

### What is the JUST 100 Index?

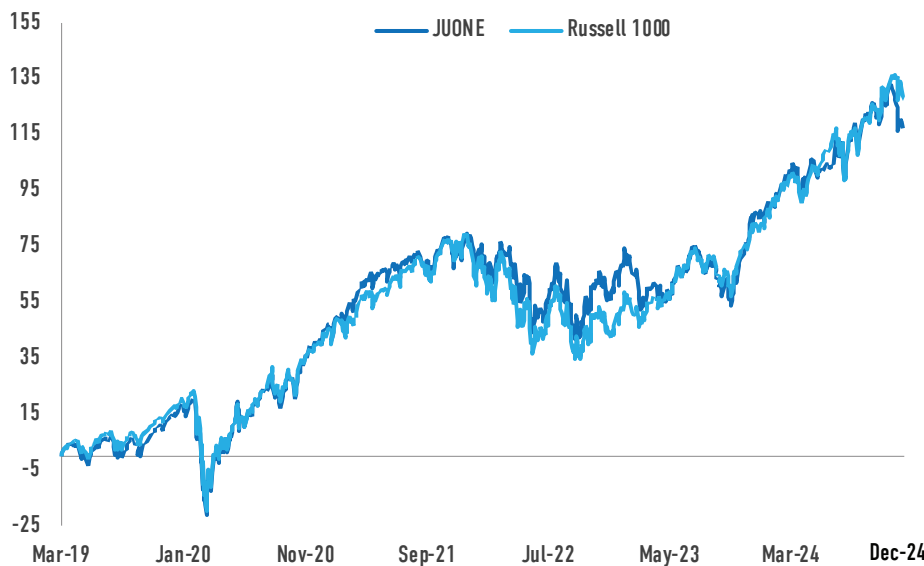
The JUST 100 Index is comprised of the most just companies within the Russell 1000 Index according to the criteria set forth by the American people and measured by JUST Capital. It is an equal weighted index that was launched in March 2019, and holds the top 100 companies in JUST Capital's annual Ranking 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, 2024



Source: JUST Capital

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

- Have **5.3** percentage points greater gender diversity on their board.
- Are **2.2x** more likely to disclose intersectional gender & race/ethnicity workforce demographic data (EEO-1 or equivalent).
- Are **4.3x** more likely to have conducted a pay-gap analysis.
- Pay a living wage to **12%** more of their workers.
- Emit **40%** less carbon emissions per U.S. dollar.
- Are **2.3x** more likely to have apprenticeship programs.
- Created approximately **3%** more jobs in the U.S. from 2021 to 2022.
- Are **1.4x** more likely to have a human rights policy.
- Are **1.8x** more likely to include ESG performance indicators in their compensation metrics.
- Are **3.9** times more likely to disclose not selling users' data to advertisers or marketing companies

#### JUONE KEY DATA

AS OF DECEMBER 31, 2024

Number of Securities	101
Dividend Yield	2.14%
Constituent Median Market Cap (bn)	\$54.8
Tracking Error vs. Russell 1000 (since inception)	5.93%

#### TOP 10 JUONE CONSTITUENTS

AS OF DECEMBER 31, 2024

NAME	WEIGHT (%)
PG&E Corp	1.07
Entergy Corp	1.07
Bristol-Myers Squibb Co	1.06
Edwards Lifesciences Corp	1.06
Apple Inc	1.06
Gilead Sciences Inc	1.06
PPL Corp	1.06
Visa Inc	1.05
NVIDIA Corp	1.05
JPMorgan Chase & Co	1.05

#### TOP JUONE PERFORMERS

QUARTER ENDED DECEMBER 31, 2024

NAME	RETURN (%)
Affirm Holdings Inc	49.19%
Ciena Corp	37.70%
Salesforce Inc	22.15%
Delta Air Lines Inc	19.12%
Capital One Financial Corp	19.09%

#### BOTTOM JUONE PERFORMERS

QUARTER ENDED DECEMBER 31, 2024

NAME	RETURN (%)
AES Corp	-35.84%
Elevance Health Inc	-29.06%
Dow Inc	-26.54%
Advanced Micro Devices	-26.38%
Advanced Micro Devices	-23.72%

## MARKET PERFORMANCE

- US Equity markets edged up in Q4, with the Russell 1000 gaining 2.75%. Small Caps outperformed Large Caps, and Value outperformed Growth.
- Consumer Discretionary, Financials, and Technology were top sectors in Q4.
- JUONE underperformed the Russell 1000 Benchmark by 5.34% over the quarter.

### INDEX INDUSTRY WEIGHTS

AS OF DECEMBER 31, 2024

ICB INDUSTRY	JUONE	RUSSELL 1000	DIFFERENCE
Basic Materials	2.94	1.37	1.57
Consumer Discretionary	5.00	15.48	-10.48
Consumer Staples	1.99	4.02	-2.03
Energy	1.01	3.34	-2.33
Financials	21.29	11.12	10.17
Health Care	13.34	9.70	3.64
Industrials	17.05	12.34	4.71
Real Estate	2.98	2.39	0.59
Technology	19.07	35.71	-16.64
Telecommunications	2.98	2.05	0.93
Utilities	12.34	2.48	9.86
<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	2022	2023	2024-Q1	2024-Q2	2024-Q3	2024-Q4	LAST 4 QUARTERS	SINCE INCEPTION (ANNUALIZED RETURN)*
JUONE	13.88%	24.33%	24.93%	-10.87%	18.32%	9.67%	-0.87%	9.68%	-2.59%	16.14%	14.33%
Russell 1000	16.76%	20.96%	26.46%	-19.13%	26.53%	10.30%	3.57%	6.08%	2.75%	24.51%	15.30%

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

#### Disclosures

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