



**SUSTAINABLE CLEARSTEAD
2022 IMPACT REPORT**



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THESE SUCCESSES ARE REPRESENTATIVE OF OUR DEDICATION TO MAKING CLEARSTEAD A DIVERSE, INCLUSIVE, AND SUSTAINABLE FIRM.

Our commitment to being good corporate citizens is embedded in the fabric of our firm, and grows as we expand our services, charitable efforts, and firm practices. We continue to make progress increasing our workforce diversity, promoting women to leadership positions and partners, and supporting our clients and communities. These successes are representative of our dedication to making Clearstead a diverse, inclusive, and sustainable firm.

Sustainable Clearstead, established in 2020 as an umbrella for our various endeavors, has created a pillar structure comprised of four core values: Commitment, Community, Change, and Cause. These values serve as guiding tenets behind each of our efforts. These pillars include our Diversity, Equity, & Inclusion Council; EmpowHER, our women's initiative; the Clearstead Closet, a new charitable effort; the Clearstead Scholarship; the Clearstead Foundation; and several others.

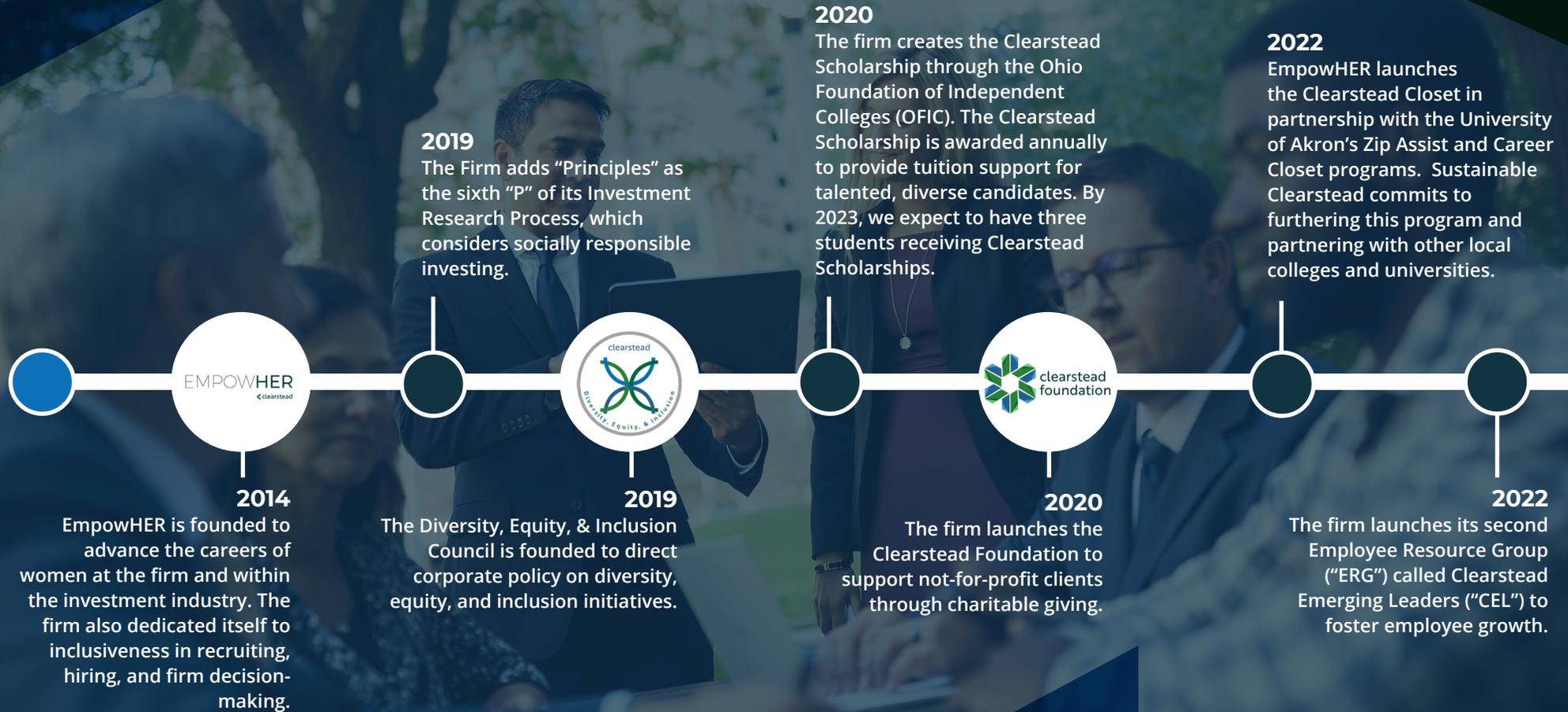
Our 2022 Impact report summarizes activities in these areas over the past year.

A handwritten signature in blue ink that reads "David C. Fulton, Jr." in a cursive script.

David C. Fulton, Jr., CFA

Chairman and Chief Executive

OUR EVOLUTION



5%

Increase in Workforce Diversity

18%

Firm Partners are Women

20%

Employees Serve on Local Boards

45%

HEALTH

30%

COMMUNITY

25%

EDUCATION

Charitable Contributions in 2022

2021 TODAY

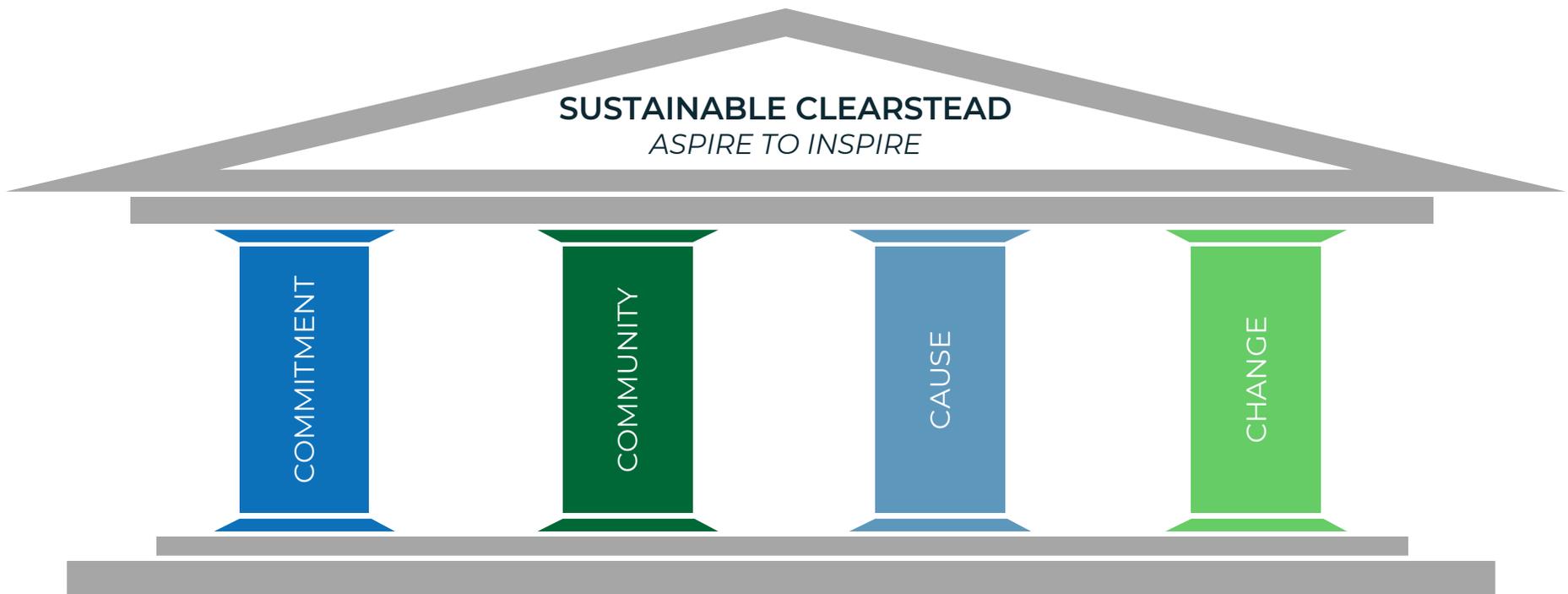
*Data as of 12/31/2022.
Statistics for the last 5 years.*



ABOUT SUSTAINABLE CLEARSTEAD

Aspire to Inspire

Sustainable Clearstead will be entering 2023 with a new structure and pillars that will drive the firm's focus on our sustainability and diversity, equity, and inclusion efforts. This new structure aligns with how our firm operates as we continue to evolve and grow. The effort is led by experienced professionals within Clearstead and supported by the firm's leadership.



Commitment

Our dedicated resources, rigorous analysis, and focus on education has allowed Clearstead to provide guidance for sustainable investments that support the ethical and social goals of our institutional and private clients.

Community

As an active corporate citizen, Clearstead supports its neighbors through meaningful charitable giving and encourages our generous employees to share their time and financial expertise with their communities and causes they support.

Change

Clearstead fosters and strives to advance a culture of inclusion; honest exchanges between employees, clients, and education from the broader DE&I community enables us to reflect and update our policies and practices as our firm evolves.

Cause

The foundation of Clearstead's success is our employees; we value unique backgrounds and perspectives and embrace our differences to support our employees and help them develop their talents and skills.

Commitment Pillar

Our dedicated resources, rigorous analysis, and focus on education has allowed Clearstead to provide guidance for sustainable investments that support the ethical and social goals of our institutional and private clients.

Sustainable Investing & Manager Diversity

Clearstead's Investment Office continued the due diligence process on several Minority- and Women-Owned Business Enterprises ("MWBE") investment managers across public and private markets with a goal of expanding the list of MWBE managers available to Clearstead's clients.

The November episode of the Clearstead Investment Forum Podcast featured an interview with Yasmine Lacaillaide, Founder of Sinefine, an alternative asset management firm that focused on female venture capitalists. The interview focused on the challenges women face in venture capital.



Community Pillar

As an active corporate citizen, Clearstead supports its neighbors through meaningful charitable giving and encourages our generous employees to share their time and financial expertise with their communities and causes they support.

The Clearstead Foundation & Corporate Giving

In 2022, charitable donations to various causes were made from Clearstead and The Clearstead Foundation. The donations were comprised of several categories: health, community, and education.

The Clearstead Scholarship

This year, The Clearstead Scholarship supported two students at local higher education institutions – in line with the goal of the scholarship, the recipients were diverse students, including minorities and women. The scholarship is in partnership with the Ohio Foundation of Independent Colleges (OFIC) and will help students pay for their education and open the opportunity for internships and employment. In 2023, we have committed to supporting three students with Clearstead Scholarships.

Employee Volunteerism

Many of Clearstead's employees volunteer through local Boards and charities. In 2022, twenty-six employees served on forty-six Boards in different Northeast Ohio counties: 78% Cuyahoga County; 11% Lake County; 7% Lorain County; and 4% Summit County.

Change Pillar

Clearstead fosters and strives to advance a culture of inclusion; honest exchanges between employees, clients, and education from the broader DE&I community enables us to reflect and update our policies and practices as our firm evolves.

Diversity, Equity, & Inclusion Council

The Diversity, Equity, & Inclusion Council encompasses eleven employees from various departments of the firm and who are in different stages in their careers.



7
WOMEN

5
FIRM
PARTNERS

5
SENIOR
PROFESSIONALS

3
MID-LEVEL
CAREER
PROFESSIONALS

3
EARLY CAREER
PROFESSIONALS

Evaluation of Our Vendors

Clearstead recognizes the importance of engaging with diverse vendors: minority and women-owned business enterprises (“MWBE”) and businesses who conduct business with MWBEs.

At the beginning of the relationship with a vendor, and through an annual recertification, Clearstead asks vendors to complete a questionnaire regarding the diversity of their company and the steps they take to ensure diversity, equity, and inclusion in their workplace.

Questions on the survey help us evaluate vendor workforce demographics and policies and practices they engage in with regards to DEI.



Internal Panel Discussions

Clearstead's DE&I Council held an internal panel discussion in October with two individuals from local, diverse investment managers and encouraged all employees to attend. The panelists included Quentin McCorvey, President of Paradigm Institutional Investments and Fred Cummings, President and Portfolio Manager for Elizabeth Park Capital Management, Ltd. The discussion focused on the panelists' career paths, challenges they have faced, and the diversity and inclusion work both of their firms engage in.

Paradigm is a minority-owned investment advisor in Cleveland. They offer the Inclusionary Investment Portfolio ("TIIP") as way for investors to implement inclusionary investing in their portfolios. Clearstead serves as a Sub-Advisor to Paradigm, who uses the firm's full resources to serve clients.



PARADIGM
INSTITUTIONAL
INVESTMENTS

Human Resources & Recruitment

Clearstead is committed to cultivating a diverse workforce and inclusive environment. To expand our talent pool, we have audited our job ads for inclusive language to eliminate unconscious biases for diverse and disabled candidates. We have also sought out sources in diverse communities specifically poised to expand our reach and pool of candidates.

Through these efforts, we intend to increase the potential for diverse employees in finance and at our firm. We also revised our Work from Home policy and flexible hours to accommodate the needs of our employees.

Cause Pillar

The foundation of Clearstead's success is our employees; we value unique backgrounds and perspectives and embrace our differences to support our employees and help them develop their talents and skills.

EmpowHER

In March, EmpowHER celebrated International Women's Day on March 8th by hosting a panel of some of the firm's women who immigrated to the United States. Keeping with International Women's Day theme to "Break the Bias," the panel discussion highlighted the women's personal and professional stories about being an immigrant.



For their 2022 charity effort, EmpowHER founded the Clearstead Closet to collect monetary and in-kind donations for the University of Akron's ZipAssist and Career Closet programs. These programs provide business attire and other resources to college students in need.

EmpowHER

EmpowHER also hosted a networking event in the summer with McCarthy Lebit and Oswald Companies focused on the charity. In total, the three firms donated more than 500 apparel items. ZipAssist used these items for an event that over 270 students attended, a majority of which walked away with at least one item. EmpowHER's fundraising efforts were combined with those of two local firms, and they were able to make a meaningful donation to the University of Akron's Zip Assist and Career Closet program. The Clearstead Foundation matched those funds.



 clearstead closet

For their Annual Women's Luncheon, EmpowHER hosted Leslie Schweitzer, Founder and Chair of the Friends of American University of Afghanistan (FAUAF). She spoke about her work with the American University of Afghanistan (AUAF) and the challenges the institution has faced. In lieu of offering favors to luncheon attendees, EmpowHER donated to FAUAF, which The Clearstead Foundation matched as well. The Clearstead Closet will continue under Sustainable Clearstead's Community Pillar for years to come.

Clearstead Emerging Leaders

In 2022, Clearstead's Diversity, Equity, & Inclusion Council launched a new Employee Resource Group ("ERG"). Clearstead Emerging Leaders' ("CEL") mission is to build a culture, be a voice, and foster growth for our firm's emerging leaders.

This year, CEL hosted an Emerging Leaders Summer Kickoff at a local brewery in July to launch the group. They also hosted an internal, All Hands Social in August, designed to bring new and experienced professionals across the firm together.

In November 2022, CEL announced a Clearer Path Series, comprised of seven fireside chats with leaders from various departments: Executive Leadership, Portfolio Management, Financial Planning, Research, Performance Reporting, Tax Planning, and Business Development. The series will run through February of 2023.



LEARN MORE AT
[CLEARSTEAD.COM/SUSTAINABLE](https://clearstead.com/sustainable)

