



DIVERSITY, EQUITY, AND INCLUSION POLICY

Acadian's Equal Employment Opportunity policy states that Acadian is committed to providing equal opportunity in employment to all employees and applicants for employment. No employee or applicant shall be discriminated against on the basis of gender, race, creed, color, sex, age, national origin, marital status, veteran status, citizenship status, disability, gender identity, or sexual orientation. Employees who believe they have been the victim of employment discrimination based on any of these factors are advised to report the matter immediately to their manager or to Human Resources.

Acadian's Approach to Diversity, Equity, and Inclusion

We believe that diversity leads to strength across all facets of our organization. As a data-driven firm, we are convinced by the evidence proving that diversity leads to more resilient portfolios, more creative decision-making, a more vibrant culture, and business success. We believe that inclusive practices result in a more engaged and positive work environment. We recognize the historical truth of inequity and are committed to a more equitable representation of the world we serve.

Acadian is dedicated to fostering an organizational culture that promotes mutual respect, acceptance, tolerance, and cooperation. Understanding and valuing diversity, we believe, will not only help our employees to develop and grow as individuals but will ultimately increase Acadian's ability to provide service more effectively to an increasingly diverse global client base.

Acadian's strategy includes measurable goals across our workforce, business, and the communities in which we live and work, including:

- Aspiring to increase diversity at leadership levels to 40% through development, recruitment/hiring, employee engagement and awareness.
- Building DEI practices into our corporate strategy, investment research process, and partnerships with clients and consultants.
- Positively impacting our local communities with employee-driven engagements and strategic partnerships with local organizations.
- An active Diversity and Inclusion Forum with representatives from across the firm, focused on raising awareness and creating meaningful diversity programs.

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