

September 7, 2022

State Street Global
Advisors

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Asset Stewardship
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Dear Board Member,

As one of the world's largest asset managers, we represent near-permanent capital and actively engage with our portfolio companies to promote long-term value of our clients' investments. The State Street Global Advisors' Asset Stewardship team focuses on supporting portfolio companies to manage material Environmental, Social, and Governance risks.

In 2021, we initiated a series of targeted engagements to learn about the steps our portfolio companies are taking to manage risks related to modern slavery in their operations and supply chains.¹ In 2022, we published our [Guidance on Human Rights Disclosures & Practices](#) where we communicated our expectation from portfolio companies to provide disclosures aligned with international frameworks such as the [UN Guiding Principles on Business and Human Rights](#). We also communicated our intention to engage with our portfolio companies to understand how they mitigate and disclose environmental and social risks and opportunities related to the [UN Global Compact \(UNGC\) principles](#).

Consistent with these efforts, we have identified companies in our portfolios with material exposure to the environmental and social risks associated with the UNGC principles. Through this process, we leveraged a diverse set of leading third-party sustainability rating providers and our own R-Factor™ data to define a holistic list of companies that face material risks related to the UNGC principles. We expect boards and management teams of these companies to take meaningful action to mitigate relevant risks, to provide robust board oversight of these efforts, and to publicly disclose relevant information.

As one of your long-term investors and responsible stewards of our clients' capital, we seek to encourage companies to manage and disclose UNGC-aligned risks and opportunities, thereby reducing investment risk across our portfolios.

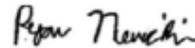
Through our evaluation of your company in this context, we would welcome the opportunity to engage with your company leadership to understand your strategies, commitments and actions addressing the environmental and social risks covered by the UNGC principles.

We look forward to a productive dialogue with your leadership team on this subject and would appreciate the opportunity for this engagement. Please reach out to us at GovernanceTeam@ssga.com to facilitate this conversation.

Respectfully,



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Managing Director, Asset Stewardship
State Street Global Advisors



Ryan Nowicki
Stewardship Integration Lead, Asset Stewardship
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Vidhya K
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¹ [Human Rights Insights: Addressing Modern Slavery in Supply Chains \(ssga.com\)](#)

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