



2023 NACD DIVERSITY, EQUITY, AND INCLUSION AWARDS

For more than 40 years, NACD has served as the authority on boardroom education and has worked—together with its members—to elevate board performance.

Integral to that mission is the advancement of diversity, equity, and inclusion in the boardroom and within the organizations those boards serve.

NACD is delighted to, once again, host the 6th annual NACD Diversity, Equity, and Inclusion (DE&I) Awards Gala, where forward-thinking boards that leverage the power of DE&I to enhance their governance, create long-term value, and build innovative and inclusive workplaces and boardrooms will be recognized.

The NACD DE&I Award will be presented to five separate organizations, one in each category:

- Public - Large Cap
- Public - Mid Cap
- Public - Small Cap
- Private
- Not-for-profit

Nominated companies will be assessed based on how the board's composition, culture, and practices align with the company's DE&I objectives, how the company's DE&I initiatives impact both employees and external stakeholders, and how those initiatives benefit the company and its operations.

We will also recognize innovative approaches to the issues surrounding DE&I in the workplace.

The winners will be chosen by an independent, external selection committee, and announced at the 2023 NACD DE&I Awards Gala, during the NACD Summit, at the Gaylord National Resort and Convention Center on October 10, 2023.

The nomination period will close on Monday, April 17, 2023.

NOMINATION GUIDELINES

- 1) Governmental organizations and non-US entities are not eligible for nomination.
- 2) Winning boards may not be renominated until five (5) years have passed. For example, if a board won in 2019, they may not be renominated until 2024. This year, we will consider boards that have not yet won, and boards that won prior to 2018. Please note this does not apply to finalist boards that were not recognized as the overall winner in their category.
- 3) Please note the word counts listed for each question requiring a narrative response.
- 4) Please ensure that the individual filling out the nomination on behalf of a board is intentionally answering the question, rather than simply copying language from an annual report or proxy statement. Short answers that are on point will be more helpful to the nomination than excess information that is not responsive to the question asked.



- 5) The inability to respond to any question in the nomination form (e.g., the URL to the nominated organization's DE&I webpage, or the number of directors who identify as LGBTQ+) is not a disqualifier. Please simply explain how the question is not relevant to the organization or note that the answer is unknown.

NOMINATION QUESTIONS

- 1) Contact information for the person submitting this nomination
- 2) Contact information for the person at the nominated organization that we should notify about the status of this nomination (if different from the individual submitting the nomination)
- 3) Contact information for the board's main point of contact
- 4) Name of the nominated board with link to the board's webpage, as well as a brief description of the organization in question
- 5) Link to the nominated organization's DE&I webpage, if one exists
- 6) What are the organization's diversity, equity, and inclusion (DE&I) objectives and goals? Please include as many quantitative metrics as possible, as well as information regarding progress to goals. (250 words)
- 7) Please indicate your board's composition along the following metrics:
 - a. What percentage of your board identifies as the following:
 - i. African American/Black
 - ii. Asian
 - iii. Caucasian
 - iv. Hispanic and/or Latine
 - v. Native American/Alaskan Native
 - vi. Native Hawaiian/Pacific Islander
 - vii. Other
 - b. What percentage of your board identifies as the following:
 - i. Female
 - ii. Male
 - iii. Non-binary
 - iv. Other
 - c. What percentage of your board identifies as LGBTQ+?
 - d. What percentage of your board is composed of people with disabilities?
 - e. Veteran status - What percentage of your board is composed of veterans?
- 8) Describe how the board's composition, culture, practices, and oversight align with the company's DE&I objectives. (250 words)



- 9) Is compensation tied to DE&I performance in any way? Please describe. (250 words)
- 10) How do DE&I initiatives permeate not only the organization internally, but also its external stakeholders (e.g., the company's relationship with its supply chain, business partners, customers, communities, etc.)? Please ensure that your response addresses both the internal and external aspects of the DE&I initiatives. (250 words)
- 11) What benefits to the organization and its operations have been realized through its DE&I strategy? As the board and organization created and executed its DE&I objectives, goal, and initiatives, what were some surprising challenges, successes, and/or lessons learned? (250 words)