

At Nia, we champion diversity and gender equality at all levels of business. We envision a world where women of all identities and abilities are equally represented at leadership tables working toward a regenerative and inclusive global economy. Despite much compelling data in support of inclusive leadership, and growing international attention to issues of pay equity, we continue to see enormous gender disparities in the workforce and in corporate boardrooms. Current figures show women are still severely under-represented, with only 53 women serving as CEOs of Fortune 500 companies, representing 10.6%. While women make up 13% of CEOs within the Nia Impact Capital portfolios, we look forward to increasing that number through ongoing advocacy. By investing in companies whose products and services are solving for some of our most pressing challenges, all issues important to women, and whose leadership is diverse, we leverage the power of our investments to make a difference. Nia is proud to highlight all of our portfolio holdings led by women CEOs and the inspirational efforts these companies are taking to create a more inclusive and diverse workplace.

Amalgamated Bank (AMAL)



Priscilla Sims Brown



Amalgamated Bank is the largest union-owned bank in the U.S., headquartered in New York City. **Priscilla Sims Brown** joined as CEO in June 2021. Brown is one of only a handful of CEOs of publicly traded companies who are women of color. Brown is an advocate for sustainability, reproductive rights, and gun control and leads Amalgamated with values to protect people and planet. During her tenure, Amalgamated successfully petitioned the International Organization for Standardization to create a new merchant category code for gun stores to ensure firearms sales would be coded accordingly. After the *Dobbs v. Jackson* decision, Brown stated that reproductive rights are a workplace equity issue and announced that Amalgamated would cover costs for any employee who needed to travel out of state to receive an abortion. Under her leadership, one-third of the bank's lending portfolio went toward climate or sustainability related projects, and Amalgamated became the first institution of its kind to set a net-zero emissions target.

AMN Healthcare (AMN)



Cary Grace



AMN Healthcare is a healthcare staffing company based in Dallas, TX. **Cary Grace** joined as AMN's CEO in 2022. Grace is an advocate for diversity, equity and inclusion, with a track record of establishing opportunities for mentorship and advancement for women and people of color. Under her leadership, AMN has moved toward pay equity by implementing a compensation infrastructure platform and launched funds to help team members who may be experiencing financial hardships. The organization is also promoting health equity by conducting humanitarian service trips to Guatemala to provide medical services and installation of safety stoves and water purification systems. During Grace's tenure, the company has continued to decrease their direct operational greenhouse gas emissions.

As of 6/26/23, these securities represented the following percentages of the Nia Global Solutions portfolio: Amalgamated Bank (1.98%); AMN Healthcare Services, Inc. (2.87%).

Schnitzer Steel (SCHN)

Tamara Lundgren is the Chairman, President and CEO of Schnitzer Steel, a steel manufacturing and scrap metal recycling company headquartered in Portland, Oregon. Lundgren has been CEO since 2008 and was elected Chairman in 2020. During Lundgren's tenure, Schnitzer Steel established a sustainability framework focused on three pillars: people, planet, and profit. The organization has since reduced its Scopes 1 and 2 greenhouse gas emissions from recycling operations by 24 percent, reached 100-percent-net-carbon-free electricity at its operations, and introduced GRN Steel, a line of net-zero-carbon-emissions finished steel products. These sustainability practices and Lundgren's commitment to the three pillars, earned Schnitzer Steel the title of World's Most Sustainable Company in 2023 (by Corporate Knights) and distinction as one of the most ethical companies in the world (by Ethisphere).

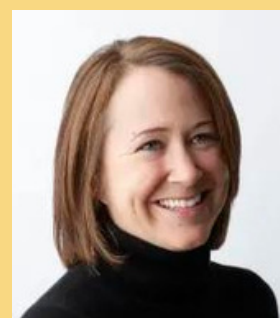


Tamara Lundgren



Steelcase Inc. (SCS)

Sara Armbruster is the President and CEO of Steelcase Inc., a furniture manufacturing company from Grand Rapids, MI, creating sustainable and adaptable workplaces. Armbruster became CEO in 2021, after ten years of being with the company. Armbruster leads the company with a commitment to sustainability and equity. In 2022, Steelcase maintained carbon neutrality for its own operations and made progress toward its goal of reducing absolute emissions by 50% by 2030. The company also holds more BIFMA LEVEL product certifications than any other brand, which is an evaluation and certification program for environmentally preferable and socially responsible office furniture. Under Armbruster's leadership, the organization has implemented new hiring practices to increase representation of women and people of color, and have continued to receive a score of 100 in the Corporate Equality Index from the Human Rights Campaign for being a safe and equitable workplace. In 2022, CEO Today spotlighted Armbruster and named Steelcase the Furniture Manufacturing Company of the Year.



Sara Armbruster



Sunrun Inc. (RUN)

Sunrun, headquartered in San Francisco, CA, designs, develops, and installs residential solar energy systems. **Mary Powell** joined as CEO in 2021 and brought along numerous distinctions for her work disrupting the energy sector. At Sunrun, she is committed to a consumer-led revolution to clean energy and expansion of access to solar. Under her leadership, Sunrun partnered with BRIDGE Housing to install solar panels in an affordable housing community in Carlsbad, CA, which is estimated to save 344 residents approximately 30% in energy costs—a savings that will instead go to resident support services. In addition to the energy savings, Sunrun is also offering paid solar job training opportunities for residents of this community. Since 2018, Sunrun has successfully completed over 150 solar installations to benefit low-income renters, resulting in clean energy delivery and energy bill savings for over 11,100 households.



Mary Powell



Vertex Pharmaceuticals (VRTX)



Reshma Kewalramani



Vertex Pharmaceuticals is a biopharmaceutical company based in Boston, MA. **Reshma Kewalramani** joined as CEO in 2017. Kewalramani is committed to transforming the lives of people with serious diseases and uplifting the next generation of scientists, especially those from underrepresented communities. Kewalramani supports community-based organizations working toward diversity and inclusion in STEM, and believes in the power of Vertex's career growth programs to make careers in biotech more accessible. In 2022, Vertex reported 54% of their global workforce are women. In 2022, Fortune named Vertex among the 100 Best Places to Work for Women. The organization has also made strides in their sustainability goals, reducing their absolute GHG emissions by 21.4% since 2018 and having 83% green-certified buildings. In 2020, Kewalramani was named one of the top 10 people transforming healthcare by Business Insider.

Wolters Kluwer (WTKWY)



Nancy McKinstry



Wolters Kluwer, a Dutch corporation, is a leading global provider of information services and software solutions. **Nancy McKinstry** took the helm as CEO in 2003 and has since transformed and grown the company to be more diverse and more successful. McKinstry credits diversity as the key to her success at Wolters Kluwer, stating that she has, "first-hand knowledge that the most diverse teams, deliver the most innovation and the best business results." The company currently has 50% female representation on the executive board and 57% women on the supervisory board. Wolters Kluwer also has a policy in the Netherlands to actively recruit employees with occupational disabilities. In 2018 McKinstry was awarded Best Performing CEOs in the World by the Harvard Business Review, and for 17 years in a row was selected in Fortune's Most Powerful Women International list.

As of 6/26/23, these securities represented the following percentages of the Nia Global Solutions portfolio: Vertex Pharmaceuticals Inc. (4.09%); and Wolters Kluwer N.V. (2.35%).

Important information and disclosure:

This document is for informational purposes to illustrate Nia's commitment to diversity in company leadership. This presentation is not intended to be construed as legal, tax or investment advice and does not constitute an offer to sell or the solicitation of any offer to buy any security. Any mention of an individual security is for illustrative purposes only and is not to be considered a recommendation to buy or sell a security. Investors are strongly advised to seek professional advice before making any investment decisions. All investing involves risk, including the possible loss of principal. Past performance is no guarantee of future results.

The companies identified in this piece (Impact Report: Female Chief Executive Officers) were selected based upon the following criteria: (1) the companies met our requirement of having women in executive leadership and/or on the Board of Directors. (ii) the companies are held by the Nia Global Solutions portfolio as of the date of this presentation, and (iii) the companies specifically had a woman serving in the position of Chief Executive Officer as of 6/26/23. 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. Past investment performance does not guarantee future results.

Important Information and Disclosure Continued:

The incorporation of environmental, social, and governance (“ESG”) considerations into the investment process may cause the investment adviser to make different investments than other funds that have similar investment portfolios and/or investment styles. Under certain economic conditions this could cause the investment adviser’s performance for any of its portfolios, including the Portfolio, to be better or worse than similar portfolios that do not incorporate such considerations into their investment strategies or processes. In applying ESG criteria to its investment decisions, the investment adviser may forgo higher yielding investments that it would invest in absent the application of ESG investing criteria.



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