



ARTISAN PARTNERS

Artisan Partners Pay Equity Statement

As a talent-driven business, we focus on providing the ideal environment for our associates, long-term economic alignment, financial wellness, holistic benefits and professional development. We favor a tailored approach in keeping with our pursuit of great talent and differentiated outcomes. We believe the firm's compensation policy and practices are fair, equitable, transparent and merit-based across the organization and in alignment with our culture of equity and inclusion.

Artisan regularly reviews employees' pay and our pay practices to ensure we incent the right behaviors and are providing equal pay for equal work. As a standard and consistent practice, Artisan reviews employee pay to ensure it is both competitive with the external market and internally equitable. When we hire or promote talent, we take into consideration each candidate's qualifications and experience in connection with the market-aligned pay for the job and relative to peers. We also review our pay practices for any potential disparities that are not explainable by objective factors such as performance, experience level, credentials or location, and are committed to addressing any discrepancies.

To ensure we are aware of any disparities we regularly review compensation practices for unintended outcomes. Artisan regularly partners with external experts to conduct pay equity reviews in the U.S. to examine whether there are differences in pay between persons of different genders, races and ethnicities that are not explainable by objective, business-related factors, and has made appropriate corrective adjustments across genders, races and ethnicities.

At Artisan, equal pay for equal work is important to us. Our compensation package includes base salary, annual variable incentive cash bonuses, equity-linked long-term incentives and generous benefits for all associates. Artisan has established processes for reviewing employees' performance and pay at least annually. Our compensation practices are essential to fostering a diverse and inclusive culture where we value the contributions of all our employees. Therefore, we are committed to continuing to review our practices to ensure fairness and equity.

Refer to Artisan's [Sustainability Report](#) for our commitment and progress towards advancing diversity, equity and inclusion with our workforce.

Responsible Business Group:	Human Capital
Date of last revision:	December 19, 2022
Applicable to:	Artisan Partners Limited Partnership