



RICHMOND CAPITAL MANAGEMENT
Experience, Knowledge, Service

We are reaching out to you as investment analysts with Richmond Capital Management, an institutional fixed income investment advisory firm that currently invests in your company. 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 Climate Change Vulnerability to your company and to your industry. With that in mind, please answer the following questions regarding climate-related vulnerabilities:

1. How are climate change issues likely to affect your company's business, operations, and value creation in the foreseeable future?
2. How does the board's structure and the knowledge and skillsets of board members enable appropriate oversight of climate change issues?
3. What are the legal or other actions, such as shareholder proposals and resolutions, that exist or may exist related to your company's response to climate change?
4. What are your company's strengths, weaknesses, opportunities, and threats that influence strategic responses to climate change issues?
5. How has the impact that climate change issues have and could have on your company's financial condition, liquidity, and long-term value creation been determined?
6. How is materiality of climate change issues assessed, and are disclosures made in the financial statements?

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

Sincerely,
Richmond Capital Management