GENDER LENS INVESTING (GLI) PRODUCTS SELECTION CRITERIA

1. OVERVIEW

This selection criteria document defines the guidelines for choosing Gender Lens Investing (GLI) products. This collection features a curated selection of investment offerings that deliberately integrate gender-based analysis into strategy, decision-making, and portfolio outcomes, evaluating factors such as workplace equity, women's and gender-diverse leadership and representation, access to capital for women-led and gender-diverse enterprises, and the broader social impact on women, girls, and gender-diverse individuals. Prospective Impact Index issuers and products must initially meet the minimum screening requirements, and GLI issuers must meet more comprehensive additional requirements.

2. MINIMUM SCREENING REQUIREMENTS

These are the fundamental criteria that must be met to be listed on the Impact Index and selected as a potential issuer.

a. **Impact sector alignment** with social, environmental, and economic impact focus.
b. **Investment size/scale** with at least $2 million in capital being sought.
c. **Investment structures** exclusively within the private or exempt market domain, encompassing private equity, debt, mixed private structures, and not limited to funds, bonds, and outcomes-based financing tools. At this time, we are not considering direct equity in individual for-profit ventures.
d. **Investment availability,** Issuers currently in a capital-raising phase or those planning to initiate one in the next 6-12 months.
e. **Canadian domiciled,** eligible for Canadian investors (impact not necessary in Canada).

Disclosure of any past, current or ongoing criminal or civil legal matters, or violations of securities laws and regulations is a mandatory requirement for inclusion on the Impact Index.

3. GENDER LENS INVESTING PRODUCTS REQUIREMENTS

To be included in the GLI Collection, products must demonstrate a **commitment to achieving 4 primary criteria and at least 1 secondary criterion**.

Note: If the organization already meets existing criteria, such as the 2X Challenge, and provides evidence of compliance, they will automatically be considered as part of the GLI Collective and will not be required to meet the criteria listed below.

3.1. Primary Criteria:

Issuers must demonstrate a **commitment to achieving at all 4** of the following:

a. **Investment Thesis:** The product must have a well-defined Gender Lens Investment Thesis, or an explicitly articulated gender lens embedded within a broader social

equity thesis, that demonstrates intentionality in advancing gender equity. This thesis should include:

- How the fund aligns its strategy with advancing gender equity.
- Connections to measurable outcomes that highlight how investments address gender-related challenges or benefit women and gender-diverse groups.

This criterion can be met by the provision of the fund or product's investment thesis (or equivalent).

b. **Fund Operations:** The fund must apply a gender lens to its internal business practices through:
   - Clear written policies and procedures advancing gender equality in how the fund itself operates as an organization (e.g., hiring, compensation, parental leave, supplier diversity).

   This criterion can be met by the provision of relevant policies and procedures, accompanied by supporting evidence demonstrating that these policies are actively implemented and producing meaningful outcomes (e.g., workforce diversity data, pay equity analyses, supplier diversity metrics).

c. **Governance and Management:** The issuer must apply a gender lens to who holds power and how decisions are made through:
   - Demonstration of meaningful gender diversity in leadership and governance structures and/or a formal commitment to initiatives like the 50/30 Challenge or equivalent frameworks, OR;
   - Demonstration of a gender lens in investment decision-making processes and bodies, including investment committees and portfolio decisions.

   This criterion can meet the criteria by the provision of the composition of the Board, management and Investment Committee (or equivalent) or the provision of a formal commitment to the 50/30 Challenge or equivalent evidence by representation data, decision-making frameworks, or documented practices that reflect gender-intentional approaches

d. **Portfolio Composition and Beneficiary Impact:** The portfolio must reflect a commitment, with appropriate indicators or targets, to gender equity through investments in:
   - Companies or projects that promote gender equity within their workforce, leadership, or broader operations, supported by data on representation, pay equity, or workplace inclusion policies and their outcomes, OR;
   - Organizations providing products, services, or solutions that address gender-specific challenges or that demonstrably benefit women, girls, and gender-diverse individuals as primary beneficiaries.

This criterion can be met by the provision of a summary of the underlying portfolio from the fund or product manager.

3.2. Secondary Criteria:

Issuers must demonstrate a **commitment to achieving at least 1** of the following:

e. **Capacity Building for Gender Equity:** Provide funding or resources to portfolio companies for training programs, leadership development, or mentorship initiatives that aim to increase gender equity within their organizations.

f. **Gender Equity Partnerships:** Establish formal or informal partnerships with organizations or networks that focus on advancing gender equity, such as advocacy groups, research institutions, or impact-driven coalitions.

g. **Advocacy for Policy Change:** Advocate for or support portfolio companies in advancing public policies or regulations that promote gender equity and create systemic change within their sectors or communities.

4. CLASSIFICATION RANGE FOR GLI REQUIREMENTS

Each category should include a range of classifications to evaluate with minimum requirements.

Requirements	Fail	Pass
Investment Thesis	No presence of a well-defined Gender Lens Investment Thesis or commitment to social equity.	Presence of a well-defined Gender Lens Investment Thesis that demonstrates intentionality in advancing gender equity or social equity.
Fund Operations	Lack of a written policies and procedures advancing gender equality in fund operations.	Existing documents with written policies and procedures with evidence in advancing gender equality in fund operations if there is sufficient operating history.
Governance and Management	No demonstration of a gender balance in governance and management, commitments, and gender lens in decision-making processes.	Demonstration of a gender balance in governance and management, commitments, or gender lens in decision-making processes.
Portfolio Composition and Beneficiary Impact	Lack of promotion of gender equity within the workforce, leadership, or broader operations and products,	Demonstrates efforts to promote gender equity within the workforce, leadership, or broader operations or

	services, or solutions that address gender-specific challenges.	presence of products, services, or solutions that address gender-specific challenges.
Capacity Building for Gender Equity	Not presence of or inability to provide funding or resources to portfolio companies to increase gender equity within their organizations.	Demonstration of existing funding or resources to portfolio companies to increase gender equity within their organizations.
Gender Equity Partnerships	Lack of formal or informal partnerships with organizations or networks that focus on advancing gender equity.	Established formal or informal partnerships with organizations or networks that focus on advancing gender equity
Advocacy for Policy Change	Lack of advocacy activities for or support of portfolio companies in advancing public policies or regulations that promote gender equity.	Demonstration of advocacy activities for or support of portfolio companies in advancing public policies or regulations that promote gender equity.

5. INCLUSION CRITERIA

Status	Definition
Included	Meets both requirements: • Passes all four primary criteria • Passes at least one secondary criteria
Conditional: Requires Follow-Up	• Passes three of four primary criteria AND can provide a written commitment to achieve the fourth • Passes at least one secondary criteria
Not Included	Either: • Passes 3 or fewer subcomponents AND cannot provide a written commitment to achieve the other criteria • Fails all the secondary criteria

6. RENEWAL

By self-attestation, issuers may renew for two (2) years if an annual impact and financial update is provided to SVX.

7. Data Use and Disclosure

By submitting information in connection with the Impact Index, issuers consent to the use of their data in aggregated or anonymized form for the purpose of producing market reports

and related publications. Issuers may withdraw this consent at any time by providing written notice, after which their data will be excluded from future reporting. Withdrawal of consent does not affect any reports already published.

Assessment results may be shared with investors who have subscribed to the Impact Index platform. Issuers acknowledge that their inclusion on the Index and related assessment outcomes may be disclosed to such subscribers as part of the platform's standard reporting and due diligence services.

8. REMOVAL

Issuers may be removed from the platform at the discretion of the SVX team for non-compliance of the requirements or other circumstances in line with non-inclusion on the Index as per Section 5.

9. DOCUMENTATION REQUIREMENTS

- Investment Deck / Investment Policy Statement
- Relevant Operating Policies and Procedures
- Board, Management and IC Composition and/or 50:30 Challenge Commitment
- Portfolio Impact Report
- Evidence of Partnerships, Advocacy, and Capacity Building Support Advocacy Efforts etc.