

BI&R Proxy Voting Themes in 2019

BI&R offers Catholic, Protestant, Environmental, and Labor-Human Rights ESG-Impact proxy voting themes, recognizing different investor's values. The ESG link to each theme for 2019 is summarized below.

ESG / Impact	Proxy Resolution Focus	Catholic	Protestant	Environment	Human Rights & Labor	Undirected
Environment	Greenhouse Gases	✓		✓		
	Financing High-Carbon			✓		
	Carbon Asset Risk			✓		
	Supply Chain Deforestation	✓	✓	✓	✓	
	Waste, Recycling, Plastics	✓		✓		
	Water Use & Risks			✓		
	Nuclear Use & Risks			✓	✓	
	Food Chain Antibiotics& Pesticides			✓		
	Animal Welfare Policies	✓		✓		
Social	Election & Political Spending			✓	✓	
	Lobby Spending			✓	✓	
	Government "Golden Parachutes"				✓	
	Diversity, Pay Equity, Equality	✓			✓	
	Ethical Finance	✓			✓	
	Drug Pricing & Opioid Prescriptions	✓			✓	
	Sugared Drinks		✓		✓	
	Assessment of Human Rights				✓	
	Conflict Zone Involvement	✓	✓		✓	
	Penal System Involvement	✓	✓		✓	
	Biometrics				✓	
	Prison Labor - Supply Chain	✓			✓	
	Sexual Exploitation & Trafficking	✓	✓		✓	
	Slavery - Supply Chain	✓			✓	
	Hate Speech, Censorship, Privacy				✓	
Governance	Staggered Board Terms	✓	✓	✓	✓	✓
	Member Qualifications	✓	✓	✓	✓	✓
	Diversity/Ideological Diversity				✓	
	"Over" Boarding	✓	✓	✓	✓	✓
	Anti-Takeover Provisions	✓	✓	✓	✓	✓
	Auditor Selection	✓	✓	✓	✓	✓
	Drug Pricing	✓			✓	
	Environment & Sustainability	✓		✓		
	Human Capital & Rights				✓	
	Food Integrity			✓		
	Responsibility & Risks		✓	✓	✓	
	Report on Sustainability	✓	✓	✓		
	Dilution from Stock Options	✓	✓	✓	✓	✓
	Shareholder "Say on Pay"	✓	✓	✓	✓	✓
	Link to Drug Pricing Targets	✓			✓	
	Link to Opioid/ Drug Legal Costs	✓	✓		✓	
	Link to Greenhouse Gas Goals			✓		
	Pay Links to Cybersecurity				✓	
	Pay Links to Executive Diversity				✓	
	Pay Links to Human Rights				✓	
Pay Links to Risky Banking			✓			