

13 October 2023

Honorable Kathleen Hochul
Governor of New York
Albany, NY 12207

Dear Governor Hochul,

I'm writing on behalf of the United Nations-supported Principles for Responsible Investment (PRI) to express our support for Assembly Bill A5981.

The PRI is the world's leading initiative on responsible investment. It has over 5,300 global signatories (pension funds, insurers, investment managers and service providers) – including many headquartered in New York – with over USD \$120 trillion in assets under management.¹ The PRI works with its signatories to embed its six Principles for Responsible Investment into their investment activity. Its goals are to understand the investment implications of environmental, social and governance (ESG) issues and to support signatories in integrating these issues into investment and ownership decisions.

Investors require consistent and comparable disclosures of human capital management (HCM) information. The demand for HCM information continues to become more acute as the lack of meaningful data on such issues makes it difficult for investors to fully account for their effects on investment success. PRI signatories recognize that a company's workforce is a key driver of value, and have expressed support for disclosure of, among other key topics, disaggregated information on race, ethnicity, and gender for all employees.² At a portfolio level, disclosure of such data affords opportunities to enhance operational performance, reduce reputational risk and create a healthier and more productive workforce.³

By requiring companies to file their EEO-1 data with the Secretary of State, New York can support investor efforts to identify and address HCM-related issues across their portfolios. Certain companies are already required to report this information annually to the Equal Employment Opportunity Commission (EEOC), and as such, sharing this information with the State of New York—and with investors—requires no additional effort.

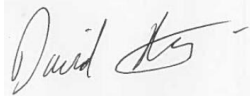
¹ <https://www.unpri.org/signatories/signatory-resources/signatory-directory>

² <https://www.unpri.org/download?ac=15878>

³ <https://www.unpri.org/download?ac=15712>

We support adoption of Assembly Bill A5981 and stand ready to support you and your staff in further consideration of this legislation. Please do not hesitate to reach out to our staff if we can be of further assistance.

Yours sincerely,

A handwritten signature in black ink, appearing to read "David Atkin", is enclosed in a light gray rectangular box.

David Atkin

CEO, Principles for Responsible Investment