

## Impact

2.10 Please describe how your product/strategy intentionally avoids investing in industries that harm women and people of color.

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2.11 How does the strategy integrate analysis of financially material environmental, social, and governance (ESG) issues into its investment process (please include all ESG criteria employed, including gender, climate, racial, economic and/or other social considerations)?

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2.12 How do you incorporate racial justice considerations in this product/strategy? How do you measure the impact of your strategy and how do you assess progress toward goals? Please describe any potential risks related to these impact efforts.

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2.13 How is ESG research conducted? Is there a member or group of the investment team dedicated to ESG research or is it incorporated in the fundamental analysis?

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2.14 From which sources do you obtain your ESG data?

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2.15 To what extent does your firm undertake engagement with the companies and/or entities in which it invests? Please describe this process and team members or external organizations involved.

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## Supplementary Information

2.16 Is there anything else that you would like to share with us about this product/strategy that we have not already asked?

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2.17 Please attach any relevant documents for this product/strategy.

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