

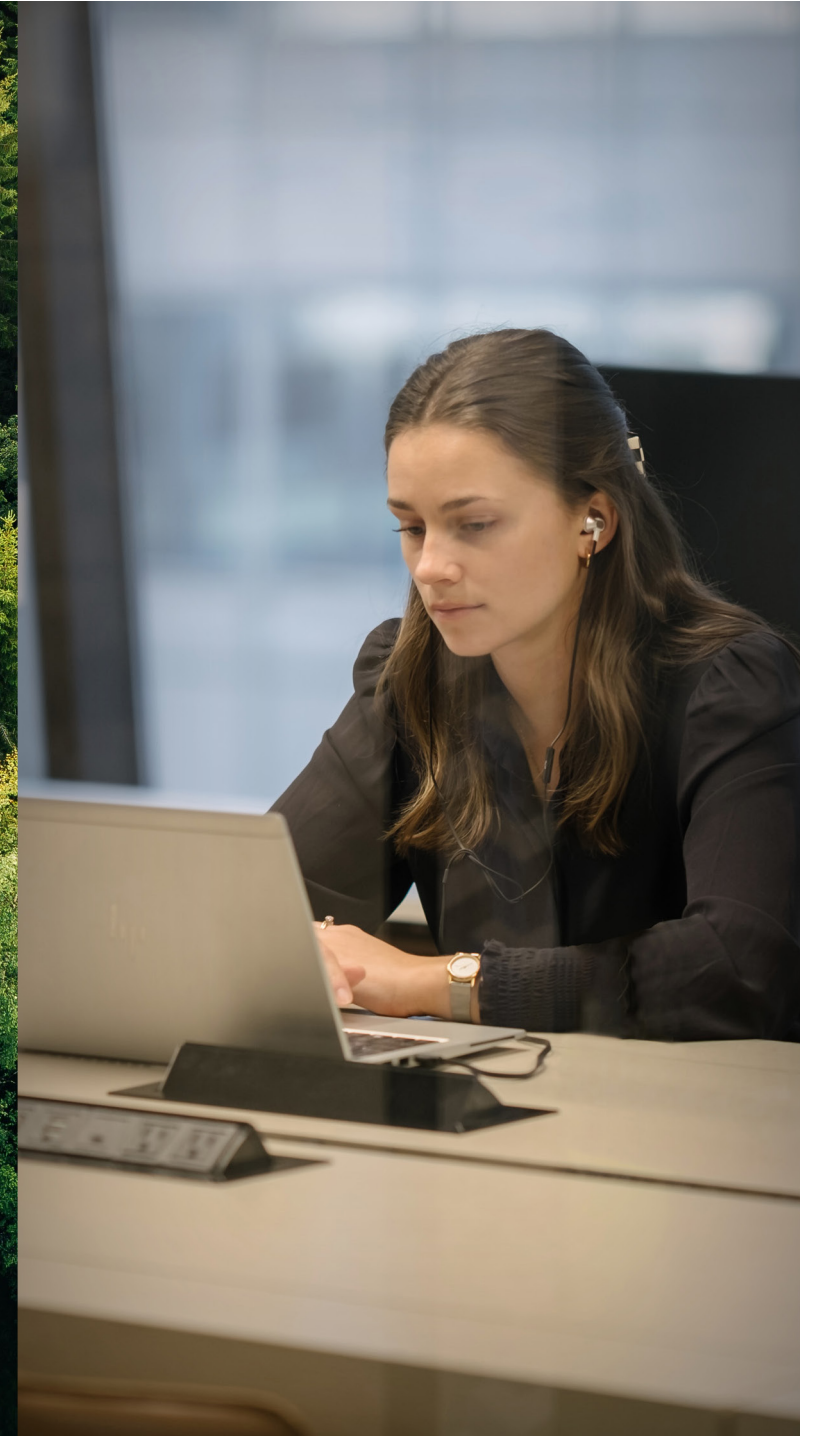


ESG/DEI REPORT

FEBRUARY 2023

BUILDING ON OUR
SUSTAINABILITY STRATEGY

Jefferies



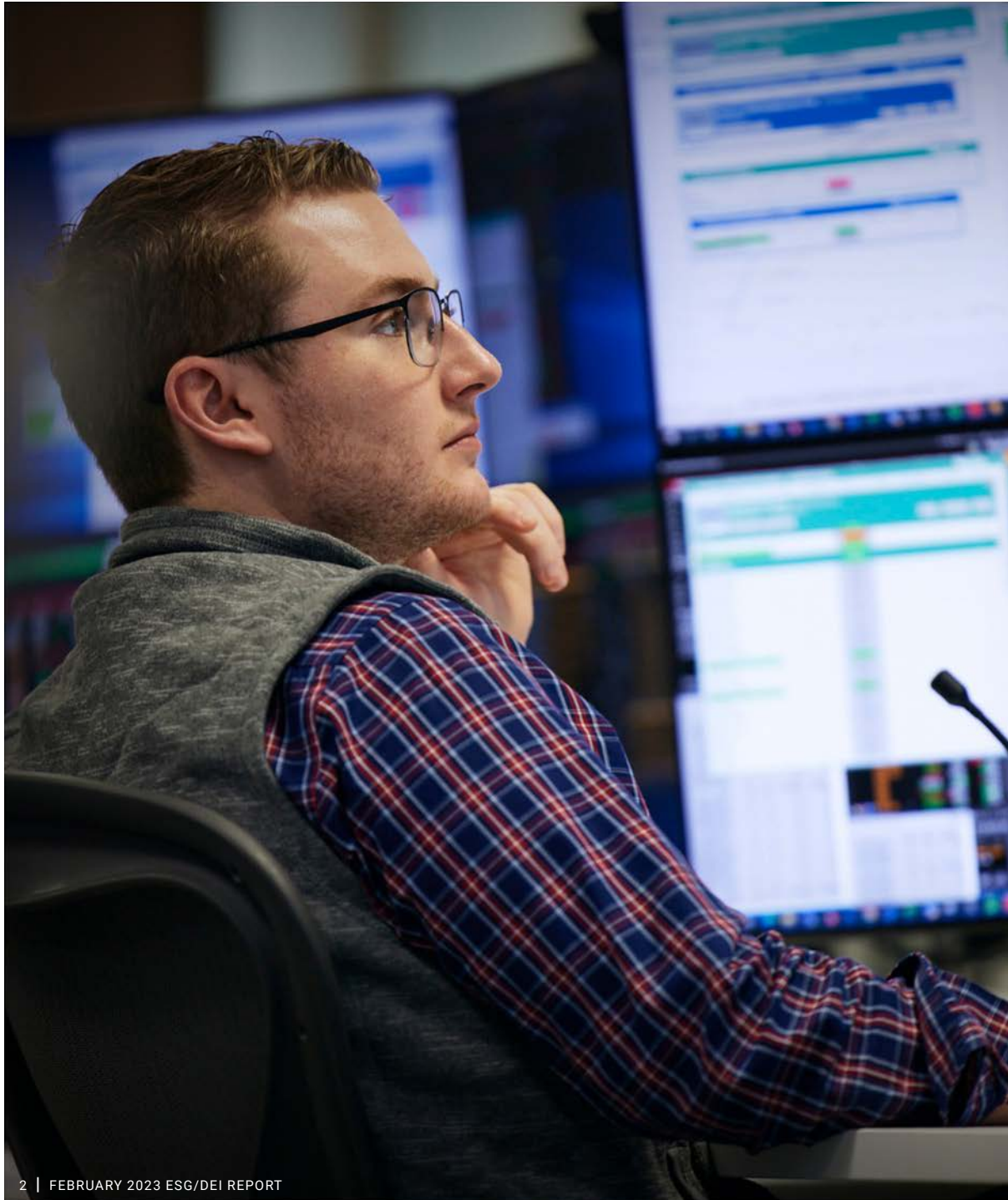


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Jefferies

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Letter from Our CEO and President

2022 was a tumultuous year. From the Russian invasion of Ukraine and Russia's continuing assault on the civilian families of Ukraine, to inflation, to aggressive interest-rate tightening by global central banks, to volatile and sometime treacherous markets, to the crypto-currency meltdown and more, we and our clients and the entire industry were challenged throughout.

As always, the Jefferies team weathered the storm and produced a very respectable year. Perhaps more importantly, in the face of 2022's tumult, our team continued to make progress on our environmental, social and governance (ESG) and diversity, equity and inclusion (DEI) initiatives. We know better than anybody that we still have a long way to go to achieve our ESG/DEI goals, but we remain convinced that we and our team share the strong motivation and commitment to reach those goals.

Here are some of the things you will see in the following pages:

- Our Board of Directors and its ESG/DEI Committee increased their leadership and coordination this year. They have not only made even clearer to us and our team the progress they expect from us on ESG/DEI initiatives but also increased their role in working with our team to help drive those initiatives.
- We adopted a Sustainable Investment Statement for all our stakeholders to define how we approach the myriad aspects of sustainable investing and finance.
- We have increased the number of United Nations (U.N.) Sustainable Development Goals (SDGs)-linked bonds brought to market through Jefferies.

- We brought together companies and investors for corporate sustainability summits and conferences.
 - We supported a variety of deals and transactions related to climate change, energy transition and decarbonization, and social impact.
 - On the human capital and DEI front, we have begun publishing our EEO-1 statistics and have committed to conducting a racial-equity audit.
 - Building on the work we have done to measure, report and reduce our greenhouse gas emissions, we have expanded our work to include Scope 3 emissions (business travel, fuel, and energy-related activities). In 2023, we plan to report on all relevant Scope 3 categories and advance our work to reduce emissions.
 - At the direction of our Board's ESG/DEI Committee, we achieved 100% renewable energy through the purchase of environmental attribute certificates in volumes matching energy consumed globally. In addition, we offset all remaining Scope 1 and Scope 2 energy as a near-term mitigation strategy to reduce emissions now in our business operations.
- Regardless of what we have done, we realize far more remains to be done. Within Jefferies, we must continue to develop the tools and strategies our clients need to address the ESG challenges facing them as they raise capital or invest in companies. And close to home at Jefferies, we will continue on our journey to hold ourselves to the high standards expected by our clients, shareholders, noteholders, employee-partners and all other stakeholders regarding ESG/DEI matters and continue to build an increasingly diverse and inclusive team at Jefferies.

We have no doubt that with our Board and the great team working with us at Jefferies, we will achieve our goals. We very much look forward to continuing the journey.



Richard B. Handler
Chief Executive Officer



Brian P. Friedman
President

JEFFERIES' MISSION AND PURPOSE

Jefferies is a people-driven business. Our greatest contribution to the world flows through our team of outstanding professionals who live the Jefferies' values of partnership, service, nimbleness, drive, and humility to make a positive difference in the communities in which we live and work. We strive to be a global leader in investment banking, equity capital markets, and alternative asset management and to build value for our clients and stakeholders by leveraging our diverse team and our culture of resilience and innovation.

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Letter from the ESG/DEI Committee of the Jefferies Board

Our ESG/DEI journey is some combination of challenging, fascinating and continually alluring. Representative of the alluring part of that journey, we on the Committee have been energized in pressing to be ever more involved in urging management at Jefferies to achieve greater accomplishments on the ESG/DEI front. We are pleased to report that our efforts have had a tangible impact.

Of particular allure has been the way this Committee has interacted with Jefferies' global business-level ESG Working Group, as well as with its third-party consultants, in the work Jefferies has done to measure, report and reduce Scope 1 and 2 and parts of its Scope 3 carbon emissions. In addition to the learning experience it has been for all of us to understand better how such processes are conducted, we found it particularly useful to be part of the process of purchasing environmental attribute certificates and offsets to mitigate the impact of our operating emissions. We committed to matching 100% of our global electricity use with renewable energy, a zero-carbon energy source, and to offsetting remaining emissions in an effort to mitigate our impact while we work to reduce our environmental footprint. In 2023, our environmental strategy will expand across all Scope 3 categories relevant to our business and our work will continue.

Of equal interest has been both the opportunity to get to know better the global members of Jefferies' ESG Working Group and to see the diligence and initiative those members bring to fulfilling their mission. Perhaps this year more than prior years, the one thing that we have appreciated was seeing how Jefferies is preparing for the myriad regulatory mandates coming its way. Whether it is the SEC's proposed climate disclosure rules or the European Union's upcoming ESG reporting requirements in the Corporate Sustainability Reporting Directive, we have been both educated and intrigued by the work in which the global ESG Working Group is engaged to prepare for and ultimately to satisfy those disclosure mandates.

As we look at Jefferies and the progress it has made across many fronts, we continue to need to see more progress on diversity. To management's great credit and with our urging and help, this Board is now among the most diverse in any industry. Likewise, our international subsidiary, Jefferies International Limited (JIL), has a highly diverse board with 33% of the board comprised of women. It bears noting, too, that our Board's Lead Director and the Chair of our Nominating and Corporate Governance Committee is a woman; the Chair of our Risk and Liquidity Oversight Committee is an African American; and the newly designated diversity champion on the JIL Board is a woman who joined that board in 2021. And as one would expect, Jefferies is a better company for those diversity accomplishments.

Likewise, the diversity of our incoming classes of analysts and associates has reached levels that reflect the communities in which we operate.

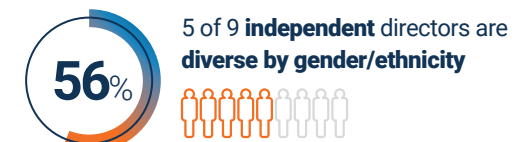
But more needs to be done. There can be no denying that progress is being made regarding the promotion of women and minorities within Jefferies. One need only look at the fact that one of the three global co-heads of Investment Banking is a highly talented woman; or the progress that has been made in JIL in hiring and promoting women and minorities as desk and business heads, as well as the fact that JIL's Chief Risk Officer, Head of Compliance, and Head of Operations are women.

Our goal, though, is to have the middle of the organization and upper-management levels reflect that same kind of diversity. We have no doubt that we will achieve our goal. And we very much look forward to updating all our stakeholders next year and in the years to come regarding those achievements.

ESG/DEI COMMITTEE OF THE BOARD

Barry J. Alperin (Chair) | Linda L. Adamany | Matrice Ellis Kirk
 MaryAnne Gilmartin | Thomas W. Jones | Jacob M. Katz

Jefferies Board Diversity



2 Board Committees Chaired by Diverse Independent Directors

9 Years Average Director Tenure

Diverse Lead Independent Director

About Jefferies

WHO WE ARE

Jefferies differentiates itself as a leader in the industry through its ability to deliver distinct insights that help our clients achieve their most important goals.



WORKING FOR OUR SHAREHOLDERS

\$1.1 billion in capital returned to shareholders in 2022

\$5.0 billion in capital returned to shareholders over the last five years

Ranked the 6th largest investment banking firm by Dealogic in both the global mergers and acquisitions and global equity capital markets verticals (excluding China)

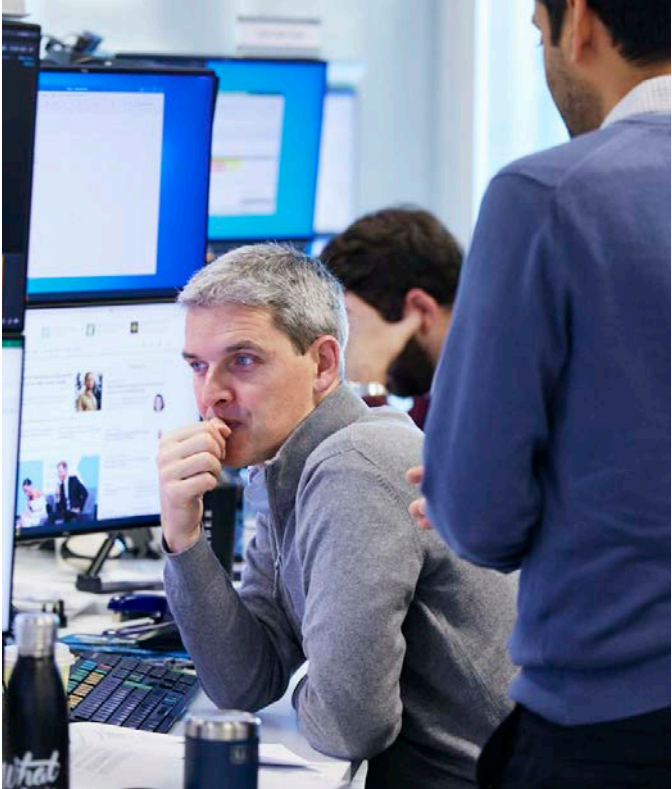
Ranked 7th globally by Dealogic in combined mergers and acquisitions, equity capital markets and leveraged finance verticals

Jefferies' total Equity Research **ranked 6th in the U.S. and 7th in Europe** by Research II and 3rd best overall in Asia by Asiamoney for combined Equity Research and Sales

Ranked 1st in ESG research by U.S. Institutional Investor in its 2022 survey

Ranked 4th in ESG research by European Institutional Investor in its 2022 survey

 **5,381** Worldwide Employee-Partners¹



3,573 employee-partners in the Americas
New York – Global Headquarters

Atlanta, Boston, Charlotte, Chicago, Dallas, Houston, Jersey City, Los Angeles, Miami, Nashville, Orlando, Richmond, Salt Lake City, San Francisco, Stamford, and Washington, D.C.

1,243 employee-partners in Europe and the Middle East
London – European Headquarters

Amsterdam, Dubai, Frankfurt, Madrid, Milan, Paris, Stockholm, Warsaw, and Zurich

565 employee-partners in Asia Pacific
Hong Kong SRA – Asia Headquarters

Beijing, Mumbai, Singapore, Sydney, and Tokyo

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¹ Employee-partner count is as of November 30, 2022. This ESG/DEI Report primarily addresses our parent entity, Jefferies Financial Group Inc., and its main operating broker-dealers, with certain of our consolidated and equity method direct investments, including Berkadia, HomeFed, Foursight and QpNet – all of which have their own ESG and DEI programs addressed on pages 41-43. This report excludes information on Idaho Timber due to its sale by Jefferies during August 2022, and Vitesse Energy, Inc. due to its spin-off to Jefferies' shareholders in January 2023.

2022 ESG/DEI Highlights

ENVIRONMENTAL

As responsible environmental stewards, we are committed to ongoing activities to advance our sustainability strategy.



Scope 3 Emissions

Scope 3 calculations have been reported for two categories, business travel and fuel and energy-related activities, for 2018-2021. 2022 calculations will be reported later this year. In 2023, we plan to expand Scope 3 reporting to include all categories relevant to our business, including Category 15, Investments.



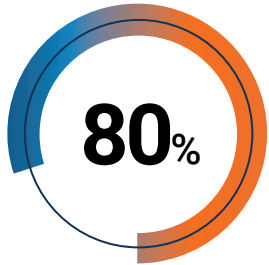
In 2022, we met our **100% renewable energy goal** through the purchase of environmental attribute certificates, and we have offset remaining emissions for our operations for which we were able to obtain usage data.

SOCIAL



\$18 Million

Donated over \$18 million in 2022 to over 240 charities, organizations, and nonprofits



Increased employee-partner participation to 80% for the second annual inclusion-focused engagement survey

546

546 employee-partners participated in the 2022 ERG Mentoring Program

GOVERNANCE

Our Supplier Code of Conduct strengthens our supplier risk governance.

ESG Training

Ongoing firmwide ESG education on global topics and business model integration



Continuous cyber awareness training to 100% of our employee-partners and contractors

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Jefferies

Sustainability at the Core of Jefferies' Values

Jefferies' culture of community and partnership among diverse people and ideas contributes to our resiliency, building value for clients, stakeholders, and the communities in which we operate. Our vision of corporate social responsibility is reflected in our commitment to meaningfully participate in sustainable economic development – working with employee-partners, their families, the local community, and society at large to improve the quality of life in ways that are good for both business and community. Through governance structure and policies, we work to align the perspectives of our shareholders, management, and stakeholders.

We know that having a **diverse group of people with different backgrounds** and experiences will always help us make the best long-term decisions, regardless of the problem or issue.

OUR APPROACH TO ESG/DEI: INTEGRATION

We see sustainability as a key enabler of Jefferies' growth strategy, and our experience demonstrates that it creates positive business impact and societal value.

We embrace ESG and DEI as individuals and as a firm not because we want check marks from graders to tell us that we passed but because we believe it is the best way to run a business and live one's life.

We know that having a diverse group of people with different backgrounds and experiences will always help us make the best long-term decisions, regardless of the problem or issue. We are grateful that, through our eight Employee Resource Groups, many employee-partners have meaningful leadership roles across the company, through which their efforts, contagiousness, drive, personalities, and beliefs help to make Jefferies better.



We have made great progress as a firm, and we are proud of it. That said, we also know there are areas in which we have room for major improvement, most notably the diversity of our senior leaders. We are committed to building a more diverse firm and plan to achieve specific results while remaining steadfast in hiring the most qualified individuals for each role.

We have made tremendous strides in sustainability throughout our firm. However, it is also clear to us that sustainability is not an on-off switch but, rather, a dimmer that will take time. That is why we are working with our clients to finance and implement a smart, long-term transition that is practical, intelligent, and sustainable.

A mature, all-encompassing and realistic view of each issue is required, and then specific action must be charted. We must be held accountable. This approach is more nuanced, honest and valuable than contorting to achieve a short-term goal from an arbitrary checklist.

Sustainability at the Core of Jefferies' Values *continued*

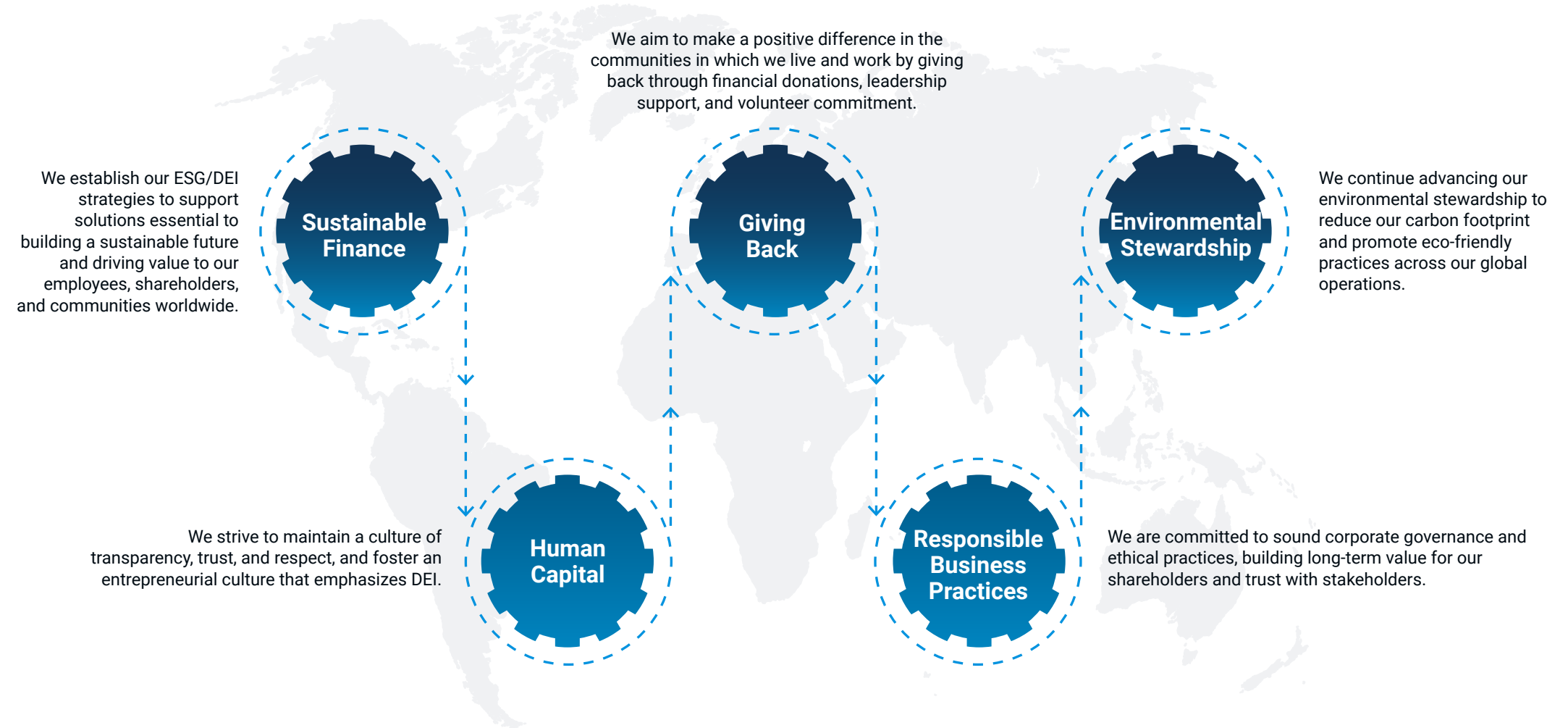
Our Board of Directors and Executive Team recognize the importance of integrating governance, environmental stewardship, and social responsibility throughout our global operations to advance our long-term value creation.

Building on Our Foundation of Sustainability

Our ESG/DEI journey reinforces our “doing good is good business” culture. We strive to continually refine our sustainability strategy and initiatives as more business intelligence and effective solutions become available. We recognize that sustainability doesn't have a finish line. Instead, it is a continuous road of opportunities to strengthen our ESG/DEI business practices.

We are confident that our dedicated, thoughtful approach toward ESG and DEI integration contributes to the overall success of Jefferies and to long-term value creation for our employee-partners, shareholders, communities, and other key stakeholders.

The Building Blocks of Our Sustainability Strategy



Sustainability at the Core of Jefferies' Values *continued*

SUSTAINABILITY OVERSIGHT

Jefferies' governance supports and implements sustainability strategies across the company, manages goal setting and reporting, strengthens relations with external stakeholders, and ensures overall accountability. We recognize that sustainability benefits society, but it also helps our business with long-term benefits, including mitigating risks, attracting new investors and shareholders, increasing the company's equity, and attracting and retaining the best talent.

Board ESG/DEI Oversight

Our Board, as a whole and through its standing committees, works closely with our executive management to oversee our ESG/DEI initiatives, reporting and sustainable business practices. The ESG/DEI Committee has direct oversight of Jefferies' ESG/DEI program. The Board also extends its oversight of certain material ESG/DEI topics to other board committees when aligned with their responsibilities.

ESG/DEI-RELATED BOARD RESPONSIBILITIES	ESG/DEI OVERSIGHT AREAS
Board of Directors	ESG/DEI program through oversight of our business strategy and annual strategic planning
ESG/DEI Committee	ESG and DEI risks, strategies, policies, programs and practices, including risks and opportunities relating to climate change
Audit Committee	Financial reporting and legal and regulatory compliance risk and the Code of Business Practice
Compensation Committee	Compensation and benefits programs for our officers, directors, and employee-partners and assistance with Board oversight of policies and strategies related to human capital management, including recruiting, retention, and diversity
Nominating and Corporate Governance Committee	Corporate Governance Guidelines and Board nominees – specifically including diverse candidates
Risk and Liquidity Oversight Committee	Enterprise risk management activities, including business continuity planning, cybersecurity and privacy risks

Integrated ESG/DEI Oversight



The ESG/DEI Committee chair personally participates in and helps drive the regularly scheduled operating-level global ESG Working Group meetings.

The ESG/DEI Committee oversees our ESG/DEI program to ensure that our Management Team discusses ESG/DEI matters while reviewing our business operations, continues to advance DEI initiatives and broaden our workforce diversity, pursues our environmental sustainability strategy, and helps to address social issues outside Jefferies.



Key Responsibilities of ESG/DEI Committee

Evaluation of corporate risks, policies, strategies and programs related to matters of sustainability, climate change, social responsibility, culture, governance, diversity, equity, and inclusion

Establishment of ESG/DEI policies and formal ESG/DEI assessments to adhere to best practices

Oversight of corporate culture and **evaluation of progress in workforce diversity and inclusivity**

Expansion of ESG/DEI reporting

Measurement, reporting and mitigation of our environmental impact

Evaluation of impact on social issues

Evaluation of management's efforts to react and respond to social issues affecting Jefferies and the communities in which we operate

Sustainability at the Core of Jefferies' Values *continued*

ESG Working Group

Our ESG Working Group includes cross-functional leaders who meet regularly to discuss sustainability issues critical to our business and stakeholders. The group recommends steps to promote sustainability objectives by developing and driving ESG initiatives to advance sustainability strategies and reports progress quarterly to the ESG/DEI Committee.

Firmwide ESG Training

Our Human Capital Team provides firmwide ESG education. We educate all employee-partners about ESG and share how Jefferies is advancing sustainability initiatives.

All employee-partners learn about ESG/DEI matters and how Jefferies is advancing sustainability initiatives, such as enhancing DEI among our team, decreasing our environmental footprint, supporting the communities in which we work and live, and advancing sustainability finance initiatives through our business model.

STAKEHOLDER ENGAGEMENT

Ongoing and extensive stakeholder engagement is key to our business success and impacts our business processes. Our approach helps to inform our Board and Executive Team of ESG/DEI topics critical to our stakeholders, shape the development and execution of our sustainability efforts, and drive long-term shareholder value creation. The table below summarizes some of the ways we actively engage with key stakeholders.

STAKEHOLDER GROUP	ENGAGEMENT APPROACH	ESG/DEI TOPICS OF DISCUSSION
Clients	<ul style="list-style-type: none"> Individual client meetings and information conferences Client communication through platform and regular client outreach Sustainability Matters Summits and ESG Forums Shared community development and support Client questionnaires 	<ul style="list-style-type: none"> Integration of ESG/DEI into investment decision-making Assessment of sustainability matters and financial implications of critical areas, such as global human rights, global health and safety during COVID-19, climate change, and supply chain management Jefferies' information security and privacy practices
Employee-Partners	<ul style="list-style-type: none"> Firmwide town hall meetings and Q&A sessions with Executive Team Annual engagement surveys and review of results and feedback Virtual meetings and regular employee communication through email and intranet Formal reporting mechanism to raise issues such as fraud, harassment, information security/privacy incidents and safety concerns 	<ul style="list-style-type: none"> Diversity and equal opportunity Health and safety, COVID-19 protocols, and remote/hybrid work arrangements Benefits and compensation Wellness and mental health support Training, professional development, and career advancement Internships and recruitment
Shareholders	<ul style="list-style-type: none"> One-on-one meetings to review business and ESG/DEI topics Annual investor meeting Interactions at industry associations and sell-side conferences Conversations with Investor Relations Team Shared community development and support 	<ul style="list-style-type: none"> Business strategy and long-term financial sustainability Sustainability reporting, goals, and executive compensation ESG/DEI initiatives and objectives, such as climate change, workforce diversity, and corporate governance Sustainable investment strategy
Suppliers	<ul style="list-style-type: none"> Meetings, emails, calls, conferences, and site visits Assessments and questionnaires on business continuity, anti-money laundering and compliance, credit risk, information security, privacy, carbon emissions, diversity, and human rights 	<ul style="list-style-type: none"> Supplier Code of Conduct Business continuity and supply chain management Sustainability initiatives, COVID-19 protocols, workforce diversity, and eco-friendly business practices
Communities	<ul style="list-style-type: none"> Collaborations to advance shared priorities of social responsibility and community needs Interactions building community partnerships and volunteerism Philanthropic donations and investments Meetings in unison with our clients to maximize positive impact 	<ul style="list-style-type: none"> Community development and support in areas of racial injustices, access and affordability, healthcare, and wellness support Volunteerism and corporate donations

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Sustainable Finance

As a leader in the financial sector, we have influence in funding and bringing awareness to issues of sustainability. We believe long-term investors must look ahead to the risks that might impact the value of their investments, as well as identifying investment opportunities over long-term horizons. We also believe that governance is the foundation upon which successful companies are built. It is the mechanism through which Jefferies can ensure that interests are aligned between fellow shareholders, management, and other stakeholders.

JEFFERIES' SUSTAINABLE INVESTMENT STATEMENT

In May 2022, we adopted a [Sustainable Investment Statement](#) (SIS) for clients, prospective clients, employees, and other stakeholders so that they may better understand how Jefferies defines and approaches these different aspects of sustainable investing and finance. This statement was developed through robust stakeholder engagement, including the ESG/DEI Committee and senior executives from multiple Jefferies business units, based on a peer review and recommendations conducted by an external consultant. For more information, please see our [SIS](#) on the Governance page of our website.

As part of our due diligence process, Jefferies assesses various factors that may include financial performance, industry trends, quality of management, and reputational and other risks, as well as ESG factors. We make these assessments for our clients as well as for the investments that we make on our own behalf.

The factors included in our evaluation process continue to evolve and are assessed and adjusted on an ongoing basis. However, Jefferies does not make investment business decisions based solely on ESG criteria, nor do we market ourselves as an ESG investor.

Member of Sustainable Trading, an inclusive membership network driving positive change in ESG practices within financial markets trading.

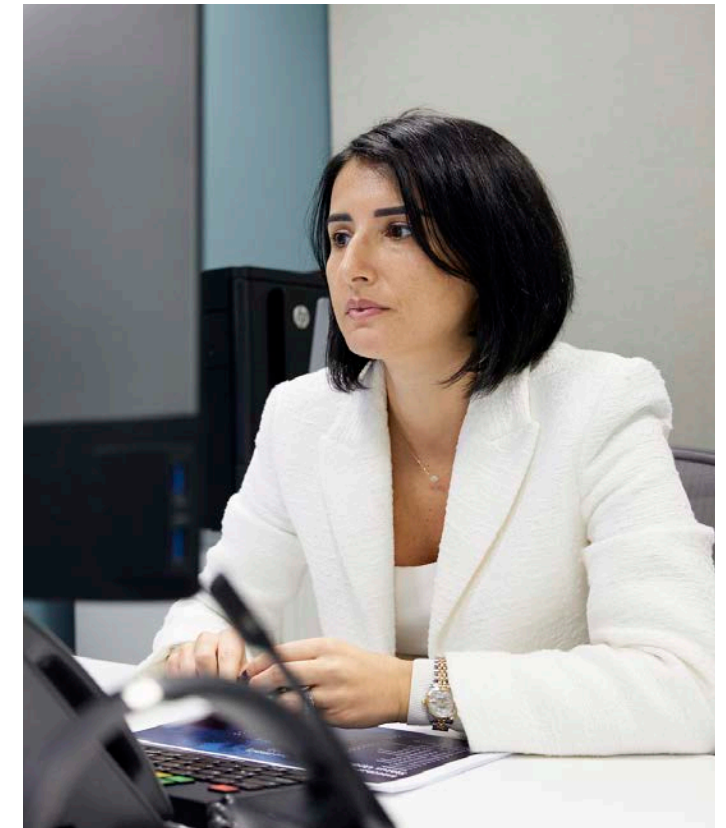
[Learn more](#)

Sustainable Investing

Climate change is currently one of the top-tier risks to humanity and poses significant challenges for the global economy. At Jefferies, we transform these challenges and turn them into opportunities for new and growing businesses that are focused on decarbonization strategies. In a proprietary survey sponsored by Jefferies' Global Research Team, approximately 60% of respondents in the U.S. indicated that they would pay more for goods if they knew their delivery would have a lower impact on the environment. We are committed to helping our clients and stakeholders accelerate the transition to a low-carbon economy and are looking at our own business practices to set the right example.



Over 60% of U.S. respondents in a Jefferies' proprietary survey spanning 11 countries and 5,000 consumers indicated that they **would pay more for goods if they knew their delivery would have a lower impact on the environment.**



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Sustainable Finance *continued*

SUSTAINABLE FINANCE SOLUTIONS AND SERVICES

We are helping finance solutions to advance social initiatives, like affordable housing; climate solutions, like green energy; and a more circular economy. Over the past year, Jefferies has provided financial support for various sustainability initiatives aligned with this goal. Jefferies also acts as a financial advisor to ESG-oriented companies.

We are increasing the number of green, sustainable and U.N. SDGs-linked bonds and continuing to invest in mission-driven companies that are making huge strides toward a more inclusive, sustainable world. Examples of our sustainable investment activity are highlighted over the following pages.



Fixed Income



Orbach Affordable Housing Solutions completed its inaugural asset-backed securities transaction in July 2022.

The \$100 million transaction is collateralized by a portfolio of eligible federal low-income housing tax credit multifamily properties. The offering received a Social Bond Designation from Sustainalytics, a second-party opinion provider. The designation is based on compliance with the Social Bond Framework laid out by Sustainalytics and its alignment with the International Capital Market Association's Social Bond Principles published in June 2021.

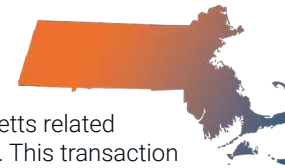
Municipal Finance Group: 2022 ESG-Related Initiatives and Transactions

Jefferies' Municipal Finance Group is a market leader in working with U.S. governmental entities and nonprofits to finance their capital needs, and we continue to be on the forefront of assisting borrowers with evaluating ESG considerations in all facets of capital planning and disclosure.

In 2022, Jefferies' Municipal Finance Group served as senior manager or placement agent on \$4.7 billion of ESG-labeled financings (e.g., Green Bonds, Social Bonds or Sustainability Bonds); since the first ESG-labeled financing was sold in the municipal market in 2013, our team has led \$10.3 billion of such financings.

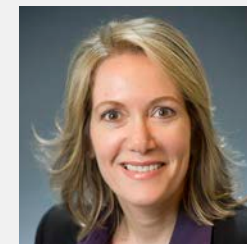
In 2022, our ESG-labeled financings supported affordable housing, unemployment, industrial development, and water/sewer. More broadly, the work of the Municipal Finance Group also touches on transportation, higher education, power/energy, and other general governmental purposes.

Notably, in 2022, Jefferies served as book-running senior manager on a \$2.7 billion Social Bond issuance for the Commonwealth of Massachusetts related to unemployment insurance initiatives. This transaction was the largest ESG-labeled financing to price in the municipal market and was honored as The Bond Buyer's 2022 ESG/Green Deal of the Year and as the 2022 Deal of the Year by Smith's Research & Gradings.



Largest ESG-labeled financing to price in the municipal market

Employee Spotlight



KYM ARNONE
Career Achievement Award

As a pioneer and longstanding leader in municipal finance, Kym Arnone, Managing Director, Head of Municipal Finance, was recognized in May 2022 with the Austin Koenen Career Achievement Award from the Municipal Forum of New York. Over the past three decades, Ms. Arnone has led the coverage efforts for a variety of large and complex issuers, most notably specializing in the securitization of tobacco settlement revenues. She was involved in the very first tobacco securitization in 1999 and quickly became the sector's leading expert, having now led 67 municipal tobacco securitizations totaling \$70 billion (75% of the total market), more than any other banker on Wall Street.

Given her track record, we view Ms. Arnone's credibility with both rating agencies and investors in the securitization sector as unmatched and that she truly embodies the exceptional expertise that clients expect from Jefferies.

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Building Materials



The \$525 million Eco Material Technologies deal, in which Jefferies acted as financial advisor to Eco Material, received the Green Leaf Designation on Bloomberg. Jefferies was also the left book-running manager on Eco Material's \$525 million Senior Secured Green Notes, the proceeds of which were used, among other things, to finance the transaction.

Eco Material Technologies is the leading producer of sustainable cement alternatives in the U.S., serving over 4,000 unique customer locations from its 100+ sites across 45 states. The company is the leading marketer and distributor of fly ash, with an approximately 50% volume share in the U.S. and the industry's only true national footprint of logistics networks and distribution channels. Eco Material also has a patented technology to convert fly ash and other materials into innovative, near-zero-carbon building materials that react faster, match the one-day performance of and, after 28 days, are approximately 20% stronger than traditional cement, all while reducing by approximately 99% the CO2 emissions that are traditionally associated with cement production. Eco Material also provides mission-critical utility services, including operations support, waste disposal, and environmental remediation. For more information, visit www.ecomaterial.com.



Paper and Packaging



Jefferies advised on the sale of Genera Energy to Ara Partners. Genera is an integrated manufacturer of non-wood agricultural pulp and molded fiber products and Ara Partners is a private equity firm that specializes in industrial decarbonization investments. Ara Partners acquired Genera's Vonore, Tennessee, production facility which is the largest vertically integrated non-wood agricultural pulp and molded fiber manufacturing facility operating in North America today. The facility supplies customers with domestically sourced and manufactured non-wood pulp and molded fiber products.

Ara Partners also committed up to an additional \$200 million of capital to support significant expansion of its sustainable pulp and packaging business. Proceeds from Ara's investment will be used to develop additional integrated manufacturing facilities and expand molded fiber production capacity in Vonore, enabling production of more than 5,000,000 takeout containers, plates, bowls, and other food and consumer packaging products every day, all made entirely from locally grown fiber crops and agricultural residues.

Together, Ara and Genera will expand the company's production footprint across the U.S. to address the growing demand for domestically sourced sustainable packaging. By partnering with American farmers to supply purpose-grown agricultural fibers, Genera creates economic opportunities for rural communities from conservation use of land while providing an environmentally superior, biodegradable, and compostable solution to the growing global plastic pollution problem.



Energy Efficiency



Jefferies was sole global coordinator and sole bookrunner for SDCL Energy Efficiency Income Trust plc (SEEIT), raising \$148 million and \$132 million respectively via two follow-on fundraises in 2022 for new investment opportunities.

SEEIT is a first-of-its-kind investment company focused on investments in energy-efficiency projects located primarily in the UK, continental Europe, and North America. Energy-efficiency investments are a rapidly growing segment of the infrastructure market and involve the efficient supply of or reduction in demand for energy in return for contractual service payments. Assets in the energy-efficiency sector can include electric vehicle charging infrastructure, and geothermal and biogas projects.

SEEIT has been awarded the Green Economy Mark from the London Stock Exchange in recognition of deriving more than 50% of its revenues from products and services that contribute to the global green economy.

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GLOBAL INVESTMENT BANKING AND CAPITAL MARKETS

During 2022, Jefferies supported a variety of ESG-related deals and transactions related to climate change, energy transition and decarbonization, and social impact, including those highlighted below.



Gresham House Energy Storage Fund (UK) Gresham House is the UK's largest fund investing in utility-scale battery energy storage systems, raising both \$189 million in a follow-on equity offering and \$189 million in an incremental debt accordion financing.



Meyer Burger (Switzerland) Meyer Burger manufactures high-performance solar cells and solar modules, raising \$253 million to finance the expansion of production capacities in connection with the production of solar cells and modules.



Foresight Sustainable Forestry (UK) Foresight is an investment company investing in a diversified portfolio of UK forestry and afforestation assets, raising \$55 million to fund acquisitions.



8 Rivers (U.S.) 8 Rivers invests and commercializes infrastructure-scale technologies for a wide range of industries. The Company developed the Allam-Fetvedt Cycle, a new way to generate electricity from fossil fuels without producing air emissions. 8 Rivers raised \$100 million to accelerate its platform.



Carbon Clean (UK) Carbon Clean is a leader in carbon capture solutions for hard-to-abate industries such as cement, steel, refineries and energy from waste. The company's patented technology significantly reduces the costs of carbon capture when compared to conventional solutions. The company has developed a fully modular solution for its clients. Carbon Clean raised \$150 million to accelerate its business plan.



Archaea Energy (U.S.) Archaea is one of the largest renewable natural gas (RNG) producers in the U.S. and frequently partners with landfill owners to help them convert landfill gas emissions (biogas) into RNG and transform these landfill facilities into renewable energy centers, raising \$265 million from a secondary follow-on common stock offering.



ASSET MANAGEMENT

Leucadia Asset Management

Leucadia Asset Management LLC (LAM), a division of Jefferies, manages a range of investment strategies spanning diverse asset classes. LAM is a signatory to the Principles for Responsible Investment and has an asset management-specific ESG policy

in addition to being subject to Jefferies' broader ESG policies and initiatives. Third-party managers on the LAM platform can have their own ESG policies and integrate ESG considerations into investment decisions.

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ESG RESEARCH

We have constructed a global ESG Research and Strategy Team that takes a top-down as well as a bottom-up approach to our ESG research initiatives. The ESG Research and Strategy Team is led by Aniket Shah, PhD. Mr. Shah leads the integration of ESG and sustainability analysis within the global investment research department and engages with clients on this dynamic area of corporate and financial services.

Jefferies is proud to have ranked 1st and 4th, respectively, in the latest U.S. and European Institutional Investor surveys. We are incorporating ESG and DEI themes, content and analyses within our research for our clients to integrate into their own investment processes.

In this way, we are assessing companies and analyzing trends in relation to clean energy solutions, giving perspective to clients on the impact of carbon markets and other climate-related market mechanisms and opportunities.

Jefferies' **ESG Corporate Access Team** is responsible for a wide range of dedicated expert and corporate events. In 2022, over 11,000 client touchpoints were facilitated through 250 events around the world. A periodic "ESG Strategic Insights" newsletter, stakeholder engagement and advisory service are also part of the broader client offering. We are proud to present Jefferies as "One Firm" to our institutional and corporate clients in close partnership and collaboration with the global ESG Research and Strategy Team.

Our **ESG engagement with corporate issuers on sustainability issues** is foundational to gaining a clear sense of how companies of various sizes throughout the world are evolving their respective corporate strategies and reporting based on ESG considerations.

Our top-down research currently focuses on key themes within the environmental and social areas of sustainable investing, giving perspective as to how investors can incorporate a thematic view on ESG factors into investments. These themes include net-zero, natural capital, human capital and corporate culture, and ESG policy and regulation.

Our bottom-up research involves collaborating with sector analysts to identify material ESG issues at the subsector level and how these issues may have a material financial impact on the companies we cover from an equity research perspective.

Jefferies

ESG Research

Financing the Transition: The Guidebook to Net Zero Alliances and Initiatives

Jefferies

Global | ESG Strategy

2022 in Europe, the Middle East and Africa (EMEA): A Retrospect and Forward Glance

2022 Client Engagement

~11,000 client touchpoints related to our ESG advisory offering in global equities.

~1,000 unique clients interacted with our ESG offering globally.¹

~250 unique events relating to ESG globally, including thematic and expert meetings.

2022 Published Content

~500 ESG-related research reports published globally.

¹This includes Analyst Marketing and Interactions, Bespoke Client Requests, and Industry Expert Meetings.

Employee Spotlight

**ANIKET SHAH**

Global Head of ESG and Sustainable Finance Strategy

Aniket Shah, Global Head of ESG and Sustainable Finance Strategy, has helped Jefferies be ranked 1st in ESG Research by the 2022 U.S. Institutional Investor survey and 4th in ESG Research by the 2022 European Institutional Investor survey.

Mr. Shah himself has been ranked 3rd in ESG research by the 2022 European Institutional Investor survey, with Luke Sussams, Head of EMEA ESG and Sustainable Finance, ranked 5th.

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JEFFERIES 2022 CONFERENCES AND SUMMITS

We bring together companies and investors for Jefferies corporate sustainability summits and conferences to discuss practical applications of current ESG topics. Examples of some 2022 events are listed below.

National Paths to Decarbonization Series



What Does Net Zero Mean — A Sovereign-Level Analysis

For investors concerned about a net-zero world, Jefferies believes that country-level analysis is key for investors to gain a clear sense of the practical pathways and investments required. During these sessions, Jefferies Equity Research provided a scientific viewpoint on what a net-zero pathway requires at the country level, with sessions held in Mexico, Indonesia, South Africa, the UK and France.

Jefferies' Offshore Wind Contractors Summit



Offshore Wind Construction Value Chain

Jefferies leveraged interactive, "fireside" Q&A sessions to discuss the growing opportunity in the offshore wind construction value chain with some of the leading voices in the industry.

Jefferies' ESG Nuclear Fusion Summit



Harnessing the Power of Stars

Jefferies launched our inaugural breakthrough technology summit series, exploring a range of solutions with the potential to avert a climate disaster, including conversations with companies at the cutting edge of nuclear fusion, described as perhaps the greatest technical challenge humanity has ever faced. Engineers and physicists now hope to commercialize years of research by connecting fusion power to the grid within the decade.

Jefferies' Decarbonizing Steel Summit



The Hydrogen Opportunity

The event aimed to bring to light the debate around hydrogen as a potential game changer for the steel industry to produce truly green steel and decarbonize.

Jefferies' Renewable Energy Conference



Key Debates across the Value Chain

This event considered perspectives across the renewable energy value chain, including renewable power generation from wind and solar. The conference showcased companies involved in sourcing key raw materials, such as cobalt, lithium and rare earth metals; energy storage and distribution through batteries and hydrogen; decarbonization initiatives from upstream actors; and related enabling technologies, such as fuel cells.

SECTION 4

Human Capital

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Human Capital

Our global team of ~5,000 employee-partners and their entrepreneurial spirits define Jefferies. Our flat structure empowers our employee-partners to leverage their talents and experience to serve clients, manage teams, and define their personal work-life balance. We are committed to doing our best to maintain a culture of transparency, trust, and respect.



SUPPORTING OUR GLOBAL TEAM

We invest in the resilience and well-being of our employees and address issues that affect the health, community, economic stability, and social identity of our workforce. We foster an inclusive environment, maintaining safety and well-being in and out of the workplace, while respecting the cultures of the countries in which we live and work.

Jefferies does not use a one-size-fits-all construct for its work-life balance policies. As a follow-up to last year during the pandemic, we addressed our return-to-office policies. Our focus on mental health and empathy to bring our employee-partners back into our offices is unwavering.

Additionally, we enhanced our benefits program to support parents returning from leave by pairing them with employee-partner buddies who give advice on successful reintegration back into the office.

We comply with relevant occupational health and safety laws with the goal of minimizing exposure to health risks and maximizing safety. We offer competitive health benefits and additional services, such as virtual wellness classes, counseling, guest speaker series, and health incentives.

Employee Health Benefits

We provide competitive health benefit options that augment employee retention and attract prospective talent. Jefferies offers generous parental leave benefits, including paid time off, lactation rooms, backup childcare, and incentives for expectant mothers to participate in a Healthy Pregnancy Program.

In 2022, we expanded our family-forming inclusive benefits through our Global Fertility, Surrogacy and Adoption Program, which provides \$25,000 to all employees hoping to expand their families.

Employee-partners across the U.S. and London have access to resources that include one-on-one access to clinicians, experts, and specialists through an external partnership (for both expecting and existing parents).

Employee-partners who qualify for comprehensive healthcare benefits have access to our Employee Assistance Program (EAP), a confidential resource available to help with personal challenges. The EAP provides access to confidential counseling for difficulties such as marital and legal problems, drug or alcohol abuse, depression or stress, and childcare.

Wellness Programs

Support for the physical and mental health of our employee-partners is and will continue to remain our top priority. In addition to our EAP and benefits offerings, we provide wellness programming and resources to support all our employee-partners. Jefferies hosts frequent wellness webinars, which are led by mental health experts. Our webinars focus on topics such as managing anxiety, supporting employee-partners to prevent burnout, harnessing empathy in the workplace, resiliency in a world of uncertainty, embracing a year of powerful change, nutrition and healthy eating habits, and more. These sessions are tailored to the audience based on the region in which they are being delivered.

We also offer our employee-partners confidential, one-on-one wellness counseling with third-party mental health experts. This service is available to anybody seeking supplemental support and guidance. Additionally, to encourage good physical health practices, we have a robust lineup of fitness classes hosted both virtually and in person. We host monthly virtual fitness classes with well-known fitness studios and instructors and offer all employee-partners free access to a digital fitness application. Jefferies also partners with well-known fitness studios in New York and London to provide our employee-partners access to "Jefferies-only" classes.

Human Capital *continued*



INVESTING IN OUR TALENT

Talent Recruitment

We are focused on broadening the pipeline from which we recruit and hire diverse talent through both campus and lateral hiring initiatives.

We seek to provide both a diverse slate of potential candidates and a diverse panel of interviewers. Interviewing guides and resources designed to support inclusive hiring are also provided to hiring managers. Globally, our hires have become more diverse over time, with female representation increasing by 9% between 2018 and 2022.

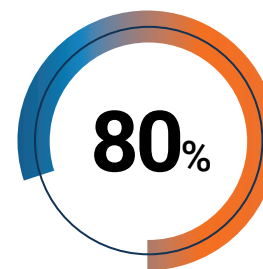
For campus recruiting, we have partnered with several organizations globally to increase access to qualified candidates. We host insight days and symposiums that describe Jefferies and investment banking to candidates who come from a diverse range of backgrounds. During 2022, we ran over 20 diversity-focused campus recruiting programs across the U.S. In 2022, we welcomed 300 interns in the Americas and EMEA from 177 different colleges, universities, and business schools, of which 69% were from underrepresented backgrounds.

During 2022, we continued our internal diverse recruitment programs. Our Career Relaunch Program is aimed at recruiting some of our candidates after having a break from the workforce, and the Job Switch Program focuses on recruiting those interested in changing careers to equity research.

Employee Engagement

This year, we ran our second annual firmwide inclusion-focused Employee Engagement Survey, which enables employee-partners to provide feedback on an anonymous basis. The survey resulted in an 80% employee participation rate and an inclusion score of 84%. These results were shared with the Board and the ESG/DEI Committee, including progress made on the actions recommended following the 2021 survey.

In 2022, we welcomed **300 interns** in the Americas and EMEA, with **69% from diverse backgrounds**.



Increased employee-partner participation to 80% for the second annual inclusion-focused engagement survey

Female representation among new hires has **increased by 9%** between 2018 and 2022.

Training and Development

We are passionate about developing a culture of leaders at Jefferies by investing in our employee-partners at every stage of their careers. We regularly offer training courses, mentoring and panel discussions designed to foster a collaborative learning environment.

Continued education and development for all employee-partners are central to Jefferies' culture.

We provide our employees at all stages in their careers with the tools to become thoughtful and effective leaders. Through technical and professional educational development courses designed to support employees in their current roles and prepare them for advancement and future career opportunities, we are supporting employees to meet their career objectives and contribute more meaningfully. Jefferies offers tuition reimbursement for eligible college and other educational courses.

Our Women in Leadership Series was held for the second year, which focused on learning and development opportunities to position our female leaders for success. Additionally, our Rising Stars Program welcomed 30 junior women to our program globally. We offer continuing education opportunities to our employee-partners through annual educational benefits to help them advance their technical, financial, communications, and leadership skills.

Human Capital *continued*

DIVERSITY, EQUITY AND INCLUSION

Our DEI Strategy and Oversight

Our commitment to DEI is a key element of the social portion of our ESG strategy. Our ESG/DEI Committee has oversight of DEI activities. Our Diversity Council, co-chaired by our CEO and President and sponsored by executive leadership, ensures that DEI is integrated into our recruitment, retention, development, and promotion of diverse individuals across the firm.

At Jefferies, we believe that diversity fosters creativity, innovation, and thought leadership through the infusion of new ideas and perspectives. We have made a commitment to building a culture that provides opportunities for all employees regardless of our differences and that supports a workforce that is reflective of the communities in which we live and work. As a result, we can pool our collective insights and intelligence to provide fresh and innovative thinking for our clients.

To foster an inclusive work environment, we have implemented policies and measures focused on nondiscrimination and sexual harassment prevention. We also have an internal website dedicated to DEI. In 2023, we began publishing our [EEO-1 data externally](#).

Building Blocks of DEI Strategy

<p>Accountability: Fostering Inclusive Leadership</p> <p>All employees are accountable for fostering an inclusive workplace.</p>	<p>Recruiting: Building Inclusive Teams</p> <p>Focus on broadening the pipeline from which we recruit and hire talent.</p>	<p>Employee Development: Training Our Leaders and Future Leaders</p> <p>Equipping our people at all stages with the tools necessary to become thoughtful, inclusive, effective leaders.</p>	<p>Employee Resource Groups: Fostering Community and Belonging</p> <p>Each ERG is founded on the core pillars to recruit, retain, and empower diverse employee-partners and promote community outreach and engagement.</p>	<p>Marketing and Branding</p> <p>Communication of progress toward a diverse and inclusive workplace, internally and externally.</p>	<p>Metrics: Manage What's Measured</p> <p>Ongoing measurement of representation, engagement and experiences to foster continuous improvement.</p>	<p>Client and Community Engagement</p> <p>Pooling our collective insights to provide innovative thinking for clients in creating lasting change in the communities in which we live and work.</p>
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DEI Strategy and Execution

←	2019-2020	2021	2022 →
<ul style="list-style-type: none"> • jWIN launched (2010) • J-NOBLE launched (2018) 	<ul style="list-style-type: none"> • Full-time DEI function established • JEMS, jMosaic+ launched • J-NOBLE Fellowship Program launched • Diversity Council established • jVETS launched • Board/management reporting of DEI strategy and progress to date 	<ul style="list-style-type: none"> • Inclusion-focused survey launched (78% participation) and progress made on resulting proposed actions • Global self-identification metrics collected • Unconscious Bias Training rolled out (100% completion) • J-Asia, JEFAbilities, global NextGen launched • Bespoke DEI development training program enhanced (JEMS/J-NOBLE Leadership Development; jWIN Women in Leadership, jWIN Rising Stars two-year expansion) • Pronouns added to intranet • DEI internal website launched • External branding displayed through LinkedIn posts • DEI Team expanded from two to four 	<ul style="list-style-type: none"> • Inclusion-focused proficiency rolled out in annual review process • Career Relaunch Program and Career Switch Program aimed at recruiting diverse lateral talent launched • Inclusive benefits through Global Fertility, Surrogacy and Adoption Program expanded • New Parent Buddy Program created • Second Annual Inclusion Survey completed (80% participation; 84% inclusion score) • Third-party expert engaged to conduct a racial equity audit in 2023

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Diversity Council

Our Diversity Council, sponsored by our Executive Team, carries out our DEI strategy and initiatives across our global operations. Our DEI commitment is further demonstrated by the appointment of our CEO and President as co-chairs.

Our goal is to have a diverse composition of leaders among our Board and management teams. We believe that diversity across Jefferies not only creates an inclusive environment but also delivers visible results.



Inclusive Recruiting Programs

We strive to recruit the best, most diverse talent. Held throughout the year, our symposiums are an opportunity for students, who may not have pursued a career in finance, to learn more about Jefferies early in the recruiting process for our internship programs.

Our programs provide a broad assortment of financial services career development opportunities to diverse candidates. These programs include:

Jefferies Career Relaunch Program

Inspiring Women for Finance Symposium

J-NOBLE Diversity Symposium

MBA Diversity Symposium

Equity Research Career Switch Program

Laterally, we have launched several programs to attract talent, including a Career Relaunch Program (jReturns), which offers those who have been out of the workforce for 2+ years an opportunity to relaunch their careers. Additionally, our newly launched Career Switch Program offers diverse candidates the opportunity to pivot into a career in an investment bank.

Employee Spotlights



JULIA DWORKIN
Named "Rising Star" by Insider

Congratulations to Julia Dworkin, who was named one of the 25 most outstanding young bankers on Wall Street by Insider, an online media company known for

globally focused business and financial news.

Ms. Dworkin, Managing Director on the Capital Intelligence Team within Prime Services, was recognized for becoming a top player in the capital introductions space and has played a key role in helping Jefferies grow the prime brokerage business since joining in 2016.



HEATHER BURNS
How a Blackhawk Pilot Transitioned to a Career on Wall Street

Jefferies' own Heather Burns, Senior Vice President in Securities Finance, was recently featured in a FourBlock podcast, a show that

examines veteran career transition and the military-civilian divide in the workplace. Ms. Burns discussed a variety of topics, from her personal experience in the military as a U.S. Army Blackhawk pilot to her transition to the world of equities and her passion for competing in ultramarathon events.

She also shared why Jefferies is a great place for veterans to work. Ms. Burns discussed the mentoring and engagement opportunities provided through jVETS, one-on-one mentorship opportunities and our firmwide commitment to physical and mental wellness.

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Employee Resource Groups

Given our appreciation of diversity and different perspectives, we currently have eight Employee Resource Groups (ERGs) globally. Our employees focus on our core pillars to establish these ERGs. These groups provide impactful results in recruiting, retaining and empowering our diverse employee populations.

There were 90 events and initiatives sponsored by our ERGs and held in person and virtually over the course of 2022. These included opportunities to network with colleagues, give back to the community, to have fireside chat discussions with senior leaders and external guests, and to attend lunch-and-learn sessions with external speakers to raise awareness about various DEI topics. In addition, they proactively promote community outreach and engagement.



\$69,395 ERGs donated \$69,395 in support of DEI charities in 2022.

ERG Mentoring Program

Jefferies' ERG Mentoring Program is a cross-divisional, global initiative with the goal of providing mentorship and learning opportunities and fostering long-term relationships among employee-partners. Over 500 employee-partners participated in the third annual program in 2022, with 90% positive feedback.



J-Asia is dedicated to celebrating, building, and maintaining a diverse and multicultural community for employee-partners of Asian heritage and allies.

February 2022: Celebrated Lunar New Year with global panel discussion on the history and traditions of Lunar New Year across regions.



JEFAbilities is committed to fostering an inclusive environment in which our workplace enables individuals with disabilities and those who are neurodiverse to reach their full potential.

April 2022: Commemorated Autism Acceptance Month with Neuroinclusion Training.



JEMS (Jefferies' Ethnic Minority Society) aims to encourage, empower, and invest in the next generation of talent while developing an inclusive working environment that appreciates and cultivates a diverse workforce, reflecting our clients and society at large.

October 2022: Celebrated U.K. Black History Month with Senior Leader Lunches that provided a space for open and courageous discussions.



jMosaic+ is dedicated to fostering an inclusive and open environment for the LGBTQ+ community and its allies across the firm.

June 2022: LGBTQ+ Pride Month at the home of Jefferies' CEO. Over 80 employees, interns, and clients joined together to celebrate alongside representatives from Jefferies' nonprofit partner, SAGE (Advocacy & Services for LGBTQ+ Elders).



NextGen (NextGen Advisory Council) serves as a voice for the analyst and associate communities at Jefferies and helps educate, retain, and elevate emerging leaders across the firm.

October 2022: Partnered with JEFAbilities to support STEPtember, dedicated to raising awareness and funds for cerebral palsy research.



J-NOBLE (Jefferies' Network of Black and Latino Employees) fosters an inclusive, diverse, and equitable working environment with a focus on Black and Latino women and men at Jefferies.

July 2022: Celebrated first graduate class from the J-NOBLE Fellowship Program. The program recruits top diverse talent in their freshman year of college to join a three-year immersive program featuring training, development courses, and rotational internships.



jVETS (Jefferies' Veterans Network) works to recruit, develop, promote, and retain veterans at Jefferies.

December 2022: Gave back to the community by donating toys and funds for Toys for Tots for the holiday season.



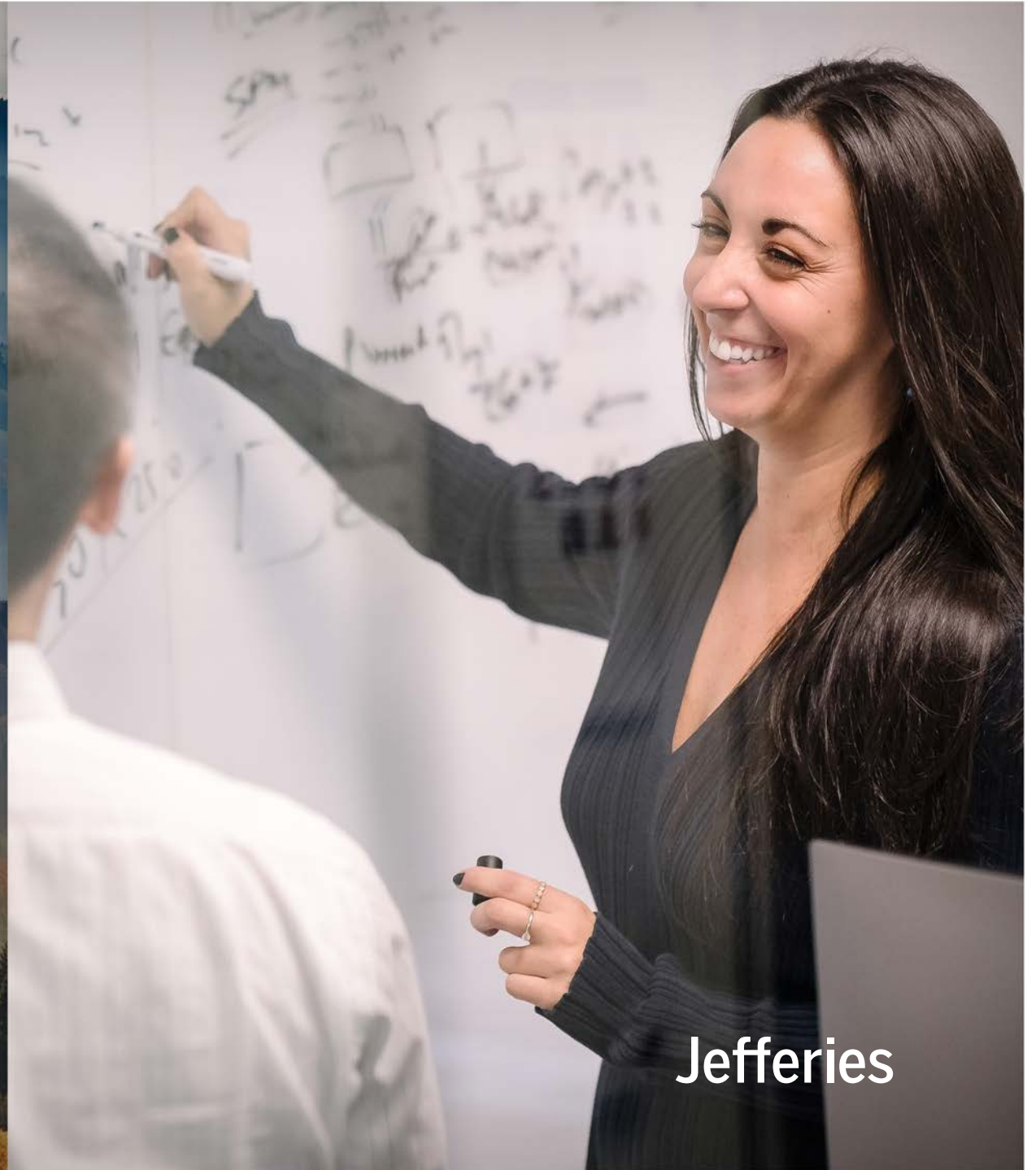
jWIN (Jefferies Women's Initiative Network) is a firmwide network that invests in the recruitment, retention and advancement of women at Jefferies.

July 2022: Hosted Annabelle Williams, Paralympic gold medalist, in conjunction with JEFAbilities, for a discussion on kindness, belonging and resilience.

SECTION 5

Giving Back

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Jefferies

Giving Back

DOING GOOD IS GOOD BUSINESS

One of our great privileges at Jefferies is being surrounded by our team, clients and shareholders who work in concert to devote our global platform to raising enormous amounts of precious dollars for those in the world who are far less fortunate than all of us.

In 2022, within days of war breaking out, we sent over \$14 million to support the people of Ukraine. In the past five years, we have distributed over \$48 million, providing humanitarian aid and relief efforts for Australia's wildfires, COVID-19, Afghanistan, Lebanon, Haiti, Hurricane Dorian, Tonga, Ukraine and services for military veterans. Additionally, we at Jefferies contribute a great amount of our personal money and, more importantly, our time to countless causes throughout our communities around the globe to help make a difference in the lives of so many in need of assistance. This is the culture at Jefferies, and it permeates our newest hires, our most senior leaders and everyone in between. This is a responsibility and a privilege, and we are incredibly proud that it will always be an important and permanent part of Jefferies' social fabric.



Jefferies Philanthropy

During our fiscal year 2022, we supported over 240 nonprofit organizations with our charitable donations.

Jefferies Charitable Donations 2022

\$15,661,301

Doing Good Grants

\$1,330,155

Charitable Sponsorships

\$613,000

Jefferies Family Scholarships

\$305,000

Town Hall Charitable Awards

\$92,316

Charitable Matching

\$130,729

ESG Employee-Selected Charities

\$69,395

ERG, DEI Programs

\$25,000

St. Ann's Warehouse

\$20,925

Breast Cancer Awareness Day

\$18,247,821

Grand Total

Doing Good Trading Day

To support the many nonprofit organizations that align with Jefferies' mission and commitment to sustainability, we host "Doing Good" Global Trading Days to fundraise for these important causes. On Doing Good days, we donate 100% of the net global trading commissions for all trading in equities, fixed income, and foreign exchange by our clients. In addition, Jefferies as a firm makes a corporate donation and invites our global employee-partners to also donate. During 2022, we supported the following initiatives:

Ukrainian Humanitarian Relief: March 2, 2022



In response to the conflict in Ukraine, Jefferies raised over \$14 million on a Doing Good Global Trading Day on March 2, 2022, to support organizations focused on humanitarian aid for the people of Ukraine. In a remarkable show of support, Jefferies' clients generated \$12.4 million in net trading commissions, our largest ever for a Doing Good campaign, with Jefferies employees donating more than \$700,000 and the company contributing \$1 million as well. The funds were quickly distributed to 21 accredited charities providing humanitarian aid to assist refugees and citizens displaced due to military conflict.

\$14,200,000 Donated

Giving Back *continued*

Tonga Disaster Relief: February 10, 2022

In response to the volcanic eruption and subsequent tsunami in Tonga in January 2022, Jefferies raised \$1.5 million AUD directed toward five charities that provided critical aid and support to those most affected in the region. This included donations to UNICEF, the Sir Michael Jones Foundation, the Red Cross, World Central Kitchen and Habitat for Humanity, all earmarked for urgent relief, community support and meals. The \$1.5 million AUD (\$1,078,301 USD) was raised from a combination of trading commissions within Jefferies' Asia-Pacific securities and voluntary contributions from the firm's more than 4,500 employee-partners worldwide.

\$1,078,301 Donated

Red Cross Pakistan: September 1, 2022

Our September 1, 2022, Doing Good day was in response to the disastrous flooding in Pakistan, supporting the ongoing humanitarian needs of the 33 million people affected. Pakistan was already grappling with record levels of poverty as a result of soaring food prices, and the extreme flooding caused catastrophic circumstances for people who lost access to necessities like clothing, shelter, and potable water. Jefferies chose to support the Red Cross, raising over \$100,000 to provide emergency relief in Pakistan.

\$113,000 Donated

Covenant House – End Youth Homelessness: November 15, 2022

Our Doing Good day on November 15, 2022, was focused on Covenant House and its "Sleep Out to End Youth Homelessness" challenge. Covenant House maintains 24/7 shelters that provide unhoused mothers and children with warm meals, clean clothes and safe spaces to get healthcare and the support they need to get back on their feet. Jefferies raised a total of \$270,000 through over 636 employee-partner donations. The event was more than just fundraising. Our CEO led the effort by personally sleeping out to end youth homelessness.

\$270,000 Donated

TOWN HALL AWARDS

The annual Town Hall Awards event provides Jefferies with an opportunity to support charitable organizations of personal importance to our employee-partners. In 2022, Jefferies awarded 61 Town Hall Awards for top performance and Deal of the Year, as well as for excellence as Diversity Champions and proponents of our One Firm culture.

Each award was represented by a \$5,000 donation to the employee-partner's charity of choice, resulting in the following 48 organizations benefiting from a total combined charitable donation of \$305,000.

Arts, Culture and Conservation



\$30,000

- MacCulloch Hall Historical Museum
- Sheldrick Wildlife Trust USA
- Brooklyn Bridge Animal Welfare Coalition
- Natural Defense Council
- Ocean Conservancy
- Barnstable Clean Water Coalition

Education



\$110,000

- Jefferies Family Scholarship
- US Friends of CentraleSupélec
- Columbia Business School
- Teaching Matters, Inc.
- Cornell University
- University of Virginia School of Law
- Elija Foundation Inc.
- OneGoal

Humanitarian Aid



\$15,000

- Sasha G.M. Shaikh Foundation
- Tonga Relief Fund
- Action Against Hunger

Health and Research



\$80,000

- Lustgarten Foundation
- Memorial Sloan Kettering Cancer Center
- Great Ormond Street Hospital Children's Charity
- American Cancer Society, Inc.
- St. Jude Children's Research Hospital
- Hilarity for Charity
- Coeliac UK
- Turkish Philanthropy Funds, Inc.
- APBD Research Foundation
- Juvenile Diabetes Research Foundation
- Team Impact
- Alzheimer's Association
- NYU Langone Medical Center
- UCLA Foundation
- The Michael J. Fox Foundation
- Tiny Miracles Foundation

Underserved Communities



\$70,000

- Help Hope Live, Inc.
- Adaptive Sports Foundation
- Trevor Project
- Boys & Girls Club of Greenwich
- Lenox Hill Neighborhood House
- Kinder-Und Jugend-Aliyah e.V.
- Share My Meals Inc.
- Street Squash, Inc.
- Vitamin Angels
- St. Rose of Lima Church
- Beast Philanthropy
- Tunnel to Towers Foundation
- Humanity & Inclusion
- The Columbus Foundation
- Sky's the Limit Fund

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JEFFERIES FAMILY SCHOLARSHIP

We can think of no better gift than that of an education. As part of our ongoing commitment to doing good together, we are celebrating over 40 years of improving students' lives through the Jefferies Family Scholarship (JFS).

Our JFS educational scholarships assist and support the children of Jefferies employee-partners in the pursuit of their academic goals. These awards are intended to recognize outstanding achievement, both academic and nonacademic, and address financial need and individual excellence. To date, 1,319 scholarships have been awarded totaling more than \$11.6 million, including \$613,000 in awards to 50 students in 2022. This is an all-time high number of awards and dollars awarded — surpassing last year with 10 more recipients and \$130,000 more in scholarships.

The \$12,500 annual scholarship now includes an option to apply for renewal through graduation (a potential award total of \$50,000), allowing students to matriculate through their current degree programs. JFS strives to award the maximum number of scholarships allowable each year under Internal Revenue Service rules. Children of employee-partners attending any level of college, university, or graduate school, as well as those in the last two years of private or independent high school, are encouraged to apply.

Jefferies has always been defined by its family-centric culture, and the scholarship awards program reflects this spirit and Jefferies' commitment to building a culture that prioritizes educational opportunities for all.

\$11.6 million total awarded in scholarships



\$613,000

in awards to **50 students** in 2022

1,319 total scholarships awarded **over 41 years**

Selection of 2022 Scholarship Recipients

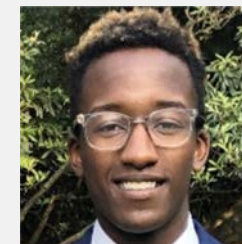
- **Architecture** — Graduate School, Pratt Institute, U.S.
- **Business** — Graduate School of Iona College, U.S.
- **Classics** — University of Exeter, UK
- **Environmental Studies** — State University of New York at Potsdam, U.S.
- **Forensic Biology/Pre-Medicine** — New Jersey Institute of Technology, U.S.
- **Graphic Design** — University of Reading, UK
- **Medicine** — Jawaharlal Nehru Medical College, India
- **Medicine** — Trinity College, Dublin, IE
- **Medicine** — University of Hong Kong, HK
- **Neuroscience** — Brown University, U.S.
- **Nursing** — Pennsylvania State University, U.S.
- **Occupational Therapy** — New York Institute of Technology, U.S.

Testimonials from two of our recent recipients



ALEXANDRA DOSS
 Majoring in Computer Science at Duke University
 Daughter of Ashraf Doss, New York Office

I am so honored to be chosen for this amazing scholarship. Please convey my gratitude to the Scholarship Board, Selection Committee, and donors. I am extremely appreciative of the time, care, and generosity that made this scholarship award possible. This award is a big help to my family in supporting me and my sister's education. I hope to study and pursue a career in the tech industry, and this is a big step in allowing me to pursue my passion for mathematics and computer science.



ANO CHINGWENYA
 Majoring in Business Marketing at Rutgers University
 Son of Patricia Hove, New York Office

I am extremely thankful for the Jefferies Family Scholarship. I am motivated to be a better person each day knowing that there are people walking my academic journey with me and rooting for me, despite the ups and downs along the way. The scholarship will allow me to maximize my college experience through volunteer opportunities and participation in minimally paid internships related to my degree.

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2022 EMPLOYEE VOLUNTEERISM

Giving back is at the heart of the Jefferies culture. Over the past year, our employee-partners engaged in both internal and external volunteer opportunities, backing their words up with actions. A few of the many 2022 employee volunteer activities are highlighted below.

Convoy Aid for Ukraine Refugees

In March 2022, at the onset of the Ukraine crisis, Jefferies' own Ian Wright joined a convoy of three vans and drove 800 miles from the UK to Gorzów Wielkopolski, Poland. Mr. Wright and his fellow drivers successfully delivered 5 tons of blankets, sleeping bags, nappies and aid to local charities providing food and shelter to arriving Ukrainian women and children refugees.

STEPtember – Cerebral Palsy Fundraising Fitness Challenge

Jefferies employee-partners across the globe once again successfully participated in STEPtember 2022, a virtual step challenge for the month of September that raised awareness for the Cerebral Palsy Alliance Research Foundation. Jefferies employees raised over \$20,500 in donations and recorded a collective 24,563,589 steps – all in service of furthering research and innovation for cerebral palsy.

jVETS Supports Toys for Tots

As part of the Jefferies Military Veterans initiative (jVETS), members of the Jefferies community came together to support Toys for Tots, a U.S. Marine Corps charity program that delivers toys to deserving families around the holidays. The mission of the Toys for Tots program is to collect new, unwrapped toys each year as Christmas gifts for less fortunate children in the community. Together, jVETS and the Jefferies community raised approximately \$16,000.

J-NOBLE Partners with A Better Chance

Jefferies and J-NOBLE proudly partnered with A Better Chance (ABC) in 2022 as a philanthropic and volunteering partner. ABC's mission is to increase educational and leadership opportunities for young people of color for careers in financial services through mock interviews, resume reviews and career development conversations. Through our partnership, Jefferies has supported ABC's mission with both corporate donations and employee-partner volunteerism over the past two years.

Student Sponsor Partners

Student Sponsor Partners is a New York-based nonprofit organization that harnesses the power of mentorship to help local, low-income youth escape poverty and reach their highest potential. A combination of partner schools, sponsors, mentors, and college- and career-prep offerings ensures a positive experience and lasting impact for thousands of local students. Championed by its leaders, Jefferies partners with Student Sponsor Partners to match employees with local youth to develop unique, ongoing relationships across the city to support long-term development.

City Bar Justice Center's Neighborhood Entrepreneur Law Project (NELP)

Jefferies' legal team volunteered its time and expertise to entrepreneurial small-business owners from the New York City area through NELP. Members of the Jefferies' team ran a free legal clinic for entrepreneurs from disadvantaged communities looking to start or grow their own businesses, addressing issues such as intellectual property, entity formation, contract review and state licensure requirements.

J-ASIA Rallies to Boost Chinatown Community

J-Asia partnered with Welcome to Chinatown and the RTW Charitable Foundation to host a fundraising event in support of Chinatown's small-business community. The event raised awareness of community cultural and socioeconomic barriers, and the over \$350,000 raised for Longevity Fund small-business grants will address critical community needs and go a long way toward ensuring a Chinatown for future generations to enjoy.

Volunteer Team Efforts

HABITAT FOR HUMANITY



Habitat for Humanity New Jersey hosted the Jefferies Leveraged Finance Team for a day spackling, sanding, waterproofing, sheet rocking, painting and installing floors on two build sites for deserving families. The team's efforts led to the construction of a single-family home in Irvington, New Jersey, and several units in a Newark, New Jersey, condominium building, including a food pantry and computer lab for residents. The team also raised a total of \$25,000 for Habitat for Humanity.

BRONX FOOD DISTRIBUTION WAREHOUSE



In summer 2022, our New York-based research colleagues spent time out of the office together giving back to the greater New York City community at the Bronx Food Distribution Warehouse and Community Kitchen and Pantry. The team volunteered at the warehouse, where they packed 100 meal boxes for low-income seniors and sorted through donated food items. The team also assisted the Community Kitchen and Pantry, where they prepared and served meals for low-income individuals and families.

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Jefferies

Responsible Business Practices

BUSINESS ETHICS AND COMPLIANCE

Our employee-partners and Board members maintain a high standard of conduct and foster a culture of transparency and trust.

Code of Conduct

Jefferies' Code of Business Practice (Code) applies to Jefferies and its subsidiaries and the firm's employee-partners, officers and directors. We embrace the importance of managing our business in full compliance with all applicable laws and regulations. Each employee-partner and officer is required to annually certify in writing both receipt and review of the Code.

Our Code outlines our values and principles and provides guidance for reporting violations and covers various topics, including conflict of interest and insider trading. We have an open-door policy that encourages employees, consultants, independent contractors, vendors and interns with workplace concerns (including any alleged discrimination or harassment) to bring those concerns to the attention of their manager, a member of the Legal Department or Human Resources. Jefferies also has an Ethics Hotline for reporting complaints, including anonymous complaints.

A top priority for Jefferies is to create a culture and environment in which every employee-partner is treated with respect, free from any form of discrimination or harassment. We have zero tolerance for inappropriate behavior. As part of the firm's ongoing effort to maintain that culture, all Jefferies employee-partners are required to attend a mandatory Sexual Harassment Prevention Training annually, and in 2022, 100% of employee-partners undertook Unconscious Bias Training.

100% of employee-partners undertook Unconscious Bias Training

Anti-Money Laundering

Jefferies and its senior management are firmly committed to compliance with all applicable laws and regulations relating to combating money laundering activity and terrorist financing. Where applicable at the operating subsidiary level, an Anti-Money Laundering (AML) Program has been implemented that includes internal policies, procedures and controls; the designation of an AML Compliance Officer; an ongoing mandatory employee training program; provisions for an independent auditor to test the implementation of the AML Program; and risk-based procedures for conducting ongoing customer due diligence, including understanding the nature and purpose of the customer relationship and conducting ongoing monitoring to identify and report suspicious transactions and to maintain and update customer information.

Anti-Bribery and Corruption

Jefferies has a zero-tolerance approach to bribery and corruption. The firm's policy prohibits bribes of all kinds, whether in a commercial or government setting, which include the offering, giving, solicitation or acceptance of any bribe or corrupt inducement, whether in cash or in any other form, to or from any person or company wherever located, whether a public official or public body, or a private person or company by any individual employee, director, agent, introducer, finder, consultant, contractor or other person or body acting on Jefferies' behalf to gain any commercial, contractual or regulatory advantage for Jefferies or its client(s) in any way that is unethical to gain any personal advantage, pecuniary or otherwise, for the individual or anyone connected with the individual.

Whistleblower Policy

Jefferies' Whistleblower Policy includes procedures for receiving and investigating complaints. The policy provides protection for whistleblowers. Our Audit Committee is responsible for handling whistleblower procedures.

Our Goal Is Progress, not Politics

Jefferies does not maintain a political action committee and does not engage in lobbying activities. Jefferies did not make any corporate contributions or contributions to political parties.

Jefferies does not reimburse, compensate or otherwise incentivize employees for making political contributions. We have a Political Contribution Compliance Policy in place that is intended to prevent any conflict of interest or pay-to-play practices with political contributions to state and local officials who may have influence over the awarding of government and public business to financial service providers.

Employee Spotlight



CORWIN WYATT

Named to list of "Most Influential Black Executives"

Corwin Wyatt, Head of Jefferies' Fixed Income Compliance Advisory Team, was recognized by Savoy Magazine as one in its list of the "Most Influential Black Executives in Corporate America" in its Summer 2022 edition. Mr. Wyatt has 30 years' experience in the securities industry in senior compliance and regulatory positions and has distinguished himself as a trusted thought leader in shaping the regulatory framework of our industry.

Savoy said it wanted to highlight outstanding people like Mr. Wyatt because "role modeling is one of the most effective tools for developing our future leaders and empowering them within corporate America."

Responsible Business Practices *continued*

DATA SECURITY AND CUSTOMER PRIVACY

Technology has enabled unprecedented levels of data sharing, processing and analysis. While this has brought many benefits to people and businesses, the need to protect Jefferies, our business partners and our clients against sophisticated and modern cyber threats is of the utmost importance.

Oversight

Jefferies' Chief Information Security Officer (CISO) oversees our cybersecurity programs, and has overall responsibility for the strategic vision and the design, development and implementation of and adherence to all necessary protocols related to cybersecurity. The CISO keeps the Board informed about Jefferies' security posture and cybersecurity maturity program. They provide updates about cybersecurity trends, newsworthy events, significant incidents, and new initiatives.

Certifications and Audits

Jefferies has implemented rigorous data privacy and security controls. We utilize industry-leading frameworks, such as International Organization for Standardization, National Institute of Standards and Technology, and Control Objectives for Information and Related Technologies, to set our policies and standards. We strive to maintain the availability, confidentiality and integrity of the firm's information assets. Our Governance Committee, composed of senior executives across business and control divisions, defines and oversees our key risk indicators.

We make sure our internal controls are effective and not only meet but exceed the industry standards and best practices.

Jefferies uses five layers of controls: protection, prevention, detection, response and recovery. We invest in and utilize intelligence solutions and state-of-the-art technology to defend against internal and external cyber threats.

Our efforts include:

An annual review of cybersecurity-related policies, standards, and procedures

Centralized administration of user-access permissions

A dedicated **24/7 Security Operations Center**

A Cyber Incident Response Program

Annual penetration testing and **regular vulnerability scans**

Endpoint security, such as **anti-virus using industry-leading solutions**

Firewall traffic monitoring and access activity

Data Loss Prevention solutions with strict data classification to detect and respond to potential data losses

Physical security for Jefferies' premises and data centers

System and Organization Controls attestation

Jefferies is a member of and participates in leading cyber threat and security standard information sharing groups, including:

- The Financial Services Information Sharing and Analysis Center
- The Information Security Forum
- The Securities Industry and Financial Markets Association cybersecurity forums
- The U.S. Secret Service Cyber Fraud Task Force
- The FBI's InfraGard National Members Alliance



Vendor Security Assessment

Jefferies maintains a strong third-party vendor management process that addresses all elements of vendor engagement. A mandatory cybersecurity assessment is required for new vendors that pose potential risk. The assessments are overseen by the Global Information Security Team to ensure that our policy is being applied consistently and operating effectively. We require critical vendors to complete periodic assessments through which we seek to understand if there have been any significant changes to how the vendor operates or to the vendor's risk environment.

Responsible Business Practices *continued*



Cyber Awareness and Training

Jefferies is committed to cultivating a cyber awareness culture. All new joiners are required to take cybersecurity training upon joining, and we also provide continuous training to 100% of our employee-partners and contractors and equip them with the best knowledge to protect our sensitive data and customer information. We conduct regular phishing tests on employee-partners; require remedial training when needed; and offer detailed information on how they can protect themselves from cybersecurity threats, and security tools they can use, on the Global Information Security website.

With the waning of the pandemic, a significant percentage of Jefferies employee-partners have continued to work remotely for at least part of the workweek. Security protocols such as multifactor authentication are being used by all our employee-partners to ensure day-to-day operations are conducted securely.

Customer Privacy

Jefferies is committed to protecting the personal data of our customers, employee-partners, and other third parties engaging with the firm.

Jefferies has robust governance processes in place to oversee our collection, processing, and retention of this personal data; we continually review how we protect individuals' privacy and look for ways to strengthen our privacy program.

We are accountable for complying with data privacy laws and principles, which include requirements to minimize the amount of personal data processed and prevent this personal data from being improperly disclosed (whether by accident or intentionally). Our customer privacy notices, which include details as to how Jefferies handles and processes personal data, are publicly available on our website.

Privacy risk is a subset of operational risk, which is governed by the Jefferies Operational Risk Management Framework (ORMF). The ORMF, together with the European Privacy Risk Control Framework (EPRCF), specifies the procedures and standards under which privacy risk is identified, measured, and managed. The EPRCF is in the process of being rolled out globally on an extended basis.

Information Technology Risk – Our Vision

An effective Information Technology (IT) risk management program **provides transparency into areas of existing and emerging risks** and aligns the risk management processes **to meet business objectives.**



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RISK MANAGEMENT AND BUSINESS CONTINUITY

The extent to which we effectively manage the risks within our business activities is critical to our profitability, financial soundness, and long-term viability. Accordingly, we have a comprehensive Risk Management Framework (RMF) with formal governance structures and processes to identify, assess, monitor, and manage risk. ESG risks have now been incorporated into our Strategic Risk taxonomy and, as such, are being incorporated into the RMF.

Risk Management Framework

We have established a hierarchy of Board and Executive Management Committees and Subcommittees with the objective of ensuring an effective risk governance structure.

The Board is ultimately responsible for the governance and oversight of risk management and ensuring adequate systems and controls are maintained to enable risks to be appropriately identified, measured, managed and monitored.

Our Global Chief Risk Officer (CRO) and Global Treasurer meet with the Board's Risk and Liquidity Oversight Committee quarterly to present our risk profile and to respond to questions. Through the RMF, the Board's Risk and Liquidity Oversight Committee requires a comprehensive and integrated view of risk and risk management and the use of a common risk language and taxonomy across the firm.

The Risk Management Committee, which meets weekly and comprises our CEO and Chairman, President, Co-Chief Financial Officer (Co-CFO), Global Treasurer, Global CRO, and General Counsel, reviews the firm's risk profile, top/emerging risks and limit utilizations and is supported by management forums involving risk management functions and other corporate functions.

Our risk management processes encompass the active involvement of executive and senior management, and we take a federated approach to risk management with risk oversight responsibilities assigned to a number of functions with specific areas of focus. Within the Risk Department, our Global CRO has primary responsibility for overseeing the development and implementation of the RMF, while senior members of the Risk Management Department own the implementation of its supporting policies and procedures.



Employee Awareness and Training

Employee-partners undergo mandatory training that covers different risks to the company, including operational risk, which covers trading, technology, data protection and privacy, cybersecurity, market and regulatory compliance, fraud and theft, business disruption, clients and business practices, and people risk. Our Global Operational Risk Policy is communicated and shared with employee-partners during the training and outlines employee responsibility and how to watch for and report issues. Operational Risk Representatives have been assigned to every business unit to ensure added accountability across the firm. In addition, in 2022 key stakeholders and global employee partners who are involved with the firm's Vendor Risk Management program received training on the firm's updated Global Vendor Risk Management and Outsourcing Policies.

Business Continuity Management

We have put in place business continuity and technology plans that will enable us to conduct business outside of traditional Jefferies' office work locations, including work-from-home and connectivity options, to authenticate access to Jefferies' platforms, proving resiliency across a variety of scenarios to ensure that critical services are maintained and supported regardless of physical location. Those plans include both the technology to continue to trade and the technology that will permit us to continue to communicate seamlessly with each other, with our regulators, and with our partners and affiliates. We have tested our plans with good success, and our testing gives us confidence that we are resilient and prepared for any challenges to come.

Our Risk Management Principles

Robust Risk Culture: Everyone takes individual and collective responsibility for mitigating risk.

Hands-on Approach: Senior management is deeply involved in the details of our risk management approaches.

Independent and Integrated: Risk management teams are independent from, yet deeply integrated into, the business.

Asset Quality: With a key focus on asset management quality, those assets that are less liquid are particularly scrutinized with additional metrics, limits and constraints to manage risks.

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SUPPLY CHAIN MANAGEMENT

Jefferies' suppliers primarily support our financial services business – supplying personnel, purchased goods, and services for our offices and operations. The goods and services provided to us include business services (such as cleaning, catering, security, and print and document services), professional services (such as external training, audit services, and advisory services in areas such as tax, law, regulation, and insurance), real estate, technology (the systems, software, and equipment to maintain our global technology infrastructure), and travel. Some of our suppliers are engaged on a global scale; others are local.

Supplier Risk Governance

Our supplier risk governance is strengthened by the formal adoption of the Jefferies [Supplier Code of Conduct](#). This outlines the expectations for suppliers providing products and services to Jefferies, and key areas addressed include ethics, labor, health, safety, and the environment.

Our Vendor Risk Management group is responsible for coordinating the firm's periodic supplier risk assessment program. The program evaluates the risk of critical suppliers and is based on an internal and external questionnaire with responses reviewed by the relevant internal subject-matter experts. The assessment looks at business continuity, anti-money laundering and compliance, credit risk, information security, privacy, and other factors important to our business. Each review produces a rating assessment that ultimately informs continued business with a supplier. The assessment has now been broadened to also focus on ESG. This includes, among other matters, inquiries addressing carbon emissions, diversity, privacy, human rights, and modern slavery.

Human Rights

Jefferies acknowledges the pervasive human rights risks, particularly around privacy, data security, and ethical practices, in our value chain. Our strong policies and management systems in each of these areas help make us resilient in a volatile world of accelerated innovation, global data proliferation, and fast-changing regulatory frameworks. We also have strong relationships with our business partners to ensure our expectations for ethical business conduct and compliance are passed down.

Jefferies applies a risk-based approach to assess the likelihood of the existence of modern slavery and human trafficking within our supply chain. We have concluded that this continues to be a low risk; however, we recognize it is important that we continue to monitor this risk.

In the event that we should become aware of a case of modern slavery or human trafficking occurring within our supply chain, or any other material breach of our Supplier Code of Conduct, we would take appropriate action, which may include terminating the contract with the supplier. More information on our approach to combating human trafficking in our supply chain is outlined in our [Modern Slavery Act Statement](#).

Jefferies is committed to responsible and ethical business practices in our operations and with our partners, clients, and vendors around the world. We know that managing risks to rights holders is not only the right thing to do, but also good for the financial longevity of our business. Jefferies respects the human rights defined in the U.N. Universal Declaration of Human Rights and follows the framework set forth in the U.N. Guiding Principles on Business and Human Rights. We embed human rights policies and practices across our business, guided by our [Human Rights Statement](#), Modern Slavery Act Statement, Code of Business Practice, Employee Handbook, and Supplier Code of Conduct.



Responsible Business Practices *continued*

RESPONSIBLE APPROACH TO TAX

Jefferies' approach to tax is designed to be aligned with our business purpose, our global strategic goals, and the needs of all our stakeholders, including clients, shareholders, regulators, tax authorities and the communities in which we operate.



We are committed to paying our fair share of tax in all the countries where our business operations are located and to acting responsibly with respect to both our own tax position and those of our clients. As such, we are committed to complying with all tax laws, rules, and regulations in every jurisdiction in which we do business. We are a current income taxpayer, both within and outside the U.S.

Controls are in place that are designed to ensure that Jefferies does not adopt inappropriately tax-motivated transactions or products and that any tax planning used is supported by genuine commercial activity. We do not have an appetite for aggressive tax structures.

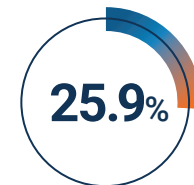
Our approach to tax is guided by the following principles:

- We are committed to applying the tax law in all jurisdictions in which we operate.
- We emphasize strong internal controls. Our tax policy is overseen by our Chief Tax Officer, who reports to the Co-CFO.
- We are committed to having open and transparent relationships with tax authorities, including providing country-by-country reporting as required by the Organization for Economic Co-operation and Development (OECD) Base Erosion and Profit Shifting initiative. As with any group of our size and complexity, several areas of differing interpretation or disputes with tax authorities may exist at any point in time. We work with the local tax authorities to try to agree and resolve these in a timely manner.

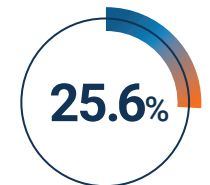
With respect to our clients' taxes, we are guided by the following principles:

- We have made considerable investment, implementing processes designed to enable us to support external tax transparency initiatives and reduce the risk of financial services being used to facilitate customer tax evasion. These initiatives include the U.S. Foreign Account Tax Compliance Act, the OECD Standard for Automatic Exchange of Financial Account Information (the Common Reporting Standard), the DAC6 EU mandatory disclosure regime, and the UK legislation on the corporate criminal offense of failing to prevent the facilitation of tax evasion.
- We have processes in place to help ensure that inappropriately tax-motivated products and services are not provided to our clients.

Our Tax Contributions



Our effective tax rate for fiscal year 2022 was 25.9%, and during this period, we paid \$214 million of cash income taxes globally.



Our effective tax rate for fiscal year 2021 was 25.6%, and during this period, we paid \$727 million of cash income taxes globally.

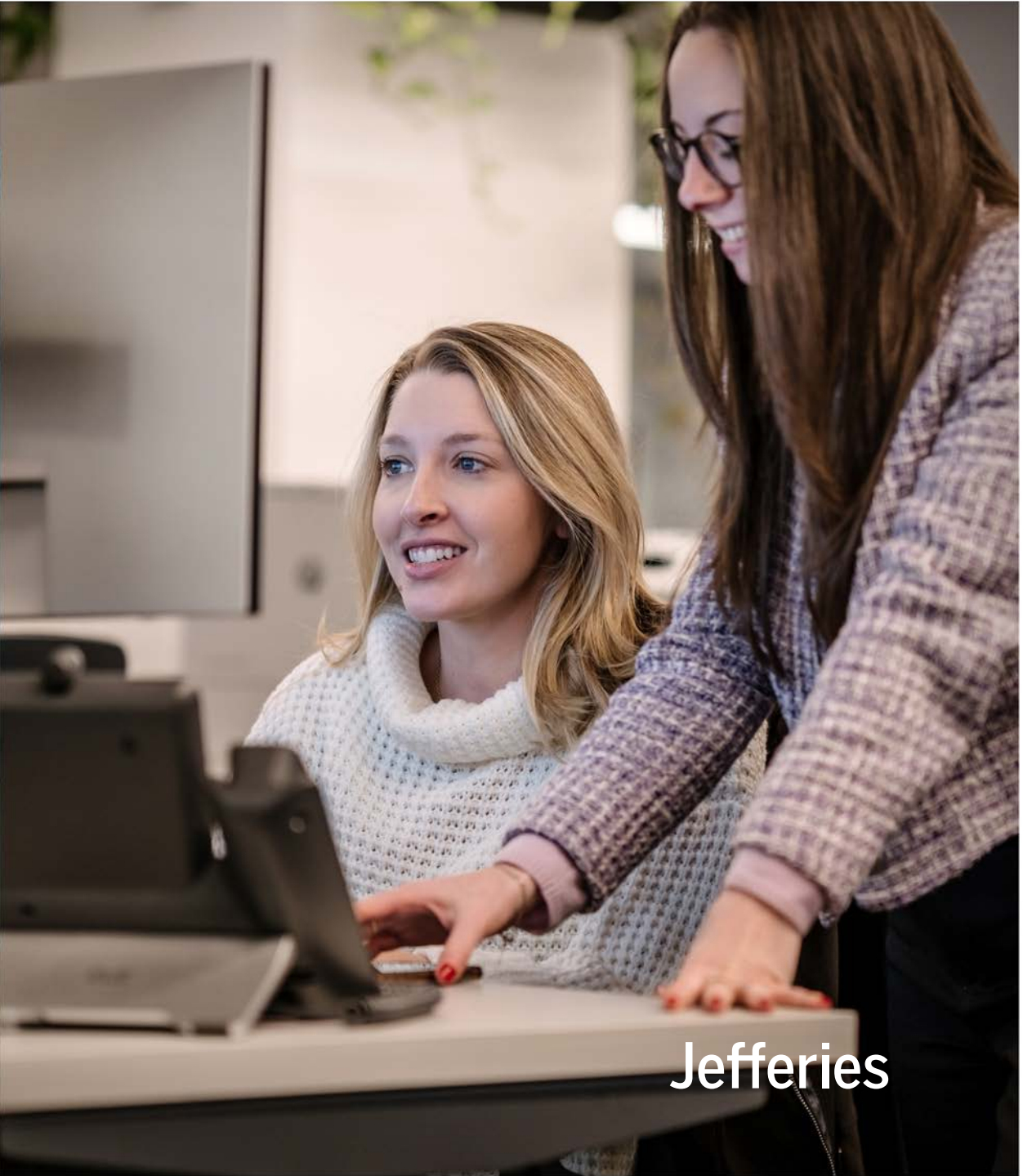
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Environmental Stewardship

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Jefferies

Environmental Stewardship

Jefferies pursues an environmental sustainability strategy that seeks to decouple our growth from our impact on the environment while increasing the efficiency and resiliency of our operations. Finding innovative ways to power Jefferies' business with clean energy, lower our emissions and cut down on our waste reduces our environmental impact.

OUR STRATEGY

Our sustainability strategy is primarily focused on reducing emissions and, as a near-term mitigation strategy, offsetting them. In 2022, Jefferies achieved carbon neutrality* in those operations for which we were able to obtain energy use data. We have been able to achieve this goal through employing energy efficiency strategies (e.g., installation of occupancy sensors and retrofitting LED lighting), leveraging renewable electricity, implementing a zero-carbon energy system (by matching the same amount of renewable energy as the electricity consumed annually by Jefferies' global operations), and compensating for the emissions Jefferies could not otherwise eliminate by purchasing carbon credits. Offsetting with carbon credits is a near-term mitigation strategy. We recognize our collective responsibility to act now, even before technologies exist to enable the world to operate fully with reduced emissions. Until that time, in addition to adopting technologies and practices that enable us to operate with lower emissions now, we have committed to offsetting by supporting projects and technologies available today that can help avoid carbon emissions in the atmosphere.

*Carbon neutrality as defined by offsetting 100% of the emissions associated with Scope 1 and 2 energy use across our operations and co-located data centers

LOOKING FORWARD

Since our 2022 ESG Report, Jefferies has worked to advance our environmental sustainability strategy. We are committed to 100% renewable energy and plan to set emissions reduction targets, which will underpin the strategy and ensure that Jefferies' own operations are on course to reduce emissions commensurate with what scientists and the U.N.'s Intergovernmental Panel on Climate Change report say is essential to limit warming to around 1.5°C. To achieve these targets, Jefferies' focus will continue to be on increasing energy efficiency, pursuing its 100% renewable electricity goal, and supporting the development of new technologies and projects that can help reduce emissions.

METRICS

Jefferies reports Scope 1, Scope 2 and Scope 3 Employee Travel and Fuel- and Energy-Related Activities (FERA). Beginning in 2023, additional Scope 3 categories relevant to Jefferies' business will be reported.

Jefferies Corporate Greenhouse Gas (GHG) Emissions Reporting^{1,2}

Reporting includes January 1 – December 31 data for each year.

(IN METRIC TONS OF CO ₂ e)	2018	2019	2020	2021
Scope 1 and 2				
Scope 1 (including mobile emissions and natural gas)	3,321	3,078	1,186	2,462
Scope 2 (including purchased energy) ³				
Location-based	8,111	6,456	5,656	8,117
Market-based	7,369	5,419	180	447 ⁴
Total Scope 1 and Scope 2 Location-based	11,432	9,534	6,842	10,579
Total Scope 1 and Scope 2 Market-based	10,690	8,497	1,366	2,909
Scope 3				
Fuel- and Energy-Related Activities Location-based	2,171	2,182	1,721	2,486
Business Travel	38,147	39,082	6,778	4,423
Electricity				
Total Electricity Consumed (MWh)	20,460	21,108	19,508	24,031 ⁵
Percent Renewable Electricity (reflecting EAC purchases)	6%	14%	98%	100%
Environmental Attribute Certificates Purchased (including RECs, GOs, iRECS)	1,186	3,003	19,206	24,031⁶

1. Data from offices with fewer than ten employees, offices without available electricity information, and data from Berkadia, Foursight, and Jefferies' other direct investment companies were not included in our data calculation. Our environmental indicators are preliminary, unaudited, and subject to revision.

2. 2022 greenhouse gas emissions will be reported later in 2023.

3. Emissions factors utilized: U.S. EPA's Emissions & Generation Resource Integrated Database (eGRID) 2018 – eGRID2018 (released in 2021), 2020 and 2021 – eGRID 2020 (released 2022).

4. Remaining market-based Scope 2 emissions were offset using carbon credits.

5. In 2021, two additional co-located data centers were added, contributing to the increase in electricity consumption when compared to the previous year.

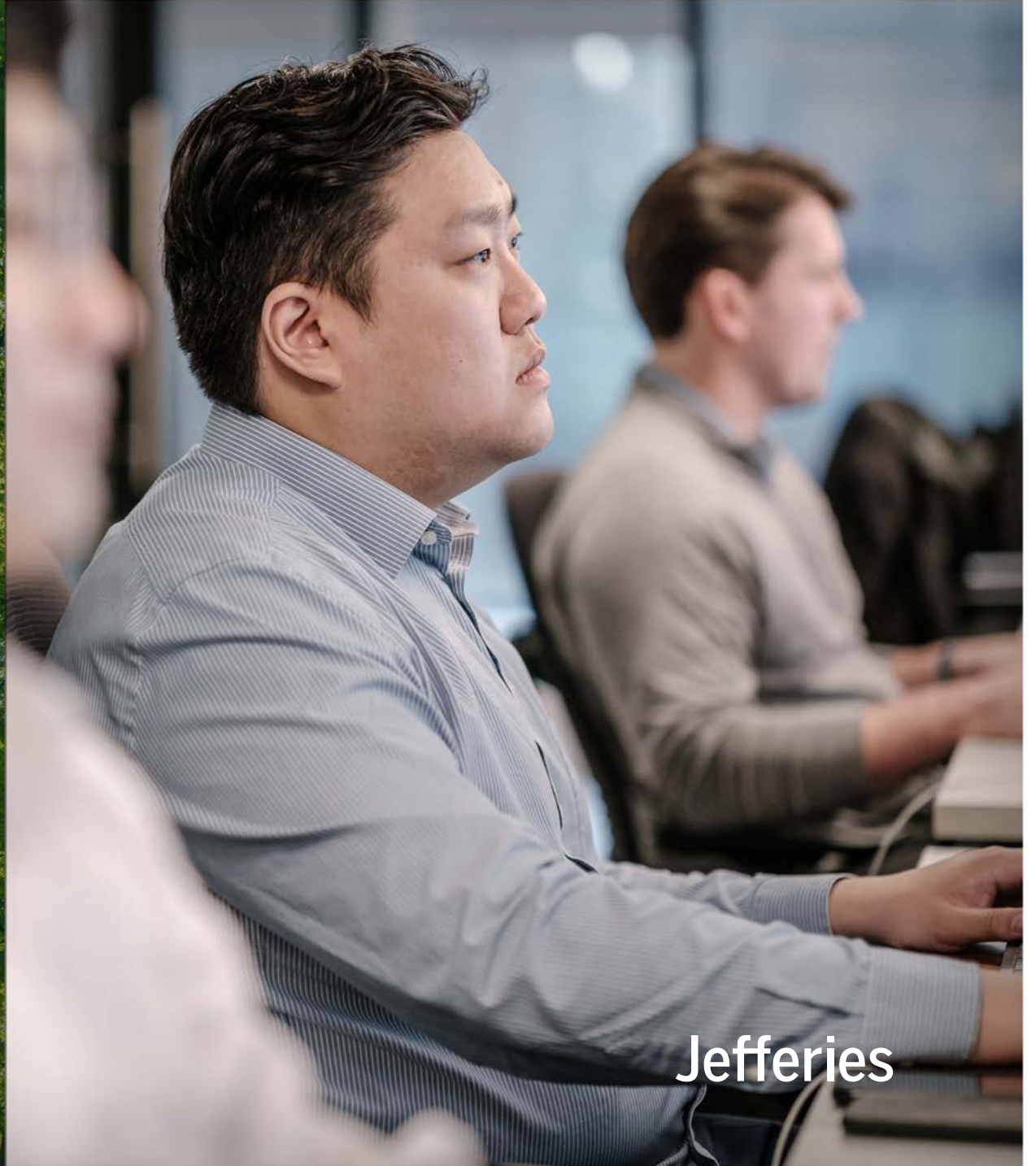
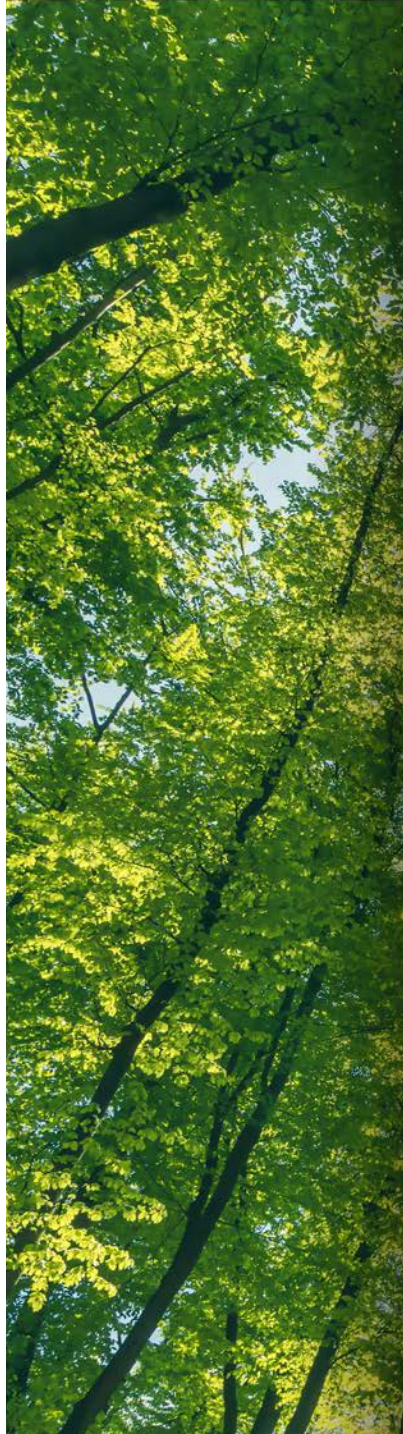
6. Environmental Attribute Certificate purchases have been made prior to publication of this report but certificate retirements will occur in March and November 2023.



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ESG Highlights for Our Subsidiaries and Affiliates

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ESG Highlights for Our Subsidiaries and Affiliates

ESG Highlights from a select sampling of our larger investments are discussed here.

BERKADIA®

ESG at Berkadia

Berkadia centralized oversight and elevated the focus of its environmental, social, and governance (ESG) program in 2022 by building an ESG Working Group and defining strategic initiatives to integrate ESG throughout Berkadia. The company conducted a materiality assessment to identify the most relevant ESG factors that align with its mission, values, and business objectives. In addition, the company completed a Greenhouse Gas (GHG) Assessment to determine Scope 1, 2, and 3 emissions and set a foundation for carbon reduction efforts. Berkadia plans to release its inaugural ESG report in 2023.

Supporting Affordable Housing

In 2022, Berkadia's Affordable Housing platform generated \$3.5 billion of financing and was ranked the #1 Affordable Housing Lender by Freddie Mac. Their investment sales platform generated \$1.5 billion in Affordable sales volume and their tax credit syndication division placed \$204 million of Low-Income Housing Tax Credit Equity.

In addition to its leadership in affordable housing, Berkadia's mission-driven multifamily housing business was 73% with Freddie Mac and 78% with Fannie Mae. Berkadia was the first to close a loan and credit facility in Fannie Mae's Sponsor-Initiated Affordability (SIA) program, which was designed to preserve naturally occurring affordable housing (NOAH) and workforce housing.

Berkadia has been at the forefront of efforts with Fannie Mae to facilitate programmatic considerations for minority-owned multifamily housing providers seeking financing solutions.

Investing in Our People

Berkadia strives to attract, hire, and retain top talent with its competitive benefits; Diversity, Equity, Inclusion, and Belonging (DEIB) efforts; and unique company culture, known as Berkadia Way. Berkadia Way instills a mindset that fosters shared commitment to self-accountability and helps employees see their impact on each other.

The company believes that employee health and well-being is paramount. By providing diverse and regularly updated benefits, Berkadia aims to meet the needs of all Berkadia employees. In recent years, Berkadia implemented more inclusive benefits for the LGBTQ+ community, fertility coverage, enhanced hearing aid coverage, and more.

Berkadia has a dedicated platform, BELONG, to support DEIB efforts that foster an inclusive workforce with diverse perspectives. The company expanded its work with Employee Resource Groups (ERGs) dedicated to connecting under-represented demographics and their allies. In 2021, Berkadia launched BeWIN, an ERG focusing on Berkadia's women's community and allies to support career growth and advancement. Berkadia added BePROUD+ and BeUNITED, its LGBTQ+ and multicultural ERGs, in 2022. The company also continued its partnerships with external organizations, such as Project Destined and Commercial Real Estate Women (CREW) Network to develop relationships with and attract talent from underrepresented communities.



Giving Back to Our Communities

Berkadia continued its tradition of supporting nonprofit organizations, such as Ronald McDonald House, City Year, and Habitat for Humanity, through corporate sponsorships, a matching gift program, and employee volunteering.

This year also marked seven years of partnership with Child Welfare & Holistic Organization for Rural Development (CHORD) in India. Over 50 Berkadia employees volunteer at a local school that serves 250 underprivileged students. The Berkadia Foundation financed the construction of a three-story, 20-classroom school that is scheduled to open for the 2023 academic school year.

\$3.5 billion Berkadia financing for
affordable communities



#1 Ranked #1 **Affordable
Housing** Lender by
Freddie Mac

ESG Highlights for Our Subsidiaries and Affiliates *continued*



HomeFed is a real estate development company that specializes in creating large-scale master planned communities.

This provides the company with a unique opportunity to develop sustainable mixed-income communities that provide much-needed housing in select areas across the U.S. HomeFed's master planned communities include affordable housing components that institute the best practices to protect sensitive plant and animal species, create public transit, and reduce carbon emissions for tens of thousands of people who live in those communities.

In addition to the affordable housing components within HomeFed communities, we have focused our efforts on bringing

workforce or middle-income housing to residents of San Diego County. As the cost of living and housing prices continue to rapidly increase, many middle-income individuals and families are unable to afford adequate housing. Workforce housing is defined as housing affordable to households earning between 60 and 120% of the area median income (AMI). While there are financial incentives and tax credits available for affordable housing (below 80% AMI), programs to support middle-income development are limited. The significant costs of development have impacted builders and their ability to offer affordable housing to the middle-income workforce.

To bring much-needed housing to workforce individuals and families, HomeFed partnered with California Municipal Financing Authority (CMFA) and the City of Escondido in San Diego County, to transition a market rate apartment community, Solana at Grand, into a workforce housing community. The 519-unit apartment project is owned under a Joint Power Authority between CMFA and the City of Escondido with HomeFed as

the Asset Manager for the project. HomeFed is overseeing in excess of \$10 million of capital improvements to Solana at Grand to enhance the sense of community and living experience for middle-income individuals and families.

While we grow our master-planned communities and bring much-needed housing to residents within the regions in which we do business, we are continuing our efforts to expand the workforce housing program to other municipalities across multiple states.

Sustainable mixed-income communities that provide much-needed housing

Best practices to protect sensitive plant and animal species, create public transit, and **reduce carbon emissions**



Foursight Capital is a specialty auto finance company that focuses on providing non-prime customers with affordable financing options for their car purchases.

Foursight is dedicated to being a positive influence for our dealer partners, employee-partners, and the community at large by building a supportive and empowering corporate culture, being environmentally responsible, and promoting community involvement.

Nurturing a corporate culture focused on the employee has been a corporate mandate since inception. That focus has been validated by Foursight's winning awards for top places to work and best companies to work for seven years in a row. Foursight fosters a family atmosphere dedicated to diversity

and empowerment while providing robust benefits and employee-centric policies, including flexible work hours, hybrid schedules, casual work attire, free meals regularly, quarterly emotional well-being seminars, a financial literacy program, paid maternity leave, and generous time off. More recently Foursight added a peer-to-peer employee recognition program allowing employees to foster a culture of encouragement and gratitude. Foursight also partnered with the University of Utah to continuously train management on their Professional Management Certificate program.

Foursight's commitment to environmental sustainability has helped reduce its impact on the environment. During 2022, **Foursight reduced waste through the continuation of 100% digital car loan applications.**

To encourage community outreach, each year every employee is awarded two paid community service days, so employee-partners are able to contribute back to society where they see the most value. Foursight spent over 427 hours coordinating, facilitating, and actively contributing to community projects. Through this initiative, Foursight has worked with local organizations such as the American Red Cross, Primary Children's Hospital, Save Our

Local Pets Utah, The Children's Center, and Best Friends Animal Sanctuary. Foursight Capital and its employees donated a combined total of \$11,000 through in-office employee auctions to The Children's Center and Our Local Pets Utah, donated over 1,300 pounds of canned and dry foods to the Utah Food Bank and donated over \$15,000 to Primary Children's Hospital through Festival of Trees.

Through fostering a robust and enriching corporate culture, environmental responsibility, and active community involvement, Foursight continues to strive to make a positive impact on the lives of everyone it deals with.

Reduced waste through continued use of 100% digital car loan applications

ESG Highlights for Our Subsidiaries and Affiliates *continued*



OpNet (formerly Linkem) operates proprietary broadband networks across Italy, which it is upgrading to 5G to offer ultra-high-speed fixed and mobile connectivity in a market where wireline infrastructure has suffered many years of underinvestment. OpNet’s network serves as a key competitor to the traditional wireline network, providing the only independent last-mile connection to the majority of homes it passes. OpNet’s majority-owned subsidiary Tessellis is the fifth-largest broadband provider in Italy. Since the beginning of the pandemic, OpNet has been a critical provider of connectivity throughout its footprint, enabling the population to work from home, socialize, attend school, receive healthcare, and share crucial information.

OpNet took a number of steps to reduce its energy usage in 2022, including improving power station efficiency and temperature management on its network, increasing the contribution of renewable energy in collaboration with its tower companies, implementing artificial intelligence to optimize energy usage, and implementing new employee policies and best practices to reduce energy consumption in its offices. In addition, by upgrading its network to 5G, OpNet expects to reduce its direct energy usage per Mb by 2.5-3x over the coming years.

In 2020, OpNet launched a pilot initiative to create work programs in prison facilities. The Italian prison population has high rates of psychiatric conditions including anxiety and stress-related disorders, and a suicide rate approximately 20 times that of the free population; suicide is prisoners’ leading cause of death. Prisoners have few opportunities to earn money while incarcerated and face a challenging job market when released. This contributes to recidivism: an estimated 80-90% of released prisoners reoffend.

In 2020 and 2021, OpNet created production lines in the prisons of Lecce (male) and Rebibbia (female) to refurbish reclaimed customer equipment to be used for new customers; it launched a third production line in the prison of Cagliari (male) in 2022.

The company created a training and certification course, reconditioned facilities at the prison sites, and provided tools, uniforms, and computer equipment for the production lines.

Out of over 100 applicants to date, the company has admitted 42 to the training course, and 24 have graduated and begun work on the refurbishing line, overseen by a non-prisoner OpNet employee, with three more completing their apprenticeship. The prisoners clean, physically repair, recalibrate, test, and repackage the electronics, and refurbished approximately 70,000 devices in 2022. The work offers prisoners structure and purpose during their workdays, the dignity of earning a wage, and experience, qualifications, and the opportunity to earn a recommendation



from their manager upon their release from prison. One outstanding program participant was offered a full-time position with OpNet upon release and now oversees the program. The initiative yields a small cost saving per unit vs. outsourcing work to a commercial refurbishing partner and helps reduce OpNet’s reliance on international supply chains.

70,000 reclaimed customer devices refurbished in 2022

42 admitted to inmate training and certification course

24 graduates of inmate training course now employed



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U.N. SUSTAINABLE DEVELOPMENT GOALS (SDGs)

The U.N. Sustainable Development Goals (SDGs) are a collaborative, global effort to achieve a better and more sustainable future for all. Represented by 17 Global Goals and 169 targets, the SDGs address challenges of poverty, inequality, climate change, environmental degradation, peace and justice. We identified the nine key areas where we have the greatest influence and impact through our business strategy, products and services.

3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	5 GENDER EQUALITY 	8 DECENT WORK AND ECONOMIC GROWTH 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	10 REDUCED INEQUALITIES 	11 SUSTAINABLE CITIES AND COMMUNITIES 	13 CLIMATE ACTION 	15 LIFE ON LAND 
Ensure healthy lives and promote well-being for all at all ages	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	Achieve gender equality and empower all women and girls	Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all	Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation	Reduce inequality within and among countries	Make cities and human settlements inclusive, safe, resilient, and sustainable	Take urgent action to combat climate change and its impacts	Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
REPORT SECTION Human Capital Giving Back	REPORT SECTION Human Capital Giving Back	REPORT SECTION Human Capital	REPORT SECTION Human Capital Giving Back	REPORT SECTION Sustainable Finance	REPORT SECTION Giving Back	REPORT SECTION Environmental Stewardship Sustainable Finance	REPORT SECTION Environmental Stewardship Sustainable Finance	REPORT SECTION Environmental Stewardship Sustainable Finance

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SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

The following tables incorporate the accounting standards from the Sustainability Accounting Standards Board (SASB) related to Investment Banking & Brokerage (FN-IB) and Asset Management & Custody Activities (FN-AC) industries. They include the relevant topic metric(s) where available and/or references to sections within this report where specific topics are discussed.

Investment Banking & Brokerage (FN-IB)

TOPIC	ACCOUNTING METRIC	SASB CODE	REPORT REFERENCE
Employee Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees	FN-IB-330a.1	Human Capital Further information available on our Jefferies Diversity Website .
	Incorporation of Environmental, Social, and Governance Factors in Investment Banking & Brokerage Activities	Revenue from (1) underwriting, (2) advisory, and (3) securitization transactions incorporating integration of environmental, social, and governance (ESG) factors, by industry	FN-IB-410a.1
	(1) Number and (2) total value of investments and loans incorporating integration of environmental, social, and governance (ESG) factors, by industry	FN-IB-410a.2	
	Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment banking and brokerage activities	FN-IB-410a.3	
	Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	FN-IB-510a.1
	Description of whistle blower policies and procedures	FN-IB-510a.2	
	Professional Integrity	(1) Number and (2) percentage of covered employees with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings	FN-IB-510b.1
	Number of mediation and arbitration cases associated with professional integrity, including duty of care, by party	FN-IB-510b.2	
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity, including duty of care	FN-IB-510b.3	
	Description of approach to ensuring professional integrity, including duty of care	FN-IB-510b.4	
Systemic Risk Management	Global Systemically Important Bank (G-SIB) score, by category	FN-IB-550a.1	Responsible Business Practices
	Description of approach to incorporation of results of mandatory and voluntary stress tests into capital adequacy planning, long-term corporate strategy, and other business activities	FN-IB-550a.2	
Employee Incentives & Risk Taking	Percentage of total remuneration that is variable for Material Risk Takers (MRTs)	FN-IB-550b.1	For information on the valuation of Level 3 assets and liabilities, see Fair Value Disclosures in our consolidated financial statements included in our Annual Report on Form 10-K .
	Percentage of variable remuneration of Material Risk Takers (MRTs) to which malus or clawback provisions were applied	FN-IB-550b.2	
	Discussion of policies around supervision, control, and validation of traders' pricing of Level 3 assets and liabilities	FN-IB-550b.3	

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U.N. Sustainable Development

Goals (SDGs)

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Asset Management & Custody Activities (FN-AC)

TOPIC	ACCOUNTING METRIC	SASB CODE	REPORT REFERENCE
Transparent Information & Fair Advice for Customers	(1) Number and (2) percentage of covered employees with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings	FN-AC-270a.1	Responsible Business Practices
	Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of financial product-related information to new and returning customers	FN-AC-270a.2	
	Description of approach to informing customers about products and services	FN-AC-270a.3	
Employee Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees	FN-AC-330a.1	Human Capital Further information available on our Jefferies Diversity Website .
Incorporation of Environmental, Social, and Governance Factors in Investment Management & Advisory	Amount of assets under management, by asset class, that employ (1) integration of environmental, social, and governance (ESG) issues, (2) sustainability themed investing, and (3) screening	FN-AC-410a.1	Sustainable Finance
	Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment and/or wealth management processes and strategies	FN-AC-410a.2	
	Description of proxy voting and investee engagement policies and procedures	FN-AC-410a.3	
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	FN-AC-510a.1	Responsible Business Practices
	Description of whistle blower policies and procedures	FN-AC-510a.2	
Systemic Risk Management	Percentage of open-end fund assets under management by category of liquidity classification	FN-AC-550a.1	Responsible Business Practices
	Description of approach to incorporation of liquidity risk management programs into portfolio strategy and redemption risk management	FN-AC-550a.2	
	Total exposure to securities financing transactions	FN-AC-550a.3	
	Net exposure to written credit derivatives	FN-AC-550a.4	

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ABOUT THIS REPORT

Our ESG/DEI Report has been prepared in accordance with the accounting standards published by the Sustainability Accounting Standards Board (SASB). We have also identified the U.N. Sustainable Development Goals (SDGs) that we believe best align with our business activities and key priority areas. Both are included within this report.

Please note that our fiscal year runs from December 1 through November 30. Unless otherwise noted, data provided throughout this report covers our fiscal year 2022 (FY22), reflecting data for the period from December 1, 2021, through November 30, 2022.

Employee-partner count is as of November 30, 2022. This ESG/DEI Report primarily addresses our parent entity, Jefferies Financial Group Inc., and its main operating broker-dealers, with certain of our consolidated and equity method direct investments, including [Berkadia](#), [HomeFed](#), [Foursight](#), and [OpNet](#) — all of which have their own ESG and DEI programs addressed on pages [41-43](#). This report excludes information on Idaho Timber due to its sale by Jefferies in August 2022, and Vitesse Energy, Inc. due to its spin-off to Jefferies' shareholders in January 2023.

Our global employee-partners are featured in the photographs used throughout this report.

FORWARD-LOOKING STATEMENTS

This report contains certain "forward-looking statements" within the meaning of the safe harbor provisions of the U.S. Private Securities Litigation Reform Act of 1995. Forward-looking statements are based on current views and include statements about the future and statements that are not historical facts. These forward-looking statements are usually preceded by the words "should," "expect," "believe," "intend," "may," "will," "would," "could," or similar expressions. Forward-looking statements may contain, without limitation, statements relating to expectations regarding revenues, earnings, operations, and other results, and may include statements of future performance, plans, and objectives. Forward-looking statements may also include statements pertaining to our strategies for future development of our businesses and products. Forward-looking statements represent only our belief regarding future events, many of which by their nature are inherently uncertain. It is possible that the actual results may differ, possibly materially, from the anticipated results indicated in these forward-looking statements. Information regarding important factors, including Risk Factors that could cause actual results to differ, perhaps materially, from those in our forward-looking statements is contained in reports we file with the SEC. You should read and interpret any forward-looking statements together with reports we file with the SEC. We assume no obligations to update or revise any such forward-looking statements to reflect subsequent circumstances, except as required by applicable law.



Principal Executive Office

JEFFERIES FINANCIAL GROUP INC.

520 Madison Avenue
New York, NY 10022
212-284-2300
jefferies.com

Jefferies