



Formative

Form ADV Part 2A – Appendix 1A

May 20, 2026

Goldman Sachs Advisor Solutions Wrap Fee Brochure for Clients and Prospective Clients of First Affirmative Financial Network, LLC DBA Formative

Item 1: Introduction and Overview

This Wrap Fee Brochure provides information about the qualifications and business practices of First Affirmative Financial Network, LLC DBA Formative (“Formative”). Capitalized terms not defined in this Wrap Fee Brochure are defined in Formative’s Form ADV Part 2A (Disclosure Brochure).

Formative is an independent, employee-owned, and managed investment advisor registered (RIA) with the U.S. Securities and Exchange Commission (SEC) with its principal place of business at 5475 Mark Dabling Boulevard, Suite 320, Colorado Springs, CO 80918. The fact that Formative is registered with the SEC should not be read as an endorsement of Formative or that Formative has a certain level or training.

This Wrap Fee Brochure is required to be delivered to any prospective client of the Formative sponsored wrap fee program involving Goldman Sachs Advisor Solutions (Goldman Sachs) prior to or at the time of entering into an investment advisory relationship with Formative that includes participation in the Goldman Sachs Wrap Fee Program.) Formative also sponsors a wrap fee program involving Orion Portfolio Solutions, (OPS) (OPS Wrap Fee Program) and Apex Clearing, Inc. (Apex) (Apex Wrap Fee Program.) A separate Wrap Fee Brochure is available for clients whose investment advisory relationship with Formative includes participation in the OPS Wrap Fee Program and/or the Apex Wrap Fee Program. An electronic copy is available on a publicly accessible area on the Formative website www.firstaffirmative.com.

Additional information about Formative is available on the SEC’s website at www.adviserinfo.sec.gov. You can search the SEC’s website for information about an RIA by using the RIA’s unique identifying number known as a “CRD number.” Formative’s CRD number

is 109036. You can also access an electronic copy of this document in a publicly accessible area on the Formative website www.firstaffirmative.com.

If you have any questions about the contents of this Wrap Fee Brochure, please contact Formative's Chief Compliance Officer, Kathy Lewis, at 719-660-6157 or kathylewis@firstaffirmative.com. While submitted to the SEC, the information in this Wrap Fee Brochure has not been approved or verified by the SEC or by any state securities authority.

Item 2: Material Changes

Consistent with SEC rules, Formative updates this Wrap Fee Brochure at least annually, within 90 days of the close of its fiscal year, which is December 31. If there are material changes from the prior annual update of this Wrap Fee Brochure (and you received a prior version of this Wrap Fee Brochure), such changes will be set forth in the "Summary of Material Changes" accompanying this Wrap Fee Brochure.

Item 4: Services, Fees, and Compensation

Description of the Goldman Sachs Wrap Fee Program

Goldman Sachs Advisor Solutions (Goldman Sachs) and Folio Investments, Inc. (Folio) are Goldman Sachs Companies. The Goldman Sachs Wrap Fee Program applies to discretionary investment advisory services offered by Formative, through its Network Advisors or Solicitors/Endorsers (as defined in the Disclosure Brochure), consistent with its Sustainable Investment Solutions advisory offering (as described in the Disclosure Brochure). Formative serves as a Multi-Manager Account Manager (MLT) a Managed Mutual Fund (MMF) Account Manager, and the Account Manager for Values Aligned Direct Index Solutions (VADIS) accounts described below. As a MLT Account Manager, Formative may use proprietary investment model portfolios constructed and managed by Formative (Proprietary Models) as well as models selected by Formative that are constructed and managed by third-party unaffiliated investment advisors (Third-Party Models). As a MMF Account Manager with respect to accounts custodied at Goldman Sachs, Formative only recommends Proprietary Models to clients.

An example of our billing method can be found in the Disclosure Brochure.

Wrap Fee for the Goldman Sachs Wrap Fee Program - Fiduciary

The Goldman Sachs Wrap Fee Program fee includes all costs for investment management, trade execution, and custody and clearing, unless specifically noted as a separate charge below. Fees on assets included in the Wrap Fee Program are charged as a percentage of assets under management, annualized, in arrears, using the average daily balance calculation method. Fees are charged quarterly according to the schedule below. Fees for services provided by Network

Advisors or Solicitors/Endorsers are in addition to the fees presented below and will be collected along with the Formative fees as described below as part of the wrap fee.

	Tiers	Cumulative (For Internal Use)	Formative: Discretionary Investment Advisory Services	YourStake: Impact Preferences Platform (Required for VADIS)	Goldman Sachs: Custody & Clearing	Goldman Sachs: Model Manager fees as applicable
On the First	2,000,000	2,000,000	0.31%	0.05%	0.09%	0.35%
On the Next	8,000,000	10,000,000	0.26%	0.05%	0.09%	0.35%
On the Next	10,000,000	20,000,000	0.21%	0.05%	0.09%	0.35%
Above	20,000,000		0.21%	0.05%	0.09%	0.35%

Third-Party Model Managers (also referred to as portfolio managers) utilized by Formative when advising a Multi-Manager Account are paid a portion of the maximum fee shown above. Proprietary Models are also available to Network Advisors and Solicitors/Endorsers to provide discretionary investment advice to clients on the Goldman Sachs platform. When a Proprietary Model is used in a Multi-Manager Account by a Network Advisor or Solicitor/Endorser, Formative is paid as the Model Manager. The same methodology for determining which Model Manager to use for any client account is not influenced by, or biased toward, Proprietary Models.

New accounts are subject to the following minimums:

Managed Mutual Fund Accounts:	\$ 50,000
Multi-Manager Accounts:	\$ 50,000

The account minimums are negotiable on a case-by-case basis and are dependent on a variety of factors, including but not limited to other accounts in a client household (adults who all live at the same address who have investment accounts with Formative). Accounts billed for the same program at Goldman Sachs will be grouped together for breakpoints unless such grouping is prohibited by regulatory rule or Internal Revenue Service (IRS) restrictions.

The Wrap Fee may be more or less than the aggregate fee for services if they were offered separately. Some factors that may contribute to the relative cost differential include, but are not limited to, the brokerage and clearing costs, commissions based on trading frequency or

commissions based on type of security (e.g., mutual fund or ETF versus single stock), and the mutual fund share classes that may be available.

Additional information regarding the billing process is available in the Disclosure Brochure.

Mutual Fund Expenses

Mutual funds have internal expenses, such as portfolio management, legal and accounting, printing, marketing, trading costs and other administrative expenses, including fees paid to custodians. Fund expenses are more fully disclosed in each mutual fund prospectus. They are accounted for and charged internally by the mutual funds and monies collected or retained are not shared with Formative, any affiliate of Formative or any Network Advisor or Solicitor/Endorser.

Any mutual fund sale within a defined period of time may, per the mutual fund prospectus, after the initial purchase may trigger a contingent deferred sales charge by the mutual fund company on the transaction. These charges vary among the mutual funds that are held in a client account.

Compensation for Accounts Under Title I of the Employee Retirement Income Security Act (ERISA)

Clients should be aware that conflicts of interest surrounding compensation may impair the objectivity of Formative and its owners, officers, investment advisor representatives, or employees when providing advisory services. This includes a recommendation to rollover retirement assets to an account managed by the advisor. The Department of Labor's Rule 3.0, known as the Fiduciary Rule, requires investment fiduciaries to review the costs associated with rolling over ERISA plan assets to another retirement vehicle. A conflict of interest occurs if the advisor earns a new fee or increases its current compensation as a result of the rollover. There also is the possibility of conflicts of interest between clients and any Network Advisor if the service is provided for variable compensation. Formative offers fee-based compensation which tends to reduce or change the possibility of conflicts of interest but cannot eliminate them entirely. Formative always offers advice that is in the best interest of the client. It is the client's responsibility to evaluate that advice and determine if it is appropriate before acting. No client is obligated to accept any recommendation, including recommendations regarding rollovers, and all clients are free to implement any recommendation with the broker, planner, or advisor of their choice.

Mutual Fund Company Payments to Custodians

Rule 12b-1 fees are defined as annual marketing or distribution fees on mutual funds. These expenses are included in the fund's expense ratio and are in some cases shared with custodians. Formative may place trades in mutual funds that pay compensation to custodians. 12b-1 fees paid to custodians are not shared with Formative.

As part of Formative's fiduciary duty, we will evaluate the costs associated with mutual funds to determine which fund, or share class of a fund, is most suitable for client portfolios. If appropriate, Formative will exchange share classes to a less expensive share class. In taxable accounts, these exchanges will be done, when possible, with the fund companies as tax-free exchanges.

Additional Goldman Sachs Fees

Transaction-Based Pricing

Non-retirement accounts will be charged on a per transaction basis when the security to be bought or sold is ineligible for trading in Folio's patented window trade process. In such circumstances, your order will be routed and executed as a direct trade and charged the following fees.

Telephone	\$45.00 per trade
Internet	\$3.95 per trade

Goldman Sachs also will charge the account transaction fees based on the above schedule if securities are transferred into a non-retirement account and need to be sold to implement a client's new investment strategy.

Fees Upon Termination of Services

Goldman Sachs may charge a termination or transfer-out fee, that may change from time to time. This fee is determined by Goldman Sachs and the monies received are not shared with Formative.

Mutual Fund Transaction Commissions Charged to Clients

Some mutual funds that are included in client investment portfolios offer different types of shares, known as "share classes." Each share class has different shareholder services and/or distribution arrangements with different fees and expenses and, therefore, different performance results. For example, class A shares, also called "retail shares", usually have a front-end load or charge (commission) which is paid to the custodial BD when the mutual fund is purchased. Institutional class shares, in contrast, generally are available only to institutional investors and may have very different fees and expenses from class A shares, but generally do not require front-end commissions. See the SEC website, the Financial Industry Regulatory

Authority website or the relevant mutual fund share prospectus for additional information regarding share classes.

Formative generally uses only institutional class shares with no front-end loads in the Managed Mutual Fund Accounts custodied with Goldman Sachs and, to the extent it does use a mutual fund that typically has a front-end load, Formative will do so only if the front-end load is waived. There is no transaction fee charged to clients for purchasing mutual fund shares at Goldman Sachs.

Incidental Fees

In addition to the fees above, clients are still responsible for any special fees incurred at the client's request, such as wire transfer fees, or account maintenance fees, which are charged and disclosed by Goldman Sachs. Such fees are subject to change and can be found at:

<https://www.folioinstitutional.com/resources/service-fees.jsp>

Margin

Goldman Sachs margin accounts are not available.

Costs for Third-Party Services

Goldman Sachs passes through the costs from third parties, including, but not limited to, the following:

- Services provided by broker dealers other than Goldman Sachs
- SEC and securities exchange fees
- Transfer taxes
- Fees for odd lot differentials
- Mutual fund short-term redemption fees; and
- Other similar costs and charges.

Compensation to Network Advisors and Solicitors/Endorsers relating to Client Participation in the Goldman Sachs Wrap Fee Program

Network Advisors and Solicitors/Endorsers are compensated from the Wrap Fee. The amount of this compensation may be more or less than the compensation the Network Advisor or Solicitors/Endorsers may receive if not recommending, or introducing the client to, the Goldman Sachs Wrap Fee Program. This may create a conflict of interest in that the Network Advisor or Solicitor/Endorser may have a financial incentive to recommend the Goldman Sachs Wrap Fee Program over other programs and services.

Indirect Compensation Specific to Custodians. Formative is charged an annual fee per client account to Orion Advisor Technology (OAT) for their Astro platform. This technology allows us

to design, implement, and reoptimize portfolios. Formative employs this technology for accounts held at each of our approved custodians. Apex Clearing pays OAT a fee for each account opened on their platform. The fees charged to the Client for Formative services are the same for each platform except OPS.

Item 5: Account Requirements and Types of Clients

Formative does not accept clients under any restriction relating to the USA Patriot Act or Bank Secrecy Act or comparable legislation.

The minimums for wrap fee accounts at Goldman Sachs are:

Managed Mutual Fund Accounts:	\$ 50,000
Multi-Manager Accounts:	\$ 50,000

These minimums are negotiable on a case-by-case basis and are dependent on a variety of factors, including but not limited to other accounts in a client household (adults who all live at the same address who have investment accounts with Formative).

The following types of clients may participate in the Goldman Sachs Wrap Fee Program:

- Individuals (to include high net worth individuals)
- Trusts, estates, and charitable organizations
- Nonprofit organizations and other non-governmental organizations
- Corporations or other businesses not listed above

Item 6: Portfolio Manager Selection and Evaluation

Selection of Models

Use of Proprietary Models

As noted above, Formative makes available Proprietary Models on the Goldman Sachs Platform that may be used by Network Advisors and Solicitors/Endorsers in the process of providing investment advisory services in the Goldman Sachs Wrap Fee Program. Formative retains the portion of the revenues allocated for compensation to model managers. Formative's models are reviewed in the same manner as outside models and are included only if the model is suitable for the client portfolio. In some cases, the Formative models are the only models available for a particular asset class or, in the case of fossil fuel free models.

One IAR is a member of Formative senior management and the Investment Committee. In his role, he provides investment advisory services to individual clients, while also working on developing Proprietary Models. Proprietary Models developed by this IAR are subject to the same selection and review process as other Third- Party Models and other Proprietary Models. Further, he does not receive compensation relating to the Proprietary Model's development.

Formative's Advisory Business - Fiduciary

Formative provides investment advice consistent with the philosophies of values-aligned investing. Clients who choose to invest with Formative make a conscious choice to put their money to work for a dual purpose—to provide for a secure retirement, for example, while working for a better, more socially just, and environmentally sustainable future for all.

Through Network Advisors and Solicitors/Endorsers (as defined in the Disclosure Brochure) Formative provides discretionary investment advisory services to investors, tailored to the individual needs of the client, that integrate values-based criteria into the investment analysis process according to the clients' preference. Formative can create portfolios, using mutual funds, and/or individual securities such as stocks, bonds, exchange traded funds (ETFs), exchange traded notes (ETNs), real estate investment trusts (REITs), American depository receipts (ADRs), government agency or Treasury securities, corporate or municipal bonds, certificates of deposit (CODs), commercial paper or other securities. The different investment programs offered by Formative may not all offer the ability to invest in all the securities listed above. Formative does not offer discretionary investment advisory services concerning direct ownership of commodities, futures, derivatives, or short selling.

Discretionary Investment Advisory Services – Sustainable Investment Solutions in Practice

Discretionary Investment Advice

Through its Network Advisors and Solicitors/Endorsers, Formative creates unique relationships with clients by combining discretionary investment advisory services and advanced financial technologies with responsible investment strategies that consider a client's values. Generally, Formative's innovative approach combines:

Fiduciary Responsibility. In Formative's relationship with clients where Formative is providing discretionary investment advice, Formative acknowledges that it serves and acts in a fiduciary capacity under the Investment Advisers Act of 1940.

When we provide investment advice to you regarding your retirement plan account or a type of individual retirement account (IRA), we are fiduciaries within the meaning of Title I of the Employee Retirement Income Security Act (ERISA) and/or the Internal Revenue Code, as applicable, which are laws governing retirement accounts. We also act as fiduciaries when recommending a rollover of retirement plans. For more information, please see the ADV

Disclosure Brochure. The way we make money creates some conflicts with your interests. Under both rules Formative and the Network Advisors and Solicitors/Endorsers that we work with operate in your best interest and do not place their needs ahead of yours.

The types of rollovers include an existing Retirement Plan to an IRA; an existing IRA to a Retirement Plan; an employer Retirement Plan to a new employer Retirement Plan; an IRA to an IRA; and a change from one retirement account type to another type, including from commission billing to fees.

Individualized Advice. One size does not fit all. Formative offers a variety of fee-based investment options, each designed to best meet the needs of individual clients and/or specific types of clients. The client can place reasonable restrictions on the types of investments to be held in the client account.

Objectivity. Network Advisors and Solicitors/Endorsers provide their clients with objective advice. Fees for account management are generally based on assets under management and, as a result, the client's interests, the interests of the Network Advisor, Solicitor/Endorser, and the interests of Formative are closely aligned.

Wrap Fee Program Participation

Formative sponsors discretionary advisory services where advisory fees and other fees are bundled together with other costs which can include the cost of executing trades in your account which are charged to your account as one "wrap fee".

Formative participates in a wrap fee program – sponsored by Geneos Wealth Management, Inc., (Axiom) by making its Proprietary Models available on the platform. The Proprietary Models on the Axiom platform are required to meet certain criteria set by Axiom and any models listed are subject to ongoing reviews. Formative constructs such models with the same investment philosophy and process as it uses in other Proprietary Models. However, the included securities are restricted to securities approved by Axiom and consistent with Axiom's asset allocation strategies and model construction guidelines. Formative exercises no discretion with respect to clients subscribed to the model portfolios but may receive an asset-based fee when a model constructed by Formative is used by Axiom or a representative of Axiom in making a recommendation to a client.

Retirement Plan Consulting Services

Formative may offer the services listed below to individuals and charitable organizations who need assistance with pension, profit sharing, and 401(k) plans for an hourly or one-time fee. This assistance will be reviewed against the Five Part Test developed by the Department of Labor to determine if it rises to the status of fiduciary advice. The DOL Fiduciary Rule requirements will be met, if applicable. The services are limited to the following non-discretionary consulting services:

- Education about investment vehicles for the plan trustees; and
- Provision of educational support and investment workshops to self-directed 401(k) plans participants.

Formative does not provide investment advisory services to participants in retirement plans where it provides services to the plan.

Formative is compensated for its retirement plan consulting services either based on an hourly rate as negotiated between Formative and the plan sponsor or a fee charged based upon assets under advisement by the asset custodian.

Formative’s Advisory Business – Non-Fiduciary

Formative provides non-fiduciary services to selling, see below. Upon receipt of authorization signed by the client allowing Formative access to their accounts at the requisite custodian we will:

1. Facilitate the opening of client accounts
2. Complete a quantitative review of Mutual Funds and Model Managers in Formative’s Sustainable Investment Universe
3. Trade accounts on a non-discretionary basis upon instruction from advisors and/or clients under limited circumstances
4. Collect fees from client accounts based on the schedule agreed upon by the client and the selling agent
5. Vote client proxies if authorized; and,
6. Retain an agreed upon amount and distribute the fees to the selling agent and any money manager or sub-advisor managing the account. Formative may act as a money manager for part of the client’s account on Goldman Sachs for which it will also be compensated.

Non-Fiduciary Fee Schedule

	Tiers	Formative Non-Fiduciary Fee	Goldman Sachs Custody and Clearing	Goldman Sachs Model Manager fees as applicable
On the first	\$100,000	0.25%	0.09%	0.35%
On the next	\$100,000	0.25%	0.09%	0.35%
On the next	\$1,800,000	0.25%	0.09%	0.35%
On the next	\$8,000,000	0.20%	0.09%	0.35%

On the next	\$10,000,000	0.15%	0.09%	0.35%
Above	\$20,000,000	0.15%	0.09%	0.35%

Performance-Based Fees

Formative does not charge performance-based fees.

Methods of Analysis, Investment Strategies, Risk of Loss

Investment Philosophy

Formative follows an established investment management process consistent with standards of fiduciary care and with long-term orientation.

Formative's experience suggests that the financial planning and investment needs of most socially conscious investors can be met while providing competitive investment returns without a material increase in risk. For most clients, Formative believes that a long-term, diversified approach is the most appropriate investment strategy. First, Affirmative supports strategic asset allocation and more active portfolio management strategies. Formative does not offer recommendations concerning direct ownership of commodities, futures, derivatives, or short selling, but does offer tactical investment strategies appropriate for some investors. Formative may use the following types of investment vehicles in the service of achieving client goals and objectives.

- American depository receipts (ADRs)
- Certificates of deposit
- Commercial paper
- Corporate bonds
- Exchange traded funds (ETFs)
- Exchange traded notes (ETNs)
- Government agency securities
- Individual stocks
- Municipal bonds
- Mutual funds
- Options on equities
- OTC securities
- Other exchange traded securities
- Private placements
- Real estate investment trusts (REITs)
- Warrants

Methods of Analysis

Formative may use the following forms of analysis in formulating investment advice and/or managing client assets:

Asset Allocation. Rather than focusing primarily on securities selection, Formative attempts to identify an appropriate ratio of equities and fixed income, and cash suitable to the client's investment goals and risk tolerance. A risk of asset allocation is that the client may not participate in sharp increases in a particular security, industry, or market sector if it is not included in their allocation. Another risk is that the ratio of equities and fixed income, and cash, will change over time due to stock and market movements and, if not corrected, will no longer be appropriate for the client's goals.

Charting. In this type of technical analysis, charts of market and security activity are reviewed in an attempt to identify when the market is moving up or down, to predict how long the trend may last, and when that trend might reverse. While this is a common method of analysis, there is always the risk that past performance is not representative of future results or that the assumptions made prove to be incorrect.

Cyclical Analysis. In this type of technical analysis, the movements of a particular stock against the overall market are analyzed to predict the price movement of the security. There always is the risk that past performance is not representative of future results or that the assumptions made prove to be incorrect.

Fundamental Analysis. The intrinsic value of a security is analyzed by reviewing economic and financial factors (including the overall economy, industry conditions, and the financial condition and management of the company itself) to determine if the company is underpriced (suggesting it may be a good time to buy) or overpriced (suggesting it may be a good time to sell). Fundamental analysis does not attempt to anticipate market movements or changes in value. There is risk in the fact that the price of a security can rise or fall along with the overall market, regardless of the economic and financial factors considered in evaluating the stock.

Mutual Fund and/or ETF Due Diligence. Formative's Mutual Fund and Multi-Manager Model formation process incorporates the objectivity of quantitative analysis and the insights of fundamental research. This two-pronged approach begins with our proprietary Mutual and Model Fund Scores, which encompass both financial and sustainability factors.

Formative utilizes these Scores as the foundation for in-depth manager reviews. In one-on-one conversations, we assess individual managers to ensure their investments are aligned with our and our clients' personal values, social priorities, and mission. We do this by analyzing the firm, portfolio management and research teams, investment process, and our values-based integration methodology, as well as proxy voting, corporate actions, and engagement.

Finally, we construct well-diversified portfolios designed to deliver risk-adjusted returns to enable investors to achieve their financial goals. We diversify – across asset classes, geographies, sectors, styles, and market capitalizations – to mitigate risk. Well-diversified and

structurally sound, our values-aligned Sustainable Investment Solutions are constructed with the probability of enabling our clients to achieve their investment objectives. Fiduciary duty is at the heart of our investment philosophy.

Qualitative Analysis. This type of analysis describes the process of evaluating difficult to quantify factors such as quality of management, labor relations, and strength of research and development factors not readily subject to measurement and predict changes to share price based on that data. A risk in using qualitative analysis is that our subjective judgment may prove incorrect.

Quantitative Analysis. Mathematical modeling is used in an attempt to obtain more accurate measurements of a company's quantifiable data, such as the value of a share price or earnings per share and predict changes to that data. A risk in using quantitative analysis is that the models used may be based on assumptions that prove to be incorrect.

Risks for all Forms of Analysis and Due Diligence. Formative's securities analysis methods rely on the assumption that the companies whose securities Formative purchases and sells, the rating agencies that review these securities, and other publicly available sources of information about these securities, are providing accurate and unbiased data. While Formative is alert to indications that data may be incorrect, there is always a risk that analysis may be compromised by inaccurate or misleading information.

Technical Analysis. Historical market movements are analyzed, and that analysis is applied to the present to recognize recurring patterns of investor behavior and predict future price movement. Technical analysis does not consider the underlying financial condition of a company. Risk is inherent in a poorly managed or financially unsound company underperforming regardless of market movement.

Third-Party Model Manager and/or Sub-Advisor Due Diligence. Formative examines the experience, expertise, investment philosophies, and past performance of independent Third-Party Model Managers and/or Sub-Advisors in an attempt to determine if there has been demonstrated ability to invest over a period of time and in different economic conditions. Formative monitors the Third-Party Model Manager's model holdings, strategies, concentrations, and leverage as part of its overall periodic risk assessment. Additionally, as part of Formative's due diligence process, it surveys a Third-Party Model Manager's or Sub-Advisor's compliance and business enterprise risks.

A risk of investing using Third-Party Model Manager and/or Sub-Advisors who have been successful in the past is that they may not be able to replicate that success in the future. In addition, as Formative does not control the underlying investments in a Third-Party Model Manager's portfolio, there is also a risk that a manager may deviate from the stated investment mandate or strategy of the portfolio, making it a less suitable investment for clients. Moreover, as Formative does not control the manager's daily business and compliance operations, Formative may be unaware of the lack of internal controls necessary to prevent business, regulatory, or reputational deficiencies.

Values-Aligned Direct Index Solution (VADIS). VADIS attempts to replicate the performance of an index by purchasing the underlying individual equities instead of using an ETF or mutual fund in an investor's portfolio. Formative's portfolio construction expertise and discretionary investment advisory services may be implemented using our carefully vetted Impact Preferences, or combined with YourStake's values-aligned client assessment, data collection and organization, analytics, and reporting capabilities for investors who seek alignment of personal values factors into investment portfolios that attempt to replicate the performance of a chosen benchmark in our Values Aligned Direct Index Solution.

Our VADIS Portfolios are constructed on the Orion Astro platform using client-specific inputs provided by the investment advisor. These inputs include but are not limited to:

- Impact Preferences, which may include individual or lists of companies chosen by the client for exclusion or inclusion in the portfolio
- A desired benchmark, which may be a standard index or combination thereof
- Investment strategy constraints and client preferences, such as:
- Maximum number of securities
- Desired tracking error, security count, and security exposure
- Turnover, and trade thresholds, size, and number
- Existing legacy positions, specific-company inclusions/exclusions; and
- Tax considerations

Values-Aligned Integration. A sustainable and responsible approach to investing includes both quantitative and qualitative analysis. Our investment process integrates analysis of in the client's values into the portfolio design. Management values factors can have a material influence (either positive or negative) on company profitability, value, and share price. Risk is inherent in the fact that a poorly managed or financially unsound company or product may cause the investment to underperform regardless of its mission.

Investment Strategies

Formative may use the following strategies in managing client accounts, provided that such strategies are appropriate to the needs of the client and consistent with the client's investment objectives, risk tolerance, and time horizons, among other considerations:

Illiquid Securities. Formative may, from time to time, assist clients with analyzing investments in securities in the areas of unlisted and/or unregistered debt or equity (commonly referred to as "private placements"), which have no current or anticipated liquidity. Formative will provide investment advice on such securities that have been approved by its due diligence and investment approval processes. When analyzing investments in securities of this type, Formative will use the following analysis: fundamental, qualitative, quantitative and risk.

Long-Term Purchases. Formative may purchase securities with the intention of holding them in the client's account for a year or longer. Typically, this strategy is employed when:

- Formative believes the securities to be currently undervalued, and/or
- Formative wants exposure to a particular asset class over time, regardless of the current projection for this class.

A risk in a long-term purchase strategy is that by holding the security for this length of time, Formative may not take advantage of short-term gains that could be profitable to a client. Moreover, if Formative's predictions are incorrect, a security may decline sharply in value before the decision is made to sell.

Short-Term Purchases. When utilizing this strategy, Formative may purchase securities with the idea of selling them within a relatively short time (typically a year or less). Formative does this to take advantage of conditions it believes will soon result in a price swing in the securities purchased.

A short-term purchase strategy poses risks should the anticipated price swing not materialize; Formative is then left with the option of having a long-term investment in a security that was designed to be a short-term purchase, or potentially taking a loss. In addition, this strategy involves more frequent trading than does a longer-term strategy; and may result in increased brokerage and other transaction-related costs, as well as less favorable tax treatment of short-term capital gains.

Risk of Loss

Investing involves risk, including loss of principal. Each client of Formative must be prepared to bear the risk of loss with respect to each account established.

Proxy Voting

Owners of company stock and mutual fund shares have a right to be heard on matters put before shareholders for a vote. Shareholder voting is the primary means by which shareholders can influence a company or mutual fund's operations, its corporate governance, and other activities that may fall outside of financial considerations.

You have provided Formative discretion in managing your accounts, we will vote your proxies consistent with our Proxy Voting Guidelines, except in the circumstances described below or if you instruct us that you do not wish for Formative to vote your proxies.

You are provided with a copy of Formative's Proxy Voting Guidelines at the time you open your account with us and annually thereafter. These guidelines also are always available on our website and upon request as described below. We believe one of the reasons you have chosen Formative to provide you advisory services is our commitment to socially responsible investing,

which includes voting proxies consistent with this philosophy, as is reflected in our Proxy Voting Guidelines. Therefore, you must notify us in writing and instruct us how you would like us to vote your proxies if you do not want them voted as described in the Proxy Voting Guidelines.

To assist with proxy voting, Formative has an arrangement with an independent governance analysis and proxy voting firm to provide research to Formative and to vote proxies based on Formative's Proxy Voting Guidelines. The independent third-party firm will vote all holdings in which Formative clients have a material interest, defined as all shares held at Schwab, Goldman Sachs, SEI, and Apex. Formative does not vote proxies at any other custodians.

As described above, client proxies voting is based on social responsibility concerns and financial considerations, as reflected in the Proxy Voting Guidelines, updated at least annually. The independent third-party proxy voting service discloses to Formative, at least annually, potential conflicts of interest between their research/proxy voting services and their corporate governance consulting services and their procedures for limiting such conflicts.

Clients should be aware that they are under no obligation to assign proxy voting duties to Formative. Clients may choose from proxy voting options that are offered by their custodian. For example, accounts held at Goldman Sachs offer a client has the right at any time, even if proxy voting has been delegated to Formative, to vote any individual proxy themselves and override any vote that may be cast by the proxy voting service hired by Formative.

Clients of advisors using our non-fiduciary services can opt-in to our proxy voting services by requesting such on the authorization form allowing access to Formative. If the client does not authorize Formative to vote their proxies at Goldman Sachs, they must vote their own proxies by logging into their Goldman Sachs account. Any proxies voted by Formative can be overridden by the client.

Clients may obtain a copy of Formative's Proxy Voting Guidelines by visiting the Formative website (www.firstaffirmative.com), sending an email to service@firstaffirmative.com or proxyvoting@firstaffirmative.com, or by sending a request in writing to the address listed on the cover page of this document. Clients may request information on how proxies for his/her shares were voted and Formative will promptly provide such information to the client.

With respect to ERISA accounts, Formative will vote proxies if granted that authority unless the plan documents specifically reserve the plan sponsor's right to vote proxies. To direct Formative to vote a proxy in a particular manner, clients should send an email to proxyvoting@firstaffirmative.com.

Formative does not vote proxies for the following types of accounts:

- Accounts held in custody by Schwab that have not granted Formative authority to vote proxies
- ERISA accounts that specifically require the plan sponsor to vote the proxies
- Accounts that participate in the OPS Wrap Fee Program; and

In situations where Formative does not vote proxies, proxy documents are accessible by logging into the Goldman Sachs website for advised clients, www.folioinstitutional.com. Upon request, Formative and its IARs may provide information about proxy issues to clients who have chosen to vote their own proxies.

Clients can instruct Formative to vote proxies according to particular criteria (for example, to always vote with management, or to vote for or against a proposal to allow a so-called “poison pill” defense against a possible takeover). These requests must be made in writing. Clients can also instruct Formative on how to cast their vote in a particular proxy contest by sending an email to service@firstaffirmative.com.

There is a remote possibility that Formative employees or IARs have a relationship with a public corporation which may put their interests at odds with those of clients in the Proxy Voting process. These personnel are required to disclose to the Chief Compliance Officer any such relationships and are required to recuse themselves from participating in votes related to such companies.

Clients of advisors using our non-fiduciary services can opt-in to our proxy voting services by requesting such on the authorization form allowing access to Formative. If the client does not authorize Formative to vote their proxies according to our Proxy Voting Guidelines at Schwab Institutional, they should not check the box on the account application authorizing such votes. If the client does not authorize Formative to vote their proxies at Goldman Sachs, they must vote their own proxies by logging into their Goldman Sachs account. Any proxies voted by Formative can be overridden by the client.

Item 7: Client Information Provided to Portfolio Managers

Third-Party Model Managers are investment managers who provide no individualized investment advice to a client, do not place, or execute transactions on behalf of a client and merely license proprietary information about the composition of a hypothetical portfolio to other investment advisors. Accordingly, as a general matter, Third- Party Model Managers on the Goldman Sachs platform receive no client information.

It should be noted, however, that, when a Network Advisor or Solicitor/Endorser uses a Proprietary Model on the Goldman Sachs platform, Formative is both the investment manager of the model (or portfolio manager) as well as the investment advisor to the client. In its capacity as an investment advisor, Formative provides individualized investment advice and has client information.

Item 8: Client Contact with Portfolio Managers

A Third-Party Model Manager generally has no contact of any type with a client, does not accept investor funds or pool those funds with other investors and does not offer its model

portfolio services to anyone other than other investment advisors. Except as noted below, clients do not have access to Third-Party Model Managers.

Again, it should be noted that, when a Network Advisor or Solicitor/Endorser uses a Proprietary Model on the Goldman Sachs platform, Formative is both the investment manager of the model (or portfolio manager) as well as the investment advisor to the client. As an investment advisor to the client, Formative (through the Network Advisor or Solicitor/Endorser) has regular contact with the client.

Item 9: Additional Information

Disciplinary Information

Formative must disclose any legal or disciplinary events material to a client's or prospective client's evaluation of its advisory business or the integrity of its management. Formative, its management personnel and Investment Adviser Representatives have no disciplinary events to disclose.

Other Financial Industry Activities and Affiliations

Formative may select BDs to provide brokerage services to client accounts. Conflicts may arise in the course of Formative's selection of broker-dealers. Formative recommends BDs and places orders for the execution of transactions for its clients according to its best execution policies and procedures and consistent with the client's investment objectives.

In selecting a BD as a custodian Formative may consider a range of factors it deems relevant, including, but not limited to cost of services; timing and speed of execution; responsiveness; creditworthiness and financial stability; likelihood of, and capabilities in, execution, clearance, and settlement; liquidity in or with an execution venue; and other appropriate factors. After this analysis, the client has sole discretion as to any Formative approved custodian for a Managed Mutual Fund Account. However, certain advisory service programs offered by Formative may only be available through a single custodian.

Formative receives the same compensation for each of the investment options it offers at other custodians except OPS. Any fees or transaction costs collected by custodians are not shared with Formative.

Outside Business Activities of Management Personnel and IARs

Formative's Management Personnel do not have Outside Business Activities that are material to their roles within Formative.

Several Formative IARs are licensed as insurance agents or as tax preparers. Formative supervises these outside business activities and shares in any of the revenues from these activities.

Selling Agreement, Solicitors/Endorsers Agreement, and Custodial Relationships with Formative

There are no referral arrangements between Formative and any RIA firm wherein an individual is a member, officer, or employee of Formative and is also a member, officer, or employee of another firm. This includes any other RIA disclosed as required in Section 7.A. on Schedule D of Form ADV, Part I. (Part I of Formative's Form ADV is available on the SEC's website at www.adviserinfo.sec.gov where you can search by using CRD number 109036). No Formative client is obligated to use the advisory services of any other RIA, as no other RIA advisory client is obligated to use Formative's advisory services.

Managing Other Potential Conflicts

Insider Trading

Formative and/or individuals associated with the firm may buy or sell for their personal accounts' securities identical to or different from those recommended to its clients. In addition, any related person(s) may have an interest or position in a certain security or securities which may also be recommended to a client. Formative has established written policies and procedures for insider trading that prohibit any member, officer, or employee of the firm from buying, selling, or recommending securities where the decision is substantially derived, in whole or in part, from non-public information, information about other Formative clients or made based on the potential personal gain of the member, officer or employee.

Compensation Conflicts

Fees Paid to Network Advisors and Solicitors/Endorsers by Formative relating to Discretionary Investment Management. A portion of the fees for investment advisory services are shared with Network Advisors or Solicitors/Endorsers to compensate them for their services.

If the Network Advisor is an IAR, Formative compensates the IAR directly, except for any compensation he or she may earn on the provision of tax preparation services and life insurance sales.

For Network Advisor and Solicitors/Endorsers, Formative collects the applicable fee from the client assets and the Network Advisor or Solicitor/Endorsers share of the fee is paid to the BD

or RIA firm with whom they are associated, which firm in turn pays a substantial portion of the fee to the Network Advisor and Solicitor/Endorser. The BD or RIA firm typically retains a small portion of the Network Advisor or Solicitor/Endorser share to compensate itself for administration and other overhead.

Costs and Compensation for Rollover Recommendations. Rollover recommendations have associated fees payable to Formative and their Network Advisor or Solicitor/Endorser. These fees might be more or less than the fees or commissions charged to the Client by the Plan, other Consultants, or Brokers, as applicable. This creates a conflict of interest. The Network Advisor or Solicitor/Endorser making the recommendation provides full disclosure of the associated costs and their compensation so a client can make an informed decision before accepting the recommendation. This disclosure attempts to mitigate the conflict of interest.

Other Compensation Paid to IARs. In addition to receiving a portion of the fee for discretionary investment advice, IARs receive a portion of any fees charged for financial planning, hourly consultation or other services provided under nondiscretionary investment advisory agreements.

Other Compensation Earned by Third-Party BD, RIA Network Advisors, and Solicitors/Endorsers. Third-party firms may compensate their advisors for providing other products or services to clients, Neither Formative nor any Network Advisor or Solicitor/Endorser receives any transactions-related or variable compensation for the sale of securities or other investment products, including asset-based sales charges or service fees from the sale of mutual funds relating to any product or service offered by or on behalf of Formative.

Formative takes the following steps to address compensation conflicts:

- Discloses to clients that they are not obligated to purchase recommended investment products from their employees or affiliated companies
- Collects, maintains, and documents accurate, complete, and relevant client background information, including the client's financial goals, objectives, and risk tolerance
- The firm's management conducts regular reviews of client accounts to verify that all recommendations made to a client are suitable to the client's needs and circumstances
- Requires that employees seek prior approval of any outside employment activity so that Formative may ensure that any conflicts of interest in such activities are properly addressed
- Periodically monitors these outside employment activities to verify that any conflicts of interest continue to be properly addressed
- Educates employees regarding the responsibilities of a fiduciary, including the need to have a reasonable and independent basis for investment advice provided to clients; and
- Requires all IARs to acquire and maintain the Accredited Investment Fiduciary (AIF), or comparable professional designation to provide initial and ongoing training in the duties of investment fiduciaries.

Clients should be aware that conflicts of interest surrounding compensation may impair the objectivity of Formative and its members, officers, or employees when making advisory recommendations or when providing non-discretionary investment advisory services. This includes a recommendation to rollover retirement assets to an account managed by the advisor. The Department of Labor's Rule 3.0, known as the Fiduciary Rule, requires investment fiduciaries to review the costs associated with rolling over ERISA plan assets to another retirement vehicle. A conflict of interest occurs if the advisor earns a new fee or increases its current compensation because of the rollover. Formative offers fee-based compensation which tends to reduce or change the possibility of conflicts of interest but cannot eliminate them entirely. While it is Formative's intent to always offer advice that is in the best interest of the client, it is the client's responsibility to evaluate that advice and determine if it is appropriate before acting. No client is obligated to accept any recommendation, and all clients are free to implement any recommendation with the broker, planner, or advisor of their choice.

Other Compensation for use of Proprietary Models. Formative recommends multi-manager models that are proprietary. Formative retains the portion of the revenues allocated for compensation to model managers. Formative's models are reviewed against similar non-proprietary models and are included only if the model is suitable for the client portfolio. Clients should be aware that conflicts of interest surrounding compensation may impair the objectivity of Formative and its members, officers, or employees when making advisory recommendations or when providing non-discretionary investment advisory services. This includes a recommendation to rollover retirement assets to an account managed by the advisor. A conflict of interest occurs if the advisor earns a new fee or increases its current compensation because of the rollover. There also is the possibility of conflicts of interest between clients and any Network Advisor or Solicitor/Endorser, if the service is provided for variable compensation. Formative offers fee-based compensation which tends to reduce or change the possibility of conflicts of interest but cannot eliminate them entirely. While it is Formative's intent to always offer advice that is in the best interest of the client, it is the client's responsibility to evaluate that advice and determine if it is appropriate before acting. No client is obligated to accept any recommendation, including recommendations regarding rollovers, and all clients are free to implement any recommendation with the broker, planner, or advisor of their choice.

Indirect Compensation Specific to Custodians. Formative is charged an annual fee per client account to OAT for the use of their Astro platform. This technology allows us to design, implement, and reoptimize portfolios. Formative employs this technology for accounts held at each of our approved custodians. The fees charged to the Client are the same for each platform.

Code of Ethics, Review of Accounts, Participation or Interest in Client Transactions, Personal Trading

Formative has adopted a code of ethics (Code) which sets forth high ethical standards of business conduct that are required of employees and IARs, including compliance with applicable federal securities laws.

Formative has adopted the Code to instruct and guide its personnel in their ethical and fiduciary obligations to clients. The Code also provides rules and requirements regarding the personal securities trading practices of Formative's IARs and staff. Formative, its personnel, and its IARs owe a duty of loyalty, fairness, and good faith toward all clients and are obligated to adhere not only to the specific provisions of the Code but to the general principles embodied in the Code. The Code is designed to ensure that the personal securities transactions, activities, and interests of Formative employees will not interfere with making decisions in the best interest of advisory clients and implementing such decisions while, at the same time, allowing employees to invest for their own accounts.

The Code covers a range of topics that include the following: general ethical principles, reporting of personal securities trading, exceptions to reporting securities transactions, reportable securities, initial public offerings, and amendments to Form ADV and supervisory procedures.

A copy of the Code is available to investment advisory clients and prospective clients. You may request a copy by email sent to Formative's Chief Compliance Officer, Kathy Lewis at kathylewis@firstaffirmative.com, or by calling 719-660-6157.

Review of Accounts

Reports to Clients

Clients receive monthly account statements detailing deposits, withdrawals, purchases, sales, dividends, interest, fees deducted from the account and any other activity, from the custodian of the account. Clients may also receive trade confirmation of every trade executed in their account(s), which should be saved for tax purposes.

Formative and its service providers also will make available quarterly performance reports to all clients. Depending on the custodian and/or the service provider, such performance reports may be made available for an annual fee, which is not included in the discretionary investment advisory fees described in Item 4 above.

All clients have online, 24/7 access to their accounts through a Client Portal via the OAT platform. Formative will provide quarterly performance reports through this Client Portal. These performance reports may include graphic representations of your accounts using various data points.

Client Account Reviews

Network Advisors and Solicitors/Endorsers. Each Network Advisor and Solicitor/Endorser can view all positions and activities in his/her client account(s) via the internet, and each Network Advisor and Solicitor/Endorser receives copies of all reports provided to their client(s). Network Advisors and Solicitors/Endorsers are expected to review activity in client accounts on a quarterly basis, to periodically discuss the account with the client, and to ensure the suitability of the investment services provided based on each client's specific situation.

Supervising BD or RIA. Each third-party BD and/or RIA with which Formative maintains a selling or solicitor/endorser's agreement also is responsible for developing its own, independent procedures to review client accounts and supervise the activities of its representatives.

Sub-Advisors. Third-Party Model Managers responsible for managing portions of Formative client accounts are also responsible for ongoing review and supervision of transactions in the client accounts they manage.

Company Management. Formative's senior management, including members of the Investment Committee, conduct both periodic reviews and various systematic samplings of accounts to supervise and ensure compliance with investment policy. Formative also monitors the performance of the VADIS portfolio construction workflow.

Client Referrals and Other Compensation

Client Referrals

Formative may pay referral fees to firms ("Solicitors/Endorsers") for introducing clients. These fees are asset-based. When the solicitor/endorser is associated with a third-party BD or RIA, they are paid over the relationship's life. Whenever Formative pays a referral fee, it requires the Solicitor/Endorser to provide the prospective client with a copy of the Disclosure Brochure and this document, an Investment Advisory Services Agreement (IAS), and a separate disclosure statement that includes the following information:

- The Solicitor/Endorser's name and relationship with Formative
- The fact that the Solicitor/Endorser is being paid a referral fee
- The amount of the fee; and
- As a matter of firm policy, a client working with a Solicitor/Endorser will not be charged more than any other client.

Other Compensation

It is Formative's policy not to accept or allow its related persons to accept any form of compensation, including cash, sales awards, or other prizes, from a non-client in conjunction with the advisory services it provides to its clients.

Financial Information

Under no circumstances does Formative require or solicit payment of fees in excess of \$500 per client more than six months in advance of services rendered. Therefore, Formative is not required to include a financial statement in this disclosure document.

As an advisory firm that maintains discretionary authority for client accounts and maintains custody of client assets held for clients at Schwab, SEI, and Apex, granting Formative authorization under a SLOA, Formative is also required to disclose any financial condition that is reasonably likely to impair its ability to meet its contractual obligations. Formative has no additional financial circumstances to report.

Formative's financial statements are audited or reviewed each calendar year by a qualified, independent CPA firm.

Formative has never been the subject of a bankruptcy petition.