

U.C. Investments: ESG Integration Dashboards

ESG Integration Dashboard:

FY19-20

What We Do

We systematically integrate risk evaluation of environmental sustainability, social responsibility and prudent governance factors into our investment process.

Doing so provides us with the most accurate risk-reward calculation.

Guided by our “Framework for Sustainable Investing,” we integrate eight key ESG risk factors – including climate change, diversity, governance, inequality, and water and food security – into our investment process.

As a signatory to the UN Principles for Responsible Investing (“PRI”), we are committed to continuously improving our ESG integration over time.

Diversified Returns: Team

10 D&I Learning Opportunities

CIO led interviews with prominent women & diverse leaders.



Finalized new recruiting & hiring process.

Diversified Returns: Partners



~\$1 billion additional allocated to diverse managers in 2020

Added access for Investments team to “Optica,” searchable database with 2400 women and diverse owned

Active ownership

Proxy Voting:

Developed custom guidelines for executive compensation & Board diversity.

Shareholder Engagement:

Retained third party engagement services provider to broaden and deepen our engagement on issues, e.g., climate change & diversity.

Climate Change: Reducing Risk



With MSCI, developed new Index to implement “fossil free” commitment.

Transitioned GEP, UCRP & Working Capital to the new Index. Sold ~\$1 billion of fossil fuel reserve owning assets.

Climate Change: Advancing Solutions



\$1.04 billion

1 gigawatt renewables installed

Continue to source investable opportunities in climate solutions.

Reporting & Communications

Prepared Annual Report to UN PRI.

Completed Sierra Club’s annual “Cool Schools” questionnaire.

Increased transparency by adding searchable database of proxy voting record to website.

ESG Integration Dashboard:

July-September, 2020

What We Do

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Doing so provides us with a better risk-reward calculation.

We are committed to continuously improving our integration of ESG over time.

Diversified Returns: Team



Developed Program Metrics.
Developed 3 Year Program Goals.
Developed annual DR goals for leaders.

Diversified Returns: Partners



Launched 2020 investment partner demographic survey.

CIO email to 21 top investment partners re: diversity, equity & inclusion.

Climate Change: Reducing Risk



Continued to de-risk portfolio via focus on commingled funds.

Completed “fossil free” assurance review of assets under management

Prepared annual carbon footprint.

Climate Change: Advancing Solutions



Continued to source investable opportunities in climate solutions.

Active ownership



Proxy Voting:
Completed “proxy season” using new custom guidelines.

Shareholder Engagement:

 **261** engagements
 **129** milestones
 **32** countries

Reporting & Communications



Developed climate change metrics and text for UC Investments’ section of 2020 UC Sustainability Report.

ESG Integration Dashboard:

September-December, 2020

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Diversified Returns: Team



Developed diversity, equity & inclusion learning toolkit with support from UC Berkeley’s Haas Business School “Equity Fluent Leadership” project team.

Diversified Returns: Partners



Completed 2020 investment partner demographic survey and qualitative interviews with 19 partners.

Completed 2020 diversity & inclusion survey of top business partners.

Joined ILPA’s “Diversity in Action” coalition.

Climate Change: Reducing Risk



Continued to de-risk portfolio via focus on commingled funds.

Continue to de-risk GEP, UCRP and working capital by addressing remaining *de minimis* amount of fossil fuel reserve owning companies.

Climate Change: Advancing Solutions



Continued to source investable opportunities in climate solutions.

Joined Gov. Newsom’s California working group on climate risk disclosure standards.

Active ownership



Shareholder engagement on climate change, governance and diversity:



229 engagements



74 milestones



33 countries

Reporting & Communications



Launched Diversified Returns section of UC Investments website.

Drafted second annual diversity & inclusion report.

Developed UC Investments content for 2020 UC Sustainability Report.

ESG Integration Dashboard:

January – March 2021

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Diversified Returns: Team

Implemented new recruiting outreach tools, resulting in diverse slate of qualified applicants for the one open position we have been able to fill during Covid hiring freeze.



Climate Change: Reducing Risk

Prepared annual carbon emissions footprint of public equities portfolio

Added ex fossil fuel reserves core option in UCRSP.



Active ownership

Established 2021 shareholder engagement priorities: climate change risk, board diversity and human capital management.

Recognized by As You Sow for our custom proxy voting guidelines on executive compensation.



Diversified Returns: Partners

Participated in an ILPA Diversity in Action working group to develop standardized DEI metrics for private equity investment partners and portfolio companies.



Climate Change: Advancing Solutions

Continued to source investable opportunities in climate solutions.



Reporting & Communications

Published 2020 Diversified Returns Annual Report.

Updated climate change webpages.

Responded to Sierra Club's “Cool Schools” questionnaire.

ESG Integration Dashboard:

March – June, 2021

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Diversified Returns: Team

Expanded DEI learning resources available to UC Investments team on our bespoke Diversified Returns app.



Climate Change: Reducing Risk

Managed climate change risk through active engagement with 18 investee companies in multiple sectors, including financials and utilities.



Active ownership

Completed inaugural third party review of proxy voting execution vs. proxy voting guidelines. No material discrepancies found.

Engaged with 271 investee companies on material ESG risks.



Diversified Returns: Partners

100% of new manager searches in FY20-21 used the “diverse slate rule,” to expand access to talent.

Met with New America Alliance board, staff & membership.



Climate Change: Advancing Solutions

As of 6/30/21, our investments in clean energy have resulted in 2.6 gigawatts of new renewable energy – a 54% increase since 6/30/20.



Reporting & Communications

Updated & expanded Diversified Returns webpages.

Initiated research & writing of inaugural TCFD (climate change) Report.