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By: <u>Calvert Research and Management</u> | September 13, 2023

Through engagement, Calvert seeks to collaborate with companies in which we invest to help them identify and manage financially material environmental, social and governance (ESG) risks and opportunities in their businesses. In 2019-2020, these important issues included dialogues on public disclosure of EEO-1 data, improving board/employee diversity, setting greenhouse gas (GHG) emissions targets, workplace rights and the ability to manage through a global energy transition.

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