



Diversity, Equity and Inclusion

Policy Statement

At Los Angeles Capital, cultivating an environment of mutual respect and inclusion by embracing individuals' unique backgrounds, experiences, viewpoints, and cultures is a vital component of our vision for success. We believe diversity, equity and inclusion are integral factors which drive the Firm's mission of *Achieving Client Success through Research and Technology*. Our diverse backgrounds and perspectives coming together directly influence our ability to innovate, collaborate and build high performance investment portfolios that adapt with changing global markets. We believe that diversity and the continual development of an inclusive environment leads to the creation of processes, programs and opportunities that are fair and equitable for employees and creates a culture of highly diverse and inclusive teams that achieve better results. The Firm takes a purposeful approach to align Los Angeles Capital's commitment to our DEI Mission with the Firm's Mission and Vision. This approach is strategically imperative and a significant contributor to our ability to advance, lead and compete in the fast, evolving global marketplace.

Los Angeles Capital's priority is to continue to develop a company culture of connection and a shared sense of purpose. We are committed to proactively encouraging and empowering all dimensions of diversity, so that they are embedded into our ways of thinking, working, participating in community outreach initiatives, and supporting philanthropic causes. We strive to create an environment where our managers and employees learn to be conscious of and acknowledge their biases and focus on building a community of inclusive thinking and decision-making- the cornerstones of creating an atmosphere of cultural competency. Just as important is pursuing an environment where managers and employees listen and respect different points of view.

By assembling a team with a wide variety of people with new ideas and diverse backgrounds and experiences, we have built a high-performing, innovative, and enduring organization. Through the combined efforts of our employee-led Diversity, Equity, and Inclusion Working Group, the Board of Directors, and Human Resources, we seek to reflect on our strengths as well as our opportunities for improvement, with the goal to cultivate tangible action plans that will improve the diversity, equity and inclusion experience for all employees. When prudent, we will engage with third-party specialists to help assess the Company's progress and provide critical knowledge, guidance and recommendations.

We believe that with intentionality, empathy and continued progress on our diversity, equity and inclusion initiative, we cultivate a better organizational life for our employees and aim to embed a foundation of support and belonging, which allows employees to perform at their best and succeed. The unceasing opportunity for improvement and the importance of holding ourselves accountable are critical to our growth mindset, and we feel it is imperative to equip our leaders and all employees with education and ongoing development of DEI skills. As we look to the future, we acknowledge that we are all collectively part of our diversity, equity and inclusion journey, and we boldly pledge to work together to be better together.