Bailard's approach to corporate engagement focuses on both the shareholder process and supporting other stakeholders working to improve disclosures on important environmental, social, and governance (ESG) issues. Bailard's Sustainable, Responsible and Impact Investing (SRII) group typically focuses its corporate engagement efforts on the following areas:

ENVIRONMENTAL

- · Climate change
- · Greenhouse gas emissions
- · Global water issues
- · Biodiversity & habitat protection
- · Sustainability reporting

SOCIAL

- · Human rights
- Diversity & gender equality
- Social justice
- · Supply chain management
- Workplace practices

GOVERNANCE

- · Shareholder rights
- Board structure & independence
- · Executive compensation
- Risk management
- · Ethical standards
- Policies & procedures on corporate political giving

Recent Activity

The 2021 Proxy Season is coming to a close, and early reviews are proving positive for ESG issues. Similar to last year, climate change, diversity, and corporate political spending were the most active topics. According to Proxy Preview, this year's record 34 majority votes thus far has greatly outpaced last year's 21 majority votes. We are also seeing a strong increase in the level of those majority votes. So far, six votes have received over 90% support, of which four had the support of management. This is a first in the U.S. amongst environmental and social resolutions. Overall, it has been a pretty stellar year for ESG shareholder resolutions.

As You Sow

Bailard is proud to support the corporate engagement work of As You Sow (AYS). AYS's goal is to create large-scale systemic change by establishing sustainable and equitable corporate practices. Blaine Townsend, Bailard's SRII Director, has been collaborating with AYS since 1997.

Learn more here: www.asyousow.org

As You Sow Spotlight: With the 2021 Proxy Season wrapping up, As You Sow recently hosted a webinar to review their work. A few highlights include: 161 total engagements, 75 engagements resolved with the company, a higher-than-usual average vote in support of 43.4%, and 5 majority votes (including a 98% vote at GE!). We are proud to partner with As You Sow on corporate engagement.

Organizations We're Involved With

ICCR

Founded in 1971, the Interfaith Center for Corporate Responsibility (ICCR) is a membership organization of over 300 members of faith and values-based organizations including socially responsible asset management firms, pension funds, colleges and universities. ICCR staff and members engage hundreds of large multi-national corporations each year on social and environmental issues. In 2020, the ICCR filed 281 resolutions. Bailard is an affiliate member of the ICCR.

Learn more here: www.iccr.org

CPA-Zicklin Index

Bailard is a sponsor of the CPA-Zicklin Index, which benchmarks the political disclosure and accountability policies and practices of leading U.S. public companies. Issued annually, it is produced by the Center for Political Accountability in conjunction with the Zicklin Center for Business Ethics Research at The Wharton School at the University of Pennsylvania.

Learn more here: www.politicalaccountability.net

Ceres Investor Network

Ceres works with investors specifically to better manage carbon, water and supply chain risks, and to ramp up global investments in clean energy and sustainable food and water systems. Bailard is a member of the Ceres Investor Network (formerly the Ceres Network on Climate Change), which focuses on carbon asset risk, disclosure, human rights, water, climate change and governance policy.

Learn more here: www. ceres.org/networks/ ceres-investor-network

Moskowitz Prize

Bailard is a sponsor of the Moskowitz Prize, the only global award recognizing outstanding quantitative research in sustainable and responsible investing. Since its launch in 1996 by Berkeley-Haas and The Forum for Sustainable and Responsible Investment (US SIF), its winners have explored shareholder activism, socially responsible mutual funds, and socially responsible investing as a catalyst to improved financial performance, among other topics.

Learn more here: https://www. kellogg.northwestern.edu/ social-impact/academics/ moskowitz-prize.aspx

DISCLOSURES

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