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RICHMOND CAPITAL MANAGEMENT  
*Experience, Knowledge, Service*

We are reaching out to you as portfolio managers with Richmond Capital Management, an institutional fixed income investment advisory firm located in Richmond, Virginia. Our institutional clients consist of corporate and public pensions, endowments, foundations, insurance companies, and Taft-Hartley organizations. As a PRI signatory, Richmond Capital believes in responsible investments that incorporate environmental, social and governance (ESG) factors within the investment process to better manage risk and generate sustainable, long-term returns.

We are interested in your thoughts regarding the Financial Stability Board's (FSB) recommended Task Force on Climate-related Financial Disclosures (TCFD). Moreover, TCFD is asking companies to voluntarily make the following climate-related financial disclosures within their annual financial statements:

- Governance: Management and the Board's role in assessing, managing and overseeing climate-related risks and opportunities;
- Strategy: Approach to risks and opportunities and how they could impact your business model;
- Risk Management: How risks are identified and managed; and
- Metrics: Metrics and targets used to assess strategy and risk.

With that in mind, please answer the following questions regarding climate-related financial disclosures:

1. Does your company support the TCFD recommendations regarding disclosures geared towards the environment's potential impact on your firm?
2. Does your company include climate-related impacts as part of the Board and/or the management group's oversight responsibilities?
3. Is there a firm-wide strategy in place to identify the risks and opportunities related to climate change?
4. Has a process been established to assess and integrate climate-related risks in your company's investment decisions?
5. What climate-related metrics, if any, does your firm use?

Thank you for your attention to this inquiry. We appreciate your time.

Sincerely,  
Richmond Capital Management