



FOCUS[®]
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 our third ESG Sustainability Highlights Report in 2022



Purchased carbon credit offsets in 2022 in effort to neutralize the carbon impact of Focus employee air travel

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 second biennial review in 2022



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