

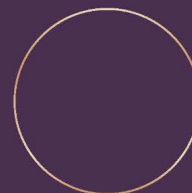


# The **NEURODIVERSITY** Index

Au 79 Index · 100k investment minimum

.....

**The Gold Standard for Neuroinvestment**



# Invest for impact.



**The Neurodiversity Index** is a tracking tool of 79 companies that have made a commitment to neurodiversity hiring, retention, leadership, and product development. It assumes the same principles as many in the index-investment thriving space: If conditions are right for inclusion of neurodivergent workers and consumers, a business will thrive.

Yet to our knowledge, none of the billions of dollars of investments made have focused on designing a greater sense of accountability for neurodiversity and inclusion. After having been left out of the conversation for so long, we decided to create our own index.

Our principles allow consumers investing with us to put their money behind one simple belief:

*When we do better by neurodivergent people, they -- and businesses -- will thrive.*

## WHAT IS NEURODIVERSITY?

**Neurodiversity** refers to the fact that all people learn, socialize, process emotions, and perform brain functions in different ways. Rather than treating those with autism, I/DD, ADHD, learning disabilities, and mental health conditions as “less than” or “defective”, neurodiversity as a concept recognizes and uplifts their unique viewpoints, ideas, and talents. By listening to and including these individuals (who are collectively referred to as **neurodivergent**) in all aspects of life, we can create a more just and accessible world for all.

# It's more than a buzzword: it's a revolution.

Far from being a fad, the neurodiversity movement allows us to see the innate potential in everyone. More importantly, it encourages us to invest in an untapped cohort of talented people who can work, innovate, and change the world.



**20% of the US population is neurodivergent**

1 out of every 44 children is on the autism spectrum

With their unique perspectives, neurodivergent individuals are at the forefront of innovation. Here are just a few famous neurodivergent people:



**Bill Gates**

Co-Founder, Microsoft  
ADHD



**Temple Grandin**

Scientist and Animal Behaviorist  
Autism



**Elon Musk**

CEO, Tesla and SpaceX  
Autism



**Richard Branson**

Founder, Virgin Group  
Dyslexia



**Daymond John**

Investor and Author  
Dyslexia



**David Beckham**

Soccer Player and Businessman  
Tourette's



**Bill Gross**

Co-Founder, PIMCO  
Autism



**Barbara Corcoran**

Investor and Author  
Dyslexia

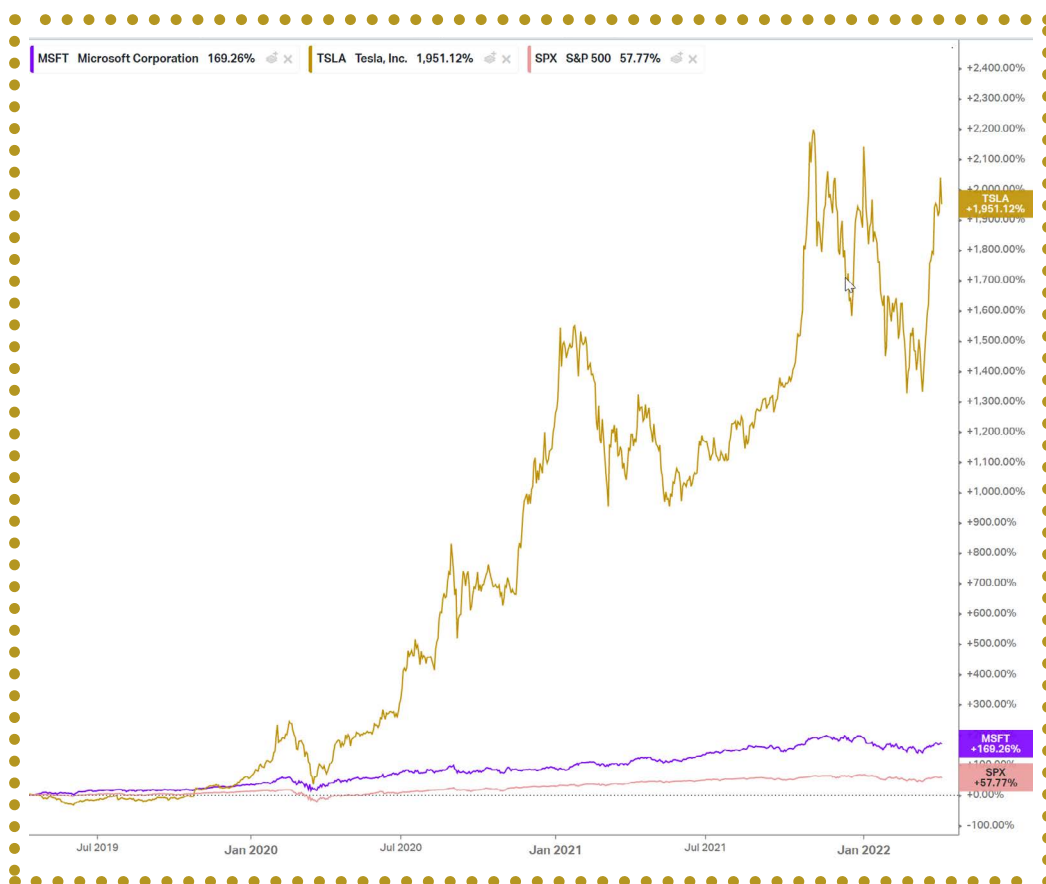
*If you give people tools, and they use their natural abilities and their curiosity, they will develop things in ways that will surprise you very much beyond what you might have expected.*

*Bill Gates*

# Neurodiversity benefits everyone.

A 2018 study showed that companies with diverse leadership teams are more innovative and have up to 19% higher profits compared to companies who do not embrace diversity (Lorenzo et al., 2018).

*The takeaway is clear: more diversity, especially in leadership positions, leads to more unconventional and innovative ideas. That, in turn, leads to higher profits and higher stock performance.*



From 2019 to 2022, **Microsoft** (the company that scores highest on our Index) and **Tesla** (the only public company known to be led by an autistic CEO) had stronger returns compared to the broader mark (**S&P 500**) over the course of three years.

## SOURCE:

Lorenzo, R. et al. (2018) *How diverse leadership teams boost innovation, United States - EN*. Available at: <https://www.bcg.com/en-us/publications/2018/how-diverse-leadership-teams-boost-innovation>.

# Inclusion criteria that's worth its weight in gold.

Calculated semi-annually, AU79 includes 79 companies for a reason: the 79th element on the periodic table is gold, or Au(tistic). Our 8 criteria for inclusion on AU79 is likewise weighted according to the periodic table for a maximum of 79 points.

## 18 Neurodivergent leadership

We want to support successful US corporations where neurodivergent leaders have risen to the very top positions.

## 16 Commitment to beliefs

Many companies on the Index have put time, money, and resources into building official programs that hire and retain neurodivergent workers.

## 13 Accountability

Ethics matter, which is why speculative or manipulative companies with poor business practices will be excluded from the Index.

## 10 Neurodivergent products

Companies on the Index support the neurodivergent population through the creation of tools and products specifically designed for them.

## 8 Ownership of the process

Inclusion means consulting with neurodivergent people from the start. We value companies who involve neurodivergent coaches and consultants in company structure planning.

## 6 Commitment to diversity

Programs have been developed to support all kinds of diverse workers throughout the company, including support networks, access to accommodations, resource groups, and more.

## 5 Blanket initiatives

Companies on the Index raise awareness and promote acceptance by showing support for the larger neurodiversity movement

## 3 Liability reduction & ethics

The standard ethical treatment of all workers is the baseline for inclusion in the Index. That means flexible work options, ethical pay/benefits, & treating all with respect.



79 · Au (Gold) · 196.967



# Inclusion yields results.

We are advisors and advocates for our neurodivergent clients and clients with disabilities. Most of our team is neurodivergent. Over the past several years, we have had conversations with countless advocates, consultants and employees of major US companies to get the real story on the leaders in the work of neurodiversity and have compiled an index so neurodiversity can finally be discussed within the context of impact investing.

We've done the research, analysis, and vetting of companies to learn who is not just saying they support diversity, but who is actually including diverse workers on their teams: from entry level positions to C-suite officers making real decisions for the company.



## INVEST IN INCLUSION TODAY

[www.neurodiversityindex.com](http://www.neurodiversityindex.com)  
(877) 854-AU79

## DISCLOSURES

Investment advice offered through Hibernia Wealth Management, a registered investment advisor.

The Neurodiversity Index (Au79 Index) was launched on June 24, 2021. Past performance is no indication or guarantee of future performance.

Index calculations provided by IPOX IPOX Schuster To learn more, please visit [www.ipox.com](http://www.ipox.com).