## General Disclosures (GRI 102 Series) (continued)

### Organizational Profile (continued)

<table>
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<tr>
<th>Disclosure #</th>
<th>Description</th>
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</table>
| **GRI 102-12** (continued) | External initiatives (continued) | • Diversity and Inclusion initiatives:  
  - 10,000 Black Interns  
  - Charte de le Diversité Letzebueg  
  - The Diversity Project  
  - UK Gender Pay Gap Reporting  
  - Nex Cubed Historically Black Colleges & Universities Founder's Program (Founding Partner)  
  - Women in Finance Charter  
  - US House Financial Services Committee Institutional Investors D&I Self-Assessment  
  - Bloomberg Gender Equality Index  
  - Stonewall Workplace Equality Index  
  - Human Rights Campaign Corporate Equality Index  
  - Disability Equality Index  
  - Investment 20/20 |

| **GRI 102-13** | Membership of associations | We actively engage with forums and associations representing financial institutions to collaborate and stay abreast of cybersecurity and data privacy developments. Other memberships include:  
  • Boston College Center for Corporate Citizenship  
  • Canadian Coalition for Good Governance (CCGG)  
  • Chief Executives for Corporate Purpose (CECP)  
  • Ceres Investor Network  
  • Council for Inclusive Capitalism  
  • European Fund and Asset Management Association (EFAMA)  
  • European Sustainable Investment Forum (Eurosif)  
  • Foro de Inversión Sostenible de España (SpainSIF)  
  • Forum per la Finanza Sostenibile (ItaSIF)  
  • Greater Baltimore Committee (and the Baltimore Women's Advisory Board)  
  • Green Building Certification Institute (GRESB) |
## General Disclosures (GRI 102 Series) (continued)

### Organizational Profile (continued)

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<tbody>
<tr>
<td><strong>GRI 102-13 (continued)</strong></td>
<td>Membership of associations (continued)</td>
<td>• The Harvard Law School Corporate Governance Roundtable&lt;br&gt;• International Corporate Governance Network (ICGN)&lt;br&gt;• Institutional Investors Group on Climate Change (IIGCC)&lt;br&gt;• Pensions for Purpose&lt;br&gt;• Principles for Responsible Investment (PRI) — Advisory Group for Assessing Climate Risk and Opportunities (ASCOR)&lt;br&gt;• Responsible Investment Association (RIA)&lt;br&gt;• UK Investor Association (Sustainability and Responsible Investment Committee, SIFR Implementation Forum)&lt;br&gt;• UK Sustainable Investment and Finance Association (UKSIF)&lt;br&gt;• Value Reporting Foundation&lt;br&gt;• Waterfront Partnership&lt;br&gt;• Diversity and Inclusion memberships:&lt;br&gt;  − Catalyst: Workplaces that work for women (supporter)&lt;br&gt;  − CEO Action for Diversity and Inclusion (signatory)&lt;br&gt;  − Corporate Call to Action: Coalition for Equity &amp; Opportunity (member)&lt;br&gt;  − Diversity Best Practices (member)&lt;br&gt;  − The Equity Collective (member)&lt;br&gt;  − FARE — Financial Alliance for Racial Equity (member)</td>
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### Strategy

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<td><strong>GRI 102-15</strong></td>
<td>Key impacts, risks, and opportunities</td>
<td>Please see the management approaches in our 200, 300, and 400 Series disclosures for information about key impacts, risks, and opportunities. For more information, see 2021 10-K, Risk Factors pp. 16–27.</td>
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