



2023-24

Sustainability Report LookBook

Inform
Engage
Inspire
Delight



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As you explore the following pages, please click the images to see the full reports.

Four things you should know:

90% of large cap companies publish Sustainability Reports.

Why? They know that ESG impacts talent, brand perception, long-term customer loyalty, access to capital and attracting new investors.

Effective shareholder engagement requires year-long touchpoints.

Why? Volatile market events drive stakeholders to look for evidence that companies have levers in place to manage ESG risk and capture opportunities in their strategy.

Investors are gravitating towards SASB, TCFD, CDP & GRI frameworks to get your story.

Why? They are looking for the ‘whole’ picture which only you can paint, structured in a way that reveals the true meaning, intent, and impact of the actions.

Companies are complex; the power of design has become a leading differentiating solution.

Why? Enhanced design helps companies to simplify the complicated, create memorable engagement and drive brand.

Casey's

2024 sustainability report



OUR TEAM: BY THE NUMBERS

45,359 Full Time	446 Part Time	42,693 Total FTEs
20,935 Full Time	594 Part Time	256 Total FTEs
24,424 Part Time	1,075 Part Time	295 Total FTEs

Casey's is more than just a store network. It is a place for personal and professional growth and development. Many of our team members are students, parents or grandparents, so we do our best to provide the benefits, development opportunities and work-life balance that fit each team member's unique lifestyle.

OUR TEAM

We have been fortunate to have over 45,000 team members. By providing support, training and recognizing each team member, we create the best work environment for our team members and our customers.

BY THE SECTION:

- Casey's Team Member Program
- Learning Center Growth
- Supporting Team Training
- Supporting Team Support

TEAM HIGHLIGHTS:

- Casey's Team Member Program
- Supporting Team Training
- Supporting Team Support

SUPPORTING TOTAL WELL-BEING

We understand that our team members at Casey's have busy lives. That's why we offer a variety of programs to support their physical and mental health. We provide opportunities for team members to keep growing, both professionally and personally, with a variety of programs for the convenience of our team members.

IN FY2024, we introduced the MyCasey's app to give our team members quick access to health information, including critical safety alerts and usage for our team members related to parking, and better support and assistance for our team members. We also introduced a new mental health program during FY2024, including the following highlights:

MENTAL WELL-BEING	MENTAL HEALTH SERVICES	MENTAL HEALTH SERVICES
<ul style="list-style-type: none"> 24/7 Crisis Support Employee Assistance Program (EAP) Virtual Care Employee Assistance Program (EAP) Virtual Care Employee Assistance Program (EAP) Virtual Care 	<ul style="list-style-type: none"> 24/7 Crisis Support Employee Assistance Program (EAP) Virtual Care Employee Assistance Program (EAP) Virtual Care Employee Assistance Program (EAP) Virtual Care 	<ul style="list-style-type: none"> 24/7 Crisis Support Employee Assistance Program (EAP) Virtual Care Employee Assistance Program (EAP) Virtual Care Employee Assistance Program (EAP) Virtual Care

Recursion

Global environmental, social and governance report 2024



Industrialization Is the Path to Sustainability

Recursion was founded in 2013 with a vision to capitalize on the convergence of advancements in computation and AI to address the decreasing efficiency of drug discovery and development. We believe that this opportunity represents one of the most positively impactful applications of ML and AI for society.

We believe we are entering the economic history that brought the world of the 21st century to life. Our mission is to make our industry and the industry of the world more productive, more efficient, and more sustainable. We are entering here to not only lead this world, but define it.

Customized (and personalized) health care technology advancement is one of the most exciting and important areas of research and development in the world today. Our vision is to make our industry and the industry of the world more productive, more efficient, and more sustainable. We are entering here to not only lead this world, but define it.

Recursion | [Investment](#) | [Partnerships](#)

Employee Development

At Recursion, we invest in our employees. We provide a variety of training and development opportunities, including tuition reimbursement, professional development courses, and on-the-job training. We also offer a variety of career advancement opportunities, including promotions and lateral moves. We are committed to providing our employees with the resources and support they need to succeed in their careers.

2023 Learning & Development

\$2,130

Recursion University

Recursion University is a platform for learning, development, and career advancement. It offers a variety of courses, including technical skills, leadership, and industry knowledge. Recursion University is available to all employees and is a key component of our employee development strategy.

Social Impact

Recursion is committed to making a positive social impact. We support a variety of community programs, including employee volunteerism, charitable donations, and social impact investments. We are committed to creating a positive and sustainable future for all.



Letter From Our CEO

As the company that originated modern mortgage insurance, MGIC was founded with an understanding that our role in the housing ecosystem makes a powerful, positive difference in the lives of homebuyers each and every day. From the originator to the lender, from the borrower to the investor, we are committed to providing the best possible experience for our customers and the communities we serve. We are committed to providing the best possible experience for our customers and the communities we serve. We are committed to providing the best possible experience for our customers and the communities we serve.

These initiatives benefit greatly from our highly engaged Board of Directors, which provides essential advice and oversight and our Corporate Sustainability Council, which advances these efforts in all the management-level, operating and practice areas through our financial areas of the business. As you will see in this report, our high standards of conduct and commitment are very effective and help MGIC maintain both the value we create for our stakeholders and the value we attach to our financial strong performance through home ownership.

Tom Muth
The Muth CEO

"MGIC is strong, and resilient when we approach with challenge with an eye toward long-term solutions with sound benefit and return."

Governance and Leadership

We strive to maintain high standards for our business conduct and ethics, customer service, and privacy practices.

- Corporate Governance and Business Ethics 38
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- Talent Management 50
- Environmental Management 52
- Public Policy 54

MGIC has a long history of governance and leadership that is rooted in both sound business objectives and high moral standards. We care about doing things the right way and are committed to the impact our actions may have on our stakeholders.

Corporate Governance and Business Ethics

Board Independence and Diversity

Our Board composition reflects a solid mix of diverse experiences, perspectives and skills. The Board's strong presence and members' Board's expertise to ensure the appropriate composition of diversity expertise, skills and talents for the Board as a whole. Our Board members, both in diversity and talent to director services, gender and age.

MGIC Board Diversity

Gender	31%	Tenure	46%
Diversity	77%	Age	15%

69% Male
8% Female
15% Male
8% Female



About Jefferies

Who We Are

Jefferies is one of the world's leading full-service investment banking and capital markets firms. Distinguished by our partnership culture, the depth of insight and delivery to our clients, and our full entrepreneurial structure, we have had incredible consistency of leadership and strategy. This difference has fueled our growth across all sectors and enabled us to deliver for our clients at their most critical moments.

Global Reach - Number of Countries Where We Operate

Year	2024	2023	2022
Count	3	14	21

47 offices in 21 countries

5,268 Jefferies Employees Worldwide

3,221 American partners in the Americas
New York - Global Headquarters
Atlanta, Boston, Chicago, Houston, Los Angeles, Dallas, Austin, Miami, San Francisco, London, Toronto, Mexico City, Philadelphia, New York, Washington, D.C., Dallas, San Francisco, Denver, Seattle, and Washington D.C.

1,342 employee partners in Europe and the Middle East
London - European Headquarters
Amsterdam, Frankfurt, Dublin, Frankfurt, Madrid, Milan, Paris, Rome, Stockholm, Tokyo, Warsaw, and Zurich

644 employee partners in Asia-Pacific
Hong Kong, Singapore
Beijing, Melbourne, Mumbai, Seoul, Singapore, Sydney, and Taipei

Global Investment Banking and Capital Markets

During 2023, Jefferies supported a variety of sustainability-related deals and transactions related to climate change, energy transition and decarbonization, and social impact, including those highlights below:

ARCCLASS

Jefferies led a \$1.2 billion investment in ARCCLASS, a leading global manufacturer of high-performance concrete products. The investment supports the company's expansion into sustainable building materials and its commitment to reducing carbon emissions in its manufacturing processes.

BURNHAM

Jefferies led a \$1.5 billion investment in BURNHAM, a leading global manufacturer of high-performance concrete products. The investment supports the company's expansion into sustainable building materials and its commitment to reducing carbon emissions in its manufacturing processes.

divert

Jefferies led a \$1.5 billion investment in divert, a leading global manufacturer of high-performance concrete products. The investment supports the company's expansion into sustainable building materials and its commitment to reducing carbon emissions in its manufacturing processes.

enel

Jefferies led a \$1.5 billion investment in enel, a leading global manufacturer of high-performance concrete products. The investment supports the company's expansion into sustainable building materials and its commitment to reducing carbon emissions in its manufacturing processes.

FuelCell Energy

Jefferies led a \$1.5 billion investment in FuelCell Energy, a leading global manufacturer of high-performance concrete products. The investment supports the company's expansion into sustainable building materials and its commitment to reducing carbon emissions in its manufacturing processes.

Hydrogen Infrastructure

Jefferies led a \$1.5 billion investment in Hydrogen Infrastructure, a leading global manufacturer of high-performance concrete products. The investment supports the company's expansion into sustainable building materials and its commitment to reducing carbon emissions in its manufacturing processes.

Our Team

Investment Banking

Capital Markets

Research & Analytics

Technology, Strategy, and Operations

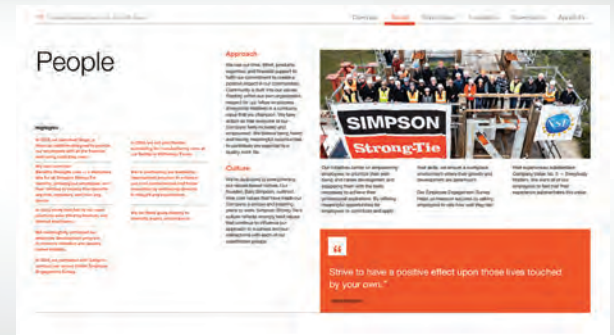
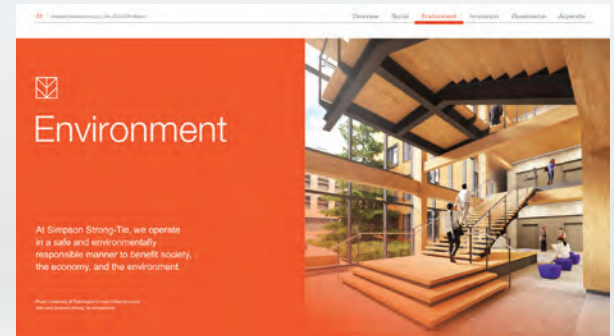
Simpson Manufacturing

2024 corporate social responsibility report



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Modivcare

2023 ESG report



We're there
 We're there to bring security, peace, and healing to those who need it most. To make a world of difference, one member at a time.
 That's what drives us.

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About Us

Modivcare Inc. (Nasdaq: MODV) is a technology-enabled healthcare services company that provides a suite of integrated supportive care solutions for public and private payors and their members.

Our value-based solutions address the social determinants of health, enable greater access to care, reduce costs, and improve overall health outcomes. We are a leading provider of non-emergency medical transportation (NEMT), personal care services (PCS), and remote patient monitoring (RPM) solutions.

Whether transporting a member to a medical appointment, assisting with daily living activities, or monitoring a member through a health sensor, we bring a human touch to healthcare. We believe that these services should be provided equitably to everyone, especially for the most vulnerable populations.

LEARN MORE About Modivcare

2023 Environmental Report

modivcare **Leading Provider of Holistic Supportive Care®**
 Integrated supportive solutions connecting our members to care

- REGIONAL CARE SERVICES**
 Comprehensive care services with accompanying transportation
- NON-EMERGENCY MEDICAL TRANSPORTATION**
 NEMT model transportation tailored to individualized transportation needs of our members
- REMOTE PATIENT MONITORING**
 Personal care services integrated with RPM, risk stratification, medication management and data-driven member engagement

26 million (2023) of care
16,000 employees
244,000 members served

2.5 million+ members annually
34 million RPM members
35 million total

TECHNOLOGY-ENABLED PLATFORM WITH MARKET-LEADING SOLUTIONS
 Helping our people, physicians, and healthcare providers deliver better care

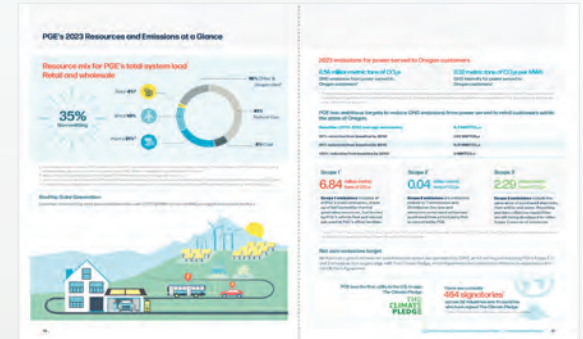
Responsible Business Practices

We are committed to upholding ethical business practices, operating with high standards of corporate governance, and ensuring that business is a practice consistent with our values and purpose.

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Portland General Electric

2023 environmental, social & governance report





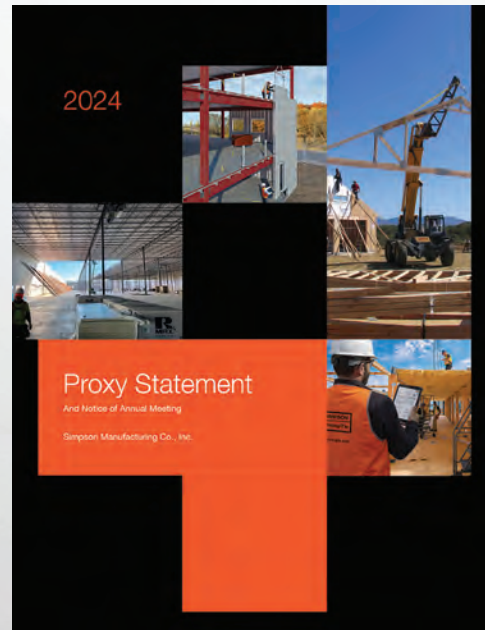


Simpson Manufacturing

Integrated thematic approach



2023 annual report



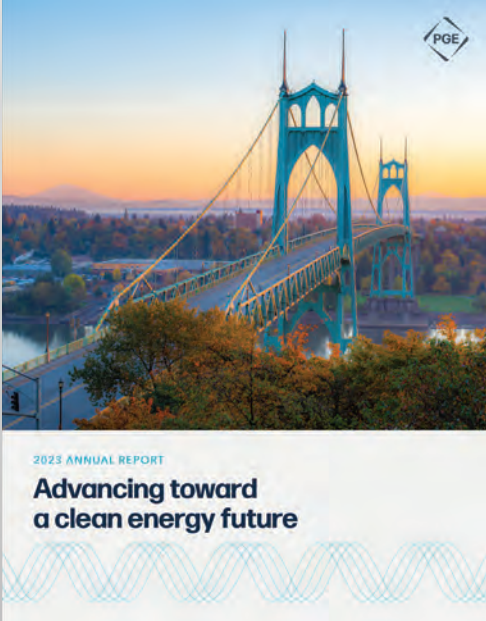
2024 proxy statement



2023 CSR report

Portland General Electric

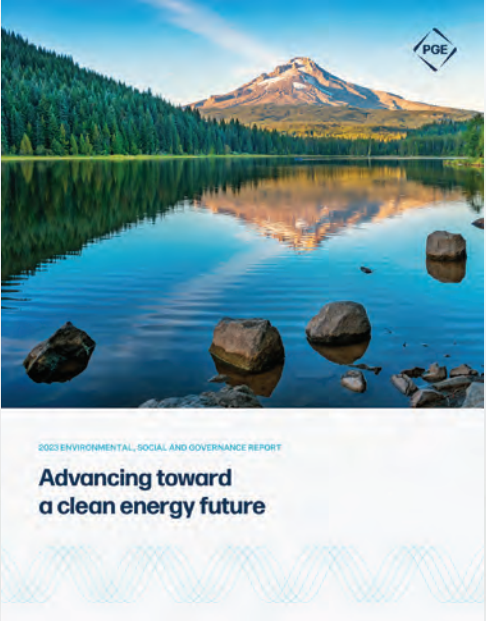
Integrated thematic approach



2023 annual report



2024 proxy statement



2023 ESG report

Recursion

Integrated thematic approach



2023 annual report



2024 proxy statement



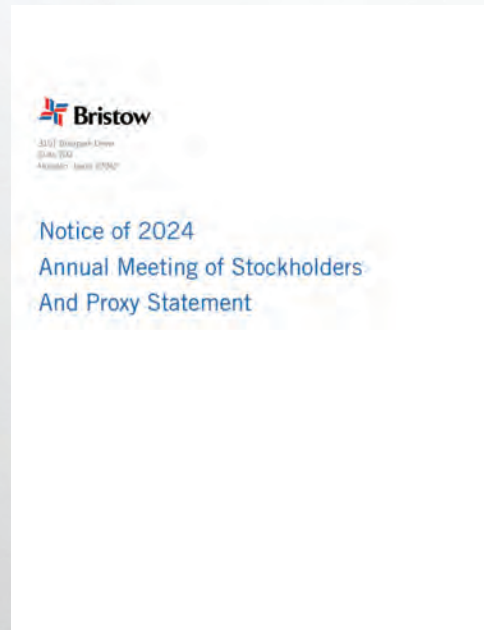
2024 global ESG report

Bristow

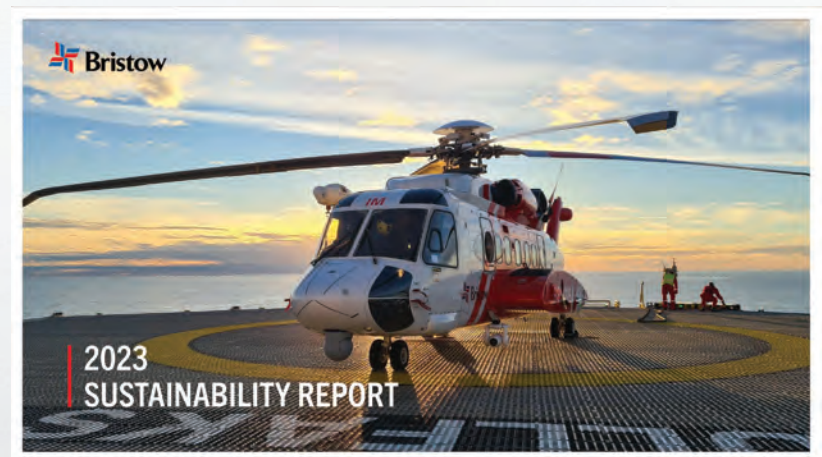
Integrated thematic approach



2023 annual report



2024 proxy statement



2023 sustainability report

Starter templates

For companies beginning their sustainability reporting journey



Classic and crisp

Timeless and confident

Clean and modern

Tie it all together, tell a stronger story

Annual Reports, Proxy Statements, Sustainability and ESG reports are some of the most visible and consequential publications that a corporation produces. Approaching these flagship communications using our **Integrated Thematic Approach** enables corporate clients to develop cohesive messaging and leverage assets across multiple projects with less effort. The end results are stronger and more impactful reports, delivered with greater speed, that align with one other and resonate with audiences at reduced cost.

Broadridge has established partnerships with **Third Economy**, a consulting firm which specializes in assessing, building, and promoting corporate sustainability capabilities, and **FalkHarrison**, a global solutions provider of design services and an Alliance Partner with Workiva.

Together, we offer a comprehensive and effective suite of end-to-end issuer solutions for proxy, disclosure, ESG, and shareholder engagement.



Additional Broadridge deliverables and services

Strategic consultation

Climate regulatory risk mitigation

Climate readiness analysis

Ratings guidance

Intelligent content generation

Integrated thematic approach

Workiva integration and execution

ADA compliance and best practices

Language translation services

... and more!

Count on Broadridge

We help drive business transformation for our clients with solutions for enriching client engagement, navigating risk, optimizing efficiency and generating revenue growth.

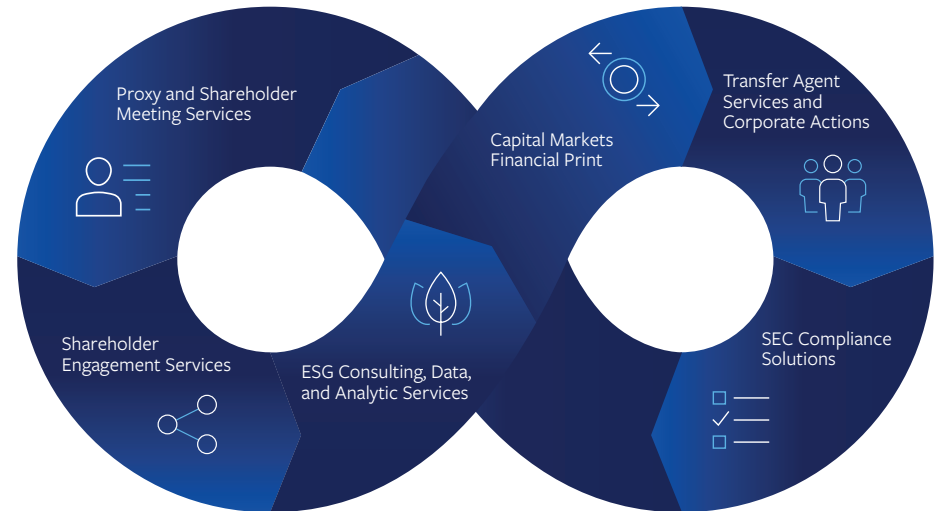
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[ESG Analyzer: Disclosure Benchmarking >](#)



Broadridge Financial Solutions (NYSE: BR), a global Fintech leader with over \$6 billion in revenues, provides the critical infrastructure that powers investing, corporate governance, and communications to enable better financial lives. We deliver technology-driven solutions that drive business transformation for banks, broker-dealers, asset and wealth managers and public companies.

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