

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?

10 or more years

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

10 or more years

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

Daily