

# New Constructs

# CORE VALUES

## PROVIDE THE BEST DATA TO OUR CLIENTS

Superior quality, accuracy, consistency, reliability & transparency makes our data, models and research the best in the world.

## GO THE EXTRA MILE

We go the extra mile for our clients and the company. We dig through the footnotes and MD&A and provide a superior product by being more diligent. We also go the extra mile for our fellow co-workers to help them become the best versions of themselves.

## IMPROVE THE CAPITAL MARKETS

We simplify the complexity of the capital markets, making them more efficient. How capital is allocated has a huge impact on quality of life in the world. The global capital markets are worth \$30 Trillion. If we can help improve efficiency by 1%, we can make an enormous difference in the quality of people's lives.

## INNOVATE

We leverage technology and automation to scale our expertise. If a tool we need doesn't exist, we build it. We are always striving to improve our products and services. Small, regular improvements lead to extraordinary results in the future through the power of compounding.

## CREATE VALUE

We create unique value for our customers. Our work offers insight into the profitability and valuation of companies you can't get anywhere else. We strive to help our clients achieve superior risk-adjusted returns.

## COMMUNICATE OPENLY & EFFECTIVELY

We value direct communication and openness. Our ability to communicate effectively across disciplines is what makes us successful. We always aim to do our best, honest work, and tell the truth both in how we present our work externally as well as how we deal with each other internally.

## COLLABORATE WITH ACCOUNTABILITY & RESPECT

Great ideas can come from anywhere and it's important that we all understand one another. We work together to achieve great things and are quick to recognize other's contributions and achievements. We take pride in our work and get things done well and on time.

## GROW PERSONALLY & PROFESSIONALLY

We're always learning and getting better both as a company and as individuals. We pride ourselves on our training program and the opportunities employees have to develop their talents and skills.