



**FOCUS**<sup>®</sup>  
FINANCIAL PARTNERS

# ESG Highlights

**VISION** *for*  
**VISIONARIES.**

# We remain committed to continually improving our approach and response to ESG issues.



## ENVIRONMENTAL



Adopted Policy on Environmental Sustainability and Climate Change



Adopted Policy Regarding Ethical and Sustainable Investing



Incorporated many sustainability-focused design elements at our NYC headquarters



Released Sustainability Highlights Reports in 2020 and 2021

## SOCIAL



Adopted Policy on Human Rights, Human Capital Development and Information Protection



Adopted Vendor Code of Conduct



Provided anti-sexual harassment training to employees



Committed to focus on community service



Focus Client Solutions provided lending and cash management solutions for non-profits and charitable organizations



Further embraced our commitment to diversity and inclusion

## GOVERNANCE



Appointed lead independent director



Adopted resignation policy for directors who fail to receive a majority vote



Imposed stock ownership guidelines for directors and named executive officers



Implemented biennial review of individual director performance; conducted first biennial review in 2021



Improved and continued to administer cybersecurity risk and risk management program



Our compensation committee has considered progress on ESG initiatives as a factor in determining the compensation of the named executive officers