

## **Balyasny Asset Management's Environmental, Social and Governance (ESG) Statement**

BAM is a principle focused firm investing in the long-term success of our clients, employees and communities. We are committed to operating ethically, empowering our people, respecting our environment and advancing access to opportunity for all.

### Environmental

We recognize that sustainability is fundamental to protecting and enhancing the world around us. We are committed to minimizing our environmental footprint by upholding efficient operating standards throughout our global network of offices and forging high-impact partnerships with leading environmental organizations dedicated to the preservation and regeneration of our natural resources.

As a firm, we have taken several steps to improve eco-efficiency and reduce energy consumption across our global offices, including deploying robust recycling programs, transitioning to energy-efficient LED lighting, installing automatic water valves and instituting occupancy sensors to shut down power to circuits without motion or sound.

We are also prioritizing sustainability in new office constructions and building selections. Our San Francisco office was constructed in accordance with local Green Building Standards, and we worked with engineers to design a more systems-efficient space in Chicago that minimizes our energy consumption. We also selected the CapitaGreen building in Singapore for our regional office in 2017, which has received the highest accolade for an environmentally friendly building in Singapore.

On our path to net zero carbon operations, we are committed to expanding our involvement in preserving and restoring biodiversity. BAM is a proud patron of Synchronicity Earth, a global environmental conservation organization. Since 2017, our support of Synchronicity Earth has directly contributed to the regeneration of over 860 acres of forest in Tanzania and the planting of over 37,726 trees native to the region.

### Social

We embrace our role as a responsible corporate citizen and are committed to fostering the principles of diversity, equity and inclusion within our firm and in the communities where we live, work and operate.

We believe in hiring the strongest talent based solely on merit, qualifications and experience – regardless of race, religion, gender, sexual orientation, or economic status. Our Business Development team is actively sourcing diverse talent and has committed to achieving diversity in every department and at every level of our organization. We have deployed a broad campus recruiting program targeting top talent from underrepresented backgrounds that has resulted in 55% of our 2021 intern class being comprised of candidates from diverse backgrounds.

BAM is an equal opportunity employer committed to providing a work environment that is free from discrimination, harassment and retaliation. We recognize that our people are the foundation of our success and have instilled numerous programs and policies aimed at fostering inclusion and empowering our employees to fulfill their highest potential, including but not limited to:

- An annual gender pay analysis to ensure women employees receive adequate and deserved compensation;
- Mandatory diversity and non-discrimination training for all employees; and
- Employee resource groups that provide development and mentorship opportunities.

In our communities, we advocate for equal access to opportunity and resources for all individuals. Through charitable giving, volunteerism, partnerships and our actions, we actively support organizations that empower youth, combat poverty and fight discrimination, including but not limited to Teach for America, Alex's Lemonade Stand, Help for Children, The Anti-Defamation League, A Better Chicago and Robin Hood.

### Governance

BAM operates with a deep commitment to the highest ethical and legal standards. A rigorous governance infrastructure underpins our operations and investment process, providing oversight in areas that include but are not limited to risk management, conflicts of interest management and anti-bribery and anti-corruption protocols.

As a performance-driven organization, we evaluate market opportunities through a variety of lenses, looking closely at criteria such as management alignment, company culture, financial performance and environmental, social and governance (ESG) factors. Our investment professionals are increasingly considering ESG as both a risk factor and a potential source of alpha and, to varying degrees, integrating proprietary and third-party ESG scoring as a fundamental parameter when evaluating investment opportunities. BAM is in the process of assessing the implementation of the United Nations Principles for Responsible Investment (PRI) and is committed to making progress towards deploying and upholding the six Principles across our global operations.

As part of our risk monitoring process, our risk and investment teams also assess factors such as credit risk, country risk and political risks for various investments, and we maintain multiple restricted lists to prevent trading in various jurisdictions due to country risk.

We view our investors as partners in our long-term success. As such, we strive to be as accessible and transparent as possible without reducing our edge or compromising investor returns.