

HAPY

Harbor Human Capital Factor Unconstrained ETF

Fund Description

HAPY tracks an equal-weighted index of US-listed large-cap companies scoring highest in terms of a quantitative measure that ties corporate culture to financial performance.

FactSet Analyst Report

HAPY aims to invest in large-cap US equities deemed corporate culture leaders or those with a high Human Capital Factor score, measured through a proprietary scoring methodology. This methodology quantitatively measures the contribution of a company's corporate culture to its financial performance based on factors such as employee engagement and motivation, trust and transparency, point of view diversity, and compensation fairness. The index includes securities from the SolactiveGBS United States 1000 index (parent index) and uses public and non-public data to calculate the Human Capital Factor score. The index selects the top 70-100 companies and equally weights them during the annual reconstitution and quarterly rebalancing. Prior to September 5, 2023, the ETF's name was Harbor Corporate Culture Leaders ETF.

