

### **Jonathan Bailey**

Jonathan Bailey, Managing Director, is Head of Environmental, Social and Governance (ESG) Investing at Neuberger Berman, a private, independent employee-owned investment manager founded in 1939. Jonathan joined the firm in 2017 and works with portfolio managers and analysts across equities, fixed income and private investment portfolios both to enhance existing strategies and to launch new ESG and impact investing strategies. Previously, Jonathan was the founding Director of Research at Focusing Capital on the Long Term (FCLT Global) a think tank backed by BlackRock, Canada Pension Plan Investment Board, Dow, McKinsey & Co., and Tata Sons which worked on practical solutions to excessive short-termism along the investment value chain. He spent the bulk of his prior career at McKinsey & Co where he was an Associate Partner. He has also worked for Generation Investment Management, the sustainable investment fund co-founded by former Vice President Al Gore, and on governance projects for former British Prime Minister Tony Blair. Jonathan holds an MBA (with high distinction) from Harvard Business School, an MPP from the Harvard Kennedy School of Government, and an MA (Oxon) from the University of Oxford. He is a board member of Instiglio, the developing market social impact bond advisory non-profit.

### **Rudi Bless**

RUDI BLESS is the chief accounting officer at Bank of America. He is responsible for a variety of functions, including managing and executing legal entity financial and regulatory reporting; interpreting and applying accounting policy and standards; overseeing financial controls and operational risk assessments; managing and maintaining financial data and systems; managing general ledger and sub-ledger accounting; and tax activities. Rudi joined Bank of America in November 2014. Previously he was with Credit Suisse (CS), where he held various roles over 12 years, most recently as deputy chief financial officer and chief accounting officer. While at CS he led a number of major initiatives, including managing the implementation of Basel 3 for capital and liquidity and a finance transformation with a focus on data, systems and global footprint. In addition, he has broad experience in financial and regulatory accounting both from a policy and reporting standpoint. Prior to joining CS, Rudi spent 20 years with PricewaterhouseCoopers in New York, Frankfurt and Zurich. He was a partner for eight years and focused on clients in the financial services area. Rudi currently chairs the Financial Executives International (FEI) Committee on Corporate Reporting, FEI's technical committee of approximately 50 Chief Accounting Officers and Corporate Controllers from Fortune 100 and other large public companies. Rudi also serves as a Board member for the Sustainability Accounting Standards Board Foundation. Further, he serves on the Financial Accounting Standards

Advisory Council of the Financial Accounting Standards Board. Rudi holds a bachelor's degree in Accounting from the University of Delaware.

### **Amy Borrus**

Amy Borrus became executive director of the Council of Institutional Investors (CII) in July 2020. She joined CII in 2006 as deputy director, and was interim executive director in 2015-2016. She serves on the boards of the CII Research and Education Fund and the Sinai Assisted Housing Foundation. She also serves on the Best Practice Principles Oversight Committee, which will monitor principles underpinning services of leading proxy advisory firms. Prior to CII, she was a correspondent for Businessweek magazine for more than 20 years. Her journalism career included multi-year assignments in London, Tokyo and Washington, D.C. She earned an MSc. in International Relations from the London School of Economics and a B.A. in History and English from the University of Pennsylvania.

### **John Coates**

Mr. Coates is the Acting Director of the Division of Corporation at the U.S. Securities and Exchange Commission (SEC). Prior to joining the SEC, Mr. Coates was the John F. Cogan Professor of Law and Economics at Harvard University, where he also served as Vice Dean for Finance and Strategic Initiatives. Before joining the faculty at Harvard, Mr. Coates was a partner at Wachtell, Lipton, Rosen & Katz, specializing in mergers and acquisitions and financial institutions. He has testified before Congress and provided consulting services to the U.S. Department of Justice (DOJ), the U.S. Department of Treasury, the New York Stock Exchange, and participants in the financial markets, including hedge funds, investment banks, and private equity funds. He served as a DOJ-appointed independent monitor for a large, systemically important financial institution and as an independent consultant to the SEC in one of the first "Fair Fund" distributions. Mr. Coates also served on the SEC's Investor Advisory Committee, where he chaired the Investor-as-Owner Subcommittee. Mr. Coates received his law degree from New York University Law School and his Bachelor of Arts with highest distinction from the University of Virginia.

### **Ben Colton**

Benjamin Colton is a Global Co-Head of Asset Stewardship within State Street Global Advisors (SSGA). He and his team are responsible for developing and implementing SSGA's global proxy voting policies and guidelines across all investment strategies, and managing SSGA's proxy voting activities and issuer engagement on ESG issues.

Prior to his current role, he was based out of Tokyo, Japan serving as the Head of Asia-Pacific leading SSGA's Asset Stewardship efforts across the region.

Prior to joining SSGA in 2018, he worked at Norges Bank Investment Management for a total of eight years based in Oslo, Norway and later in New York City.

He earned Master's degrees from both the London School of Economics & Political Science and the University of Nevada, Reno.

### **Sara DeSmith**

Sara is PwC's ESG Assurance Leader and a partner in the Digital, Assurance and Transparency practice. With a background advising on the adoption of new corporate reporting standards, she has completed two tours in the PwC National Quality Organization and has 30+ years experience assisting a wide range of companies solve complex corporate reporting issues. Since 2012, Sara has served as a Board Member on the New Jersey State Board of Accountancy, and served as President from 2017-2018. Licensed CPA in New Jersey and New York.

### **Dorothy Donohue**

Dorothy Donohue has served as the Deputy General Counsel - Securities Regulation at the Investment Company Institute since 2012. She works on a wide variety of securities law issues affecting registered investment companies, including proxy-related matters and fund disclosure. Ms. Donohue was a member of the Institute's legal staff from 1995-1998 and returned to the Institute in 2002. Ms. Donohue was Associate Counsel at the ICI Mutual Insurance Company from 2001-2002. Prior to that, Ms. Donohue was a member of the Division of Investment Management at the U.S. Securities and Exchange Commission for eight years. While at the Commission, she held a number of positions including Assistant Chief Counsel.

Ms. Donohue graduated from Georgetown University Law Center (JD, *cum laude*) and Fordham University (BA, *summa cum laude*). She is a member of the Maryland and District of Columbia bars.

### **John Finley**

Mr. Finley is a Senior Managing Director and Chief Legal Officer of Blackstone and a member of Blackstone's Management Committee. Before joining Blackstone, Mr. Finley had been a partner with Simpson Thacher & Bartlett where he was a member of that law firm's Executive Committee and Co-Head of Global Mergers & Acquisitions. Mr. Finley is an Adviser on the American Law Institute's Restatement of the Law, Corporate Governance project and a member of the U.S. Advisory Council on Historic Preservation,

Dean's Advisory Board of Harvard Law School, Advisory Board of the Harvard Law School Program on Corporate Governance, Board of Advisors of the Penn Institute for Law and Economics, National Advisory Board of the Netter Center for Community Partnerships of the University of Pennsylvania. Mr. Finley is also a director at Tradeweb. He has served on the Committee of Securities Regulation of the New York State Bar Association and the Board of Advisors of the Knight-Bagehot Fellowship in Economics and Business Journalism at Columbia University. He has also served as Chairman of the Annual International Mergers & Acquisitions Conference of the International Bar Association. Mr. Finley received a B.S. in Economics from the Wharton School of the University of Pennsylvania (1978), a B.A. in History from the College of Arts and Sciences of the University of Pennsylvania (1978), and a J.D. from Harvard Law School (1981).

### **Maria Ghazal**

Maria Ghazal is Senior Vice President & Counsel for Business Roundtable, where she directs strategic initiatives across the organization and oversees policy development and advocacy for the Business Roundtable Corporate Governance Committee. She is the organization's chief advocate on these issues before Congress and federal agencies including the Securities and Exchange Commission.

The Corporate Governance Committee is focused on advancing the long-term economic interests of shareholders, workers and consumers, as well as upholding the highest corporate ethical standards. America's business leaders set the standard for modern, effective corporate governance practices in the Business Roundtable *Principles of Corporate Governance*. Most recently, the Corporate Governance Committee led the Roundtable's work on a new *Statement on the Purpose of a Corporation* which sparked a worldwide dialogue on the role of corporations in society.

Prior to joining Business Roundtable in 2005, Ghazal was Director of Health Policy at the American Benefits Council, served as Director of Government Relations at Verizon and worked as a Legislative Assistant at the Metropolitan Life Insurance Company. Her career began as an Aide to then-Senator Daniel Patrick Moynihan (D-NY).

Ghazal earned a law degree from American University, a master's degree in public policy from Georgetown University and a bachelor's degree from Bates College. She is a member of the Massachusetts and District of Columbia Bar Associations and The Tax Coalition. Maria is a member of the INOVA Fair Oaks Hospital Quality Board.

### **Janine Guillot**

Janine Guillot is Chief Executive Officer of The SASB Foundation. As CEO, Janine's priorities are to increase use of SASB Standards by companies and investors around the

world and to advance progress towards a globally accepted comprehensive corporate reporting system. Prior to joining SASB, Janine served as Chief Operating Investment Officer for the California Public Employees' Retirement System (CalPERS), where she oversaw the investment office business and operations and the CalPERS corporate governance program, including integration of ESG factors into investment decision-making. She has held senior leadership positions at Barclays Global Investors, Bank of America and Incapture LP. At Barclays Global Investors, she served as Chief Operating Officer for BGI's European and Global Fixed Income businesses.

A graduate of Southern Methodist University (SMU), Janine began her career as a Technical accountant and auditor with Ernst & Young LLP predecessor firm Ernst & Whinney. Janine serves on the Board of Directors of The SASB Foundation, the Marin Agricultural Land Trust, and Equilibrium Capital; on the Senior Advisory Board at the Center for Responsible Business at UC Berkeley's Haas School of Business; and on the Advisory Board of Blockchain Coinvestors. She is a former member of the FDIC's Systemic Resolution Advisory Committee.

### **Marcin Kacperczyk**

Marcin Kacperczyk is Professor of Finance at Imperial College Business School. He is a Research Advisor at the European Central Bank, a CEPR Research Fellow, past President of the European Finance Association, and former NBER Faculty Research Fellow. He is currently co-editor of the *Review of Finance* and the *Review of Asset Pricing Studies*. His research interests are in the area of asset management, financial stability, information theory, and sustainability. His research on climate covers various topics including carbon transition risk, disclosure, commitments, and response of the banking sector.

### **Christian Leuz**

Christian Leuz is the Joseph Sondheimer Professor of International Economics, Finance and Accounting at the University of Chicago's Booth School of Business. He is a Research Associate at the National Bureau of Economic Research, and a Fellow at the at the European Corporate Governance Institute, Wharton's Financial Institution Center, Goethe Universität Frankfurt's Center for Financial Studies, the CESifo Research Network and the organizer and a member of the IGM's European Economic Experts Panel. He studies the role of disclosure and transparency in capital markets and other settings; the economic effects of regulation; international accounting; corporate governance and corporate financing. His work has been published in top accounting and finance journals.

He has received several awards and honors, including the 2016 and the 2014 Distinguished Contribution to the Accounting Literature Awards, a Humboldt Research Award in 2012, as well as the 2011 Wildman Medal Award. He is recognized as a “Highly Cited Researcher” by Thomson Reuters and was included in their list of “The World’s Most Influential Scientific Minds” five years in a row (from 2014 to 2018). Professor Leuz is an editor for the Journal of Accounting Research and has served on many editorial boards, including the Journal of Accounting & Economics, The Accounting Review, the Journal of Business, Finance and Accounting, and the Review of Accounting Studies. Born in Germany, Professor Leuz earned his doctoral degree and Habilitation at the Goethe University Frankfurt in Germany. Prior to this position, he was the Harold Stott Term Assistant Professor in Accounting at the Wharton School of the University of Pennsylvania and a visiting doctoral fellow at the Simon School of Business, University of Rochester.

### **Adrienne Monley**

Adrienne Monley is head of Vanguard Investment Stewardship for the Americas, overseeing company engagement, research, and proxy voting in the region. She serves on Vanguard’s global Investment Stewardship leadership team and is active in shaping the firm’s views, policies, and approach to stewardship, corporate governance, and sustainability matters. Ms. Monley has held several prior leadership roles in the group, most recently as the head of Investment Stewardship for Europe, where she established Vanguard’s first engagement and voting team based in London. She acts in an advisory capacity to numerous industry initiatives and is a frequent speaker at conferences and events. Ms. Monley formerly served as chief of staff to Vanguard’s general counsel, supporting the firm’s board of directors and working closely with senior leaders. She joined Vanguard in 2012 through a rotational leadership development program and had previously worked in the Rewards, Talent, and Communication consulting practice of Towers Watson. Ms. Monley completed undergraduate studies in English and Communications from the University of Rochester in Rochester, NY, and obtained her Master’s in Business Administration with a focus in global finance and investments at the Simmons School of Management in Boston, MA.

### **Lucrezia Reichlin**

Lucrezia Reichlin is Professor of Economics at the London Business School, non-executive

director of AGEAS Insurance Group and Eurobank Ergasias SA as well as Chairman & co-founder of Now-Casting Economics Ltd and a Trustee of the International Financial Reporting Standards Foundation. She is a columnist for the Italian national daily *Il Corriere della Sera* and a regular contributor of *Project Syndicate*. Reichlin received a Ph.D. in economics from New York University. She has held a number of different academic positions. From 2005 to 2008 she was the Director General of Research at the European Central Bank. From 2009 – April 2018 she was non-executive director of UniCredit Banking Group and from 2013-2016 she was Chair of the Scientific Council at the Brussels based think-tank Bruegel. Reichlin has been an active contributor to the life of the Centre for Economic Policy Research (CEPR) over the years. She has been research director in 2011-2013, first Chairman of the CEPR Euro Area Business Cycle Dating Committee, co-founder and scientist in charge of the Euro Area Business Cycle Network and she is now a trustee.

### **Alex Sagabien**

Alex Sagebien is Vice President, Environment, Health and Safety (EHS) at Hess Corporation, a global independent energy company engaged in the exploration and production of crude oil and natural gas. Sagebien is responsible for leading a global team of functional specialists, providing thought leadership on emerging issues for senior management, developing trusted partnerships with key stakeholders and strengthening the sustainability culture enterprise wide. Sagebien joined Hess in 1995 as Supervisor of Environmental Projects in the Refining and Marketing division. Since then, he has served in a variety of corporate and operational EHS roles onshore and offshore, and for Global Drilling and Completions. Sagebien joined the E&P division as Manager of EHS for the Americas (Gulf of Mexico, Permian and North Dakota), became Senior Manager of EHS&SR for Africa (Equatorial Guinea, Egypt, Algeria and Libya), then Director of EHS&SR for Hess' Unconventionals business in the Bakken. He is a member of the Hess Incident Support team for emergency response, leads the function's business planning and budgeting, and is a member of the company's Production Leadership Team. Sagebien earned a bachelor's degree in Geology from Colgate University.

### **Carolina San Martin**

Ms. San Martin leads Wellington's ESG Research team and oversees the firm's ESG research and stewardship activities, including our company engagement and voting efforts. Through her research responsibilities covering the energy sector, she also collaborates closely with investors across the firm to identify and assess ESG risks and

opportunities in client portfolios and to engage with portfolio companies on ESG issues. She is also the secretary of the firm's Investment Stewardship Committee.

Ms. San Martin earned her master's degree in international economics, specializing in finance, from the Johns Hopkins University School of Advanced International Studies (SAIS) and holds a BA in international relations, magna cum laude, from Brown University. She also holds the Chartered Financial Analyst designation.

### **George Serafeim**

George Serafeim is the Charles M. Williams Professor of Business Administration and the Faculty Chair of the Impact-Weighted Accounts Project at Harvard Business School. He has taught courses in the MBA, executive education, and doctoral programs, and is currently teaching the elective course "Reimagining Capitalism: Business and Big Problems (pdf)" in the MBA curriculum, which received the Ideas Worth Teaching Award from the Aspen Institute and the Grand Page Prize. He has presented his research in over 60 countries around the world, including to world leaders in government and business at events such as the World Economic Forum at Davos and the Aspen Ideas Festival. He ranks among the top 10 most popular authors out of over 12,000 business authors on the Social Science Research Network.

### **John White**

John W. White is a partner in Cravath, Swaine & Moore LLP's Corporate Department and serves as Chair of its Corporate Governance and Board Advisory practice. From 2006 through 2008, he served as Director of the Division of Corporation Finance at the U.S. Securities and Exchange Commission, which oversees disclosure and reporting by public companies in the United States. During his over 25 years as a partner at Cravath, Mr. White has focused his practice on representing public companies on a wide variety of matters including corporate governance matters, public reporting and disclosure obligations, public financings and restatements, revisions and other financial crises. Mr. White is a member of the Financial Accounting Standards Advisory Council (FASAC) which advises the Financial Accounting Standards Board (FASB). From 2010 to 2018, he served as a member of the Standing Advisory Group (SAG), which advises the Public Company Accounting Oversight Board (PCAOB). Mr. White is a member of the Board of Directors of Financial Executives International (FEI) and a member of the Board of Trustees and Chair of the Audit Committee of the Practising Law Institute (PLI).