

Pillar 3 - Execution & Performance

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?

More than 5 years but fewer than 10 years

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

More than 5 years but fewer than 10 years

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

Daily