

ESG QUESTIONNAIRE FOR INVESTMENT MANAGERS

We expect our investment managers to incorporate leading responsible investment approaches in order to create long-term value for our portfolio, and sustainable benefits for the economy, the environment and society.

When evaluating the performance of our investment managers, we consider the degree to which environmental, social and governance (“ESG”) priorities and strategies are integrated across our manager’s asset allocation, stewardship, voting and other firm activities that may pertain to the oversight of our university’s investments.

The attached ESG questionnaire is designed to obtain relevant, meaningful, comparable, and transparent reporting from our managers on ESG performance. As much as possible, we have collaborated with other universities to develop a common set of questions in order to a) set consistent expectations of asset managers, and b) reduce the burden on managers in responding to multiple questionnaires on the same topic.

USE OF THIS QUESTIONNAIRE

The university will evaluate responses to the questionnaire on an annual basis as part of our review of investment manager performance.

Data from the questionnaire responses received from our investment managers may be aggregated for comparison purposes.

In addition, the university reserves the right to publish responses on its website, at its sole discretion.

ORGANIZATION OF THE QUESTIONNAIRES

Modules: The investment manager questionnaire is broken down into four modules:

MODULE ONE: Organizational Overview

MODULE TWO: Climate Action and Environmental Sustainability

MODULE THREE: Human Rights and Decent Work

MODULE FOUR: Racial Equity and Indigenous Reconciliation

Sections: Each module is subdivided into sections, which address different aspects of your practice. Generally speaking, the modules ask you to speak to:

- How you **prioritize** responsible investment practices: This section is largely focused on the policies and resources within your organization related to responsible investment
- How you **integrate** responsible investment practices: This section is largely focused on how you use data, evaluate investments, and assess results.
- How you **act** on responsible investment: This section is largely focused on investor stewardship – how you vote, engage, and advocate on the issue.

Questions: Each question has been framed as a positive statement. When responding to each question, you will need to affirm if you adhere to a certain practice by checking the box next to the question. You will then be prompted to provide additional evidence or commentary, as necessary, to substantiate each response, in a fillable field underneath the question. You may include links to external documents, websites, or note that you are appending a document to the response, with an indication of where to find the appropriate information. If you cannot check the box affirming a particular statement, that's fine, just leave it empty and move on to the next question.

DEFINITIONS AND ADDITIONAL RESOURCES

The questionnaire refers to several external initiatives and resources which are outlined here in alphabetical order, for additional clarity:

1.5 degrees Celsius scenario: A scenario showing the impacts of global warming of 1.5 °C above pre-industrial levels and related global greenhouse gas emission pathways, in the context of strengthening the global response to the threat of climate change, sustainable development, and efforts to eradicate poverty.

<https://www.ipcc.ch/sr15/>

Black North Initiative: The BlackNorth Initiative is on a mission to end anti-Black systemic racism throughout all aspects of our lives by utilizing a business-first mindset. <https://blacknorth.ca/>

Canadian Council for Aboriginal Business (CCAB): CCAB builds bridges between Indigenous and non-Indigenous peoples, businesses, and communities through diverse programming, providing tools, training, network building, major business awards, and national events. <https://www.ccab.com/>

Climate Action 100+: Climate Action 100+ is a global investor-led initiative to ensure the world's largest corporate greenhouse gas emitters take necessary action on climate change. 700 investors, responsible for over \$68 trillion in assets under management, are engaging companies on improving climate change governance, cutting emissions and strengthening climate-related financial disclosures. <https://www.climateaction100.org>

Climate Engagement Canada: Climate Engagement Canada is a finance-led Canadian initiative that drives dialogue between finance and industry to promote a just transition to a net zero economy. <https://climateengagement.ca/>

Human Capital Management Coalition: The Human Capital Management Coalition (HCMC or Coalition) is a cooperative effort among a diverse group of asset owners to further elevate human capital management as a critical component in company performance. The Coalition engages companies and other market participants with the aim of understanding and improving how human capital management contributes to the creation of long-term shareholder value. <https://www.hcmcoalition.org>

ILO Declaration on Fundamental Principles and Rights at Work: The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, adopted in 1998 and amended in 2022, is an expression of commitment by governments, employers' and workers' organizations to uphold basic human values - values that are vital to our social and economic lives. <https://www.ilo.org/declaration/lang--en/index.htm>

Investor Alliance for Human Rights: The Investor Alliance for Human Rights is a collective action platform for responsible investment that is grounded in respect for people's fundamental rights. It is a membership-based, non-profit initiative focusing on the investor responsibility to respect human rights, corporate engagements that drive responsible business conduct, and standard-setting activities that push for robust business and human rights policies. <https://investorsforhumanrights.org>

International Trade Union Confederation's Global Rights Index: Each year the International Trade Union Confederation rates countries depending on their compliance with collective labour rights and document violations by governments and employers of internationally recognised rights.

<https://www.globalrightsindex.org/en/2022>

LEED-certification: Leadership in Energy and Environmental Design (LEED) is an international symbol of sustainability excellence and green building leadership. LEED's proven and holistic approach helps virtually all building types lower carbon emissions, conserve resources, and reduce operating costs by prioritizing sustainable practices. <https://www.cagbc.org/our-work/certification/leed/>

Net Zero Asset Managers Initiative: The Net Zero Asset Managers initiative is an international group of asset managers committed to supporting the goal of net zero greenhouse gas emissions by 2050 or sooner, in line with global efforts to limit warming to 1.5 degrees Celsius; and to supporting investing aligned with net zero emissions by 2050 or sooner. <https://www.netzeroassetmanagers.org/>

Net-zero objective: Put simply, net zero means cutting greenhouse gas emissions to as close to zero as possible, with any remaining emissions re-absorbed from the atmosphere, by oceans and forests for instance. Companies can commit to set a long-term science-based target to reach net-zero value chain GHGs emissions by no later than 2050, and to align their business with a 1.5°C future.

<https://sciencebasedtargets.org/net-zero>

Paris Agreement: The Paris Agreement is a legally binding international treaty on climate change. It was adopted by 196 Parties at COP 21 in Paris, on 12 December 2015 and entered into force on 4 November 2016. Its goal is to limit global warming to well below 2, preferably to 1.5 degrees Celsius, compared to pre-industrial levels. <https://unfccc.int/process-and-meetings/the-paris-agreement/the-paris-agreement>

Principles for Responsible Investment: The PRI works to support an international network of investor signatories in incorporating ESG factors into their investment and ownership decisions. www.unpri.org

Progressive Aboriginal Relations (PAR) certification: PAR is a certification program that confirms corporate performance in Indigenous relations at the Bronze, Silver or Gold level. Certified companies promote their level with a PAR logo signaling to communities that they are: good business partners; great places to work; committed to prosperity in Indigenous communities.

<https://www.ccab.com/programs/progressive-aboriginal-relations-par/>

Responsible Contractor Policy: A policy intended to ensure that contractors will be selected based upon demonstrated ability to provide high quality services, as evidenced by their record of compliance with applicable statutes and payment of fair wages and benefits to employees, as well as by their experience, reputation, responsiveness, fees, and dependability. For a sample policy, see <https://www.calpers.ca.gov/page/investments/sustainable-investments-program/human-capital/responsible-contractor-program>

Task Force on Climate-Related Financial Disclosures: The Financial Stability Board created the Task Force on Climate-related Financial Disclosures (TCFD) to improve and increase reporting of climate-related financial information. In 2017, the TCFD released climate-related financial disclosure recommendations designed to help companies provide better information to support informed capital allocation. <https://www.fsb-tcfd.org/>

Truth and Reconciliation Commission's Call to Action 92: The TRC's mandate was to inform all Canadians about what happened in residential schools. The TRC documented the truth of Survivors, their families, communities and anyone personally affected by the residential school experience. This included First Nations, Inuit and Métis former residential school students, their families, communities, the churches, former school employees, government officials and other Canadians. The TRC concluded its mandate in 2015. In order to redress the legacy of residential schools and advance the process of Canadian reconciliation, the TRC made 94 calls to action. Number 92 was focused on Business & Reconciliation. https://ehprnh2mwo3.exactdn.com/wp-content/uploads/2021/01/Calls_to_Action_English2.pdf