



## A Commitment to Corporate Social Responsibility

William Blair's values incorporate founder William McCormick Blair's vision of sound financial advice, community engagement, and citizenship. Our responsibilities and opportunities are multifaceted.

### **William Blair Investment Management's Commitment to ESG Integration**

We are proud to manage assets on behalf of institutions at the forefront of sustainable investing in North America, Europe, Australia, and Asia.

Environmental, social, and governance (ESG) factors are inextricably linked with our fundamental assessment of company management and the sustainability of competitive strengths. Financially material ESG issues are systematically integrated in our investment process alongside traditional financial factors, facilitating a more holistic assessment of risks and opportunities.

William Blair Investment Management was among the first U.S.-based asset manager signatories of the United Nations-supported Principles for Responsible Investment in 2011, and has formally adopted the Japanese, Korea, and UK Stewardship Codes—demonstrating our global commitment to responsible ownership practices.

As part of our ESG integration at William Blair globally, we take seriously our responsibility to monitor the effectiveness of company management and exert influence on governance practices, in part through the exercise of proxy voting rights.

Reflecting the increasing financial materiality of environmental and social factors, we have adopted proxy voting guidelines that are focused on financial returns and consistent with the objectives of sustainability-minded investors.

### **Our Commitment to ESG Integration**

- United Nations-Supported Principles for Responsible Investment (PRI) signatory since 2011
- Member of the IFRS Sustainability Alliance, Emerging Markets Investors Alliance, International Corporate Governance Network, and the U.S. Investor Stewardship Group
- UK Stewardship Code Signatory
- Japan Stewardship Code Signatory
- Korea Stewardship Code Signatory

# “When our clients succeed, the firm’s success will follow.”

William McCormick Blair

## Governance

At William Blair, the independence that comes with being employee-owned, along with a strong balance sheet and diversified business model, allows us to put our clients first. Consistency of leadership is also a firm hallmark, with just six CEOs serving since our founding. These linchpins of our corporate structure are supported by robust policies and practices, from compliance training to business continuity guidelines.

## Our Workplace

Within our walls, we believe that diversity of experiences, capabilities, and perspectives lead to innovation and success.

To facilitate diverse thoughts and backgrounds, we have implemented a targeted talent strategy designed to (1) increase the frequency, transparency, and relevance of conversations between employees and managers; (2) create clear firmwide guidelines for what is expected of our employees; (3) support ongoing learning and development opportunities; and (4) foster a culture in which all employees feel included in a community that embraces differences and values and respects each individual.

As part of these efforts, we have also created four business resource groups that promote diversity, raise awareness, support differences, and help deliver a more inclusive culture: the Women’s Alliance, the Veterans’ Alliance, Pride Alliance, and One Alliance. Each plays an important role in the attraction, retention, and development of talent.

## Our Communities

In 2024, William Blair and its foundation supported more than 800 charitable organizations. Some of our current locations and signature community partners are: Atlanta (Breakthrough Atlanta); Chicago (Greenwood Project, iMentor, ShowerCare, YWCA); London (Envision, Ronald McDonald House UK; New York City (Lenox Hill Neighborhood House, St. Mark’s Community Education Program); San Francisco (CAL Nerds); Singapore (Caring SG); Sydney (OzHarvest); and Zurich (Stiftung Kinderhilfe Sternschnuppe).

## Our Sustainability

We strive to inhabit LEED-certified buildings whenever possible. LEED is a green-building certification program that recognizes best-in-class building practices and speaks to our belief in buildings that are healthy for the environment and their occupants. Our Chicago headquarters, completed in 2017, was pre-certified LEED Gold by the U. S. Green Building Council. A number of other buildings we occupy in the United States and abroad have achieved either LEED certification or a comparable foreign certification.

*The Pensions & Investments (P&I) Best Places to Work in Money Management* list is published in December each year and is based on employee surveys and an employer questionnaire. William Blair Investment Management (WBIM) was listed among investment management firms with 100 to 499 employees. P&I partners with Best Companies Group to conduct the survey and tabulate the rankings. WBIM pays a licensing fee to use the P&I digital reprint and logo badge.

The *Chicago Tribune* Top Workplaces list is published in November each year and is based on results of an employee feedback survey compiled by Energage. William Blair was listed in the large company category.

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**Stephanie Braming, CFA, Partner**  
Global Head of Investment Management Since 2017

William Blair Investment Management has been led by a woman for 20 years.

## Firm Statistics

**800+**  
Charitable organizations supported

**14,000**  
Total hours volunteered by employees through events, Volunteer Paid Day Off, nonprofit board service, and other personal volunteering

**24**  
Number of William Blair employees who joined leadership positions on nonprofit boards in 2024

**\$11,500**  
Annual amount each employee may receive in matching gifts

## A Recognized Workplace

In great part because of these efforts, William Blair was named one of *Pensions & Investments’* Best Places to Work in Money Management in 2012, 2013, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, and 2024 and one of the *Chicago Tribune’s* Best Places to Work in Chicago in 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, and 2020, 2021, 2022, and 2023.