

LENOX PARK DIVERSITY IMPACT SCORE (“LPI”) PRODUCT OVERVIEW

Fall 2020



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Lenox Park has developed a cutting edge, statistically rigorous **Diversity Impact Score** to rank Asset Management Industry Participants based on robust Diversity firm data gathered through our Lenox Labs Data Aggregation tools.

- The **Lenox Park Diversity Impact Score (LPI)** centers around Diversity, Equity, and Inclusion (DEI), and aims to expand upon traditional measures of Diversity
 - **LPI** fills a much-needed gap by providing a **dedicated, standardized Diversity data assessment measure** unique among ESG assessment tools, where other scores tend to focus on the Environment or Governance, or do not have access to the same granularity and quality of Diversity data as Lenox Park
 - The most comprehensive measure in the Industry **goes beyond traditional singular Ownership measures to also include Leadership / Management and Total Staff statistics**, in addition to even more detailed Ownership statistics relative to the status quo
 - Developed in concert with PhD-level Data Science and Econometrics professionals, the resulting Index and methodology **is already the most statistically sound in the Industry**, based on a review of other existing ESG scoring systems

OUTCOMES

- With **LPI**, Lenox Park hopes to create the Industry Standard around DEI rankings that all Financial Industry Participants can leverage to assess potential partners and investments, as well as to improve their own organization's composition and behavior
 - Expands the pool of managers that can participate in the DEI discussion, and allows for an institution's total portfolio to receive **DEI impact weighting**
 - Moves beyond narrow Ownership definitions of Diversity by including granular data that incorporates a manager's / vendor's **Leadership** and **Total Staff** DEI statistics
- Allows institutions and managers to access detailed LPI benchmarks and peer group sub-sets for their investments and themselves to provide context and comparison

THE SCORE

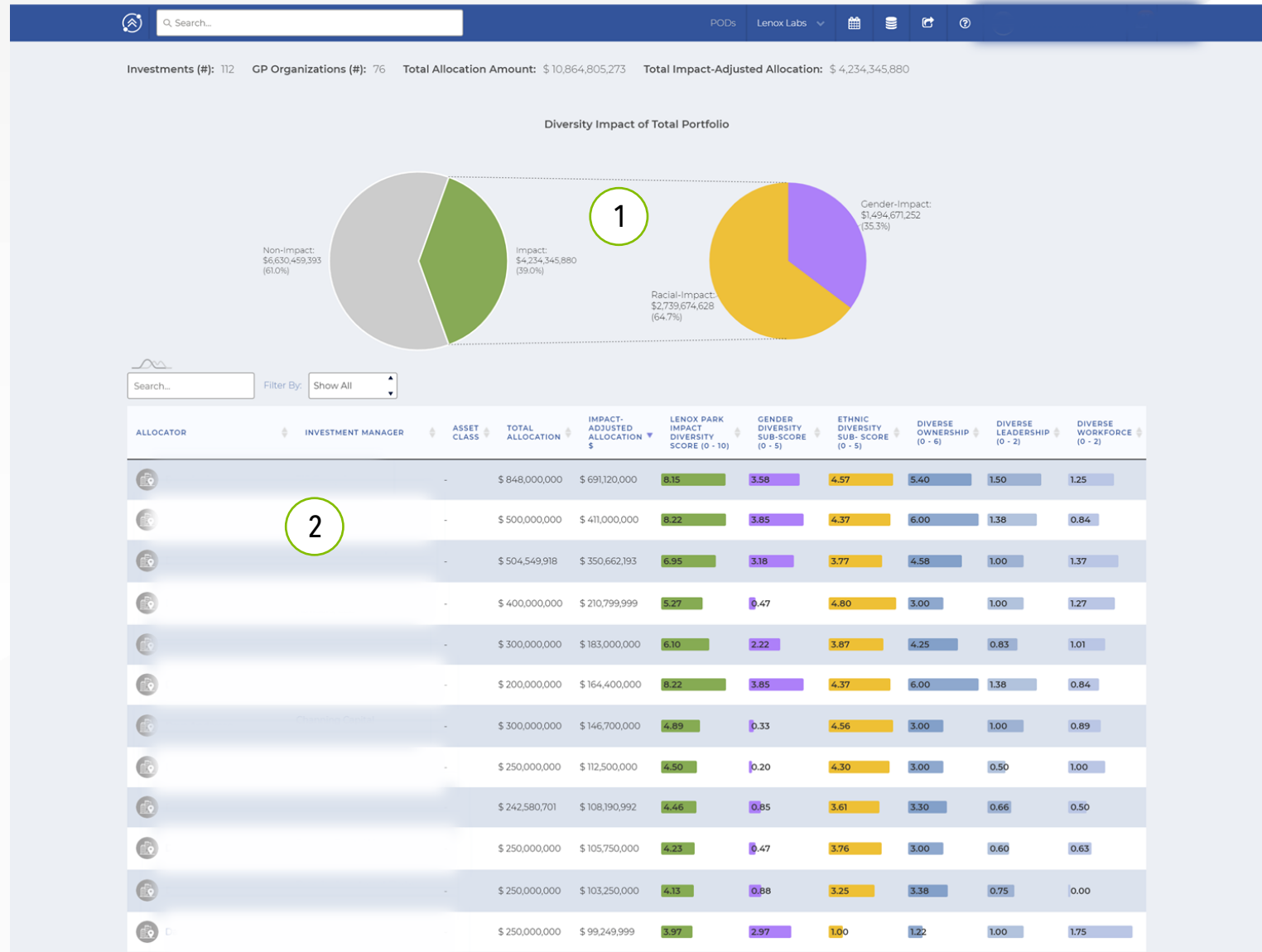
- **LPI Score** is based on numerous components or "Sub-Scores" for Gender and Ethnic Diversity Factors around Ownership, Leadership, and Total Workforce dynamics
 - The above components are weighted according to statistical analysis that then comprise the LPI Score (**Max Score = 10.0**)
 - Transparency scoring rewards companies for transparency by completing full survey or fully completed RoundTables™ Profile
 - Several novel techniques not seen in other scores are contained within our formula that result in the most comprehensive assessment tool in the market
- **LPI Evenness Score** incorporates a measure of "diversity within diversity" to fully capture a firm's distribution of Gender and the various Ethnicities utilizing advanced statistical methods

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DEI Impact-Weighting Portfolios

DIVERSITY IMPACT

- Impact-weighting of Portfolios allows all of an allocator's investments to participate in DEI contribution assessment
 - Expands the pool of asset managers beyond traditional arbitrary designation thresholds and narrow groupings
 - Increases the amount of Diversity Impact dollars, illuminating the true DEI impact of the total portfolio, and provides a roadmap to areas for improvement for managers and allocators alike
- Drill-down on a manager's individual statistics and sub-scores, including their contributions to the DEI impact-weighted total portfolio at Gender and Ethnicity levels across categories of Ownership, Leadership, and Total Staffing



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Detailed LPI Benchmarking Tools

BENCHMARKING STATISTICS

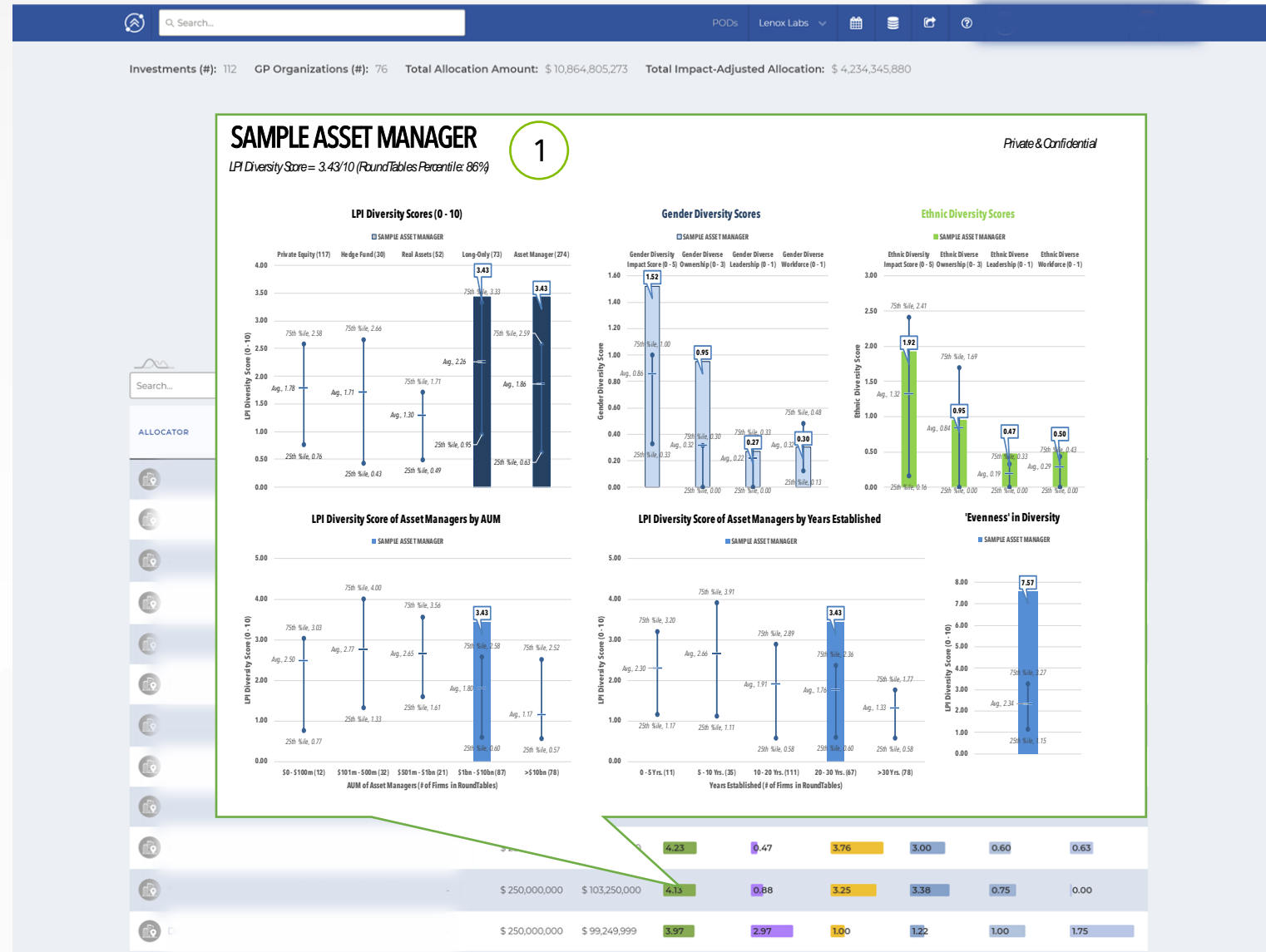
1. Segmented benchmarking across customizable categories allow allocators and managers access to the context that matters to them

Compare scores and averages from the entire RoundTables™ LPI Universe for

- Asset Class
- Assets Under Management
- Total Workforce Size
- Firm Age
- Geography

Access the above benchmarks across Score sub-categories for even greater granularity

- Gender Ownership, Leadership, and Total Staffing Scores
- Ethnicity Ownership, Leadership, and Total Staffing Scores

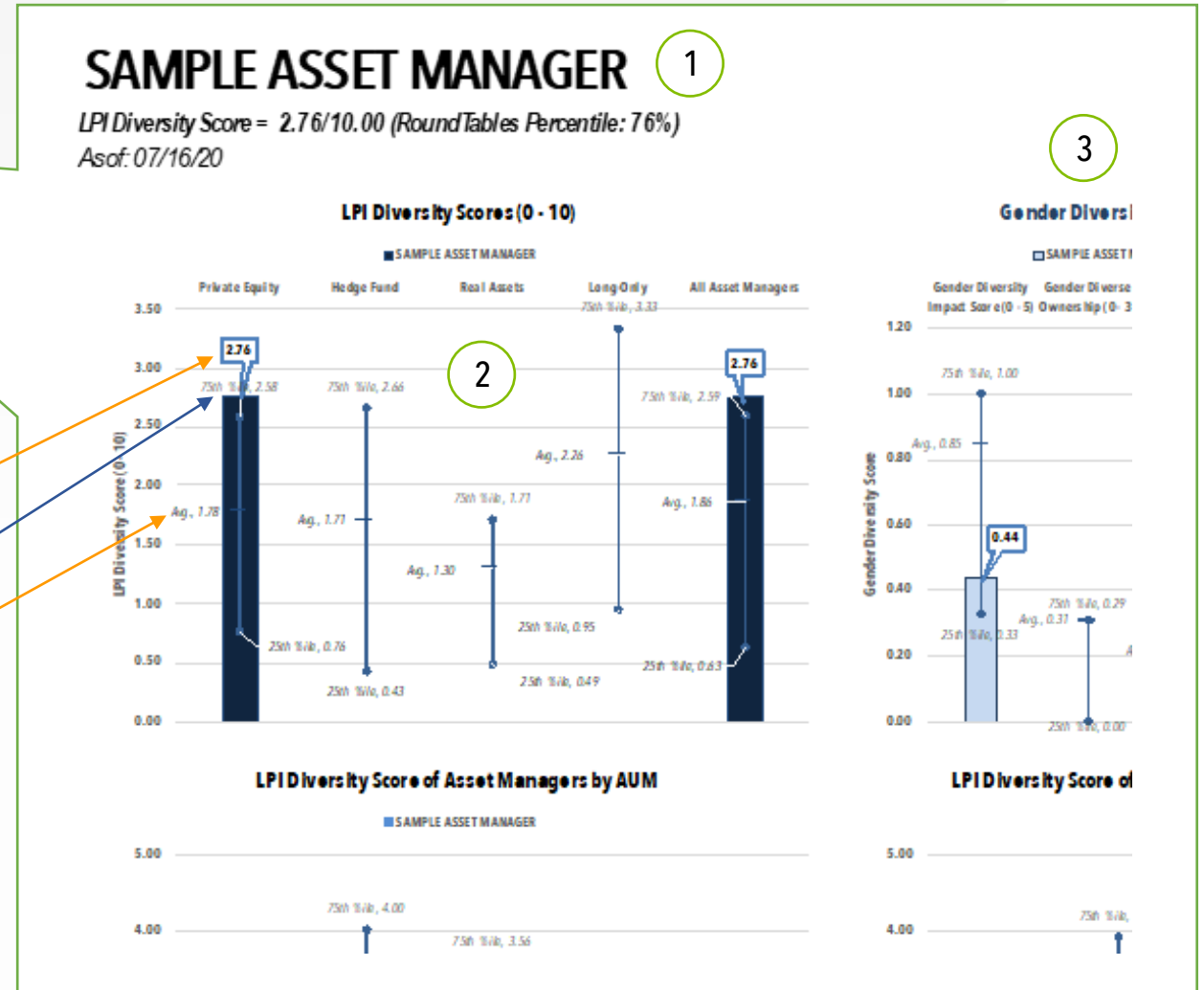


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LPI Benchmarking Spotlight

BENCHMARKING DATA INTERPRETATION

- In this instance, we see that the Sample Asset Manager received a total LPI Score of **2.76** out of a possible 10.00 – good for the **76th** percentile of all firms within the RoundTables LPI Universe
- Drilling down into peer benchmarking categories such as AUM, Geography, or Asset Class allows for detailed analysis of the scored firm relative to a chosen peer-set, as well as to the overall LPI Universe
 - To the right, we see the **Asset Class** benchmark group
 - As our Sample Asset Manager is a Private Equity firm, they are viewed relative to other PE managers
 - Their overall LPI Score of **2.76** places them around the 80th percentile for PE firms
 - We can also view the PE average of **1.78**, and the **25th** and **75th** percentile Scores for PE firms: **0.76** and **2.58**, respectively
- Any firm can also be viewed versus their benchmarks across the sub-components of Gender and Ethnicity across Ownership, Leadership, and Total Workforce categories to realize highly granular filtering



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