

Out Leadership ESG Initiative and Summit 2023

Out Leadership (“OL”) is the global LGBTQ+ business platform that partners with the world’s most influential firms to build business opportunities, cultivate talent, and drive equality forward. Including LGBTQ+ people at all levels powerfully benefits bottom lines. We help companies realize their Return on Equality™.

SUMMARY

In 2022, Out Leadership announced the first ever ESG (Environmental, Social, Governance) summit (The Return on Equality™ ESG Summit) focused on meaningful inclusion of LGBTQ+ inclusive diversity into ESG structures and strategies. This new first-of-its-kind, ground-up ESG initiative seeks to build from global data, best practices, and overall experience of Out Leadership, combined with the leadership and efforts of a core group of its almost 100 member companies, 700 CEOs and tens of thousands of senior leaders globally towards a new global and consistent standard of ESG for business - one that is for the first time fully inclusive of all the diverse communities our companies seek to serve.

Specifically, and based on our current research and conversations, we understand that even though 90% of Fortune 500 companies have some language around ESG programs and initiatives in their public documents, a very small percentage of them include diversity in a meaningful way. And within those, effectively **zero mention LGBTQ+ equality and inclusion in their ESG materials**. In short, this means that LGBTQ+ community is not included in the conversations and measurements that companies provide to investors, and if investors have a priority to target their criteria towards LGBTQ+ diversity there simply is no way for them to do it right now in a simple, quantifiable, and comparable way.

OBJECTIVE OF THE ESG INITIATIVE AND SUMMIT

The objective of the Return on Equality™ ESG Summit and initiative, which we envision will be a multi-year program, **centers around identifying the challenges in ESG data to include LGBTQ+ inclusive diversity, build a framework alongside key stakeholders and over time develop a set of metrics that companies are agreeable to disclosing and that investors will find easy to understand and execute as part of their investment mandates.**

Our objective is not to set a completely new framework for ESG metrics, but to complement what is currently in the marketplace to include LGBTQ+ inclusive diversity to the equation. Not to replace what exists, but to enhance it to include the human factor of LGBTQ+ diversity.



METRICS AND DISCUSSION TOPICS

Based on our preliminary discussions and as disclosed in our press release in August 2022, the ESG initiative and summit will aim to evaluate and include metrics across the DEI spectrum, such as::

- Global DEI Standards, policies & metrics and their tie to investment policies & mandates
- LGBTQ+ C-Suite representation
- LGBTQ+ ERG/BRG leadership & engagement
- Donations & Support for LGBTQ+ & diverse organizations
- Donations to anti-LGBTQ+ organizations or to anti-LGBTQ politicians
- Implementation and status of self-Identification programs
- LGBTQ+ inclusive health care and retirement benefits
- LGBTQ+ & diverse representation in marketing materials
- Corporate Board Diversity initiatives
- Global public policy on anti-LGBTQ & Sodomy Laws, HIV/Healthcare, Mental Health, etc.
- The impact of anti-LGBTQ laws at state, federal and country-level on LGBTQ & diverse talent (tying into Out Leadership's State LGBTQ+ Business Climate Index)

DETAILS OF THE ESG INITIATIVE AND SUMMIT

- ESG Initiative was launched in August 2022
- Since the ESG initiative was launched, Out Leadership has hosted 6 virtual roundtables and 3 in person events or dinners with the intention of capturing the thoughts and insight of ESG experts from our member firms and organizations (*List of participating companies in page 3*)
- Out Leadership plans to host at least 2 more roundtables ahead of the ESG summit to continue gathering information and build the agenda and content for the ESG Summit in September
- **On September 21 2023, Out Leadership will launch the first ESG Summit focused on LGBTQ+ Inclusive Diversity in New York City**, and with attendance from ESG, DEI and Business leaders from our member firms and partner organizations
- After the ESG Summit, Out Leadership will publish a Thought Leadership piece with key findings from the Summit and actionable next steps
- The virtual and in-person roundtables will continue after the summit and throughout the year with the intention to track progress and continue developing the conversation.

SUMMIT CONVERSATIONS & THEMES LED BY KEN JANSSENS

Ken Janssens is a former J.P. Morgan Managing Director where he spent 25 years in different roles based in Tokyo, São Paulo, New York, and London. His background is in tech and data and he is the founder of JPMorgan Chase's LGBTQ+ Executive Council and a former Board Chair at Out & Equal. He was featured as a Top 100 LGBTQ+ Executive in 2017, 2018, 2019, and 2020 by the Financial Times, Yahoo Finance, and Involve. Now dedicating himself to helping companies increase their social impact. He lives in London with his husband Thierry and their two dogs.

Ken has been leading the roundtables and dinner discussions around Out Leadership's ESG initiative in London (at the 2023 European Summit) and most recently at the US Summit in May 2023, with an ESG conversation hosted by Millennium



POTENTIAL KEY SPEAKERS:

John Novogratz

Pronouns: he/him



John Novogratz is the Global Head of Capital Development & Investor Relations and is responsible for building and developing new and current investor relationships.

Prior to joining Millennium in 2009, John worked at Fortress Investment Group for almost six years as Managing Director and Head of Capital Formation International in London. He was successful in building out Fortress' presence and establishing strong partnerships in Europe, the Middle East, and Asia, as well as in North America. Prior to joining Fortress, he held various positions at Applied Development, Scient, and Goldman Sachs Asset Management.

John received a BA in Economics from the College of William & Mary.

Carletta Ooton (Head of ESG for Private Equity and an Operating Partner, Apollo)

Pronouns: she/her



Carletta Ooton is the Head of ESG for Private Equity and an Operating Partner at Apollo, with responsibility of building on the Firm's long-standing commitment to ESG by advancing ESG integration and performance across its private equity portfolio. Prior to joining in 2022, Carletta was with Amazon, where she served as Vice President of Product Assurance, Risk and Security since 2014. While at Amazon, she was instrumental in Amazon's foundational sustainability efforts, including calculating its carbon footprint for the first time and launching Amazon's Climate Pledge. Prior to Amazon, Carletta held operational, quality and sustainability-focused leadership roles at The

Coca-Cola Company, Cott Beverages, Bath & Body Works, Unilever and Tate & Lyle.

Carletta holds a BA in Biological Sciences and a MA in Microbiology.

Geneviève Piché (Head of Sustainable Finance and Advisory, Wells Fargo)

Pronouns: she/her



Geneviève Piché is the head of Sustainable Finance and Advisory in Wells Fargo's Corporate & Investment Banking (CIB). CIB delivers a comprehensive suite of advisory, capital markets, banking, and financial products and services to corporate, institutional, and government clients around the globe.

Geneviève oversees a team responsible for delivering thought leadership and a full suite of products aimed at helping clients achieve their sustainability objectives across Wells Fargo's Commercial Real Estate, Banking, Markets, and International lines of business. She also leads CIB's implementation of Wells Fargo's "net zero," sustainable finance and climate risk integration goals. She collaborates with teams across Wells Fargo and external partners to drive a holistic ESG and climate change strategy, and advance the company's commitment to environmental sustainability and positive social change.

Previously, Geneviève was the head of Asset Management for Corporate & Investment Banking, where she led a team responsible for building and managing relationships with asset management clients and provided sectoral expertise, global growth strategies, and segment-appropriate product solutions. Before that, she was a managing director and relationship manager in the Corporate Banking group where she led a team focused on alternative asset management clients and managed relationships with large European insurance companies. She has relationship management and banking experience supporting a range of other industry segments, including broker-dealers, financial technology, specialty finance, and banks. She has also led origination efforts in Emerging Europe, Africa, India, and the Middle East for financial institutions clients. Geneviève chaired Corporate Banking's Diversity & Inclusion (D&I) Council and served as a member of the Wholesale Banking's D&I Council.

Originally from Montréal, Canada, Geneviève earned her dual bachelor of arts degree in economics and international studies from Macalester College in St. Paul, Minnesota. She is an avid musician and outdoor enthusiast, and lives in Charlotte, North Carolina, with her husband and son.

Regina Cho (Investment Director, Crewcial Partners)

Pronouns: she/her



Regina Cho is an Investment Director at Crewcial Partners. She's also on the Investment Committee and co-leads the investment team. She has been with Crewcial since May 2011. Regina travels globally and is an integral member of the investment team, sourcing and conducting investment manager research across asset classes. Regina has a core focus on US and international public equities alongside experience investing in multi-strategy, credit, and private equity. She also plays a significant role in the firm's diversity initiative and identifying emerging managers. Regina directly supports seven clients, which are all not-for-profit organizations.

Regina works with clients to provide insights into asset allocation, manager selection, and performance.

Prior to joining Crewcial, Regina was a Senior Research Analyst for Deerfield Partner's internal research firm and a Research Analyst for Gerson Lehrman Group on the healthcare primary research team. Regina has a BA in Biology from George Washington University.

Tetiana Kyslytsyna (Sustainable Investment Officer, UBS Hedge Fund)

Pronouns: she/her



Tetiana Kyslytsyna, CAIA, is a Hedge Fund and Sustainable Investment Officer for UBS Hedge Fund Solutions (HFS). Tetiana is responsible for shaping and evolution of the HFS' ESG investment assessment framework across strategies, as well as working on dedicated hedge fund portfolios that incorporate sustainable investment considerations. Tetiana is also responsible for investment due diligence of Fundamental Relative Value, Event-Driven, and Multi-Strategy hedge funds.

Previously, she was a Hedge Fund Advisory Specialist (2016-2019) within UBS Wealth Management Investment Platforms and Solutions in Switzerland, advising on customized hedge fund portfolios for UHNW and HNW clients. Prior to that, Tetiana completed a Graduate Talent Program at UBS with a focus on hedge funds and investment funds distribution (2014-2016) and worked as a hedge fund accountant at HedgeServ in Dublin, Ireland (2013-2014). Tetiana has 10 years of investment industry experience, holds an MSc in Finance from the UCD Michael Smurfit Graduate Business School in Dublin, Ireland, and is a CAIA charterholder.

Bhakti Mirchandani

Pronouns: she/her



Bhakti Mirchandani is Managing Director, Responsible Investing at Trinity Church Wall Street, a thriving Episcopal congregation in lower Manhattan. Mirchandani is also a contributing writer at the Milken Institute and Forbes.com; teaches an award-winning impact finance class that she pioneered in Columbia University's Masters in Sustainability Management Program, as well as an impact investing course in Columbia Business School's Executive Education Program; is a co-founder and steering committee member of Institutional Allocators for Diversity, Equity, and Inclusion; serves as an independent director of Live Oak Crestview Climate Acquisition Corp.; serves on the Board of Commissioners for the New York State Insurance Fund; and is a life member at the Council on Foreign Relations.

Previously, Mirchandani was managing director at FCLTGlobal, ESG advisor to Corbin Capital, an investment management strategist at One William Street Capital Management and Lehman Brothers, and a sustainable finance banker at Barclays Capital and Unitus Capital. She also spent 10 years pioneering microinsurance, microfinance securitization, and micropension. Her work has been featured in The New York Times, the Financial Times, Institutional Investor, CNBC, and at the G-20 and Davos.

She holds a BA, MBA, and MPA from Harvard University and received the Dean's Award from Harvard Business School. Most importantly, she is a proud mother of a spirited 4.5-year-old (#girlmom).

Additional speakers (Bios pending):

- Orland Boston- Head of ESG, EY
- Jonas Kron - Chief Advocacy Officer of Trillium Investments
- Rachel Hodgdon - CEO of IWBI
- Martin Whittaker - CEO Just Capital
- Bob McCormick - PJT Partners

Organizations Confirmed to send Senior Leaders and potentially speak:

- Blackstone
- Trillium
- KKR
- Bain Capital

- Amazon
- CALPERS
- Millennium
- Edison International
- Wells Fargo
- IBM
- Goldman Sachs
- Blackrock

ATTENDEE PROFILE

- Senior leaders from Out Leadership member companies
- Leaders from member and partner organizations that have participated in the ESG Initiative roundtables and conversations
- Investors, hedge fund leaders, and ESG decision- makers
- Thought leaders and prominent voices in ESG and business strategy

KEY SPONSORSHIP BENEFITS

- Significant visibility as a sponsor of Out Leadership's ESG summit, initiative and all related events, communications, invites, assets, and social media, from the moment the proposal and for 12 month forward
- Opportunity to host any of the events leading up to the first summit or after the summit, either at own offices or at venues of choice
- Branding and visibility in the Research Study and / or Thought Leadership materials, developed as part of the ESG initiative and summit
- Showcase sponsor as an inclusive business through sponsor letters, case studies, and quotes from leaders to be included in the Research Study and / or Thought Leadership materials
- Opportunity for sponsors' leaders to actively participate in the ESG Summit, as either panelists, moderators, speakers, etc. with increased visibility as a leader in the ESG space.
- Increased number of invites
- Ability to invite clients
- Collaboration in the creation and framework of the ESG Summit.
- Visibility in Social Media and communications around the ESG Summit
- *And to develop and advance today's ESG conversation to not only drive LGBTQ+ inclusion, but also to integrate Diversity, Equity, and Inclusion into an ESG business framework!*

LIST OF COMPANIES PARTICIPATING IN THE OUT LEADERSHIP ESG ROUNDTABLES, DINNERS AND EVENTS

Potential additional speakers will be representatives from the list of companies below

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| ● Aksia | ● AQR Capital Management | ● Bowdoin College |
| ● AlixPartners LLC | ● BlackRock | ● Brown Brothers Harriman |
| ● Amazon | ● Blackstone | ● Certified Financial Services |
| ● American Securities | ● Bloomberg | ● Citi |
| ● Apollo Global Management | ● BNP Paribas | |

- Clifford Chance LLP
- Corrs Chambers
- Credit Agricole CIB
- Crewcial Partners
- D. E. Shaw
- Davidson Kempner Capital Management
- Deutsche Bank AG
- Edelman Smithfield
- Edison International
- Egon Zehnder
- Emerging Markets Investors Alliance
- Endeavor
- EY
- FCB
- Fimatix
- Funders for LGBTQ Issues
- Gaingels
- GLG
- Goldman Sachs
- Goodwin Procter LLP
- Grey Area Investment Consulting
- Gro Intelligence
- Hogan Lovells
- HSBC
- IBM
- Independence Point Advisors
- Innovate Finance
- International WELL Building Institute
- J.P. Morgan
- KKR
- KPMG LLP
- LinkedIn
- LSEG
- Man Group
- Matthews Asia
- McCann Worldgroup
- McKinsey
- Mercer
- Merrimac
- Meta
- Millburn Ridgefield Corporation
- Millennium Management
- Milliken
- Morgan Stanley
- MSCI
- Nasdaq
- New Financial
- Next Play Capital
- Nomura
- Northern Trust
- Pagaya
- Partnership for Global LGBTI Equality
- Peloton
- Perpetual
- PIMCO
- PJT Partners
- PwC
- RBC Capital Markets
- Ropes & Gray
- S&P
- Salesforce.org
- Savills
- Speir TV / RobRoySW
- Sustainable Strategies
- TD Cowen
- The Crescita Agency
- Tides
- TPG Global
- Trillium Asset Management
- Trinity Church Wall Street
- Two Sigma Investments
- UBS Hedge Fund Solutions
- Visa
- Wells Fargo
- World Bank
- World Health Organization

