ESG 101 for IROs:
Getting Out of the Starting Gate



NIRI Virtual Chapter Professional Development Series

Tuesday,
April 21, 2020
Noon – 1pm EDT

Our Sponsors

The Virtual Chapter appreciates the support of our sponsors

GOLD Level Sponsors

Broadridge

PGi

GlobalMeet

SILVER Level Sponsors

IHS Markit

Q4

ModernIR

Market Structure Analytics™

BRONZE Level Sponsors

BusinessWire

A Berkshire Hathaway Company

Where your news is made.

CPE Credit and Q&A

CPE Credit

- NIRI Virtual offers Continuing Professional Education (CPE) credit for attending and participating in our monthly programs.

- For CPE Credit, you must answer all three (3) of the polling questions AND you must complete the program survey that is provided at the end of this presentation.

Q&A

- If you are participating via the live webinar, you can type your question in the “chat box” at the bottom of your computer screen

Professional Development Unit (PDU)

- Holders of the NIRI IRC® credential can earn 1 professional development unit (PDU) per meeting/webinar. IRC-credentialed speakers may also earn PDUs. More information is available at www.niri.org/certification.

Agenda

Learning Objectives: After participating in this program, attendees will be able to:

- Explain several of the more popular sustainability standards being adopted and why.
- Identify some of the more relevant rating agencies and how to engage with them.
- Recognize how companies are being scored and the more important items to focus on.
- Engage with institutional investors' ESG or sustainability groups.
- Explain the importance of assurance in the overall ESG process.

Today's Speakers

Moderator



Sandy Harrison
Senior Director, Investor Relations
Semtech Corporation

sharrison@semtech.com

Panelists



Fred Isleib, CFA
Director, ESG Research and Integration
Manulife Investment Management
fisleiblll@manulifeam.com



Mike Wallace
Partner
Strategic Market Engagement
BrownFlynn
mikew@brownflynn.com



Dennis Walsh
Senior Director, Investor Relations, Postmates, Inc.

Dennis.walsh@postmates.com



Beth Wyke
North American Business Lead for Corporate Assurance
ERM CVS

Beth.wyke@ermcvs.com

Polling Question #1



How would you describe your company's current position on ESG or sustainability?

A. We have not been aggressive in our efforts, but we are starting to look at it and what we should be doing.

B. We are paying attention, but carefully monitoring what peers and the industry are doing and keeping pace with that.

C. We have stepped up our ESG efforts meaningfully and expect to dedicate significant resources to it over the next year.

D. We have been very focused on ESG and are involved with or have completed a risk assessment or have adopted a specific standard (SASB, etc.)



Understanding the ESG Ecosystem

Mike Wallace, Partner, ERM
Strategic Market Engagement

April 2020

© Copyright 2019 by ERM Worldwide Group Limited and/or its affiliates ('ERM'). All Rights Reserved. No part of this work may be reproduced or transmitted in any form or by any means, without prior written permission of ERM.

The business of sustainability

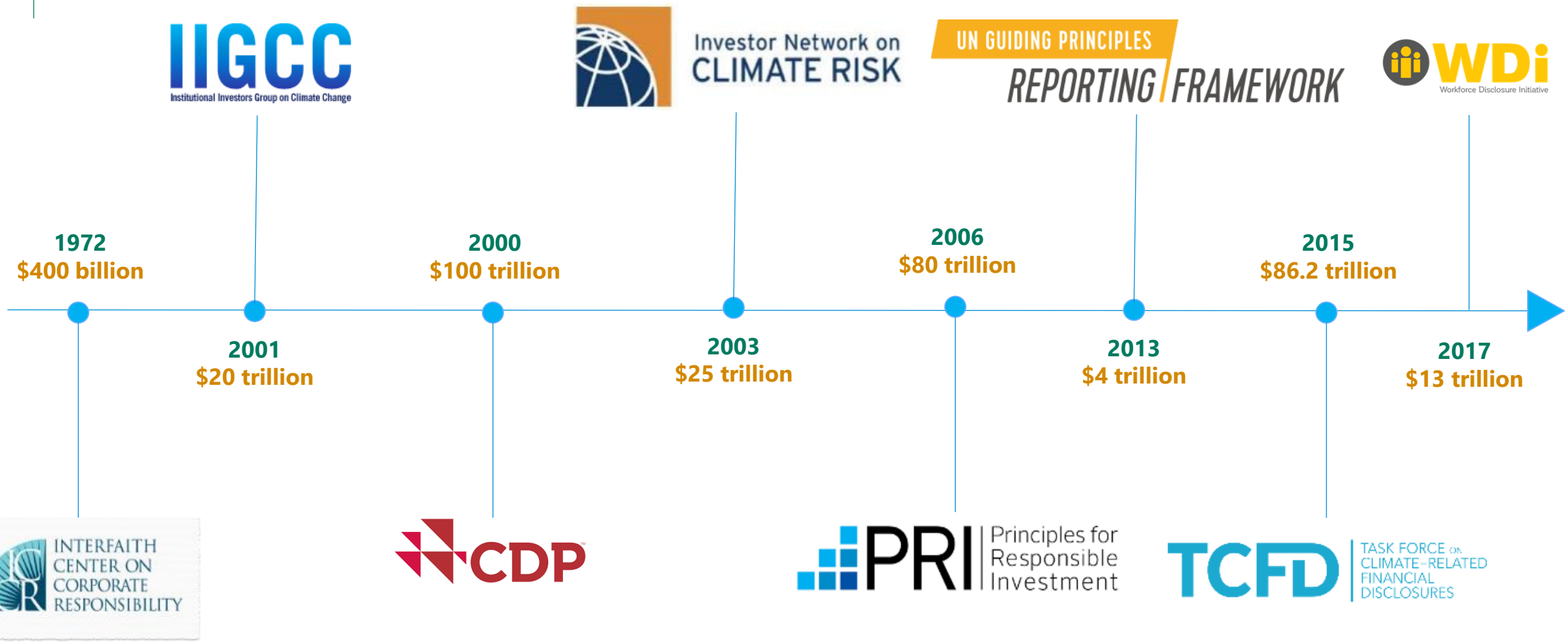
ERM

Who makes up the ESG Ecosystem?

Based on sustainability reporting standards and frameworks, there are 100+ organizations producing lists, rankings, ratings, and scorecards of the “top companies” and “most sustainable” companies.

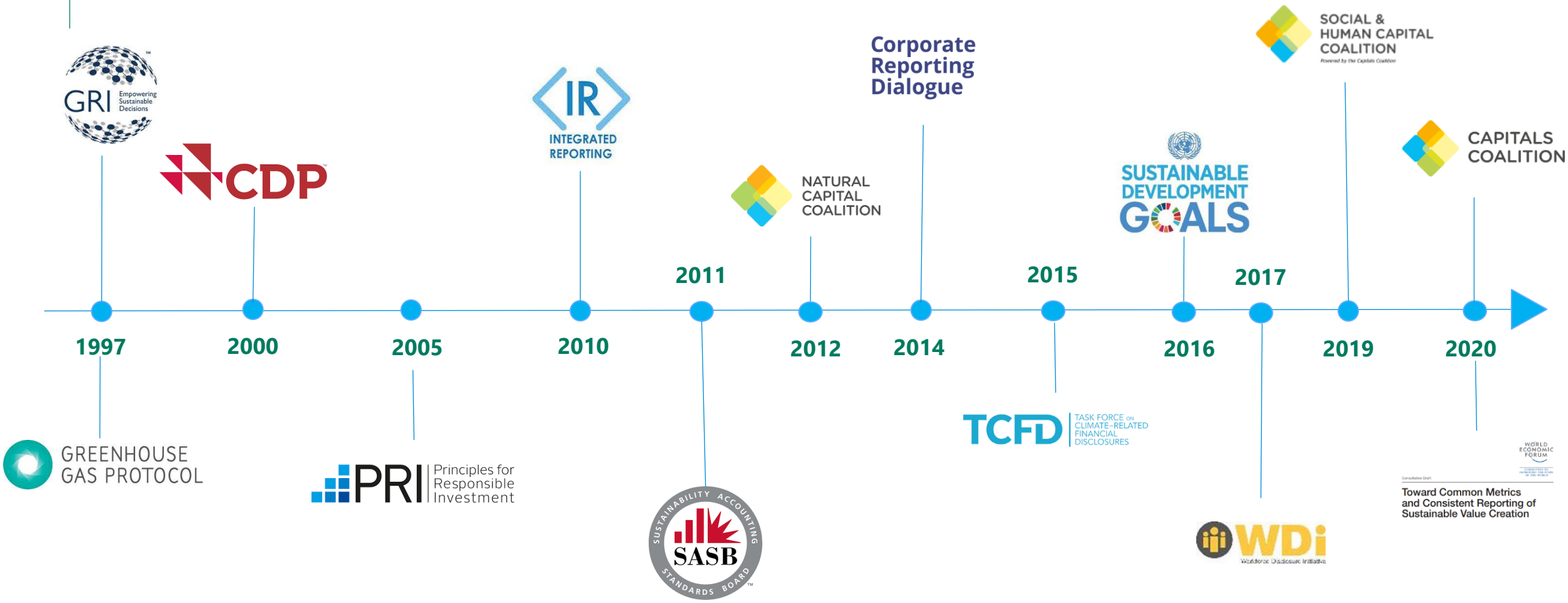


Investor Coalitions and Networks (50+ Years)



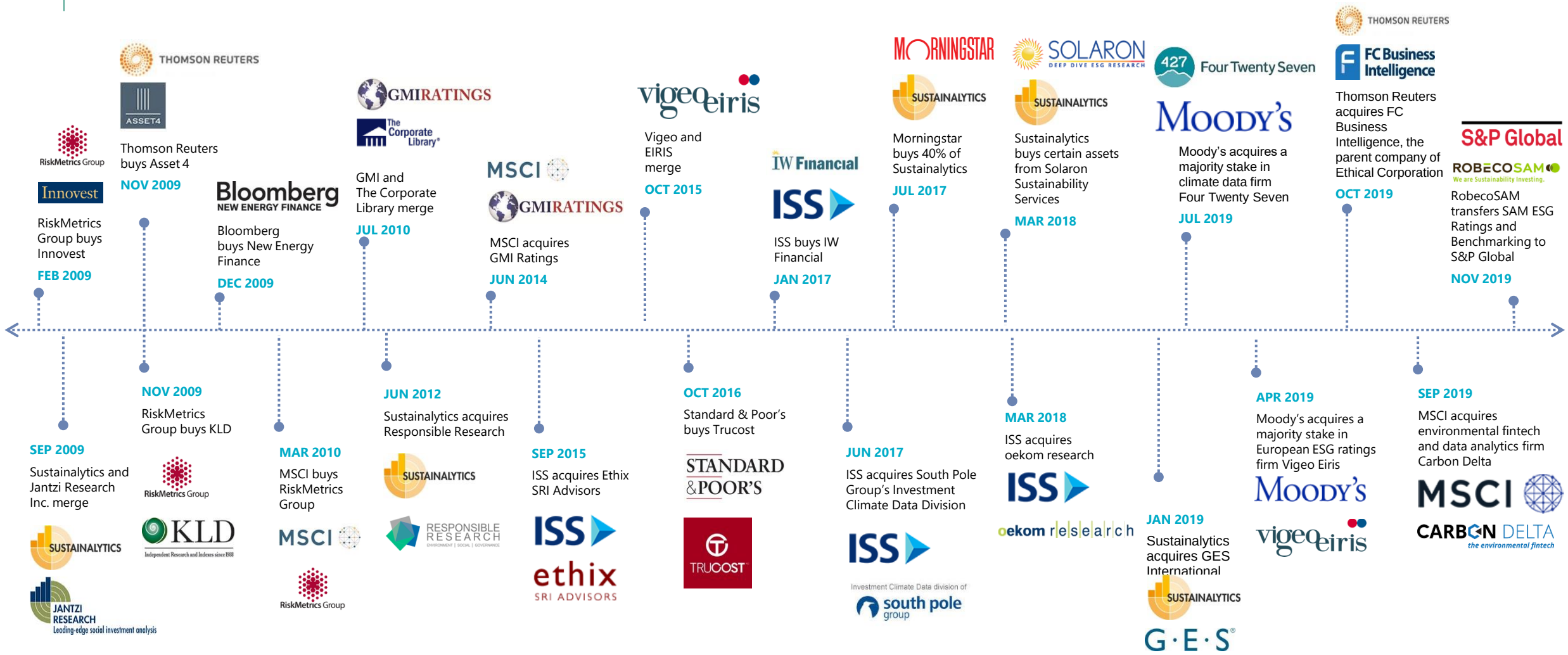
Copyright @ 2020

Frameworks, Guidelines & Standards (20+ Years)



Copyright @ 2020

ESG Merger & Acquisition Activity (10+ Years)



Copyright @ 2020

GRI (1997) – Globally Crowdsourced ESG Issues

Environmental

- Materials
- Energy
- Water
- Biodiversity
- Emissions
- Effluents and Waste
- Products and Services
- Environmental Compliance
- Transport
- Supplier Environmental Assessment
- Environmental Grievance Mechanisms

Human Rights

- Non-discrimination
- Freedom of Association & Collective Bargaining
- Child Labor
- Forced /Compulsory Labor
- Security Practices
- Indigenous Rights
- Supplier Human Rights Assessment
- Human Rights Grievance Mechanisms

Labor Practices & Decent Work

- Training and Education
- Employment
- Labor/Management Relations
- Occupational Health & Safety
- Diversity & Equal Opportunity
- Equal Remuneration for Men and Women
- Supplier Assessment for Labor Practices
- Labor Practices Grievance Mechanisms

Economic

- Economic Performance
- Philanthropy
- Market Presence
- Indirect Economic Impacts
- Economic Inclusion
- Procurement Practices

Society

- Anti-Corruption
- Public Policy
- Anti-competitive Behavior
- Local Communities
- Supplier Assessment for Impacts on Society
- Grievance Mechanisms for Impacts on Society

Product Responsibility

- Customer Health & Safety
- Product & Service Labeling
- Marketing Communications
- Customer Privacy
- Product Compliance

ESG Scores & Comparisons (sample)

Overview | Comp Sheets | Markets | EPS Preview | Ownership | Credit | Custom

Equity Valuation | CDS Spreads | Profitability | Balance Sheet | ESG

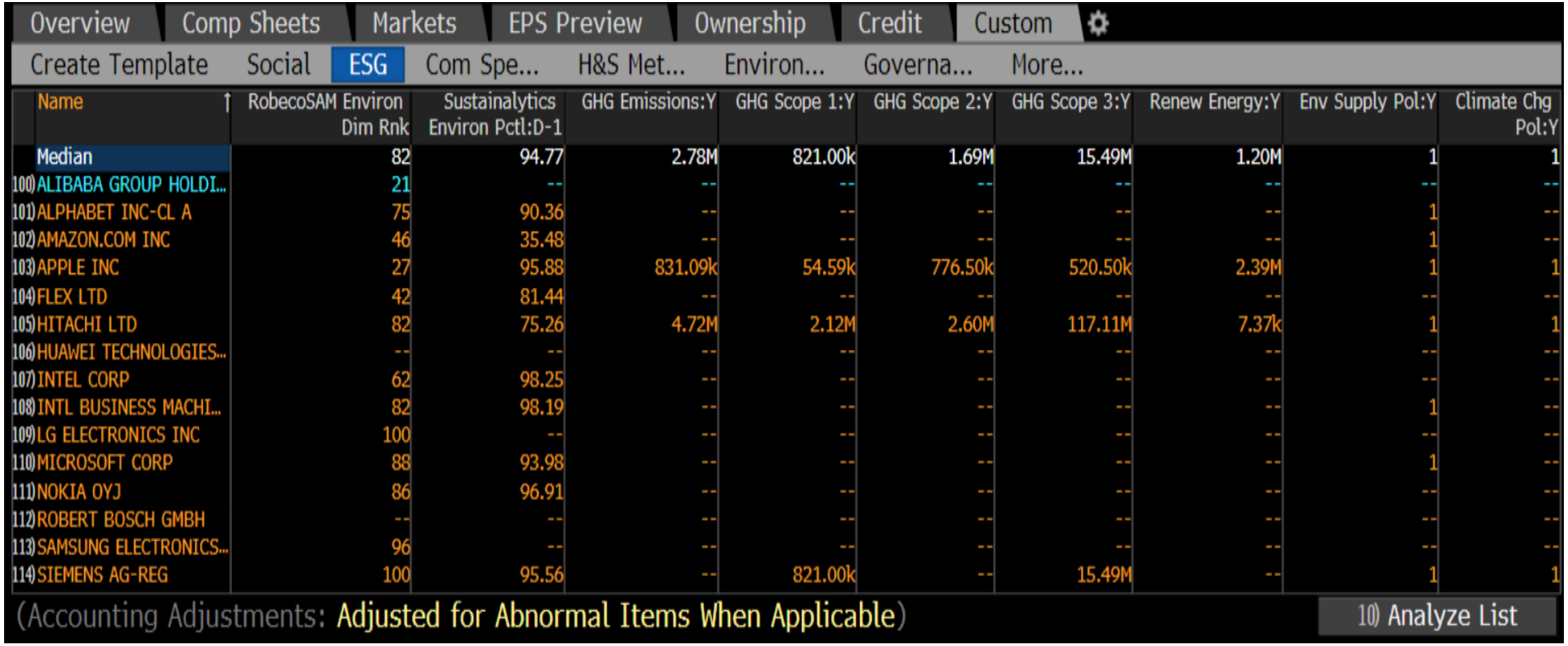
	Name	RobecoSAM Total Sustainability Rank	Sustainalytics ESG Rank	ISS Governance Quickscore	CDP Performance Score	ESG Disclosure Score	% Independent Directors on Board	% Women on Board	CEO Tenure as of FYE	Total Compensation Awarded to CEO	% Women in Workforce	Energy Intensity per Sales
	Median	70	91.10	3.50	7.00	53.11	88.19	24.04%	4.54	11.88M	30.90	68.65
100	ALIBABA GROUP HOLDI...	11	--	--	--	--	--	--	--	--	--	--
101	ALPHABET INC-CL A	57	83.73	10.00	8.00	--	54.55	18.18%	3.25	1.00	30.90	--
102	AMAZON.COM INC	45	17.20	6.00	--	--	88.89	33.33%	22.67	1.68M	--	--
103	APPLE INC	18	77.32	1.00	8.00	53.11	87.50	25.00%	7.17	15.68M	33.00	9.78
104	FLEX LTD	64	87.63	4.00	4.00	--	--	--	13.00	16.17M	--	--
105	HITACHI LTD	70	68.04	1.00	6.00	57.85	66.67	16.67%	2.00	5.18M	--	300.14
106	HUAWEI TECHNOLOGIES...	--	--	--	--	--	--	--	--	--	--	--
107	INTEL CORP	70	98.25	3.00	7.00	--	88.89	22.22%	0.58	34.76M	--	--
108	INTL BUSINESS MACHI...	66	94.58	7.00	6.00	--	92.31	23.08%	7.00	17.55M	--	--
109	LG ELECTRONICS INC	100	--	4.00	8.00	--	--	--	2.08	2.84M	--	--
110	MICROSOFT CORP	91	95.78	1.00	8.00	--	85.71	28.57%	4.42	25.84M	--	--
111	NOKIA OYJ	86	96.91	1.00	7.00	--	100.00	40.00%	4.67	5.49M	--	--
112	ROBERT BOSCH GMBH	--	--	--	--	--	--	--	--	--	--	88.48
113	SAMSUNG ELECTRONICS...	78	--	2.00	8.00	--	54.55	9.09%	0.83	35.81M	--	--
114	SIEMENS AG-REG	100	97.78	6.00	7.00	50.83	90.00	35.00%	5.17	8.08M	24.00	48.82

(Accounting Adjustments: Adjusted for Abnormal Items When Applicable)

10) Analyze List

Source: Bloomberg data accessed 06/10/19

Environmental Metrics (sample)



Overview | Comp Sheets | Markets | EPS Preview | Ownership | Credit | Custom

Create Template | Social | ESG | Com Spe... | H&S Met... | Environ... | Governa... | More...

Name	RobecoSAM Environ Dim Rnk	Sustainalytics Environ Pctl:D-1	GHG Emissions:Y	GHG Scope 1:Y	GHG Scope 2:Y	GHG Scope 3:Y	Renew Energy:Y	Env Supply Pol:Y	Climate Chg Pol:Y
Median	82	94.77	2.78M	821.00k	1.69M	15.49M	1.20M	1	1
100) ALIBABA GROUP HOLDI...	21	--	--	--	--	--	--	--	--
101) ALPHABET INC-CL A	75	90.36	--	--	--	--	--	1	--
102) AMAZON.COM INC	46	35.48	--	--	--	--	--	1	--
103) APPLE INC	27	95.88	831.09k	54.59k	776.50k	520.50k	2.39M	1	1
104) FLEX LTD	42	81.44	--	--	--	--	--	--	--
105) HITACHI LTD	82	75.26	4.72M	2.12M	2.60M	117.11M	7.37k	1	1
106) HUAWEI TECHNOLOGIES...	--	--	--	--	--	--	--	--	--
107) INTEL CORP	62	98.25	--	--	--	--	--	--	--
108) INTL BUSINESS MACHI...	82	98.19	--	--	--	--	--	1	--
109) LG ELECTRONICS INC	100	--	--	--	--	--	--	--	--
110) MICROSOFT CORP	88	93.98	--	--	--	--	--	1	--
111) NOKIA OYJ	86	96.91	--	--	--	--	--	--	--
112) ROBERT BOSCH GMBH	--	--	--	--	--	--	--	--	--
113) SAMSUNG ELECTRONICS...	96	--	--	--	--	--	--	--	--
114) SIEMENS AG-REG	100	95.56	--	821.00k	--	15.49M	--	1	1

(Accounting Adjustments: Adjusted for Abnormal Items When Applicable)

10) Analyze List

Source: Bloomberg data accessed 06/10/19

Social Metrics (sample)



Overview | Comp Sheets | Markets | EPS Preview | Ownership | Credit | Custom

Create Template | Social | ESG | Com Spe... | H&S Met... | Environ... | Governa... | More...

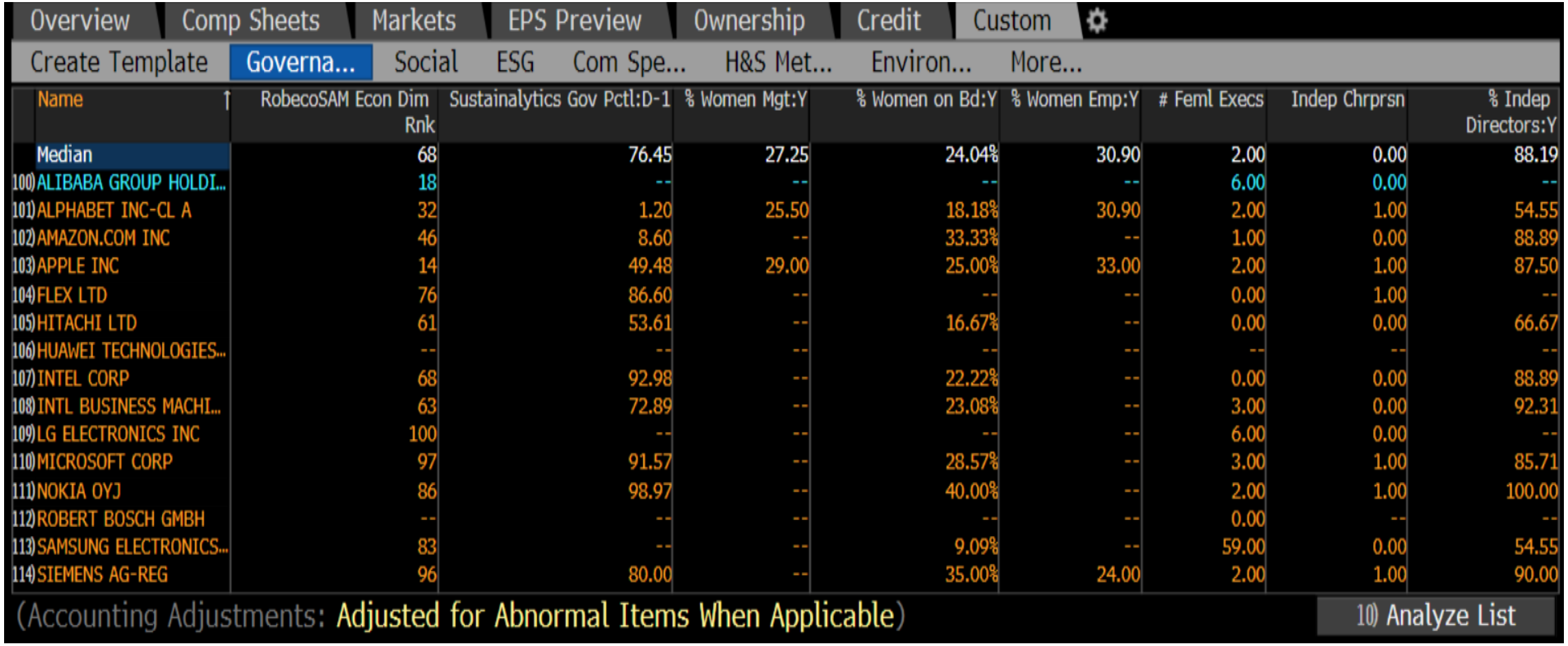
	Name	RobecoSAM Soc Dim Rnk	Sustainalytics Soc Pctl:D-1	Health/Safte... Pol:Y	LTIR:Y	Tot Rcrdble Incdnt Rt:Y	Emp CSR Trng:Y	Fatalities Total:Y	Soc Supp Chn Mgmt	Human Rights Pol:Y
	Median	67	90.11	1	0.46	0.00	0	5	1.00	1
100	ALIBABA GROUP HOLDI...	25	--	--	--	--	--	--	0.00	--
101	ALPHABET INC-CL A	48	91.57	1	--	--	--	--	1.00	1
102	AMAZON.COM INC	30	43.01	1	--	--	--	--	1.00	1
103	APPLE INC	5	44.33	1	--	--	0	--	1.00	1
104	FLEX LTD	73	87.63	--	--	--	--	--	--	--
105	HITACHI LTD	67	56.70	1	--	--	1	--	1.00	1
106	HUAWEI TECHNOLOGIES...	--	--	--	--	--	--	--	--	--
107	INTEL CORP	78	98.25	1	--	--	--	--	--	1
108	INTL BUSINESS MACHI...	55	96.39	1	--	--	--	--	1.00	1
109	LG ELECTRONICS INC	100	--	--	--	--	--	--	--	--
110	MICROSOFT CORP	88	95.18	1	--	--	0	--	1.00	1
111	NOKIA OYJ	86	88.66	--	--	--	--	--	--	--
112	ROBERT BOSCH GMBH	--	--	--	--	--	--	--	0.00	--
113	SAMSUNG ELECTRONICS...	61	--	--	--	--	--	--	--	--
114	SIEMENS AG-REG	92	97.78	1	0.46	--	0	5	1.00	1

(Accounting Adjustments: Adjusted for Abnormal Items When Applicable)

10) Analyze List

Source: Bloomberg data accessed 06/10/19

Governance Metrics (sample)



Overview | Comp Sheets | Markets | EPS Preview | Ownership | Credit | Custom

Create Template | Governa... | Social | ESG | Com Spe... | H&S Met... | Environ... | More...

	Name	RobecoSAM Econ Dim Rnk	Sustainalytics Gov Pctl:D-1	% Women Mgt:Y	% Women on Bd:Y	% Women Emp:Y	# Feml Execs	Indep Chrprsn	% Indep Directors:Y
	Median	68	76.45	27.25	24.04%	30.90	2.00	0.00	88.19
100	ALIBABA GROUP HOLDI...	18	--	--	--	--	6.00	0.00	--
101	ALPHABET INC-CL A	32	1.20	25.50	18.18%	30.90	2.00	1.00	54.55
102	AMAZON.COM INC	46	8.60	--	33.33%	--	1.00	0.00	88.89
103	APPLE INC	14	49.48	29.00	25.00%	33.00	2.00	1.00	87.50
104	FLEX LTD	76	86.60	--	--	--	0.00	1.00	--
105	HITACHI LTD	61	53.61	--	16.67%	--	0.00	0.00	66.67
106	HUAWEI TECHNOLOGIES...	--	--	--	--	--	--	--	--
107	INTEL CORP	68	92.98	--	22.22%	--	0.00	0.00	88.89
108	INTL BUSINESS MACHI...	63	72.89	--	23.08%	--	3.00	0.00	92.31
109	LG ELECTRONICS INC	100	--	--	--	--	6.00	0.00	--
110	MICROSOFT CORP	97	91.57	--	28.57%	--	3.00	1.00	85.71
111	NOKIA OYJ	86	98.97	--	40.00%	--	2.00	1.00	100.00
112	ROBERT BOSCH GMBH	--	--	--	--	--	0.00	--	--
113	SAMSUNG ELECTRONICS...	83	--	--	9.09%	--	59.00	0.00	54.55
114	SIEMENS AG-REG	96	80.00	--	35.00%	24.00	2.00	1.00	90.00

(Accounting Adjustments: Adjusted for Abnormal Items When Applicable)

10) Analyze List

Source: Bloomberg data accessed 06/10/19



Thank you

Mike Wallace
Partner
Strategic Market Engagement
+1 (424) 320-3501
mikew@brownflynn.com

ERM

Polling Question #2



Who is driving the ESG or sustainability efforts within your organization?

A. Still being determined, no one is specifically responsible at this time.

B. IR has the lead or is expected to lead our efforts with the help of Legal and other departments.

C. Legal is leading the effort with help from other executives from other departments.

D. IR is only expected to play a small part in our ESG efforts.

Manulife Investment Management

First Quarter 2020

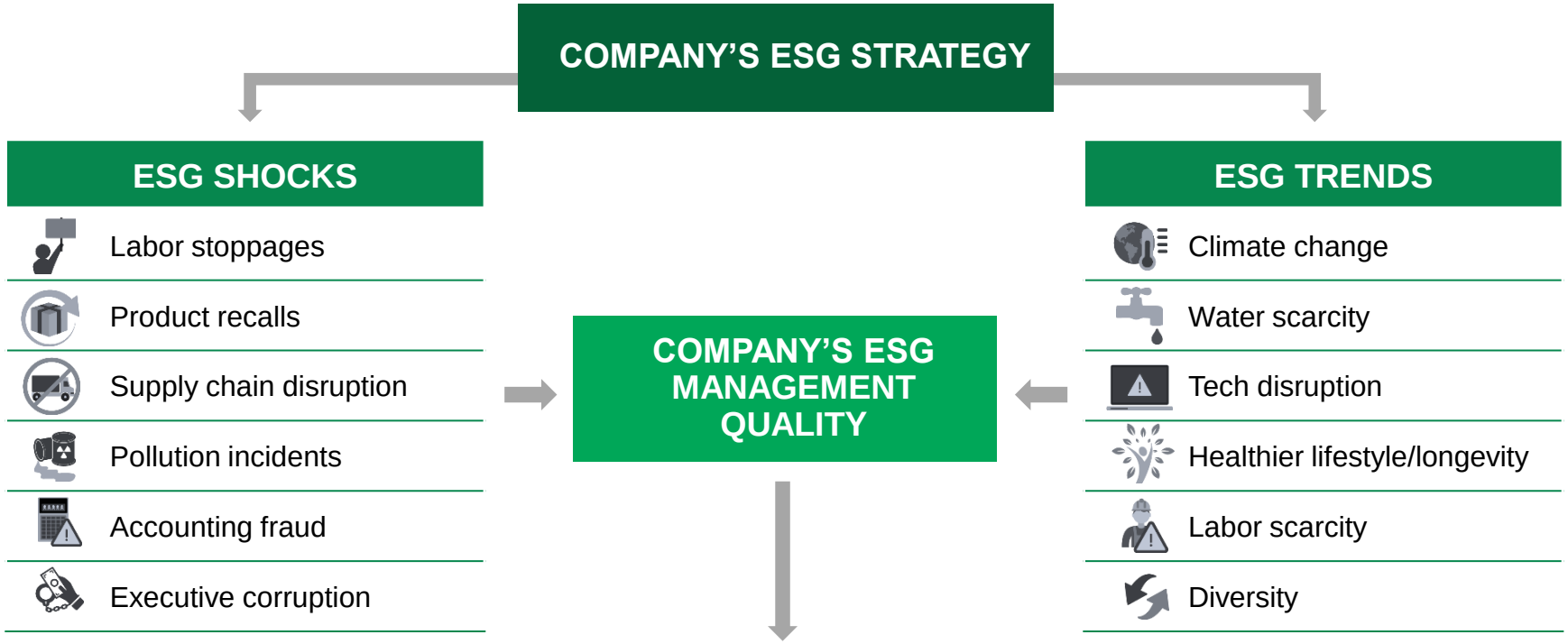
NIRI Virtual Chapter Webinar

Environmental, Social and Corporate Governance Approach (ESG) at Manulife Investment Management



ESG Overview

How Can ESG Be Material to Companies?



For illustrative purposes only

For Institutional/Investment Professional Use Only. Not for distribution to the public

ESG Overview

Manulife Investment Management's ESG Philosophy

- Our responsible investment approach applies to our public and private markets investments.
- We believe strong management of environmental, social, and corporate governance (ESG) factors can contribute to long-term business sustainability and support valuations.
- Therefore, evaluating ESG factors in our investment due diligence and company engagement can provide insights into investment risk and opportunity.
- In this way, ESG integration supports our goal of delivering risk-adjusted returns and capital appreciation to our clients.
- We engage constructively with companies on ESG issues, both individually and collaboratively with other investors, aiming to deepen our understanding of ESG issues that affect a company's valuation and to enhance long-term shareholder value.
- Beyond ESG integration, we work with clients to help them implement any specific screening or exclusion criteria they need to ensure portfolios align with their values.

Examples of ESG Factors in Investment Analysis

Environmental	Social	Governance
• Climate change • Water supply • Waste management • Air/Water pollution • Biodiversity • Energy resources and management • Resource depletion	• Stakeholder relations • Workplace safety • Supply chain management • Product quality/safety/disclosures • Human capital management • Community relations	• Board structure/expertise/ independence/gender diversity • Executive compensation schemes • Accounting and audit quality • Shareholder rights • Related party transactions • Transparency/disclosure quality

No investment strategy or risk management technique can guarantee returns or eliminate risk in any market environment.

ESG Overview

ESG Factors are Embedded into our Fundamental Investment Process

Manulife Investment Management believes that:

- ESG factors contribute to an investment's risk and managing those risks can lead to long-term sustainable returns
- Well-managed companies will create long-term shareholder value

ESG Due Diligence

ESG Integration Approach



- ESG analysis supports better informed decisions for active investing.
- Investment teams apply industry and regional expertise to assess material ESG factors.

Resources



- Investment teams have access to specialized third party ESG research and data, periodic ESG trainings, and dedicated internal ESG specialists.

Decision



- Understanding ESG factors enhances the assessment of companies risk/reward profiles, and thus potential returns
- Investments in companies with elevated ESG risks may be appropriate depending on the strategy.

ESG Risk Monitoring

Daily Risk Reporting

- Daily reports highlight the highest-risk names for each strategy.
- Pre-trade acknowledgement required to invest in companies with aggressive accounting practices

Portfolio Analysis Reports

- Portfolio monitoring helps to analyze ESG performance
- Highlights portfolio trends versus the benchmark and exposure to thematic ESG risks/opportunities.

ESG Risk Reviews

- Investment teams have quarterly portfolio reviews with the ESG team to discuss their investment approach to ESG issues at the company and portfolio level.

Active Ownership

Engagement



- Engagement enables better understanding of companies' risk mitigation activities and changes to their risk/return profile.
- We participate in private and collaborative engagements.

Ongoing Review



- Follow-up meetings are considered based on evidence of company progress, significance of investment for overall portfolio, etc.

Proxy Voting



- ESG analysts provide views on ESG-related matters.
- Investment teams will override external proxy service provider's recommendation when in the best interest of clients.

For illustrative purposes only.

ESG Overview

ESG Due Diligence: Industry Handbooks

- Manulife IM has developed an in-house view on the materiality of certain ESG issues to specific industries
- A series of industry-specific ESG integration 'handbooks' are available on Bloomberg to support investment staff to efficiently identify the value drivers which can be impacted by material ESG issues

ESG Materiality Framework		Retailing				Food and Staples Retailing	Food, Beverage & Tobacco			Household & Personal Products	
Dimension	General Issue Category	Distributors	Internet & Direct Marketing Retail	Multiline Retail	Specialty Retail	Food and Staples Retailing	Beverages	Food Products	Tobacco	Household Products	Personal Products
Environment	GHG Emissions					Low	Low	High			
	Air Quality										
	Energy Management	High		High	High	High	High	High			
	Water & Wastewater Management						High	High	Low	High	High
	Waste & Hazardous Materials Management					High					
	Ecological Impacts							High	Med		
Social Capital	Human Rights & Community Relations										
	Customer Privacy		High			Med					
	Data Security			High	High	High					
	Access & Affordability										
	Product Quality & Safety	Med				High		High	Med	High	High
	Customer Welfare					Med	High	High	High		
	Selling Practices & Product Labeling		High			High	High	High	High		
Human Capital	Labor Practices			High	High	High					
	Employee Health & Safety	Med						High			
	Employee Engagement, Diversity & Inclusion		Med	Med	Med						
Business Model & Innovation	Product Design & Lifecycle Management	Med		High	High		High	High		High	High
	Business Model Resilience (disrupt)										
	Supply Chain Management	High			Med	High	High	High		High	High
	Materials Sourcing & Efficiency	Med			Med		High	High			
	Physical Impacts of Climate Change										
	Business Ethics	Med									

Source: Manulife Investment Management. For illustrative purposes only.

Polling Question #3



How would you describe your engagement with investors/sustainability departments over ESG to this point?

A. We have had little to no engagement on the topic of ESG with our investors.

B. We proactively reach out to our top institutional investors to specifically engage on ESG.

C. We have had investors proactively contact us to engage in a discussion over their concerns of our ESG efforts.

Why are we talking about assurance?

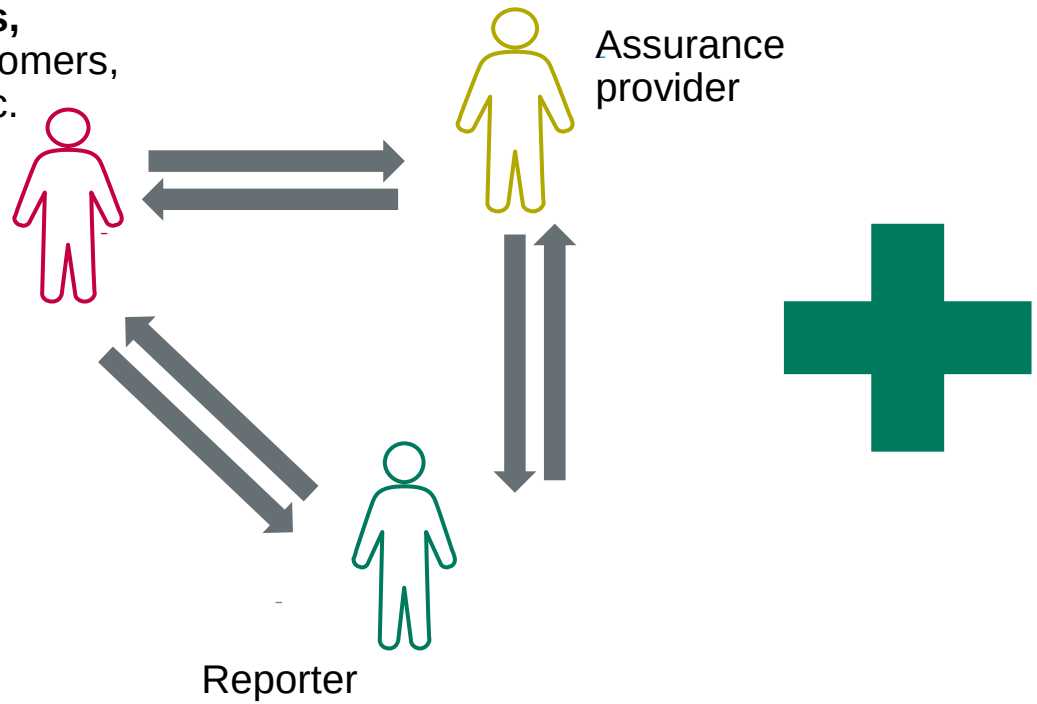
"[We] feel that the value of assurance is manifold …. external assurance of ESG information provides the highest form of confidence that the reported information is reliable and relevant, offering investor-grade data around non-financial measures (and) when paired with financial data, a full picture of a company's commitment to long-term value creation."

Global Pharmaceutical Company Quote

What is assurance?

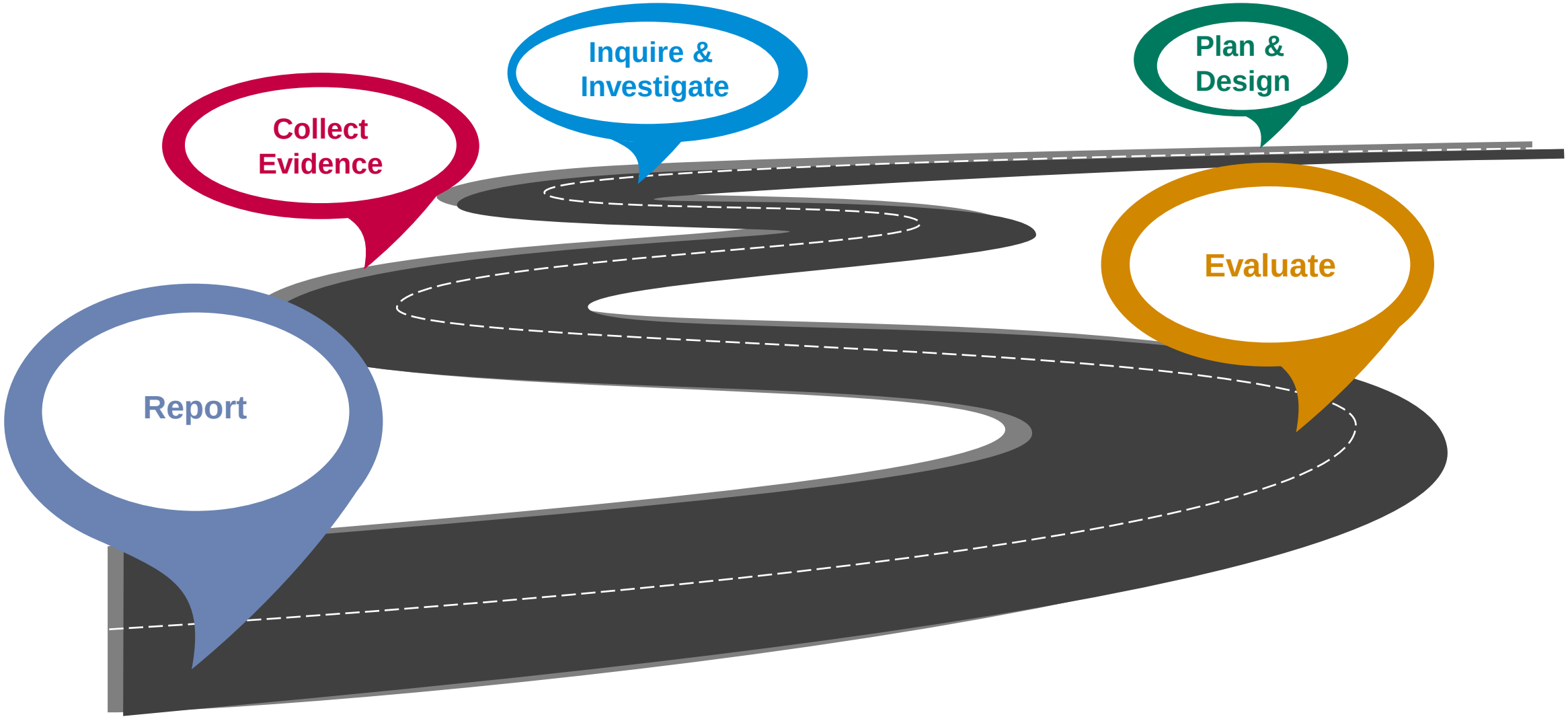
Assurance Engagement + Material Information = Value

Stakeholder: **investors, credit providers,** employees, customers, communities, etc.



SEC's SAB 99: *'…consider quantitative and qualitative factors'. So materiality determination is not limited to financial (quantitative) information.* ***A matter is material if it is substantially likely that the information will affect decisions of a reasonable person.***

Assurance process overview



Why does it matter? - Basics









Stakeholder Trust

Managing Business Risk

Investor Confidence

Brand Reputation

ROBECOSAM
We are Sustainability Investing.

CDP
DISCLOSURE INSIGHT ACTION

WELLS FARGO
We're renewing our commitment to you



https://shop.economist.com/

Why does it matter? - Specifics

Increasing Pressure from Investor Community and Customers



Trust & Access to Capital

Reporting reliable strategic sustainability information can positively impact shareholder trust and access to capital



Sustainability & Risk

Mounting pressure from investors to disclose performance and approach to risk management (e.g. TCFD)



Investor-grade Data

Risks associated with climate change are driving demands for 'investor-grade' data on GHG emissions.



Customer Demands

Customers are starting to look at their supply chain and are considering ESG data in their procurement decisions.

How are companies meeting the transparency and reporting pressures?

	Baseline	Trending	Potential Future?
Reporting Guidelines, Standards and Commitments	GRI Empowering Sustainable Decisions; GRI 101; GRI 102; GRI 200; GRI 300; European Commission; GREENHOUSE GAS PROTOCOL	SUSTAINABLE DEVELOPMENT GOALS; SASB Sustainability Accounting Standards Board; Final Report: Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)	ICMM International Council on Mining & Metals; asi Aluminium Stewardship Initiative; THE INTERNATIONAL <IR> FRAMEWORK; Cement Sustainability Initiative; ALLIANCE FOR WATER STEWARDSHIP
Assurance	**GHG (Scope 1 and 2) and safety metrics (other environmental metrics)**	**GHG (Scope 3), performance against long-term goals, whole report assurance**	**TCFD scenarios, human capital, CDP and DJSI responses**

Benefits of independent assurance



External credibility and trust



Sustainability ranking scores



Reputation management



More reliable Reports and Accounts



Risk management



Performance improvement

What to consider when selecting an assurance provider

Things to Consider	What to look for:
Knowledge and expertise	1. Specialist knowledge of the subject matter being assured 2. Knowledge and experience of conducting assurance engagements
Standards and reputation	1. Standard that will be used 2. Reputation in the assurance market
Independence	1. Independence from your organization - to ensure an unbiased conclusion
Coverage and cultural fit	1. A good working relationship (geography compared to locations, personalities, appropriate scale of team)
Fee	1. Comparison of cost to scope and quality

Source:

https://docs.wbcsd.org/2019/11/WBCSD_ICAEW_A_buyers_guide_to_assurance_on_non-financial_information.pdf



Dennis Walsh
Head of IR @ Postmates
Formerly Dir. of IR @ Zillow

My ESG journey



1. I drank the Kool-Aid



2. Got a little in over my head



3. Enlightened by what I learned


Bloomberg
ISS
CDP
F
10
No response
CCC
D
MSCI
ROBECOSAM
SUSTAINALYTICS

Internet marketplace for real estate agents, brokers and lenders



Undergoing major business model transformation

Three classes of stock, founder-controlled company

Classified board

Concentrated ownership (Largest shareholder owned ~25% s/o)

BlackRock

Vanguard

STATE STREET GLOBAL ADVISORS

ValueAct Capital

ELLIOTT

JANA PARTNERS LLC

ESG



SASB

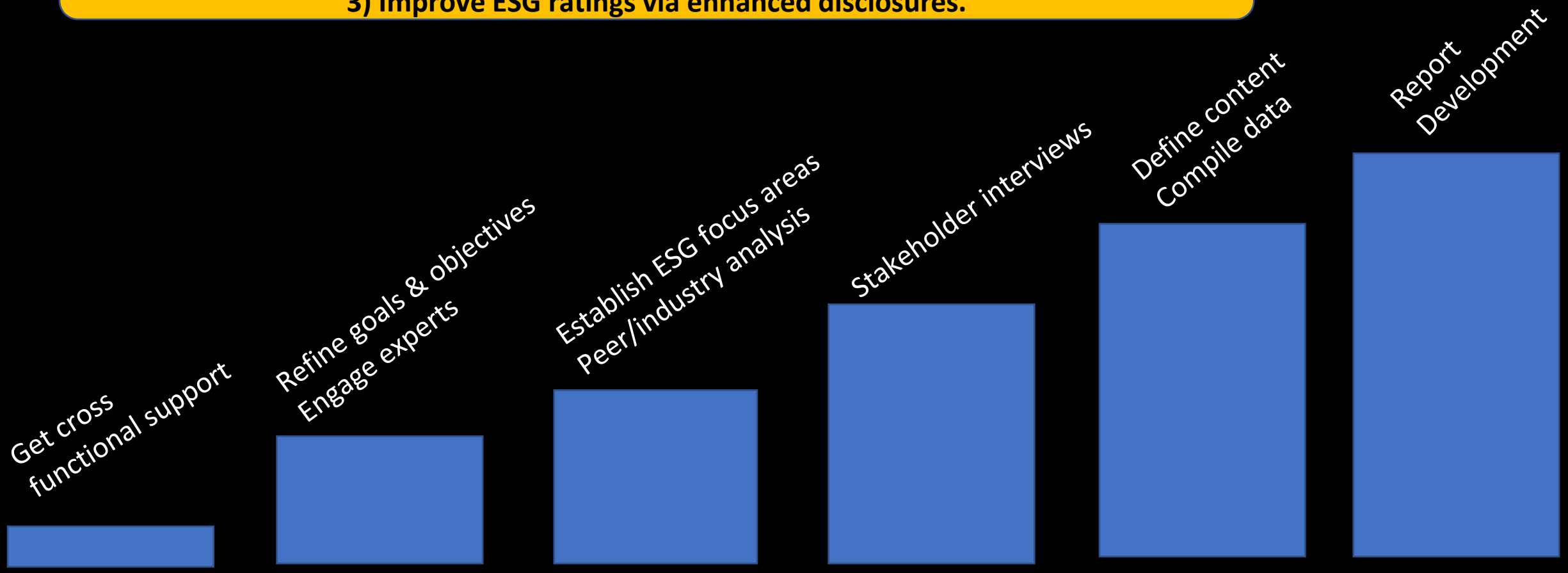
GRI

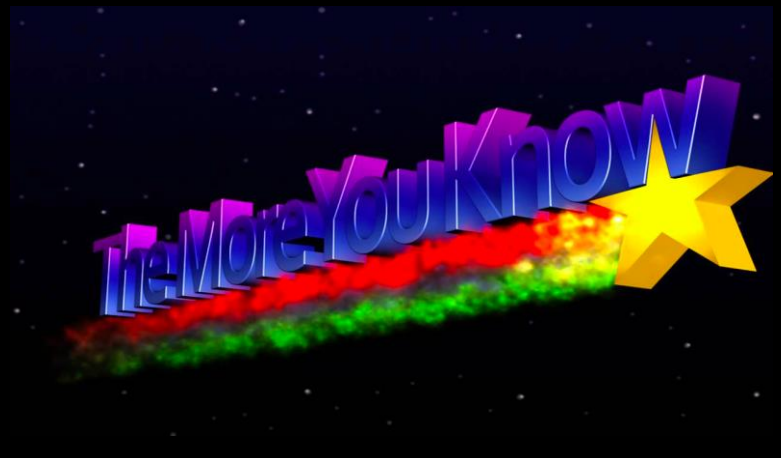
PRI Principles for Responsible Investment

isg

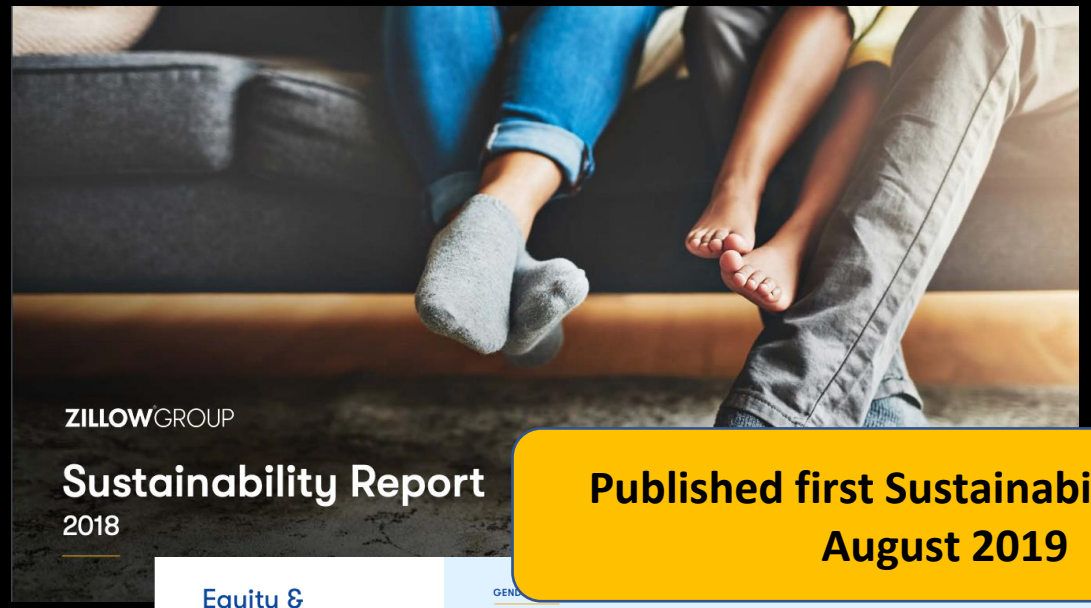
A multi-step approach for year one

Goals: 1) Establish a formal ESG reporting program. 2) Promote positive ESG/sustainability efforts and tell the company's story beyond its quarterly results. 3) Improve ESG ratings via enhanced disclosures.




The More You Know





Published first Sustainability Report August 2019

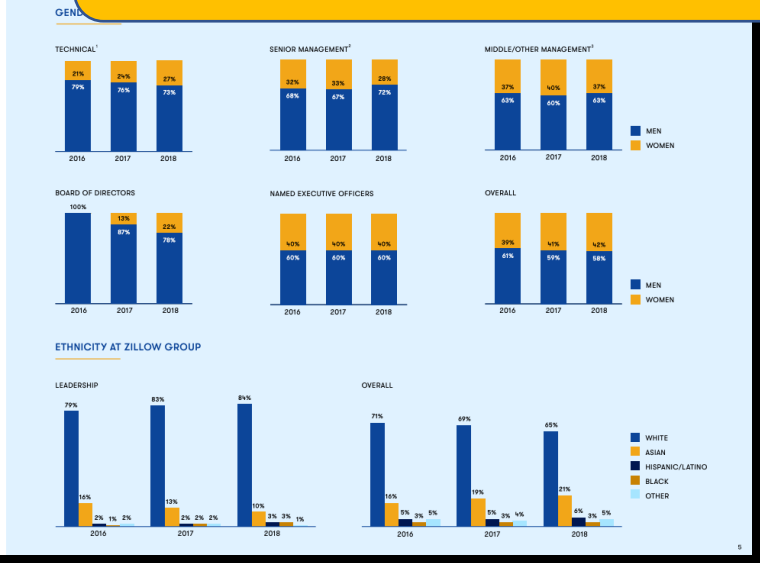
Equity & Belonging Data Transparency

We recognize that the first step in creating a more equitable workplace is to understand where we are on the journey. We also recognize that our work is far from complete—there will never be a "mission accomplished." We aim to be as transparent as possible about our progress on the journey to becoming a more equitable workplace. Each year since 2015, we strive to increase transparency around our employee demographics and pay equity data. In 2016, Zillow Group committed to the White House Equal Pay Pledge, which encourages U.S. companies to take action to advance equal pay among men and women. We are making good on our pledge. We do rigorous gender compensation analysis twice per year to ensure employees doing similar work receive equitable compensation. Our 2018 findings showed that, on average, women at Zillow Group earn $1.01 for every dollar a man with similar skills makes in a comparable role. In 2019, we look forward to adding a new layer of transparency with the disclosure of intersectionality of gender and ethnicity in our pay equity data.

[1] Tech is defined as those employees whose job families or job function directly support the design, build and maintenance of Zillow Group products and/or require formal training and education in technical disciplines

[2] Senior management is defined as employees with management responsibility who are within two levels in the company hierarchy from the CEO

[3] Middle/other management is defined as employees who directly supervise other employees



2020

Bloomberg

Gender-Equality Index

1 of 7 tech companies selected for the inaugural Bloomberg's GEI and each year following.

Next steps: year two/three

1. Materiality assessment

1. Develop a cross functional ESG reporting committee

1. Establish GRI / SASB reporting framework

1. Refine goals and vision post materiality assessment

1. Publish follow up Sustainability Report

Q & A

Moderator



Sandy Harrison
Senior Director, Investor Relations
Semtech Corporation

sharrison@semtech.com

Panelists



Fred Isleib, CFA
Director, ESG Research and Integration
Manulife Investment Management
fisleiblll@manulifeam.com



Mike Wallace
Partner
Strategic Market Engagement
BrownFlynn
mikew@brownflynn.com



Dennis Walsh
Senior Director, Investor Relations, Postmates, Inc.

Dennis.walsh@postmates.com



Beth Wyke
North American Business Lead for Corporate Assurance
ERM CVS

Beth.wyke@ermcvs.com

Virtual Chapter Program Calendar

Date	TOPIC
May 6, 2020	Award Winning IR
June 26, 2020	NIRI Virtual Café Chat
September 2020	NIRI Virtual Chapter 2020-2021 Program Year Kick-Off

Speaker Contact Information

Moderator



Sandy Harrison
Senior Director, Investor Relations
Semtech Corporation

sharrison@semtech.com

Panelists



Fred Isleib, CFA
Director, ESG Research and Integration
Manulife Investment Management
fisleiblll@manulifeam.com



Mike Wallace
Partner
Strategic Market Engagement
BrownFlynn
mikew@brownflynn.com



Dennis Walsh
Senior Director, Investor Relations, Postmates, Inc.

Dennis.walsh@postmates.com



Beth Wyke
North American Business Lead for Corporate Assurance
ERM CVS

Beth.wyke@ermcvs.com

Our Sponsors

The Virtual Chapter appreciates the support of our sponsors

GOLD Level Sponsors

Broadridge

PGi

GlobalMeet

SILVER Level Sponsors

IHS Markit

Q4

ModernIR

Market Structure Analytics™

BRONZE Level Sponsors

BusinessWire

A Berkshire Hathaway Company

Where your news is made.

ESG 101 for IROs:
Getting Out of the Starting Gate



Thank you for Participating!

Tuesday,
April 21, 2020
Noon – 1pm EDT