

## How Miller/Howard's People Walk the Walk

Long-time readers know that Miller/Howard doesn't just talk about sustainability and shareholder advocacy—we actually walk the walk. We know that stakeholders matter, both to the companies in which we invest and to our own firm.

### *Our People & Our Portfolios*

- Over the years, many Miller/Howard employees, executives, and directors have used their personal shares to partner with our ESG department to file shareholder proposals, which has spurred many a company to improve its processes.

### *Our People & Our Community*

- Each year, employees are encouraged to utilize our paid volunteer time off to support community organizations or participate in civic engagements organized by 501c3 nonprofit organizations. Employee-organized events include Hudson River clean-up days, in partnership with Riverkeeper, and an annual holiday drive (more than 10 years, and counting!) for the benefit of a local family resource center.

### *Our People & Our Footprint*

- We emphasize green procurement and responsible resource use: using either tree-free or recycled paper, and recycling whenever possible. Our home office is in an "Adaptive Re-Use" building, which limited the creation of additional landfill waste. It is listed on the New York State Register of Historic Places, now modernized with a roof-top solar array, high efficiency heat pumps, & other resilience measures.

### *Our People & Our Firm*

- Miller/Howard is not only 100% employee-owned, it is employee-led. Miller/Howard transitioned to an Employee Stock Ownership Plan (ESOP) in 2018, and our ESOP Committee (comprising colleagues from four different departments) is continuing the tradition of service and leadership, with one of its earliest acts being a community food drive.

See our website for more about the Resolution and Engagement Process, and our annual ESG Report.

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