

### What is the JUST 100 Index?

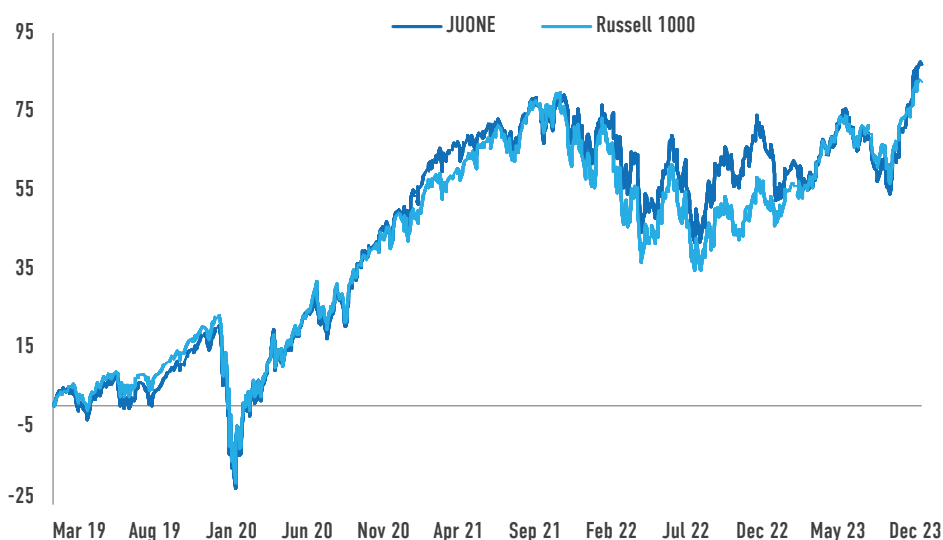
The JUST 100 Index is comprised of the most just companies within the Russell 1000 Index according to the criteria set forth by the American people and measured by JUST Capital. It is an equal weighted index that was launched in March 2019, and holds the top 100 companies in JUST Capital's annual Ranking of America's Most JUST Companies.

### What's unique about the JUST 100 Index?

The index features America's Most JUST Companies, based on the priorities of the public and top stakeholder performance.

#### JUST 100 INDEX VS. RUSSELL 1000 (% TOTAL RETURN)

MARCH 25, 2019 – DECEMBER 31, 2023



Source: JUST Capital

### Compared to other companies ranked by JUST Capital, JUONE constituents

- Have **13%** more women on their board of directors
- Are **28%** more likely to have disclosed the breakdown of its workforce by gender and/or ethnicity
- Are **5.4x** more likely to have conducted a pay equity analysis
- Pay a living wage to **14%** more likely to be paying a living wage
- Emit **42%** less carbon emissions per U.S. dollar of revenue
- Are **1.6x** more likely to have apprenticeship programs
- Employ **315%** more U.S. workers
- Are **45%** more likely to have a human rights policy
- Are **95%** more likely to link executive remuneration and ESG risks
- Are **28%** more likely to have a customer privacy policy
- Have a **4.5%** higher portfolio ROE

#### JUONE KEY DATA

AS OF DECEMBER 31, 2023

Number of Securities	99
Dividend Yield	2.29%
Constituent Median Market Cap (bn)	\$62.1
Tracking Error vs. Russell 1000 (since inception):	5.88%

#### TOP 10 JUONE CONSTITUENTS

AS OF DECEMBER 31, 2023

NAME	WEIGHT (%)
Organon & Co	1.25
Zillow Group Inc	1.19
Illumina Inc	1.18
Intel Corp	1.13
Ally Financial Inc	1.11
Cigna Group/The	1.11
Advanced Micro Devices Inc	1.09
Micron Technology Inc	1.09
Jones Lang LaSalle Inc	1.08
Albemarle Corp	1.08

#### TOP JUONE PERFORMERS

QUARTER ENDED DECEMBER 31, 2023

NAME	RETURN (%)
Advanced Micro Devices	43.37%
Intel Corp	41.35%
Fifth Third Bancorp	36.16%
Capital One Financial Corp	35.11%
Comerica Inc	34.32%

#### BOTTOM JUONE PERFORMERS

QUARTER ENDED DECEMBER 31, 2023

NAME	RETURN (%)
Hasbro Inc	-22.80%
Organon & Co	-16.94%
Albemarle Corp	-15.03%
Bristol-Myers Squibb Co	-11.60%
Chevron Corp	-11.54%

## MARKET PERFORMANCE

- UUS Equity markets had a strong rally in Q4, with the Russell 1000 losing 11.96%. Small Caps outperformed Large Caps, and Growth outperformed Value.
- Real Estate, Technology, and Financials were top sectors in Q4.
- JUONE outperformed the Russell 1000 Benchmark by 3.97% over the quarter.

### INDEX INDUSTRY WEIGHTS

AS OF DECEMBER 31, 2023

ICB INDUSTRY	JUONE	RUSSELL 1000	DIFFERENCE
Basic Materials	5.16	1.89	3.27
Consumer Discretionary	5.81	14.50	-8.69
Consumer Staples	2.93	4.80	-1.87
Energy	2.96	3.93	-0.97
Financials	20.42	10.65	9.77
Health Care	13.55	11.91	1.64
Industrials	13.10	12.93	0.17
Real Estate	3.24	2.83	0.41
Technology	21.22	31.90	-10.68
Telecommunications	2.87	2.17	0.70
Utilities	8.76	2.53	6.23
<b>TOTAL</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>

## ABOUT JUST CAPITAL

JUST Capital was co-founded in 2014 by a group of concerned people from the world of business, finance, and civil society – including Paul Tudor Jones II, Deepak Chopra, Rinaldo Brutoco, Arianna Huffington, Paul Scialla, and others. Our mission is to build a more just marketplace that better reflects the true priorities of the American people. We believe that business, and capitalism, can and must be a positive force for change. We believe that if they have the right information, people will buy from, invest in, work for, and otherwise support companies that align with their values. And we believe that business leaders are searching to win back the trust of the public in ways that go beyond money. By shifting the immense resources and ingenuity of the \$15 trillion private sector onto a more balanced – and more just – course, we can help build a better future for everyone.

## QUARTERLY RETURNS TABLE

TOTAL RETURN IN PERIOD %	2019*	2020	2021	2023-Q1	2023-Q2	2023-Q3	2023-Q4	LAST 4 QUARTERS	SINCE INCEPTION (ANNUALIZED RETURN)*
JUONE	13.88%	24.33%	24.93%	1.59%	4.39%	-3.76%	15.93%	18.32%	13.97%
Russell 1000	16.76%	20.96%	26.46%	7.46%	8.58%	-3.15%	11.96%	26.53%	13.48%

\* Performance is from JUONE inception date of March 25, 2019 to period end.

### Disclosures

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## CONNECT WITH US

contactus@justcapital.com  
@justcapital\_  
(646) 854-2141

JUST Capital  
44 East 30th Street, 11th Floor  
New York, NY 10016