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# DIVERSITY, EQUITY & INCLUSION POLICY

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Hotchkis & Wiley is committed to advancing diversity, equity, and inclusion (DE&I) at our firm and within the investment industry so that all employees can reach their full potential. We believe that building a team that represents diverse life experiences, perspectives, capabilities, and talents produces the best outcomes for clients and creates a compelling culture that attracts and retains the most talented individuals.

We will continue building an inclusive work environment that embraces differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make each of our employees unique.

Our commitment to DE&I affects initiatives related to recruitment and hiring; compensation and benefits; professional development and training; layoffs and terminations; promotions; transfers; and social and recreational programs. All Hotchkis & Wiley employees are responsible for treating others with kindness, dignity, and respect in and out of the office, in addition to exhibiting conduct that reflects inclusiveness in daily workplace interactions.

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## DE&I FAQ

### 1. H&W DE&I goals:

- a. Foster an inclusive culture where all members are valued, respected, challenged, and have equal access to resources and opportunities to succeed
- b. Strive for diverse representation across all departments and levels
- c. Ensure fair and equitable compensation policies and practices
- d. Promote work-life balance so team members can thrive inside and outside of the workplace
- e. Support our local communities through volunteerism and active partnerships

### 2. Describe H&W's engagement with organizations or programs that promote the recruitment and retention of women and/or minorities.

To draw diverse candidates, open positions are actively posted on job boards targeting women, veterans, and underrepresented minorities.

H&W is a partner of the Robert Toigo Foundation and a sponsor of their MBA Catapult Program.

The firm is also a corporate sponsor of Women in Institutional Investments Network (WIIIN) and a member of 100 Women in Finance.

### 3. What has H&W done to further its diversity and inclusion goals in the past year?

Through the efforts of our DE&I committee, H&W expanded access to a broader range of diverse job boards.

In 2020, we hosted a summer internship program developed with the goal of selecting promising undergraduate females to introduce to our industry as a potential career. Our 6-week internship included an overview of the asset management industry, financial statement analysis, forecast modeling, and the development of presentation skills. We are hosting a similar internship program in 2021 and have expanded our focus to include underrepresented minorities as well as females.

Since 2013, H&W has sponsored a Corporate Work Study in partnership with a local high school for fiscally disadvantaged students of underrepresented minority groups. Our team trains and mentors students in business etiquette, basic office skills, and provides an industry overview to lay a foundation for entry into the workforce.

While persistence and time will allow H&W to achieve its diversity and inclusion aspirations, we are encouraged by our recent progress. In 2020, 100% of our full-time hires and interns identified with a historically underrepresented minority group. We remain committed to our D&I initiatives for 2021 and embrace our role in shaping the future of the investment industry diversity profile.

### 4. Does H&W have policies or practices in place to support diverse suppliers?

We are currently evaluating our business's suppliers and are preparing a survey to learn more about our suppliers' diversity makeup. Going forward, future suppliers will be assessed for diversity employment and ownership prior to engagement.