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# DIVERSITY AND INCLUSION POLICY

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Hotchkis and Wiley Capital Management, LLC is committed to promoting diversity and inclusion so that all employees can reach their full potential. We believe that investment firms with diverse life experiences, perspectives, capabilities and talents produce the best outcomes for their clients and create a compelling culture that attracts and retains the most talented employees.

## POLICY

We embrace our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make each of our employees unique.

Hotchkis & Wiley's diversity initiatives apply but are not limited to our practices and policies on recruitment and hiring, layoffs and terminations, compensation and benefits, professional development and training, promotions, transfers, and social and recreational programs.

All employees of Hotchkis & Wiley are responsible for treating others with dignity and respect. All employees are expected to exhibit conduct that reflects inclusion in workplace interactions and through everyday practices.

A vital part of diversity retention requires company leaders to proactively engage with and mentor diverse talent. At Hotchkis & Wiley, employees enjoy an environment where they feel encouraged by their managers and colleagues. Regular, open communication from senior leaders about diversity and inclusion efforts is ongoing, as are opportunities to mentor and offer meaningful career guidance and support.

Our firm also values employer and employee volunteer service to our communities in order to promote a greater understanding and respect for the diversity of the cities in which we live. We believe that greater sensitivity to the needs of others fosters respectful communication and cooperation between all employees and further strengthens our collaborative culture.

Any employee found to have exhibited any inappropriate conduct or behavior towards others in violation of this policy may be subject to disciplinary action. Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from Human Resources and/or a management representative.