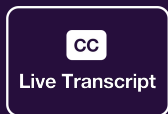




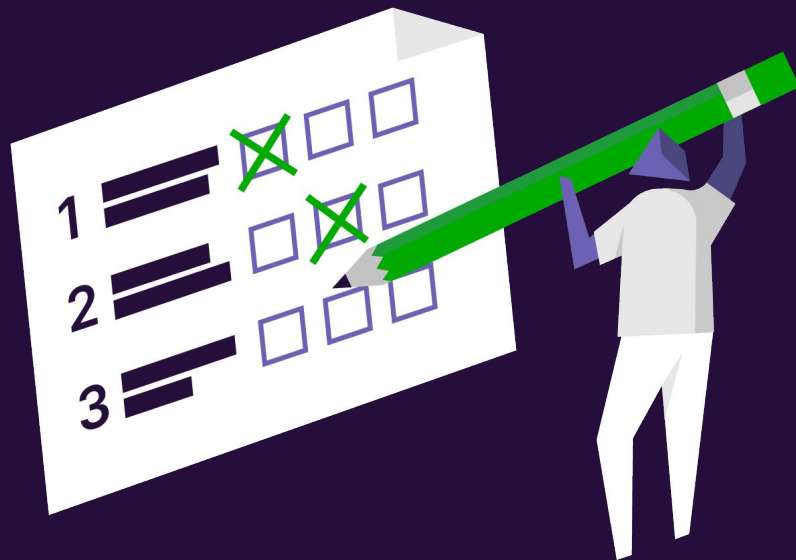
# What's Coming from the 2023 Proxy Season in Workplace Equity?

We will begin shortly.

This webinar is being recorded and will be shared with all registrants.



We have live transcript enabled for this webinar. If you would like to use this feature, please turn on this setting in your Zoom toolbar now.



## Agenda

- 01 Intro & housekeeping
- 02 Looking ahead to the 2023 proxy season
- 03 Q&A





Our mission is to build expert-backed technology that helps companies measure, achieve, and sustain workplace equity.



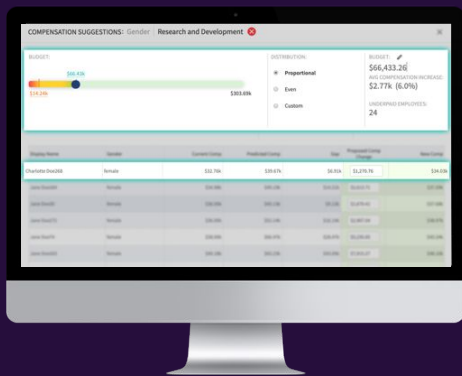
## Workplace Equity Platform

Enterprise platform to analyze, resolve, and prevent disparities in pay and opportunities



## Expert Support and Consulting

Legal best practices, statistics, reporting, and communications guidance and support



**260+ industry leaders trust Syndio**  
*including 30% of Fortune's Most Admired Companies*



## | Speakers



**Katie LaVoy**

Counsel  
Sidley Austin, LLP



**Ashley Marchand Orme**

Director, Corporate Equity  
JUST Capital

## | Moderator



**Maria Colacurcio**

CEO  
Syndio



# Looking ahead to the 2023 proxy season



- SEC rulemaking could lead to more shareholder proposals
- Universal proxy rule is in effect
- Virtual shareholder meetings ("VSMs") are here to stay
- Climate change disclosure requirements are coming
- Proxy advisor advice changes
- Pass-through proxy voting



# Looking ahead to the 2023 proxy season



SUSTAINABILITY MATTERS

**Shareholders Demand Accountability on Gender Equity. It's Good Management.**

[Morningstar.com](https://www.morningstar.com)

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**Disney Loses Shareholder Vote On Increased Pay Equity Disclosure**

[Deadline.com](https://www.deadline.com)

CAPITAL MONITOR

[SDGS](#) > [SDG 5, GENDER EQUALITY](#) | February 22, 2023

**US pay gap resolutions hit mainstream**

[Capitalmonitor.ai](https://www.capitalmonitor.ai)



# What we saw in the 2022 proxy season

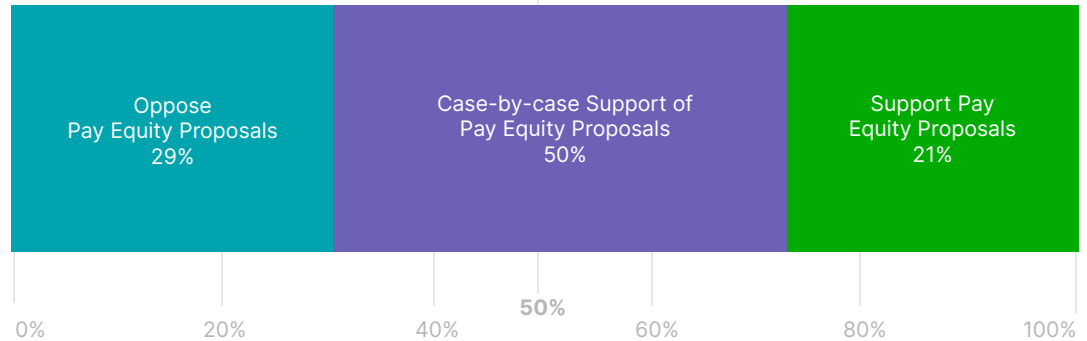
21%

of workplace equity proposals passed last year among the F100

58%

received more than one-third of shareholder support

## Equity Assets Under Management & Pay Equity Proposal Support



% of Total Equity Assets Under Management

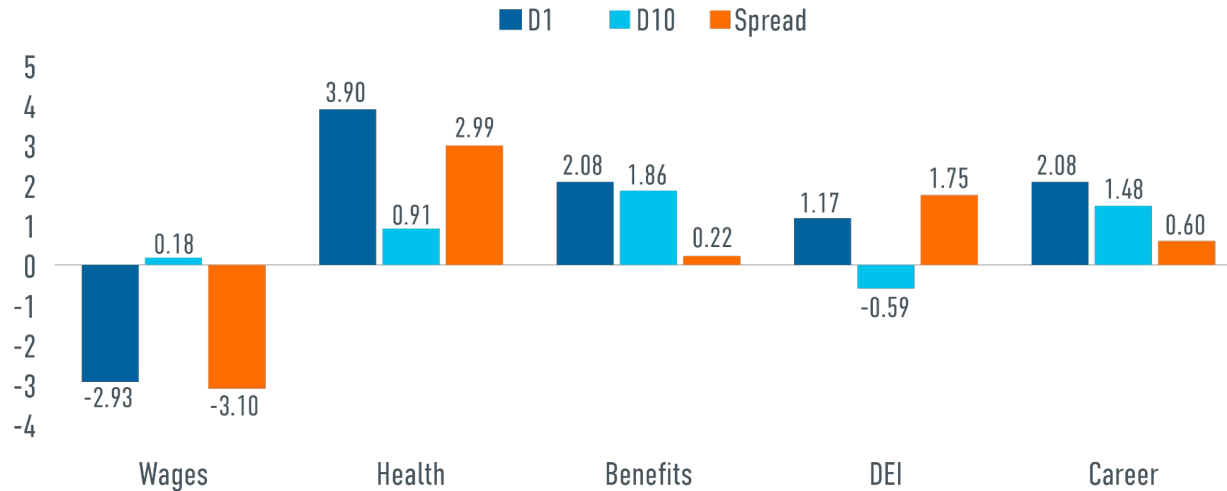
Consideration set: institutions & global subsidiaries with public SEC filings and at least \$200b in Equity Assets Under Management

Source: S&P Global, NYSE Research



# According to JUST Capital research, companies that prioritized their stakeholders outperformed their peers in Q4

## Q4 DECILE PERFORMANCE – WORKER ISSUES



In Q4, we saw four out of five Worker Issues outperform.

Underperformance in Wages was driven by negative performance from both top and bottom decile companies.

Note: This data is based on JUST Capital's evaluation of 954 companies from the Russell 1000 Index featured in the Rankings of America's Most JUST Companies.  
Source: JUST Capital's corporate engagement datasets. Data as of December 31, 2021.



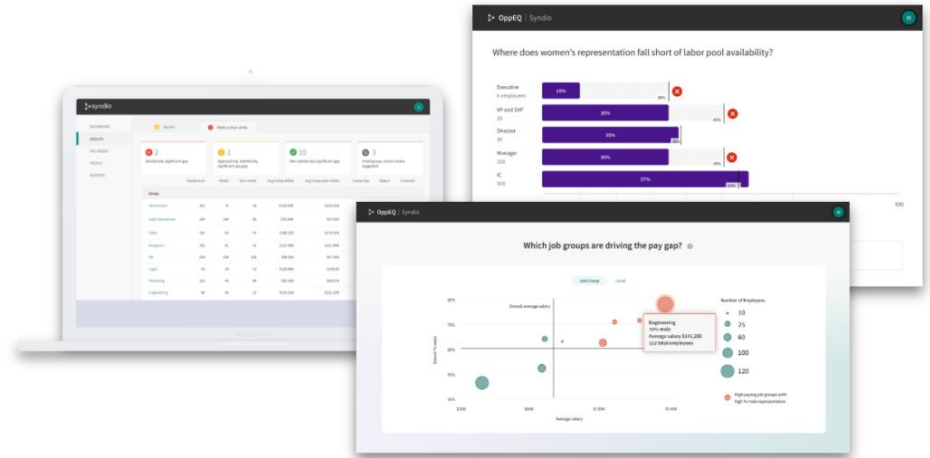


**Q&A**



# Syndio gives you the tools to measure & maintain all facets of workplace equity

- Analyze equity in pay, promotions, performance assessments, and more
- Build a data-driven strategy for reducing median pay gaps
- Set competitive, equitable, and explainable salary ranges
- Communicate about diversity, pay, and opportunity equity with confidence



[SYNDIO.COM/LIVEDEMO](https://syndio.com/live-demo)



Don't miss our upcoming  
live demo and podcast!



**Live Demo: How Syndio Helps You  
Achieve Workplace Equity**

Tuesday, April 4

Register:

[SYNDIO.COM/LIVEDEMO](https://SYNDIO.COM/LIVEDEMO)



**Check out  
The Shift podcast!**

[SYNDIO.COM/PODCAST](https://SYNDIO.COM/PODCAST)



# Thank you

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