



Dear COMPANY,

We hope this finds you well amidst these times.

We want to thank you for our earlier conversations on COMPANY's diversity initiatives. With the recent the Supreme Court overturning of Roe V. Wade, eliminating the constitutional right to an abortion, we are now writing about reproductive rights.

This shift in abortion protection means that employees in the following states will no longer have access to a suite of health procedures that are necessary for the physical and mental well-being of themselves and their family members:

Alabama, American Samoa, Arizona, Arkansas, Georgia, Guam, Idaho, Indiana, Iowa, Kentucky, Louisiana, Michigan, Mississippi, Missouri, Nebraska, North Carolina, North Dakota, the Northern Mariana Islands, Ohio, Oklahoma, Pennsylvania, South Carolina, South Dakota, Tennessee, Texas, Utah, West Virginia, Wisconsin, and Wyoming.

Health services in the following states are expected to be significantly reduced: New Hampshire, New Mexico, Puerto Rico, U.S. Virgin Islands, and Virginia.

On behalf of a wider group of deeply concerned investors, I am writing to ask how COMPANY intends to communicate internally (to its employees, for example) and to encourage external communication (to its investors, the media, consumers, or other stakeholders and interested parties) detailing how it intends to respond to this significant change in access to medical care. We are also here to encourage you to consider a strong response. Specifically, we encourage you to disclose/account for/address the following:

- The ways in which COMPANY will ensure the same quality of care for its employees, regardless of location.
- The current reproductive health and family support provided by COMPANY.
- Public stance of COMPANY, if any, in response to the ruling.

- The process that COMPANY is following in order to assess its next steps in relation to abortion access.
- Other ways in which COMPANY participates in supporting access to reproductive health care and gender equality.

As this ruling is discussed internally, we share with you some important resources:

1. [Hidden Value: The Business Case For Reproductive Health](#)
2. [From Here To Maternity: The Business Case for Strong Maternal Healthcare Benefits in the Corporate Sector](#)
3. [Don't Ban Equality](#) - a list of companies that see reproductive health care as important to their businesses

Today, a coalition of investors are reaching out to a number of influential companies. Over the last two years, in anticipation of this moment, we have spoken to dozens of companies. We are able to discuss and share leadership ideas and best practices on this issue. Please let us know if a conversation would be supportive to COMPANY at this time.

Best regards,

Kristin Hull, PhD

Founder, CEO

Nia Impact Capital

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