

At Nia Impact Capital, we believe in the power of business to create positive change in the world. In addition to creating what we consider to be positively impactful investment portfolios, and as part of our commitment to social justice and environmental sustainability, we are proud to formalize our previously internal pledge to donate the equivalent of at least 5% of our annual revenue to charitable organizations.

This commitment to contribute to nonprofit organizations aligns with our core values and mission to drive meaningful, lasting change through our business practices and investments. By dedicating a significant portion of our revenue to philanthropic efforts, we are able to amplify our impact beyond our investment strategies and shareholder engagement.

Our Charitable Giving Policy:

1. **Annual Commitment:** Nia Impact Capital pledges to donate the equivalent of a minimum of 5% of our total annual revenue to qualified charitable organizations.
2. **Focus Areas:** Our charitable giving will primarily support organizations working in areas aligned with our impact themes, including:
 - Climate solutions and environmental sustainability
 - Inclusive and equitable economies
 - Health and well-being
 - Education and empowerment
 - Social justice
3. **Selection Process:** We will carefully select recipient organizations based on their demonstrated impact, alignment with our values, and potential for creating systemic change.
4. **Transparency:** We commit to reporting annually on our charitable giving, including the amount donated and the organizations supported.
5. **Employee Involvement:** We encourage our team members to participate in the selection process and to engage with our partner organizations through volunteering, financial literacy efforts and other forms of support. Every year every employee is granted funds to donate to nonprofit organizations of their choice.

This policy reinforces our dedication to being a force for good in the world. We believe that by integrating philanthropy into our business model, we can create a more holistic approach to driving positive impact and building a just, sustainable future for all.