



Investing for the LGBTQ+ community

Impact Report





Changing the narrative for equity

Each June Pride is a colorful celebration of visibility and dignity for the LGBTQ+ community. We rainbow our logo in recognition and celebration of all the achievements and contributions from the queer community. June is also a time for us as a nation to recognize the historic and current discrimination faced by this community. From the *Don't Say Gay* Florida legislation to the many recent Anti-Trans proposals across the United States, there is still much work ahead as we continue to push for equality and visibility.

Nia believes businesses of all sizes have the power and responsibility to change the narrative and protect the LGBTQ+ community.

Currently, the LGBTQ+ community faces unprecedented political attacks and a surge in anti-LGBTQ+ hate crimes and violence. Given the vast amount of legislation passed thus far in 2023, largely targeting the transgender and non-binary community, it is more important than ever for businesses to show visible allyship, affirmation, and commitment to full LGBTQ+ equality.



Nia includes both sexual orientation and gender identity in our non discrimination policy (and we encourage other companies to do the same). Nia is also a proud signatory to the Human Rights Campaign's Count Us In Pledge, available to companies of any size who seek to support the rights of the LGBTQ+ community, and the Business Coalition for the Equality Act to support federal legislation for basic protections to LGBTQ+ people. We are also a member of the Civic Alliance, a nonpartisan coalition of businesses united to support democracy.*

**Membership in the Civic Alliance is a no-fee signatory membership. Nia pays a small administrative fee for membership with the Human Rights Campaign and also makes charitable donations to the Human Rights Campaign. Nia Impact Capital is not aware of any conflicts of interest associated with its membership to the Human Rights Campaign or Civic Alliance.*



Giving forward

At Nia, one way we celebrate Pride month is by making donations to organizations working toward equality.

These are our staff selections.

Trans Justice Funding Project (TJFP) - TJFP is a community-run, non-charitable trust that funds Trans-led grassroots organizations in the US and US Territories to improve the lives of local and national trans, gender non-conforming, and non-binary communities.

Human Rights Campaign (HRC)- The HRC is an advocacy group mobilizing communities and individuals to end discrimination against LGBTQ+ people and realize a world that achieves fundamental fairness and equality for all at home, at work, and in every community.

The Mosaic Project - Mosaic works with youth and adults to create a peaceful future by providing them with essential community building skills and empowering them to become peacemakers. We have also engaged the Mosaic Project for diversity and inclusion trainings for Nia staff, board members, and the community.

Equality is Good for Business

In combination with our own company efforts, we look for portfolio companies that understand that businesses of all sizes have the power and responsibility to change the narrative and protect the LGBTQ+ community. We seek companies that set intentions for diverse and inclusive hiring practices. We track companies that provide gender-affirming healthcare policies for trans employees, and those who have queer employee resource groups (ERGs).





The Corporate Equality Index

We recognize that we get the economy we invest in—and by selecting companies that are intentional about inclusive workplace practices, Nia can assist investors in driving capital to fuel and grow an inclusive economy.

Nia is a proud member of the Human Rights Campaign (HRC). We support their work in identifying companies working for equality and creating inclusive workplaces. For twenty years, the HRC Foundation has been doing the important work of generating annual scores on the Corporate Equality Index, a benchmarking tool on corporate policies, practices and benefits pertinent to lesbian, gay, bisexual, transgender and queer employees.



The results of the Human Rights Campaign's work to identify inclusive workplaces is published each year in the Corporate Equality Index. In order to achieve a score of 100 in the 2022 Corporate Equality Index, companies met all of the following criteria:

Workforce protections

Policy includes sexual orientation for all operations
Policy includes gender identity or expression for all operations

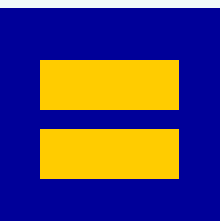
Inclusive benefits

Equivalency in same- and different-sex spousal medical and soft benefits
Equivalency in same- and different-sex domestic partner medical and soft benefits
Equal health coverage for transgender individuals without exclusion for medically necessary care

Supporting an inclusive culture & corporate social responsibility

Three LGBTQ internal training and education best practices
Employee group –or– diversity council
Three distinct efforts of outreach or engagement to broader LGBTQ community
LGBTQ corporate social responsibilities

We are proud to spotlight all the companies in the Nia Global Solutions portfolio that have received a perfect score of 100 from the HRC's 2022 Corporate Equality index for their work in building workplaces that are inclusive of the LGBTQ+ community.





Nia companies in action



AAPL

- **Apple** is mobilizing other tech companies to oppose bills targeting gay and transgender people in states like Iowa, Texas, and Florida.
- In 2022, Apple lobbied against an Iowa bill that would ban transgender girls from competing in women’s sports in school.
- In 2014, Apple CEO, Tim Cook became the first openly gay CEO of a Fortune 500 company—a testament to the culture of inclusion that Apple has created. His influence is already showing up in the LGBTQ+ advocacy Apple has been engaging in.



SPLK

- In 2022, **Splunk** joined organizations advocating for fair elections and advancing LGBTQ+ rights. Splunk is a member of the Civic Alliance, a nonpartisan coalition of businesses united by a commitment to a thriving democracy.
- Splunk is a member of the Human Rights Campaign’s Business Coalition for the Equality Act, a group of leading U.S. employers that support the Equality Act, federal legislation that would provide the same basic protections to LGBTQ+ people as are provided to other protected groups under federal law. Splunk also partners with the National LGBT Chamber of Commerce to source diverse suppliers.



GILD

- Known for its work on HIV research and treatment, **Gilead** has the Pride Alliance, an employee resource group dedicated to celebrating diverse identities. This ERG is committed to helping ensure LGBTQ+ employees and allies can be their authentic selves and are empowered to contribute to Gilead’s success.
- In 2019, Gilead signed the landmark amicus brief in support of protecting LGBTQ+ workers from discrimination under existing federal civil rights laws.
- In 2019, Gilead launched the TRANScend® Community Impact Fund under the advisement of community advocates and experts to elevate best practices and community-led solutions that improve the safety, health, and wellness of the Transgender community.



SCS

- **Steelcase** has been a leader in offering same-sex partner benefits since 2008.
- In 2014, the company expanded its health insurance coverage to include gender reassignment surgery for transgender employees.
- In 2021, Steelcase published a new Global Human & Labor Rights Policy designed to strengthen a culture of inclusion.

Disclosure: As of 6/26/23, the securities mentioned above represented the following percentages of the Nia Global Solutions portfolio: Apple (2.19%), Gilead Sciences Inc. (3.28%); Splunk Inc. (2.25%); Steelcase Inc. (0.91%).



Nia companies in action



- **Sunrun** has seven employee resource groups for Pride+, Asian+, Black+, Disability+, Latinx+, Veterans+, and Women+. In 2022, Sunrun expanded talent reviews to senior managers and incorporated deliberate diversity focus on quarterly reviews.
- Sunrun also has a Diversity & Inclusion Leadership Council that consists of Directors, Senior Directors and Vice Presidents from across various business unit functions, and meet monthly to act as a steering committee for the company's Diversity Inclusion and Belonging initiatives.

RUN



- **Thermo Fisher** is on the board of directors for Diversity Alliance for Science, a nonprofit organization advancing inclusive procurement practices within the life sciences and healthcare industries.
- The company also has multiple Business Resource Groups (BRGs) to provide opportunities for employees to develop alongside peers with shared identities and interests, and those who support them as allies. Current BRGs are Pride+, 49 API Voices, Gen2Gen, AfricanHeritage, Hola!, Veterans, Family Support, PossAbilities, and Women's Empowerment.

TMO



- **Xylem** has established the LGBT+ Allies Network, which creates a community for Xylem LGBT+ employees and allies, supports business goals by leveraging the talents of LGBT+ employees and establishes Xylem as an employer of choice for LGBT+ talent.
- In 2020, Xylem established a Supplier Diversity Program to provide opportunities for diverse businesses to participate as partners and suppliers. This included LGBT-owned businesses.

XYL

Disclosure: As of 6/26/23, the securities mentioned above represented the following percentages of the Nia Global Solutions portfolio: Sunrun Inc.(0.82%); Thermo Fisher Scientific Inc. (2.56%); Xylem Inc. (1.97%).



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Important Information and Disclosure:

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The companies identified in this piece (LGBTQ+ Impact Report) were selected based upon the following criteria: (i) the companies met all factors specified to score a score of 100 in the Human Rights Campaign's 2022 Corporate Equality Index. (ii) the companies are held by the Nia Global Solutions portfolio as of the date of this document, and (iii) in our opinion, the companies exhibit exemplary efforts to create "inclusive workplaces" beyond the scope of their normal business activities. The specific securities identified and described therein do not represent all securities purchased, sold, or recommended for the Nia Global Solutions portfolio. It should not be assumed that investments in the securities identified and discussed were or will be profitable.

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