

Concinnity Gender Diversity (Women in Leadership) Index Description

The Concinnity Gender Diversity (Women in Leadership) Index (the "Index") is designed to provide exposure to U.S.-listed companies that Concinnity Advisors LP, (the "Index Provider") believes appear to achieve financial performance in a sustainable and responsible manner, as well as having women in leadership positions.

Companies are determined to be sustainable and responsible if they are members of the Concinnity Multi-Stakeholder Operating Companies Index (CONCPR/CONCTR). This is an index of approximately 250-350 stocks updated annually (see Concinnity Multi-Stakeholder Operating Companies Index Description for details). Its strategy asserts that "well-managed" companies are those that adopt a multi-stakeholder operating system ("MsOS") as the nucleus for their long-term value creation process. Concinnity Advisors LP believes that these companies understand that successful performance in today's marketplace largely depends on the quality of their relationships with the following stakeholders:

- Customers
- Employees
- Suppliers
- Stock and Debt Holders
- Communities in which the Company Operates

Companies are then screened to determine if they have at least a minimum threshold, as determined by the Index Provider, of women in the Board of Directors, CEO, senior management, or firm wide positions.

The universe of companies eligible for inclusion in the Index is comprised of US-listed firms with a market capitalization greater than \$2 billion. The Index typically consists of between 125 and 175 stocks and is equal weighted (with adjustments for extreme underweight exposures). Companies from all sectors of the economy are eligible for inclusion. The Index is reconstituted annually and rebalanced quarterly.