checks on goods crossing the Irish Sea, effectively dividing the United Kingdom.

The British have always insisted there is a win-win deal that Brussels and London should both happily embrace. But they have failed to understand how the EU sees its own interests. The integrity and attractiveness of the European single market is the EU's single most important strategic asset. Brussels is determined not to undermine that strength, by allowing the UK market access on terms that are too advantageous.

The Europeans also need to demonstrate to Eurosceptic forces within their own countries that leaving the EU is a bad idea. So they have always been much less sold on the idea that there can be a "win-win" outcome from Brexit.

Once the Europeans had decided that it was not in their interests to grant Britain the easy access to the single market that Mr Johnson had breezily promised to UK voters, relative power became crucial. Unfortunately, Britain's Leavers have consistently overestimated Brit-



ain's power – believing that the EU was about to fold or make concessions that never materialised.

Why did Britain make this mistake? Partly because Leavers have placed far too much faith in the fact that the EU enjoys a large trade surplus with the UK. They have forgotten that, on a global scale, Britain is only one market among many. For years, the British have been waiting for the German carmakers to arrive over the horizon – like Gebhard Leberecht von Blucher at Waterloo – and save the day. We are still waiting. Reduced access to the British market would be painful for German carmakers – but not so painful that it is worth undermining the integrity of the EU single market.

More broadly, Britain's Leavers were

A fundamental power asymmetry puts the UK at a disadvantage in the negotiations

To the moon and back, Chinese R&D is leaving America behind

Matthew Slaughter

Many people around the world, especially in the US, are focused on the prospect of Covid-19 stimulus packages. But for the long-run health of the world's nations, the most important pieces of recent economic news may have come from two unexpected places: Puerto Rico and the moon.

On the first morning of December, the Arecibo radio telescope of the US National Science Foundation in Puerto Rico collapsed. In seconds, the instrument's 900-tonne constellation of radio receivers and girders crashed into the massive radio dish hundreds of feet below. Since its completion in 1963, Arecibo has been among the world's most powerful radars. It anchored earth's search for extraterrestrial life; its examination of the heavens contributed

to foundational discoveries and Nobel Prizes. But there are no current plans for its rebuilding or replacement.

That same day, but on the moon, China landed a spacecraft. The Chang'e-5 spent two days gathering lunar dirt and rocks before planting and unfurling a Chinese flag, and then blasting off. On Sunday, it docked flawlessly in the moon's orbit with its return-journey vehicle. Chang'e-5 was China's third successful moon landing since 2013. If the mission ends as planned, China will be only the third nation to return moon materials back to earth for research.

One of the most important opportunities for building economic prosperity comes from basic research. New knowledge generates social returns that can far exceed private returns as ideas can often be shared freely. Scholars consistently estimate that the social return to research and development is at least 30 per cent. One result of this is that private markets alone generate too little investment in research. So the proper solution to this positive externality is for governments to support it. Indeed, the US's founding fathers recognised this by

writing the so-called "patent and copyright clause" into the constitution.

Once upon a time, the US government invested heavily in research. US federal R&D spending surged after the Soviets launched Sputnik, peaking in 1965 at 11.7 per cent of federal spending and at 2.2 per cent of gross domestic product. Frontier discoveries from that time led to the internet and GPS, the global navi-

Great nations summon the will to invest in tomorrow even during their darkest today

gation system. But in the decades since putting a person on the moon, US government investment in ideas has waned. In constant dollars, NASA spending had fallen by more than half by the early 1970s; it has been flat ever since. By 2019, total federal R&D spend constituted just 2.8 per cent of all federal spending and just 0.6 per cent of GDP – the lowest in over 60 years.

Meanwhile, Chinese investment in research has surged. In launching its "Made in China 2025" plan five years ago, Beijing created more than 900 innovation funds that collectively planned nearly \$350bn of new R&D investments. This year, the US National Science Foundation's biennial review reported that from 2000 through 2017, Chinese R&D spending grew at an average annual rate of around 17 per cent. This left the US increasingly "seen globally as an important leader rather than the uncontested leader" with China "rapidly closing the innovation gap." Indeed, an NSF official commented at a press briefing that preliminary 2019 data suggests that China has now surpassed the US in total R&D spending.

Great nations summon the will to invest in tomorrow even during their darkest today. In the spring of 1862, the US Civil War was widening in scope and horror. Yet on May 5, Vermont senator Justin Smith Morrill reintroduced the Land-Grant Agricultural and Mechanical College Act. This passed the Senate on June 10, the lower house on June 17,

and was signed by President Abraham Lincoln on July 2. It allowed US states to sell portions of their federal lands to fund new colleges for research in agriculture, science and engineering.

At that time, America was graduating only about 300 engineers a year, mainly from six institutions. By 1870, 21 US colleges offered engineering degrees. By 1911, America was graduating about 3,000 engineers a year, versus fewer than 2,000 in Germany. Land-grant colleges helped power the US's economic rise into the 20th century. Today, the Morrill Act is seen as a seminal US investment in research.

Amid the tragedy of the pandemic, the world's two great economic superpowers continue to clash with each other in a trade war and other skirmishes. But last week, as the scientists of one nation mourned the collapse of one of its signature instruments, scientists of the other celebrated the prospect of discoveries soon to come. Will history view that moment as a harbinger?

The writer is dean of the Tuck School of Business at Dartmouth College



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AstraZeneca/Alexion: the odd couple

Some of the gloss was knocked off AstraZeneca's stock by its recent Covid-19 vaccine trial results. But the shares are still valued more highly than those of most of its peers. The Anglo-Swedish drugs company is putting its paper to work in a \$39bn stock-and-cash acquisition of US biotech Alexion. It is an unexpected target, but a canny one. Admittedly, the deal will unnervingly some investors. This is one of the largest US takeovers to be announced this year. AZ is paying a 45 per cent premium for a business that does not obviously fit with its own portfolio. Its share price fell 7 per cent yesterday.

The immunology specialist has not attracted any suitors until now, even though frustrated investors have long hoped for a takeover. A valuation of less than 10 times forward earnings shows what investors think of it. The deal will help AZ meet the \$40bn revenue goal for 2023 that helped fend off a Pfizer takeover, but sceptics will worry it will prove a drag on growth.

Such fears would be misplaced. The premium is not high by biotech standards. It leaves Alexion shareholders with 15 per cent of the combined company, with the cash element amounting to just over a third of the price. The debt being taken on by AZ is likely to be paid off within three years, thanks to Alexion's strong cash flow. The transaction will boost earnings per share by double digits for the first three years.

The low valuation of Alexion's shares is a legacy of ill-judged mergers. Another factor is blood disease drug Soliris, which is approaching the end of its patent life. But the competitive threat to Alexion is reduced by a second generation product to which many patients are switching.

AZ can boost Alexion's sales by selling its drugs in new markets such as China. In all, AZ reckons there will be \$500m a year of synergies, most of which are cost savings. That, taxed-and-capitalised, would cover less than a quarter of premium. But this deal is not primarily about consolidation.

The technology developed by Alexion complements AZ's skills. It can be applied to more than rare diseases. Conversely, Alexion's expertise in the fast-growing rare disease market could

raise the uptake of niche discoveries from AZ's research labs. This potential will not be realised for years. But AZ has built its recent success on its scientific acumen. Investors should give it the benefit of the doubt.

Boston Dynamics: uncanny resemblances

Creepy videos of a five-legged robot dog opening a door and back-flipping headless humanoid robots that can outrun you have gripped viewers for years. Boston Dynamics' technology impressed both Alphabet and SoftBank enough for each to acquire the US robotics group. Making money from cyborgs was a different story. Hyundai Motors has stepped up to try its luck.

The South Korean automaker will buy an 80 per cent stake from SoftBank, valuing Boston Dynamics at \$1.1bn. SoftBank bought the company for a reported \$100m from Alphabet three years ago.

That looks pricey for a company that has changed hands a few times in a decade. Top talent has been lost on the way. Meanwhile, commercialisation of its robot dogs will not happen soon. Yet Hyundai could make the deal worthwhile, even without selling a single robot dog. For years, it has planned to develop a car that sprouts legs for extreme terrain. The deal would save Hyundai years of research for the walking concept car it showcased at the Consumer Electronics Show last year. Hyundai wants a fifth of its future sales to come from robotics.

There are good reasons for this. Analysts estimate lost production from strikes to be as much \$1.7bn a year at Hyundai. The sensors, arms and bipedal walking technology of Boston Dynamics' Atlas robot could be integrated into Hyundai's production lines, starting with repetitive tasks.

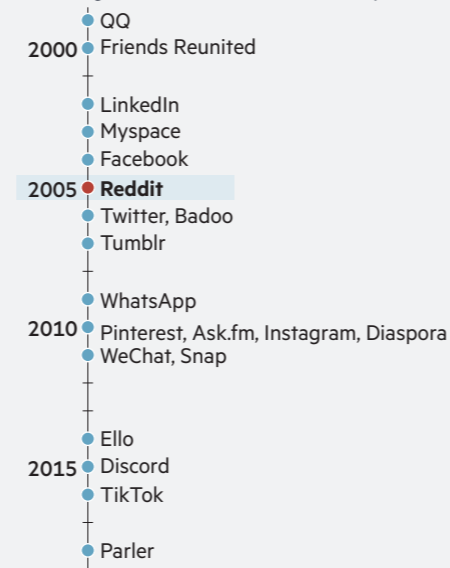
Hyundai subsidiaries in car parts and logistics also require automation. Boston Dynamics' background in military contracting, halted under Alphabet, should come in useful for Hyundai's defence unit. Meanwhile, Hyundai's production capabilities offer Boston Dynamics' technology wider use. All that, however, will depend on how forcefully Hyundai can integrate the new robotic technologies. Without some worker co-operation, the chances

Reddit/Dubsmash: AMA on video

For 15 years Reddit has been drawing in millions of people with 'subreddits' on everything from coding to philosophy to dating etiquette. It remains one of the world's most popular social media platforms but that success has not yet translated into advertising dollars.

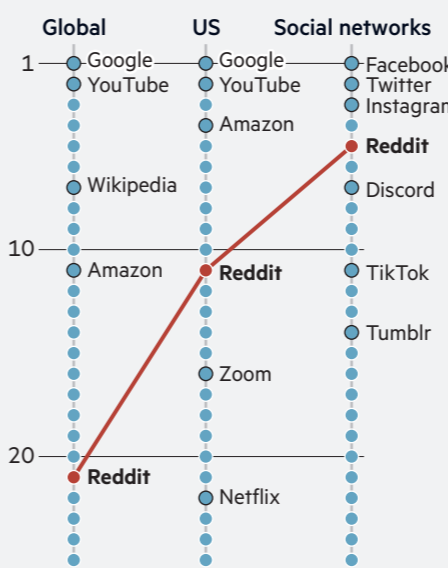
Reddit is one of the earliest and most popular social media platforms ...

Founding/release date (selected companies)



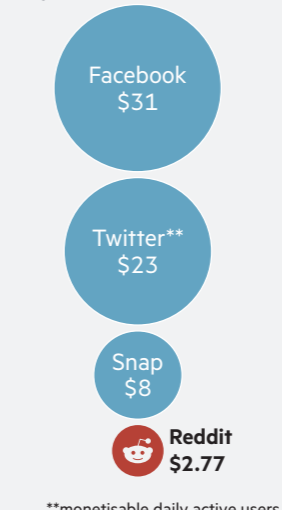
*SimilarWeb estimates rank based on the number of monthly unique visitors and the number of page views

Traffic rank* (Nov 2020)



... but advertising is at an early stage

Average revenue per user, 2019



**monetisable daily active users Sources: SimilarWeb; FT research

Reddit's cluttered homepage is about to get even busier. The San Francisco-based social media company has made its first big acquisition, buying video platform Dubsmash for an undisclosed sum. The purchase is part of a broader plan to monetise Reddit's notoriously privacy-focused users. After 15 years, Reddit may finally be on its way to an initial public offering.

Dubsmash is described as a rival to TikTok. In reality it has a fraction of TikTok's appeal. Reddit says Dubsmash generates 1bn video views a month. TikTok claims it is nearing trillions. But for Reddit, the purchase makes sense as a way to expand its own user-uploaded videos — and as a result video advertising revenues.

The lo-fi, text-heavy social media platform was created in 2005, at about the same time as Twitter and Facebook. Popular with users, it has outlasted networks like Bebo. But Reddit's small size and lack of personal data collection make it a hard sell to advertisers. Videos offer a new way to sell ads.

Best known for its niche interest groups and "ask me anything" (AMA) live Q&As, Reddit says that it has 52m daily active users — fewer than a third of Twitter's 187m and nowhere near Facebook's 2.54bn. It told the Wall Street Journal that advertising revenue was more than \$100m last year and expected to reach \$170m this year. From these figures Lex can extrapolate an average revenue per user figure of less than \$3 in 2019. That compares

with about \$8 for Snap, \$23 for Twitter and about \$31 for Facebook.

Co-founder Steve Huffman has aimed to close that gap since returning as chief executive five years ago. Last year Reddit raised \$150m from China's Tencent in a deal that valued the company at \$3bn. As well as buying Dubsmash it has expanded its sales teams. It has also become more active in removing content. Some Redditors moan but user numbers and advertiser interest have grown as a result.

As a private company Reddit has managed to clean itself up, away from the glare of regulators. If it can raise its revenue numbers by using video advert sales, expect Reddit to join the IPO gold rush.

are high that yet another buyer will be reviewing the sticker price at Boston Dynamics in a few years time.

Dignity: changing of the guard

Death may be certain but there is little certitude for the industry servicing it. Dignity, Britain's second-biggest funeral provider, has suffered waning profitability and a share price crash down to roughly one-quarter of the 2017 peak. An anti-competition probe, shelved by Covid-19, lurks in the wings. Worse, there is a revolving door in the boardroom as the group undergoes a protracted "root and branch review". First out was chief executive Mike

McCollum who quit in April. Now finance director Steve Whittern and corporate services director Richard Portman will exit in a couple of weeks.

Dignity has shuffled around existing personnel and is putting out a search for others. Thus besides a chief executive, Dignity needs a long-term finance director and a chief operating officer, likewise a board position.

These are tough roles. Any fire fighting has bought it time, not a reprieve. The Competition and Markets Authority's August package of lowball remedies will surely be toughened once the pandemic subsidies. If the postponed price caps do follow — Dignity's share price jumped 60 per cent following the CMA announcement — profits will sink. Already cracks have appeared.

Operating margins, 37 per cent in 2016, have sagged to about 20 per cent. Social distancing and economic concerns force a focus on simpler services. Dignity registered a 23 per cent increase in deaths in the first half. Underlying operating profit, however, rose just 6 per cent.

It has a bloated balance sheet with net debt (even without leases) worth 6.5 times this year's expected ebitda, according to S&P Capital.

Incoming directors can expect plenty of meetings with Dignity's biggest shareholder, though perhaps little sympathy. The aptly named Phoenix Asset Management's 28 per cent stake give it a key role in future strategy; it may even be called upon to backstop any financing. Headhunters have a tough task ahead of them.

US regional banks: urge to merge

Detroit and Columbus are far from Wall Street. But Midwestern lenders cannot get away from the pain of low interest rates. The pandemic has added to their woes, boosting the risk that bad loans will pile up from the smaller businesses they serve. To survive, the banks believe they need to team up. Over the weekend, Huntington Bancshares and TCF Financial became the latest US regional banks to merge.

The all-stock transaction values Detroit-based TCF's equity at roughly \$6bn. Huntington, which has a market value of about \$13bn, is paying a 10 per cent premium to TCF's Friday closing price. Combined, the banks will have about \$168bn in assets and a network primarily in Michigan and Ohio.

The pressure on smaller banks to consolidate is strong. To survive against behemoths like JPMorgan and Bank of America, the thinking goes, regional lenders must invest more in technology such as smartphone apps for mobile banking. Linking up with a rival allows pooling of resources while also helping to spread costs. JPMorgan, for example, spends \$11bn a year on technology alone. That is 37 times TCF's net income last year.

Not that consolidation provides a panacea for small regional banks. TCF completed a merger with Chemical Bank in August 2019. That deal did little for TCF's share price, which is down 40 per cent from its 2018 highs.

Together, Huntington and TCF would trail behind regional rivals Fifth Third Bancorp and Citizens Financial, which have about \$200bn and \$179bn in assets, respectively. The deal also does little to move the combined banks' geographical dependence away from the US rustbelt, an area still vulnerable to economic downturns.

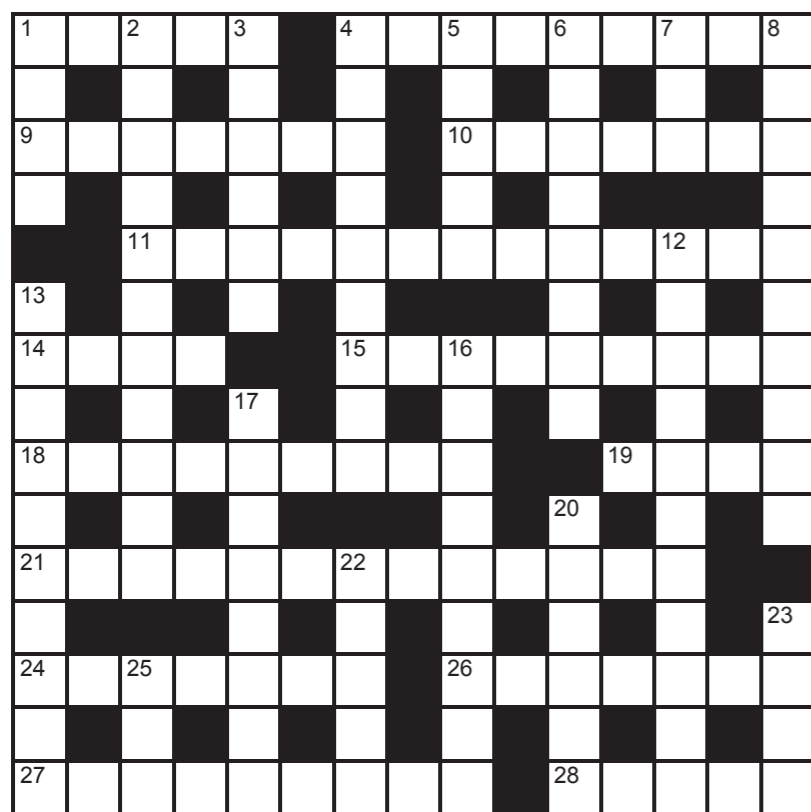
True, Huntington shareholders get a decent price. The \$490m in touted cost savings, taxed and capitalised, more than covers any implicit premium. TCF trades at a lower price to book. But by keeping its borrowers geographically near, this combination will not bring Wall Street investors in any closer.

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ACROSS

- Colour scheme in side corridor (5)
- Material needed by friend, organ cleaner (6,3)
- Ideal head of popular Spanish region (7)
- Ruminant studied, highly valued reportedly (3,4)
- In Wellington, buy exotic bird (6,7)
- Gem in ring set by friend (4)
- Utterly depressed? True (9)
- Singer's hit — score rearranged by producer, ultimately (9)
- Fell in chamber after retiring (4)
- Having plenty of money on respectable poker hand (8,5)
- Round, helping to produce speech (7)
- County's routine win (7)
- Absolve former partner facing single charge (9)
- One identifies bishop and rook pocketed by small child (5)

DOWN

- Prepare training information (4)
- Suck up to groom with act of kindness (5,6)
- Royal English feast (6)
- State capital in New England, a leader in trade pact (9)
- Starts to time his round, old bobby's beat (5)
- Commonplace, a penny-farthing years ago (8)
- Extra purchase? Sounds like it (3)
- Blush over a Conservative being intentionally offensive (10)
- Having a cheerful outlook, popular goatherd worried about nothing (2,4,5)
- Jasper, perhaps a jester (10)
- Staff employed by church (9)
- To make light of note is easy at first (8)
- Copper with most unusual habit (6)
- Woman upset after husband suggests dye (5)
- Wife dropped from golf club side (4)
- Bother American before function (3)

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Corporate Change & Technology

Part One

Tuesday December 15 2020

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Sustainability takes centre stage in shift to digital

The pressure for finance chiefs to be able to understand ESG-related risks is coming from many quarters, writes *Sarah Murray*

If presented with bird's-eye views of oceans, forests or deserts, many chief financial officers might struggle to connect them to financial planning or cash flow management. But with pressure for companies to demonstrate their sustainability credentials, satellite imaging and other technologies are becoming increasingly relevant to the work of the CFO.

The technologies are evolving at a rapid pace. Remote sensors and artificial intelligence tools now make it possible to track everything from water pollution and deforestation to "dark fleets" of vessels whose fishing practices breach environmental or human rights regulations.

These are issues to which finance functions must pay close attention, says André Haag, chief financial officer at



Bird's-eye view: satellite imaging that tracks environmental impact is growing in relevance for CFOs — PlanetScope

Triodos Bank, an ethically-focused Dutch financial institution.

"The CFO plays an important role in creating value, and that's now much more than traditional financial value — it's about sustainability and creating impact."

Ultimately, technology will make measuring and managing all this much easier. With unprecedented amounts of data being generated, the application of AI and data analytics can enable far more accurate evaluations of companies' environmental, social and govern-

ance (ESG) performance than was previously possible.

"For sustainability it's phenomenal," says Georg Kell, chairman of Arabesque, an ESG quantitative asset manager that uses AI and big data to assess the
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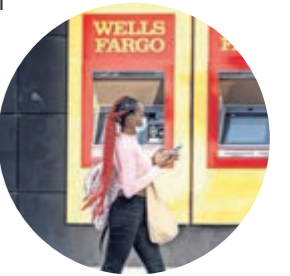
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Finance chiefs must be able to demystify complex data using compelling language

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Hedge funds exploit tech to reduce costs

Growth in data volumes has pushed finance executives to move to one trading system

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Corporate Change & Technology Part One



'Whenever you make a good hire you kick yourself for not doing it earlier' — Troy Pospisil, founder of InCloudCounsel — Getty Images

When is the best time for small teams to hire a finance chief?

Recruitment

A chance to shape a company from the ground up can help lure a CFO, writes **Antonia Cundy**

When Troy Pospisil was setting up his own business, a cloud-based platform for companies' everyday legal work, he was given some sage advice.

"Someone said to me: 'Whatever you are best at, I can promise you your company will be the worst at, because you will delay bringing on strong leadership in that role because you think you can manage it'."

Mr Pospisil, who has a background in finance, recalled the words a few years later when he found himself spending more than a third of his day on the accounts of his company, InCloudCounsel. "In reality I needed to spend my day on growing the company... [not] getting bogged down in how we implement our new finance software," he says.

And so began his search for a chief finance officer.

For small organisations, the decision to bring a chief finance officer on board is a critical one. Founders have to time it right, know where to recruit from, and decide what they are looking for in a role that has changed vastly over the past decade to now encompass technology and digital transformation.

Duncan Hoggett, chief finance officer specialist at executive search firm Odgers Berndtson, says arriving at the best decision is about "understanding where you are on that growth journey."

"As a business starts, often having someone that's a strong accountant is all that's needed... Your CFO would very quickly become bored if you weren't scaling at pace," he says, adding that a finance director — a less executive and senior role than chief finance officer — can help smooth the transition to CFO.

"The danger is you outgrow your finance director and find yourself missing opportunities... As you're looking for investors, as you're looking to grow, as you're looking to make decisions around strategy, to what extent is finance providing the data for those decisions? If it's not contributing in a satisfying manner, at that point you need a CFO," he says.

As well as wanting to free up his own time, Mr Pospisil says bringing on a professional investment partner combined with the financial complexities of becoming a global business spurred the decision to recruit.

"When you're raising capital it's good to have sophisticated financial experience to support the process and investors are going to be more comfortable if you have strong financial leadership," he says.

Timing can also impact the success of the recruitment process itself. "Whenever you make a good hire you kick yourself for not doing it earlier," says Mr Pospisil. "But the reality is when you're

smaller, your budget might not support the kind of executive hire you ultimately want to make, and you may not be able to attract the type of talent that you really want."

CFO remuneration can vary wildly depending on various factors including company size. Smaller organisations must not "undersell" themselves either, Mr Hoggett advises. If they are not cash rich, equity and the chance to shape a company from the ground up can make the offer more attractive.

Ann Cairns, global chair of the 30% Club diversity campaign and executive vice-chair of Mastercard, says the possible "K-shaped" recovery from the pandemic — where some companies'

'When raising capital, investors are going to be more comfortable if you have strong financial leadership'

growth accelerates while others struggle — has made it even more important for organisations to understand what they need. "Is it a CFO who is going to be managing costs, to stabilise a company, or is it one that's going to try and take advantage of this?" she says.

The pandemic has emphasised the strategic nature of a CFO's role, she adds, as technology increasingly replaces manual tasks — for instance

bookkeeping software that also offers reporting tools.

Other events, such as a float or fundraising exercise, will also help decide whether sector or skills-based experience is the priority, says Mr Hoggett. However, the most important thing is that the executive team gels well.

"In smaller and growing organisations, the critical factor is that you're effectively a small family and when you're bringing in an outsider, you've got to be sure that the chemistry is there, that everyone's aligned, because it destabilises very quickly otherwise," he says.

This was what led Mr Pospisil to recruit from his own network, eventually hiring a former colleague. He acknowledges, however, that leveraging a personal network risks ending up with a less diverse team, an area to which he says his company has since given more focus as companies with diverse leadership are more likely to outperform.

If the network had not delivered what he wanted, Mr Pospisil says he would have used a headhunter. "If you advertise your job you might get lucky, but normally the people you want to hire are not going to apply because they are happily entrenched in a well-compensated role, and you have to pull them out of there."

Interim appointments can also be a saving grace, Ms Cairns says. "You can find people who've been CFOs of other companies who will step in and help you get yours into the kind of shape you want."

Digital shift takes a sustainable approach

Continued from page 1

performance of globally listed companies. "Interpretive power is multiplied [by technology] in its ability to assess investment risks and opportunities."

The pressure for CFOs to be able to understand and assess ESG-related risks and opportunities is coming from many quarters. Improving the company's financial position is one incentive.

"They have discovered that for debt financing, whether through bonds or loans, they can get preferential conditions if they choose green or sustainability bonds," says Mr Kell. "So it's a market-led inducement that has brought many to this agenda."

Meanwhile, more investors want to build portfolios that contain companies that are addressing issues such as human rights and climate change. This means chief financial officers need to understand how to use technology and data to demonstrate their company's ESG performance and communicate it — whether that be through reporting and disclosures or direct contact — to asset managers and investors such as pension funds and sovereign wealth funds.

A further driver is the shifting regulatory landscape. In the UK, for example, the Financial Reporting Council, the accounting watchdog, is pushing for companies to provide investors with more information on climate risks. And Mr Kell cites the ambitious package of policies known as the European Green Deal, as well as pledges by China, South Korea and Japan of becoming carbon-neutral economies.

"There's wide agreement, especially after the Biden election, that we're back to a race to the top on decarbonisation," he says.

Beyond this, however, finance chiefs also need to respond to changes in corporate strategy, as chief executives recognise the risks and opportunities ESG presents to their companies.

"The financial return element has shifted this from being simply about sustainability in terms of the benefits conferred on the environment and society, to what impact this has on companies and their performance," says Colin Mayer, professor of management



studies at the University of Oxford's Saïd Business School.

For finance chiefs, the shift will not be easy. For a start, they need to understand how money spent on new technologies will provide a return on investment. "Unless you can do that, it's hard to fund and adopt those technologies," says Ankur Agrawal, a partner in the strategy and corporate finance practice at McKinsey.

The focus on technology will also demand investments into new kinds of talent. "Whether it's accounting tools, advanced analytics or natural language processing, you need a different set of finance professionals to work with those technologies," says Mr Agrawal.

Technology alone will not enable CFOs to make the right decisions with respect to social and environmental impact. This, says Prof Mayer, is because tools such as AI and machine learning behave in the way humans design them to behave — whether that is prioritising profit and shareholder value, or ESG goals.

"The key is who is programming the AI algorithms and for what purpose," he

'CFOs have discovered that for debt financing, they can get preferential conditions if they choose green bonds'

says. "It raises fundamental issues about whose interests [CFOs] are serving."

Mr Haag argues that, as well as adopting new technologies, finance professionals need to make a cultural shift. "Most are in the traditional CFO role, maximising shareholder value and profit, and the new profile is shifting to a broader stakeholder model focused on establishing a sustainable economy," he says.

This inevitably expands the role of the finance function. "Technology and decarbonisation are here to stay," says Arabesque's Mr Kell. "CFOs need a more holistic understanding of the market system, and not just of the narrow field of finance."

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How to become an insider's outsider at a partnership

Leadership

Focus on potential for profit to gain trust of firm's inner circle, writes **Alicia Clegg**

Knowing that all your shareholders are on site, while having the founder and their family "sitting beside you in the office all day long" — that sums up the typical experience of a chief financial officer employed by a partnership, as characterised by one such CFO.

Simon Russell, chief financial officer at law firm Moore Barlow, is not alone in reaching for such descriptions to explain the status of those charged with bringing financial discipline to bear on partnerships such as law firms and consultancies (see page 6).

Laura Empson, a management professor at Cass Business School, shone a light on this in her 2017 book, *Leading Professionals*. She wrote of the insider-outsider dynamic between the fee-earners who become partners, and the cast of professional managers such as finance chiefs — who occupy a position somewhat akin to "a highly paid butler" — who historically do not. So what is the appeal for a CFO in working for a partnership?

If you crave the limelight and lack the

patience to build relationships, working for a partnership is not for you, says Mark Freebairn, a CFO headhunter and partner at Odgers Berndtson.

In the corporate world the finance chief is second only to the chief executive. "Everyone else ultimately needs you, and because they need you, you have power."

In a partnership structure, the partners pay the wage bill and "they will not take well to being told what to do by someone who isn't an owner", says Professor Empson.

Yet there are ways to compensate for this seemingly lower status.

Find an ally

To bolster their authority, the CFO can stay close to the partner to whom others look for leadership, typically the managing partner. This is especially helpful when trying to get higher-ups to do things, such as learning a new technology or complying with newly automated procedures, Professor Empson says. "Having the managing partner explain why something is important and necessary can make a difference," she adds.

But while the senior partner can lend power to a chief financial officer, to lead in their own right a CFO needs to earn people's respect. To avoid being labelled the "managing partner's attack dog",



Mr Russell uses financial analytics to help partners in underperforming practice areas to devise strategies to restore their waning margins.

This is more powerful, he says, than merely saying "your performance isn't good enough". If you can convince a partner that "the end result will be that

'Highly paid butler': professional managers are in service to the partnership's owners

Getty Images

their profit share is maintained, they will buy in to it."

Professor Empson's research suggests that many finance chiefs can become, if not full members of the firm's inner circle, then at the very least someone who the partners trust to take care of their interests.

Mostly, partners "don't really care about finance as long as their tax is sorted out", says Mr Russell. What they do care about, however, is anything that affects their clients.

To avoid friction, he recommends testing new technologies with small pilots and consulting meticulously — which is how he won round the partners at one former employer to a new credit control system administered by the accounts team.

"We spent a lot of time just getting the partners comfortable with the wording of the credit control letters [to clients]."

Professor Empson sees the power plays between partners and salaried staff as "part of a process of growth" through which the partners delegate authority.

"Some CFOs will see it as an interesting challenge not just to do the job but to persuade people to let them do it. Others will think this is ridiculous, I just want to get on with managing the money." She adds: "Sometimes a partnership needs to chew up its first CFO and then do better the second time."

Partners gradually cotton on to the commercial advantages of having a senior person who is "not in the trenches" look strategically at what is best for the business, says Philippa Sturt, managing partner at Joelson, a London-based law firm.

Skin in the game

Caroline Matthews, co-founder of Koto, a London-based brand consultancy, has taken a different approach. In 2019, she looked for an up-and-coming candidate to appoint as a finance director. She found her — and if all goes well she plans to make her Koto's first CFO and with the status of partner. "I wanted someone who'd be curious about what we do, not an extremely senior person who might limit us by laying down guardrails and hard rules," she explains.

As partnerships weigh up the pros and cons of making big-ticket technology investments, Mr Freebairn notes that giving the CFO equity, rather than ever-higher pay, is becoming more common and is a good thing.

"If you're serious about the role, then the CFO needs to be on an equal footing with the partners and have a comparable voice," he says.

In the future, rather than splashing their cash, forward-looking partnerships might choose instead to make the finance chief one of the family.

Corporate Change & Technology Part One

Covid nudges bank customers into digital era

Finance Crisis has cut in-person transactions, helping US banks to trim costs and branches, writes *Laura Noonan*

America's top banks have decided not to let a good crisis go to waste. During the pandemic, they have capitalised on their customers' increased willingness to use digital financial services.

For a country with global tech hubs like Silicon Valley and Austin in Texas, US banks had offered bafflingly archaic financial services, even by the start of the year.

Cheques were commonplace and mostly deposited in bank branches. Card payments often required a customer's signature, and "tap-and-go" technology such as Apple Pay was unusual, especially when compared with levels of use for similar services in other developed economies.

Bank branches remained open and well-used, with 30 of them per 100,000 people versus 16 in Sweden and 11 in Germany, according to 2019 World Bank data – which does not include the many brokerage offices Americans frequented for routine wealth-management services.

Then came the Covid-19 pandemic. Banks had closed branches by mid-March, leaving customers with no choice but to use technology if they wanted transactions done.

By May, more than 45 per cent of Americans had changed the way they dealt with their bank, a survey of 1,000 people by consultancy FIS found.

Mary Mack, who runs consumer and small business banking for Wells Fargo, says the pandemic has driven a 35 per cent increase in the number of cheques deposited digitally, a more than 50 per cent rise in online wire transactions, and a surge of mobile sign-ups by customers who had previously stuck to bricks and mortar and call centres.

Wells Fargo, America's third-largest bank by assets, developed the trend



with on-the-hoof innovations such as increasing the value of cheques that could be lodged via mobile devices, and increasing the limit for withdrawals at ATMs, so people could do more without using a branch.

The effort continues, even now that 85 per cent of Wells' branches have reopened (many of them in limited capacity).

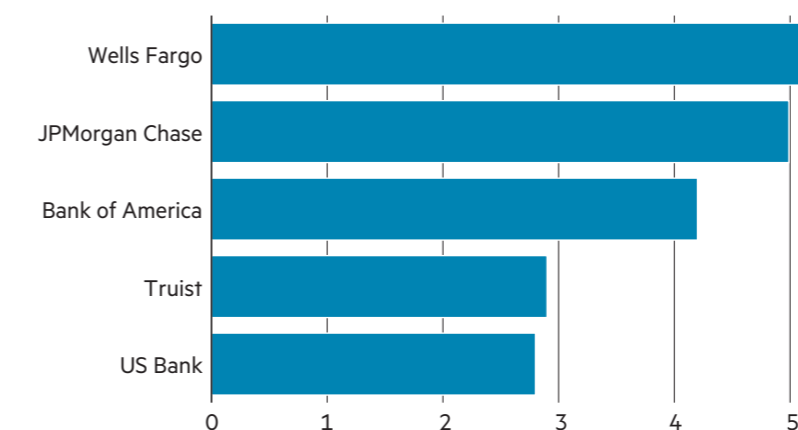
When customers visit branches, the bank contacts them to tell them if they could have completed their transactions online, saving themselves a trip. "They relate to it," says Ms Mack, who believes

By May, more than 45 per cent of Americans had changed the way they interact with their bank

Noam Galai/Getty Images

Top 5 US banks by branches

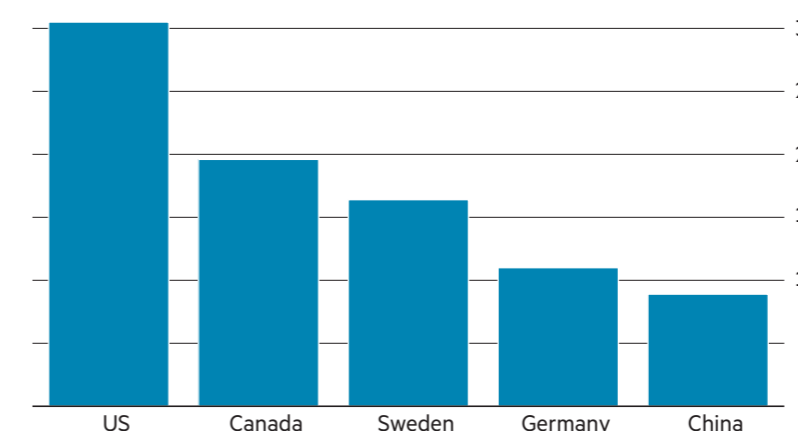
Number of domestic branches as of Sep 30 2020 ('000s)



Source: Federal Reserve Bank

Americans are well served in face-to-face banking

Commercial branches per 100,000 adults (2019)



Source: World Bank

that the changes in customer behaviour will endure because "this thing is going on for so long".

"It takes three weeks for somebody to develop a new exercise routine. We're eight months into this pandemic," she adds.

Such behavioural change would be welcome news for Wells, which has promised investors it will cut \$10bn in costs. It can serve customers more cheaply through digital channels – the bank's strategic plan already includes significant cuts to America's largest bank branch network.

"We'll be directed by what our customers tell us," Ms Mack says of its future branch strategy. "If what they are telling us is we won't be using branches any more because we have gotten really comfortable with great digital tools, then we will respond accordingly."

Bank of America, the second-biggest bank by assets in the US, has experienced trend.

Almost 40 per cent of BofA's cheque deposits are now done online, as are around 50 per cent of this year's sales – almost double the 27 per cent of the bank's sales that were digital in 2019.

In mortgages, traditionally a paperwork-heavy activity, digital sales have accounted for 60 per cent of 2020's activity. Erica, the bank's artificial intelligence chatbot, is handling 400,000 client interactions a day – twice as many as a year ago.

"We do not expect that if and when the world gets back to a place that's more normalised, [digital adoption] is going to drop," says David Tyrie, BofA's head of digital banking. Even as branches reopen, the bank is testing new services, such as video consultations with customers.

Truist, a bank forged by the 2019 merger of domestic lenders BB&T and SunTrust, has also been rolling out new technology, partly to ease the pressure its customers were under throughout the pandemic.

Dan Massey, Truist's digital banking head, says it created "virtual payment-relief assistance", allowing customers to submit forbearance applications online and receive answers to frequently asked questions from a chatbot.

"These solutions made a real impact," he says, describing how they were able to deal with 50 per cent more applications at one stage, while halving the volume of queries to its call centres and reducing callers' average hold times by nearly 60 per cent.

Andy Saperstein, head of wealth management at Morgan Stanley, says he has seen big improvements in efficiency as clients turned to digital tools.

Before the pandemic, clients came into Morgan Stanley's brokerages for everything from annual portfolio reviews to having someone look over financial documents. In the pandemic era, much of this activity has taken place on Zoom.

"Once things go back to normal of course advisers are going to go back to meeting with clients in person [for some things]," Mr Saperstein says. "But it's pretty efficient, if you want to review a document or analysis, to jump on a Zoom call and do it together."

He says there is "no question" that digital adoption is here to stay. "Once you try something digitally you realise that it is a lot easier," he says. "You are going to keep doing it."

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Corporate Change & Technology Part One

Careers CFOs must be able to demystify complex data using compelling language to reach a variety of audiences internally and externally, writes *Ria Hylton*

How to become a finance officer with impact

The average age of a chief financial officer at the point of hire in the US has crept up in recent years, reaching just below 49 in 2018 – yet a handful of notable individuals have bucked this trend.

Facebook co-founder Eduardo Saverin was 22 when he became the social media platform's inaugural finance chief. Zach Kirkhorn, still in his mid-30s, was made chief financial officer at Tesla last year, and Dhivya Suryadevara was 39 when she landed the position at General Motors in 2018 – in October this year she moved into the same role at Stripe, the US-based payments company.

In their own way, each example stands apart from the staid and steady image of a CFO, due in part to the multi-faceted nature of the role.

"It's not just about looking at your spreadsheet and number-crunching for this quarter's earnings. Those days are gone," says Ayako Yasuda, finance professor at University of California's Graduate School of Management.

The modern CFO is as much a thought leader as a voice of financial discipline. Developing strategy, creating shareholder value and communicating the company's mission are par for the course. For those thinking about a career in the upper echelons of finance, here are some tips from insiders.

Lead on technology

Technology is woven into businesses' strategies across all industries. Robotic process automation (RPA) has streamlined many financial operations for a while. Automation is developing at such a pace that soon it will be able to carry out many more finance functions, freeing up the CFO's time to focus on other parts of the role. Cerence, a US-based software company, even demonstrated its own technology by using AI-generated cloned voices of its chief executive and CFO to deliver the company's quarterly results last month.

Where finance heads of the past might have deferred to the wisdom of their colleagues in IT, today's cohort must demonstrate sufficient technological knowledge in order to make effective long-term investments.

"CFOs have the budget authority when companies are making critical decisions," Ms Yasuda says. "For them to make the right call in authorising new technology investment, they can't just say, 'I don't understand this technology, but let me ask the expert and then I'll make the decision'. They need to

understand the implication of one technology versus the other, enough so that they are making an informed investment decision."

'Make the numbers dance'

CFOs are the company's chief storytellers – or, as Jennifer Piepszak, JPMorgan Chase's finance head, puts it, they "make the numbers dance".

Around 80 per cent of finance chiefs believe data storytelling is an essential part of their role, according to a 2018 study by Accenture, the consultancy.

From public-facing work, sharing financial reports, advising on policy and reassuring the markets, to encouraging cross-departmental co-operation, boosting morale and pushing for cultural change, the CFO liaises with most company stakeholders. To do this effectively, a finance chief needs to demystify complex figures with compelling narratives targeted at different audiences.

"One CFO who came to my class put it this way: you need to speak multiple languages. You're the one person in your company who can speak to the engineers, the legal team, the accountants, corporate development and the C-suite," recalls Ms Yasuda. "And because you speak multiple languages, you are at the centre of the network. You hear everything from everybody."

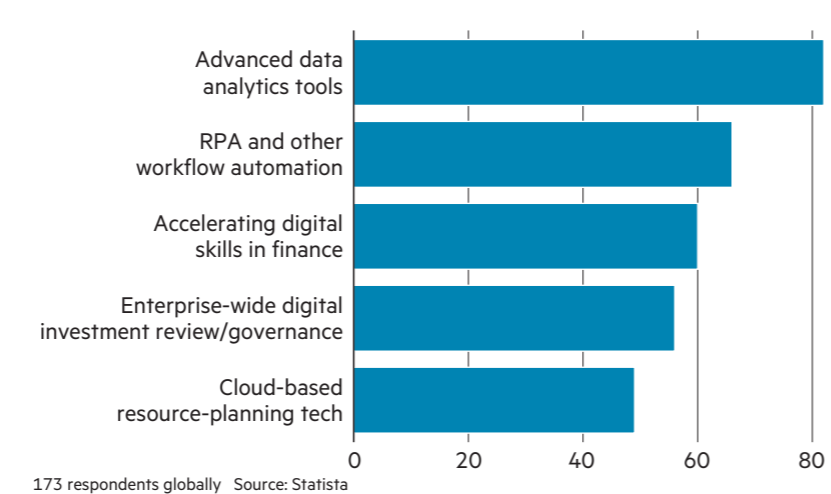
Data is your friend

"The CFO role now is very big on driving results and accountability through data analytics," says Robert Craig, senior client partner and CFO recruiter at consultancy Korn Ferry.

A 2019 PwC report showed top-performing finance chiefs currently

Finance chiefs' 2021 tech priorities

Percentage of CFOs who expect to spend more time on these areas next year



Above, left to right: Robert Craig, Cheryl-Jane Kujenga, Jennifer Piepszak and Ayako Yasuda



spend 75 per cent of their time on data analysis alone, while research published last month by Statista, a research company, suggests CFOs expect to spend even more time working on data analytics next year.

High-quality data helps to inform strategic decisions and generate the market credibility CFOs need. Cheryl-Jane Kujenga, the former finance head and chief executive at South African recruitment company Adcorp, likens the strategic side of the role to that of a ship navigator.

"The CEO says, 'that's the horizon, that's where we're heading', operation is rowing, doing the work needed to get there, but you're the person saying, 'guys, we're off course' or 'we're on course, we're going to get there faster'."

Find your leadership style

Identify your leadership style early on. Whether you like to direct, delegate or build consensus, figure out what you are best at and then adapt. Once in the role, try to make a couple of successes early on, advises Korn Ferry's Mr Craig, who also used to be a CFO.

"I tell people: don't try to do too much, pick things that you can deliver on, be successful, get in a couple of wins

and build out that camaraderie."

Remote working during Covid-19 has brought added complications to finance teams but Mr Craig identifies common traits among the most successful leaders. "The CFOs that shine are action oriented, can evaluate and make quick decisions."

Know your team

As the performance of a company depends on its people, finance will need to pay close attention to personnel. In the case of M&As, for example, finance chiefs will play a pivotal role in identifying target companies, doing due diligence, negotiating transaction prices and closing deals – but the hardest part, says Ms Yasuda, is then integrating the people from the acquired company into the existing team. "They call it the IQ hire," she says, when the main asset being bought is the people in the workforce.

Getting this right comes down to strong management skills and being prepared to ask the right questions, she adds. "What is the right retention plan? What is the right compensation and benefits plan? How do you hire and retain talent? Because that's really the driver of the financial performance of

the company, and CFOs need to be involved in that process."

Stay curious

Future CFOs will need to respond to rapid change, which is why Ms Kujenga – who was a partner at EY for nine years – recommends building a diverse experience base. "Because of that [role] I got exposure to many different industries, but I wish I had been even more curious."

A certified public accountant qualification is a safe bet but Ms Kujenga, who was recently appointed finance chief at South African healthcare group Ascendis Health, also suggests a coding course or technology degree to help understand new developments. "It's easier to have a vision when you can appreciate what the possibilities are."

What is most clear is that the individuals who step into these roles will need to enjoy everything it brings.

Ms Piepszak says there are few positions in any company offering the access and vantage point of a CFO.

"We're often viewed as just the numbers people, but finance people have a fascinating perspective. It's a bird's-eye view, and it's a privilege."

Hedge funds exploit technology to help reduce cost and waste

Asset management

Growth in data volumes has pushed finance chiefs to move to one trading system, writes *Laurence Fletcher*

Hedge funds have sucked in tens of billions of dollars in investments in recent years, assisted increasingly by technology. The same tech is also benefiting those people who make the financial decisions at these organisations.

Techniques such as machine learning and analysing big data have become increasingly commonplace in the industry, as managers hunt for an edge in trading markets.

But beyond the chief investment officers and investment portfolio managers, other parts of the hedge fund business are trying to exploit technology to improve efficiency, reduce costs and keep track of complex interactions with service providers and regulators.

Hedge funds tend to have relatively low staff numbers compared with other financial services companies – UK-based companies have an average of 29

people, while their US counterparts have 20, according to a 2017 report by industry body the Alternative Investment Management Association and data group Preqin.

That means many do not have a chief financial officer, but instead combine the roles of CFO and chief operations officer (COO). That person can end up overseeing everything on the non-investment side of the business, including the organisation's financial health, its interactions with banks and investors, and its regulatory compliance.

Hedge funds work with a range of portfolio, order and execution management systems, and the varied role of the head of financial operations means they sometimes have to reconcile data from across these sources, at times manually. But the growth in the amount of data that funds must handle has led many finance chiefs to move all their data to one trading system.

"As the type and quantity of data being used is ever-increasing, [hedge funds'] existing systems are becoming operationally inefficient, dragging performance speed and increasing internal tensions," says Chris Jenkins, managing director at trading software firm Tora.

Mark Jones, chief financial officer at Man Group, one of the world's biggest

hedge funds with \$113.1bn in assets, says that while some organisations use a range of trading systems, he insists on having data on a single operating platform.

Man then uses Python, the coding language, to access data and produce charts and other visualisations that can help senior management in their decisions.

Efficiency savings

Technology is also changing the financial operations chief's role in calculating funds' so-called "shadow net asset value" – the value of assets that the fund management firm works out themselves, to verify the official valuation by the external administrator.

Rather than using email to communicate with the administrator, API connectivity – ie a "pipe" running between two different systems – allows the manager to access greater volumes of data from the administrator in close-to-real time, and is widely viewed as being more secure.

"There are definitely efficiency savings there," says Tim Ridgway, director of governance services at Crestbridge, an administration and corporate governance company, who previously worked as COO at a hedge fund. "It saves the manager having to replicate the

work the administrator has done, and possibly prevents the manager having to employ extra staff."

Finance chiefs also often oversee hedge funds' relationships with prime brokers – banks that offer stock lending, financing and trade settlement – to monitor how much they pay. Such calculations can be complicated, for instance because banks may measure the amount of revenue a fund generates in a different way from the hedge fund manager.

Now, says Mr Ridgway, technology is allowing hedge funds to better gauge the number of interactions with the bank and the work it has done, giving the fund's CFO a clearer idea of how that relates to the money it has spent.

Man's Mr Jones has also used technology to get more frequent information on how the company is doing, and now receives daily updates on metrics such as assets under management, revenue run rates and weighted-average fund performance against peers.

"It can take businesses a while to figure out where they are [financially]. I know by just after lunch where revenues are," he says. This helped provide useful information during the market turmoil this spring, when Man decided to halt some business expenditure.



Technology allows finance chiefs to better gauge interactions with prime brokers and how that relates to cost

Alamy

Man is also using techniques such as machine learning – primarily used to help its funds with trading – as part of a programme to try to predict how investors will react to gains or losses. Such information on likely investor flows is important to fund management companies.

Mr Jones says Man has found computers are better at processing large quantities of data, for instance relating to smaller amounts of inflows and outflows, particularly when looking at a larger number of funds.

However, humans are still better at predicting the timing on larger investments from bigger clients, he says. "In the second quarter [of this year] it feels like redemptions were pulled forward [from the next nine months]," Mr Jones explains. "The computer wasn't great at spotting that."

"At the moment it still needs human judgment."

'It saves having to replicate work and possibly prevents the manager having to employ extra staff'

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Corporate Change & Technology Part One

Digital transformation boosts profile of CFO

Law

Finance chiefs play a greater role in strategy as more firms engage with technology, writes *Reena SenGupta*

Many finance heads at top legal practices have become careerists in the industry, tending to stick to either a single or series of law firms.

For some chief financial officers, the allure of being the only “numbers” person in a partnership of lawyers can provide a sense of status; for others, having shareholders wander the corridors outside their offices makes the job intensely personal.

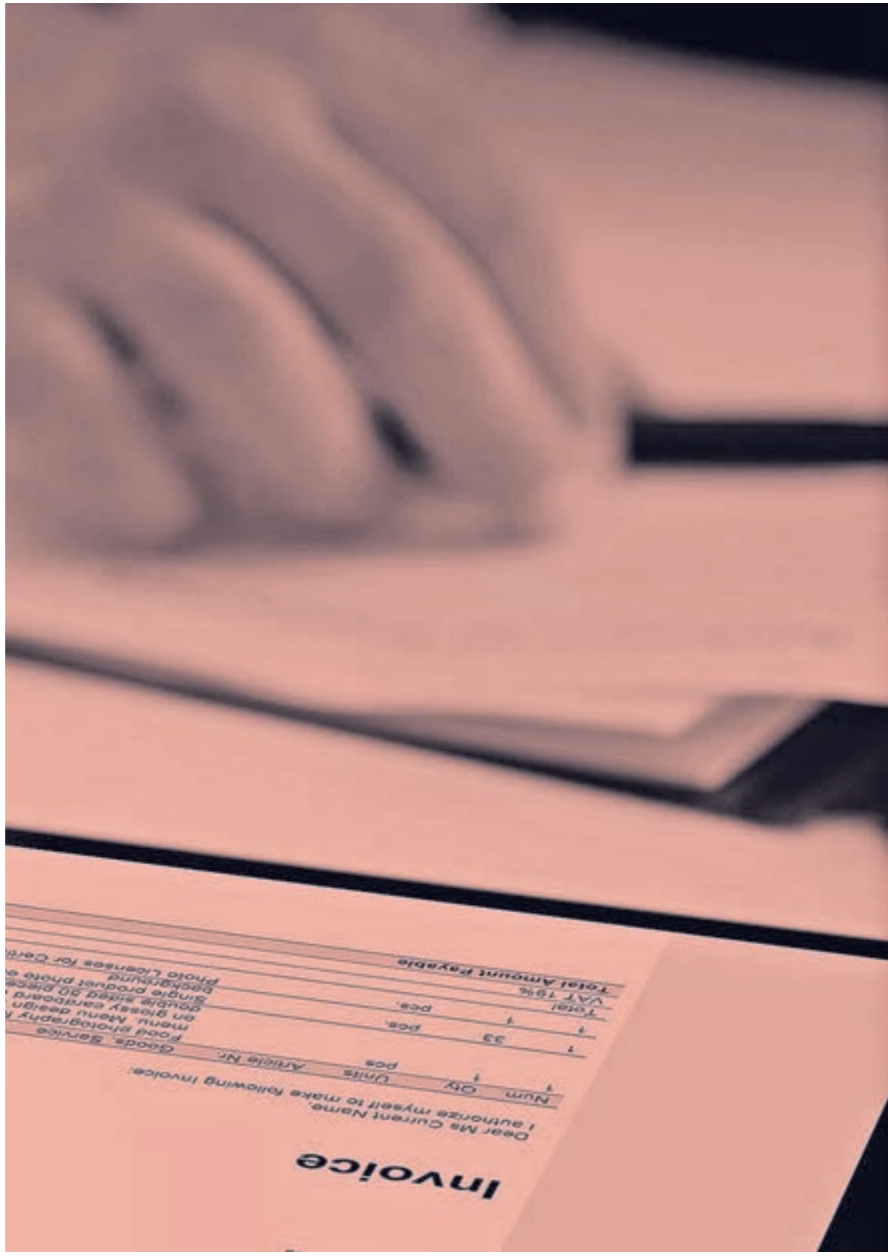
In the past, the role was not comparable in complexity to that of a CFO of a publicly traded company – but this is beginning to change. Many big commercial law firms are now billion-dollar businesses with complex financial challenges.

Jay McAveaney, chief financial officer at Reed Smith, a global law firm, says: “We may not have inventory like a manufacturing business, but we have borrowing, capital exposures, currency exposures.” For him, the complexity and enjoyment of the role comes from the partners who are both co-workers and owners.

Mr McAveaney has served as both CFO and chief operating officer at various law firms including Baker & McKenzie and Kirkland & Ellis, two of the largest firms in the world by headcount and revenues. Some law firm finance chiefs have also served as the COO, but this is becoming less common as the top roles become more defined.

The slowness of many partnerships in recognising business professionals and support functions for the value they deliver has contributed to the industry being slow to adopt digital technology.

“Law firms have not completely digitally transformed themselves. [Digital] is a small part of the business today but



it is changing,” says Jason Haines, chief finance officer at Allen & Overy, a global law firm.

Mr Haines, who has also served as A&O’s chief information officer, feels the pandemic has reinforced the importance of the finance chief at law firms. “Cash flow is essential. We did a capital raise in the middle of the pandemic and put in cash measures to keep the business resilient. It is an essential role of a CFO but often underplayed,” he says.

He plays a role in A&O’s digital strat-

egy and focuses on the benefit the firm can realise from its technology investments. With an IT background, Mr Haines sees himself as a poacher turned gamekeeper. He is wary of the term “digital transformation” as he feels it is overused and can mean many things to different people. However, he says, “if law firms don’t do this [go digital], they will find it hard to keep up”.

A&O was one of the first big firms to invest in a digital legal information business, Aosphere, which has been running

Fits the bill: many law firms have embraced automated processing

Alamy

since 2001. Via Fuse, A&O’s start-up incubator, the focus of the firm’s digital investment is now on legal technology.

Linklaters, another magic circle firm, also invests in legal tech start-ups. Finance chief Peter Hickman sits on the investment committee, which closely monitors two of their ventures: Nivaura, which focuses on automating processes in capital markets, and another start-up established with the International Securities and Derivatives Association. But this work accounts for

“We did a capital raise in the middle of the pandemic and put in cash measures to keep the business resilient”

only a small part of his role. “The core of the job remains focusing on the firm’s finances and engaging with the partners,” says Mr Hickman.

He is an advocate for greater efficiency and says partners are still too involved in the billing process. The shift to fixed fees may streamline this, but partners often like to have oversight. “If I had a magic wand, I would minimise the role of partners in billing and embed more financial advisory support in the practices,” Mr Hickman says.

Linklaters and others have moved to electronic billing. But Mayank Patel, finance director at Mishcon de Reya, a mid-sized UK-based law firm, says: “Until lockdown, we were a manual billing firm, on paper. Now we have moved to an electronic process via email.”

For others, going digital is transforming CFOs’ ability to advise the partnership. Reed Smith created a Financial Intelligence Unit in 2019 to provide partners with real-time information via interactive dashboards. It became an essential tool in helping the firm respond to the pandemic, and which Mr McAveaney says had a “snowball” effect in getting the firm to embrace data.

“Our leadership team can now ask complex questions and we can reply about what we know based on experiences across the firm to help inform their decisions,” he adds.

The digital approach is also creating opportunities for the firm’s practice areas to enhance their legal expertise and success for clients. “We will have the data analytics expertise to work with our lawyers and to help assess the probability of successful outcomes in our representations,” says Mr McAveaney.

With evidence at the heart of what lawyers do, if finance chiefs can show partners the power of digital, the shift could have a positive bearing on legal firms’ digital transformations.

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