

Diversity, Equity, and Inclusion at Strategic Investment Group

In its 2021 study, the Knight Foundation confirmed that just 1.4% of the \$82 trillion in U.S.-based assets researched were managed by those other than White males. This imbalance clearly runs counter to numerous studies finding that diverse teams make better decisions.

Strategic believes that all financial industry firms have a responsibility to address this systemic issue. We are proud to be an early signatory to the CFA Institute's Diversity, Equity, and Inclusion (DEI) Code, which requires annual reporting on our efforts to further diversity and inclusivity within our own firm. Our efforts go far beyond the requirements of the DEI Code. We are committed to reporting each year to our clients on our progress in deepening DEI in our firm, our investments, and our community.

Our Firm

Strategic was founded in 1987 by a team that included female and Latinx partners. The tone set by our diverse beginnings continues today, with 43% of our leadership positions held by underrepresented groups. Our Board is 50% female, including the Chairperson, and 16% of our Board members are from an underrepresented group. Overall, 52% of our employees are from an underrepresented group.

Strategic has a cross-functional DEI Committee that is charged with driving progress in furthering DEI initiatives. We have set specific 5-year goals, which include increasing diverse investment professionals by 20% and increasing the diversity of our equity holders.

We have made early progress toward these goals. All of our summer 2022 Investment Analyst hires and 80% of our summer 2022 Investment Interns are members of an underrepresented group.

Our Investments

We survey our investment managers each year to determine the level of diversity in their firms and gain perspective on their efforts to promote DEI. To measure our progress, we benchmark the quantitative results of our survey against the Knight Foundation's Diversity of Asset Managers study.

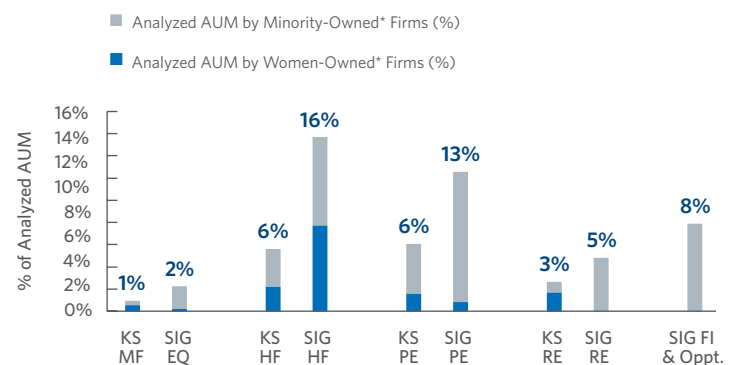
The results of this year's survey confirm that Strategic's manager diversity levels are more than double the industry average. The 2022 results by asset class were also better than or equal to the 2021 measurement period. We believe this is a direct result of the emphasis we place on manager values, culture, and team quality within our due diligence process.

While the above-average results and year-over-year gains are encouraging, we are committed to improving the level of investment with diverse managers. To that end, we actively target diverse managers in searches across all asset classes.

EXHIBIT 1:

Ownership Information - Knight Study vs. Strategic

Source: Knight Study Foundation Data and Strategic. (>=50%).



Our Community

Strategic's commitment to diversifying the financial industry extends beyond our firm and the managers we invest with. We have initiated educational programs, scholarships, and industry partnerships in an effort to foster interest and increase diverse representation in the industry.

In February of 2020, we partnered with the Thurgood Marshall College Fund (TMCf), which supports a network of public historically Black colleges and universities and predominantly Black institutions throughout the United States. Through TMCf, we have implemented a program to fund \$100,000 in scholarships for students attending predominantly Black institutions.

Strategic employees have long worked with students on financial industry education and initiatives. In an extension of these programs, we have partnered with a local high school and community college, both of which serve students from underrepresented groups, to spur interest in the financial industry among a wide and diverse group of young minds.

Strategic is also a proud corporate sponsor and partner of 100 Women in Finance, an organization whose mission is to empower women in the global finance industry to achieve their professional potential.

We recognize that the financial industry has a long way to go. However, with these efforts we are seeing early, positive signs that we are making an impact. As Strategic functions as a crossroad to clients and managers, we are in a unique position to leverage the best practices and new ideas to further DEI efforts and are committed to collaborating on these initiatives.

Note: Opinions expressed herein are current as of the date appearing in this material and are subject to change at the sole discretion of Strategic. This document is not intended as a source of any specific investment recommendations.