



## Diversity, Equity and Inclusion at Artisan Partners

*“People First”—Artisan Partners’ culture is rooted in creative perspectives and differentiated thinking. We are committed to a diverse and inclusive environment that empowers our associates to be their authentic selves and reach their full potential. We believe this investment in our people is instrumental in delivering best-in class outcomes for our clients.*

Artisan Partners’ purpose is to generate and compound wealth over the long term for our clients. The wealth we generate supports retirement outcomes, pays for education, funds charitable purposes and improves people's lives. We are dedicated to the people and communities we serve and are proud of our track record.

Artisan Partners’ culture has always been centered around our people. Bringing our authentic selves, with our diverse backgrounds, perspectives, talents, and experiences to Artisan Partners is vital to Who We Are and delivering successful outcomes for our clients. Harnessing our differences, rich perspectives, and unique viewpoints makes us stronger as a whole and better able to fulfill our purpose.

Our associates are the firm’s greatest asset and we take great care in attracting, developing, and retaining top talent. We seek to recruit and hire outstanding people at all levels and in all functions, who thrive in broad roles and want the freedom to maximize their potential. We look for those who are self-motivated to develop their careers and add value to the firm. We recognize that talent exists everywhere, and we are dedicated to identifying and advancing the best and the brightest talent across all dimensions of diversity. We seek candidates who are diverse in gender, race, ethnicity, sexual orientation, veteran status, physical or mental abilities, age, and marital status, as well as those with unique global perspectives, experiences, and backgrounds. Our recruitment practices are consciously designed to broaden the diversity of our candidate pools, and to engage and expose candidates to our industry and to Artisan Partners. We have multiple sources for identifying talent including prospecting, internal research, networking, job postings, external recruiters, and, at times, partnership with external organizations and educational institutions to bring diverse talent into the firm.

Talent development is core to Artisan Partners’ philosophy. We thoughtfully grow our business to maximize long-term career opportunities and develop our high-caliber talent. We are committed to fostering an equitable and inclusive culture where all associates can thrive:

- Programs supporting associates early in their careers, including cross functional training, networking opportunities and a multi-year rotational training that develops future leaders;
- Associate-led grass-roots initiatives and affinity groups embrace inclusivity, encourage engagement and communication, drive a sense of belonging, and enhance professional and personal growth;
- Life-long learning for all associates through programs that provide educational and cross functional knowledge-sharing, including diversity and unconscious bias training and tuition reimbursement for applicable undergraduate, graduate, professional, and licensing education;
- Cross-functional mentoring that pairs associates with mentors based on specific development goals and provides training and education to both mentors and mentees.

We continuously invest in our associates by providing compelling work in a dynamic, growth-oriented environment. Fundamental to this investment is fostering a diverse, equitable, and inclusive culture that responds to the needs of a global and diverse workforce. We offer a comprehensive benefits program designed to promote success for all associates:



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- We offer competitive compensation that structures associates' economic alignment in the form of variable compensation, and equity-linked incentives to all associates to create alignment with our clients and shareholders;
- We encourage associates to save for their retirement by matching 100% of 401(k) contributions dollar for dollar (fully vested) up to the IRS limit and providing similar retirement benefits for associates outside the US;
- We provide comprehensive medical and vision insurance with 100% of health care premiums paid for by the firm;
- We offer generous benefits to all associates regardless of title, role, or responsibility, recognizing the importance of accessibility, equity, and wellness.

We partner with community organizations to promote diversity and inclusion, both at Artisan Partners and in the asset management industry overall. We work with community organizations to support professional and personal development including volunteer opportunities, high school internships, and local sponsorships. Artisan's Matching Gifts Program has supported our associates' generosity to a wide range of educational, religious, cultural, and other charitable organizations in our communities.

At Artisan Partners, our commitment to Diversity, Equity and Inclusion is a key strategic priority. Our "People First" culture drives our commitment to fostering a workplace that values and respects all associates and their diverse experiences. We will continue to advance and improve in ways that are aligned with our core values and authentic to Who We Are. We look forward to sharing our progress with our associates, our clients, and our shareholders.