



ARTISAN PARTNERS

Artisan Partners Statement on Diversity and Non-Discrimination

Artisan Partners believes that people are the firm's greatest asset. Since the firm's founding, Artisan Partners has sought candidates with diverse backgrounds to garner the creative perspectives that remain a pillar of the firm's culture. The firm's commitment to creating a progressive environment that fosters creative thinking is realized by hiring and retaining employees from different backgrounds, experiences and locations. The firm recognizes that diversity and inclusion are key drivers in cultivating a positive and collaborative environment where associates are continually motivated and encouraged to advance and develop. Ultimately, it is the firm's belief that a wide array of perspectives are instrumental in delivering best-in class investment solutions for its clients.

As Artisan Partners has grown, it has continued to look for ways to foster the diversity of the firm by developing programs of inclusion and opportunity creation for professional and personal development. As such, the firm has supported employee driven groups that explore topics and initiatives from independent viewpoints. The different groups incorporate themes like community outreach, cross functional communication, women's educational opportunities and networking, and employee-led training.

In addition, it is the policy of Artisan Partners to provide equal employment and career development opportunities in recruitment, recruitment advertising, selection and placement, testing, training programs, promotion, demotion, transfer, compensation, facilities, social and recreational programs, layoff, recall and disciplinary actions including terminations. This policy is carried out for all associates regardless of race, sex, age, color, religion, physical or mental disability, national origin, marital status, sexual orientation, medical condition, ancestry, veteran status or any other characteristic protected under applicable federal, state or local law. All Artisan Partners associates are expected to comply fully with the firm's policy and are prohibited from engaging in unlawful discrimination. The firm is committed to compliance with all applicable employment opportunity laws, regulations and guidelines.