

### **Pillar 3 - Operations**

**1. Lead manager experience: How long has the LEAD manager of this ETF been managing similar**  
10 or more years

**2. Investment team experience: What is the average experience of the investment team managing similar ETFs?**

3 -5 years

**3. Lead manager tenure: What is the tenure of the LEAD manager of this ETF at the current firm?**

Less than 1 year

**4. Transparency: How often do you disclose the full holdings of the ETF?**

Daily