

# ALGER

## APPROACH TO ESG INVESTING AND OVERSIGHT

Firm Data as of June 30, 2024

ESG Framework as of June 30, 2024



Alger is a signatory to the PRI and carbon neutral.



Unlock Your Growth Potential.<sup>SM</sup>

**At Alger**, we believe that the greatest opportunity for superior returns comes from a portfolio comprised of dynamically changing and fast-growing companies.

We seek to uncover these opportunities through our:

- Dedicated focus on growth investing
- Vibrant, fundamental research-intensive culture
- Consistent process, time-tested for 60 years

#### **Founded**

- 1964
- Growth equity pioneer

#### **Ownership**

- A private, women-owned investment boutique
- Alger Partners Plan—more than 20% of firm value
- Alger Profit Participation Plan—40% of employees participating

#### **Employees**

- Total: 175
- Investment Team: 60
- Total Employees: 27% women
- Portfolio Managers: 44% women or minorities

#### **Assets Under Management**

- \$21.8 billion (Alger)
- \$2.5 billion (Weatherbie)
- \$1.6 billion (Redwood)

## **Organizational Background**

### **Firm Identification**

**Name of Firm:** Fred Alger Management, LLC (“Alger”)

**Type of Firm:** Independent Investment Manager

**Registration:** SEC Registered Investment Advisor

**Registration ID:** 801-6709

### **Office Locations**

| <b>Location</b>                                  | <b>Function</b>  |
|--|--|
| Fred Alger Management, LLC<br>New York, NY 10004 | Headquarters: Investments, Sales & Marketing, and Administration |
| Fred Alger Management, LLC<br>Denver, CO 80206   | Investments  |
| Weatherbie Capital, LLC*<br>Boston, MA 02110     | Investments & Administration                                     |
| Redwood Investments, LLC*<br>Boston, MA 02110    | Investments  |
| Alger Management, Ltd.<br>London, United Kingdom | Sales & Marketing  |

\*Weatherbie Capital, LLC and Redwood Investments, LLC are wholly-owned subsidiaries of Alger Group Holdings, LLC, which is the parent company of Fred Alger Management, LLC and Alger Management, Ltd.

## Environmental, Social, Governance (“ESG”) as Part of Alger’s Investment Process

### Framework for Incorporating ESG Considerations in Security Analysis

Alger adopted its firm-wide ESG framework to incorporate ESG considerations into its security analysis processes in 2019. Alger’s belief is that ESG analysis of certain owned issuers can lead to a more in-depth and comprehensive understanding of such companies, in addition to fostering communication with the issuer regarding ESG considerations. We believe that innovative companies, including those embracing sustainable ESG practices may be able to create value for both shareholders and broader society.

Alger uses third-party research, including Sustainalytics, MSCI ESG Research, and other means, to provide information and guidance on ESG considerations at an industry and security-specific level. Further, Alger partners with Truvalue Labs to provide additional information about ESG factors. Truvalue Labs creates quantitative signals based on publicly- available ESG information. Unlike other ESG data sources which are often backward looking, TruValue is a daily collection of the most important positive and negative ESG events impacting a company. On a weekly basis, Alger’s dedicated ESG analyst sends the investment teams a summary of noteworthy ESG-related news generated by TruValue.

To assist with our efforts to incorporate ESG considerations in the investment process, our investment professionals also have access to:

- Company-specific ESG reports, which provide detailed information about the company (e.g., overall ESG rating, commentary, key risks, strengths, controversies). Such reports are updated annually and more frequently, if necessary (e.g., due to an event which affects the issuers’ ESG profile).
- A quarterly report that provides ESG rankings (as determined by the third-party provider) for each of the securities Alger owns on behalf of its clients.
- ESG-specific news alerts in FactSet for industries they cover.

Further, our analysts, through Sustainalytics, have access to separate Controversy reports. Sustainalytics’ Controversies Research identifies companies involved in ESG-related incidents. These incidents are assessed through a framework that considers the severity of incidents, the corporation’s accountability and whether they form part of a pattern of corporate misconduct. Examples of controversies impacting companies can include anything from bribery and corruption to workplace discrimination and environmental incidents, and corporate scandals.

With respect to no less than 75% of the assets under management at Alger, analysts will review the ESG scores of those companies that have been assigned to them. If the company’s Sustainalytics ESG rating is 25.0 or below and our research uncovers no other ESG issues, no further ESG analysis is required. If the company is ranked 25.1 or above by Sustainalytics, the Analyst will:

1. Identify drivers of ESG score; review in detail the reporting provided to identify the ESG issues raised.
2. Interview management with key questions about ESG issues and progress, and evaluate the prospect of positive change. Sample questions could be:
  - Is the company aware of the issues which are negatively impacting its ESG rating?
  - Are the issues temporary or permanent?
  - What is the company doing to address the issues? How many resources are committed to addressing the issues and over what timeframe?
  - At what level of the organization are ESG projects managed?

- Is the management team keeping abreast of the ESG developments of their peers?
  - Additional sample questions by ESG theme are provided in Appendix A.
3. Based on the above research and inquiry, rate the company on three scales of 1 – 5 on the probability and magnitude of the potential for positive ESG change, and the awareness of issues.

| Probability of Change |                |
|-----------------------|----------------|
| 1                     | Very low       |
| 2                     | Modest         |
| 3                     | Considerable   |
| 4                     | High           |
| 5                     | Near Certainty |

| Magnitude of change |              |
|---------------------|--------------|
| 1                   | Worsening    |
| 2                   | No change    |
| 3                   | Modest       |
| 4                   | Considerable |
| 5                   | Significant  |

| Awareness of Issues |                                 |
|---------------------|---------------------------------|
| 1                   | Is unaware                      |
| 2                   | Is low                          |
| 3                   | Is Moderate                     |
| 4                   | Is Proactively Addressing       |
| 5                   | Is the Leader of ESG Principles |

4. Publish a report that summarizes the company's ESG issues, the results of the meeting/interview with the company, an ESG rating of the company and any other views the analyst may have. To the extent that the ESG review changes an analyst's overall view of the company or any aspect of the analyst's view of the company (e.g., buy or sell, price target, etc.), this must be clearly expressed in the report.
5. Meet with PMs as necessary to discuss the ESG report and the impact it may have on their overall view of the company.

If there is an event which causes a more immediate review of a company, the analyst shall follow the steps above as soon as is practicable.

## ESG-Focused Portfolios

Alger has incorporated ESG and socially responsible factors into certain of its strategies since 1987. These portfolios follow client-directed positions on a variety of ESG issues and are known as our Socially Responsible Investing (“SRI”) strategies.

- **The Alger Responsible Investing Fund** – In the Fund, the portfolio manager draws upon Alger's 60-year-old investment philosophy based upon fundamental, in-depth, proprietary research. We augment this process by identifying dynamic, growth-oriented companies that conduct their business in a responsible manner reflecting positive ESG characteristics. The strategy seeks to generate competitive risk-adjusted returns by incorporating ESG factors to analyze securities. The portfolio manager applies ESG factors with a qualitative and quantitative approach to portfolio construction guidelines. The portfolio is a diversified, ESG-focused portfolio of our highest conviction ideas, and typically holds 75 or fewer securities.
- **The Alger SRI Capital Appreciation strategy** – This strategy utilizes negative / exclusionary screening. The importance of ESG criteria is directly related to the restrictions or requests made within the client's investment management agreement and primarily centered around “Social” exclusions. Alger uses MSCI ESG Research, whose products and services are designed to provide in-depth research, ratings and analysis of environmental, social and governance-related business practices, for pre-screening based on the following categories: Alcohol, Abortion/Contraceptives, Defense & Weapons, Gambling, Global Sanctions, Global Sanction (Sudan-Specific), Nuclear Power, Pork, Tobacco, Global Weapons Production, Global Weapons (Cluster Bomb Specific), Adult Entertainment, Labor Relations, and OFAC. Alger has extensive history in this space, managing Socially Responsible portfolios since 1987.
- **The Alger Weatherbie Enduring Growth strategy** – This strategy primarily invests in equity securities of mid cap growth companies with an environmental, social and governance rating of medium or better, as determined by Sustainalytics at the time of purchase. The strategy considers the ESG impact of positions in the portfolio on clients, communities and employees while striving to deliver consistent results for shareholders.

Alger has a fiduciary duty to its clients to follow their investment policy statements for separate accounts and other similar vehicles, and thus may not apply ESG considerations to all client assets.

## Investment Team & Senior Executives Participation

Dan Chung, CFA, CEO and CIO, has ultimate oversight for the implementation of Alger's "Framework for Incorporating ESG Considerations in Security Analysis". In this role, on a regular basis, Dan will:

- Review the ESG rankings of all of Alger's holdings
- Review the analysis of all holdings rated 25.1 or above, the confirmation that reports have been prepared, and request further research on such holdings as he feels may be necessary
- Make any recommendations he feels may be necessary with respect to any other holdings
- Review Alger's overall efforts to increase awareness of the Principles for Responsible Investment ("the Principles") and suggest additional steps to further increase such awareness.

The below listed professionals are members of Alger's ESG Steering Committee, which meets quarterly to discuss topics such as recent and upcoming ESG stock write-ups, notable meetings with company management specific to ESG, updates on ESG service providers, and details on PRI, among others. Detailed biographies are included beginning on page 12.

*Hal Liebes* is Executive Vice President and Chief Operating Officer and oversees the ESG Steering Committee, and serves as liaison between Alger, Weatherbie, and Redwood in their coordination of ESG efforts. He works closely with the CIO and certain Alger portfolio managers on ESG-related topics.

*Greg Adams, CFA* is Senior Vice President, Director of Quantitative & Risk Management, and Portfolio Manager for the Alger Responsible Investing Fund. In addition, he supports the implementation of Alger's "Framework for Incorporating ESG Considerations in Security Analysis".

*Dan Sheridan, CFA* is Senior Vice President and Senior Analyst, and oversees the process of incorporating Alger's "Framework for Incorporating ESG Considerations in Security Analysis" in addition to coordinating our engagement efforts.

*Anna Gurvich* is Vice President and Analyst supporting the implementation of Alger's firm-wide framework to incorporate ESG analysis into its investment process. This entails conducting time-series based quantitative analysis and investigating the accuracy of our portfolio and the rating agencies in regard to ESG scores. Additionally, Anna performs thematic analysis on key ESG topics, including Wind, Solar, Labor Relations, among others.

*Shannon O'Connor* is Senior Vice President and RFP Manager, and is responsible for the oversight of the "Approach to Alger ESG Investing and Oversight". Shannon ensures the ESG framework is up-to-date, available publicly on our website, and coordinates Compliance and senior executive review of the framework on a routine basis. She also manages the firm's relationship with the PRI and is responsible for annual reporting requirements.

*Christoph Hofmann, CFA* is Executive Vice President and Chief Distribution Officer. He provides insight into the various distribution channels we support, with a specific focus on the ESG needs of our international/global client base.

*Josh Bennett, CFA* is Director of Research at Weatherbie Capital, LLC and Portfolio Manager of the Enduring Growth strategy. In addition, he oversees the implementation of the ESG framework at Weatherbie Capital.



*George Dai, Ph.D.* is Chief Investment Officer of Weatherbie Capital, LLC and Portfolio Manager of the Enduring Growth strategy. In addition, he oversees the implementation of the ESG framework at Weatherbie Capital.

*Michael Mufson, CFA* is Co-Founder, Chief Investment Officer and Portfolio Manager at Redwood Investments, LLC. In addition, he oversees the implementation of the ESG framework at Redwood.

*Jake Lilie* is Senior Vice President and Chief Information Officer at Alger. As it relates to ESG, Jake oversees our relationship with third-party ESG service providers and integrates ESG processes into the research management system.

## ESG Initiatives Beyond Security Analysis

Alger is committed to sustainability. We are long-term investors, seeking to make an impact within our investment companies and our community. Since becoming a signatory to the PRI in 2015, Alger has taken steps to integrate the Principles into internal and external processes and to further sensitize our professional staff and clients on ESG issues. Highlights are as follows:

### Leadership

Alger CEO Dan Chung, CFA is a board member of The Nature Conservancy and has a long history of supporting charitable and environmental causes around the world. In addition, Alger's executive management team encourages philanthropy and volunteerism across all of Alger's employee base.

### Diversity, Equity, & Inclusion ("DEI")

Alger is committed to cultivating and fostering a culture of diversity, equity, and inclusion ("DEI"). Alger's employees are the Firm's greatest asset, and we have maintained an inclusive culture since our founding in 1964. As an organization that is approximately 100% female-owned and led by an Asian-American CEO, Alger's inclusive approach is based not only on the idea that all individuals can succeed and thrive personally and professionally, but also to create more robust decision-making that delivers better results to our clients. We seek to continuously build on our commitment to DEI in order to drive the best client outcomes by:

- Building a culture of inclusion and collaboration that welcomes and embraces different points of view.
- Creating teams that ensure representation of all groups. Enabling employer and employee contributions to the communities where we live and work.

Alger's DEI framework sets the stage for action, and we will regularly seek to identify initiatives to continuously improve DEI at the Firm. It is our plan to identify initiatives that seek to improve our practices in recruitment and selection; compensation and benefits; professional development and training; promotions; and social and recreational programs. Below are the components of our current DEI Program, which will continue to develop over time.

- **Employee Training:** Alger employees are required to attend and complete annual Diversity Awareness Training to enhance their knowledge. To fulfill this responsibility, the Firm holds annual mandatory training, which in the past has been held in-person or virtually, and can cover topics such as DEI, Unconscious Bias, Micro-Aggressions in the Workplace, and Harassment and Discrimination Prevention, among others. Annually, the Alger Human Resources Department assesses the training conducted to ensure we are providing employees with the most impactful training, and may make changes as they see fit.

- **Recruiting Efforts:** Alger seeks to attract, develop, promote, and retain top diverse talent through a range of recruitment initiatives. We seek a connected culture within a welcoming, inclusive, and equitable environment. We seek to create a diversified candidate pool by posting to various job boards, colleges and universities, and professional associations which support DEI initiatives and put forth DEI candidates. Moreover, Alger partners with both national and local diversity-focused organizations in an effort to increase our pipeline of diverse candidates.
- **Pay Parity & Pay Equity Study:** Alger is committed to pay equity in the workplace. Alger promotes pay practices that compensate employees fairly, competitively, and based on performance. We seek to ensure that employees in the same job and location are paid relatively to one another. On an annual basis, Alger will conduct an Annual Pay Equity Study to examine for the presence of non-performance-based reasons for differences in compensation, if any.
- **Merit-Based Leadership:** Alger is committed to promoting employees into leadership roles based on merit. We view future leaders at the Firm as those with a demonstrated ability to lead according to the principles and values of Alger. Leaders at Alger embrace all backgrounds, respect their teammates, and manage and inspire their teams by demonstrating integrity, confidence, and an open mind to various opinions, backgrounds, and perspectives.
- **Diversity, Equity and Inclusion Committee:** Alger has established a DEI Committee comprised of various employees across the Firm. The Committee works to create an environment that fosters diversity, equity, and inclusion, and is also tasked with creating new ways to grow our culture of inclusion. The Committee meets regularly and maintains a charter which outlines the committee structure, role and responsibilities, members, and its objective. Below are some of its core objectives:
  - To engage a key set of diverse and talented employees from across the Firm to share DEI ideas and solve DEI challenges together.
  - To create programs to further our DEI initiatives.
  - To effectively communicate our priorities and progress to the greater Alger employee base.
  - To foster an inclusive and welcoming culture for all those who join our firm.
- **Corporate Mentorship Program:** Alger has established a corporate mentorship program which seeks to identify high-performing employees who have the potential to be future leaders at the Firm, and to provide a path for them to develop and enhance leadership skills and behaviors. The mentorship program will pair selected employees with current leaders at Alger. We believe that our mentorship program has the ability to improve diversity in leadership by establishing career paths and helping to retain employees, providing them with a network within the organization, and someone to help them identify and improve skills and knowledge necessary for advancement.



## Carbon Footprint

In December 2023, Alger affirmed its long-term commitment to supporting environmental conservation and climate action. This is the fourth consecutive year that the firm has achieved carbon neutral status by reducing its footprint and carbon emissions and securing carbon offset credits. This is one component of Alger's multi-faceted commitment to supporting environmental conservation and climate action in the long-term.

Alger first conducted a comprehensive assessment of its carbon footprint in 2019 and as a result implemented several initiatives to reduce the organization's footprint, including eliminating single-use plastics and reducing food waste, in addition to securing sufficient carbon offset credits through The Nature Conservancy in 2020, 2021, 2022, and 2023.

During 2023, we again worked with The Nature Conservancy and the Working Woodlands program to support a New York-based forests management project to secure additional carbon offset credits.

Additionally, Alger undertook additional steps to reduce the firm's impact of the environment by consolidating its offices into one headquarters and reducing overall square footage, updating and improving the firm's infrastructure, adding indoor and outdoor green space at the new office, and cutting travel significantly by conducting virtual meetings.

## Alger's Charitable Efforts

Founded in 2007, the Alger Candlelight Giving Committee is an employee-supported program with the mission of giving back to the community and those less fortunate. Our employees proudly support numerous charities and non-profit organizations through donations and active volunteering. The committee was founded with the goal of creating worthwhile and meaningful volunteer experiences for employees. We also encourage employees to donate to personal causes of their choosing through Alger's Matching Program.

Beginning in 2020, Alger has made an annual contribution to charities focused on addressing inequality and social justice. Since we began, Alger and its employees have contributed more than \$1,000,000 to such organizations. The donations are made in memory of the 35 colleagues the firm lost on September 11<sup>th</sup>. Alger remains committed to bettering its community as a way of helping our neighbors by targeting our campaign to local chapters of national organizations on the forefront of social justice.

As an example, we donated over \$400,000 for our 2020 Brooklyn Hospital Center Nurses Campaign, which recognized the contributions of frontline workers, and in particular, nurses. Alger partnered with The Brooklyn Hospital, which serves a high-need and low-income community and provides debt assistance for student loans as well as stress management and wellness meditation programs for 400+ nurses and care staff. We are proud of the work that they do for the community and continue to support the Brooklyn Hospital Foundation in various ways.

Since 2015, we have partnered with Habitat for Humanity® to assist with building new homes for deserving families, from post-Sandy recovery in Coney Island to building a condominium complex from the ground up in Queens. We have also had a long-standing relationship with GrowNYC, whose mission is to improve New York City's quality of life through environmental programs that transform communities block by block and empower New Yorkers to secure a clean and health environment for future generations.

In 2023, we began working with two organizations committed to improving the environment: the Billion Oyster Project ("BOP") and Rescuing Leftover Cuisine ("RLC"). BOP is a New York City-based nonprofit organization with a mission to restore one billion oysters to New York Harbor by 2035.

Alger's support of BOP extends through in-person volunteering activities, as well as donations in memory of Alger colleagues.

RLC is a national 501(c)3 nonprofit food rescue organization, operating across the U.S. and headquartered in New York City, which redistributes excess food to people experiencing food insecurity. RLC targets both the prevention of wasted food and putting an end to hunger. To date, the organization has rescued over seven million pounds of excess food.

During 2024, to commemorate Alger's 60<sup>th</sup> anniversary, we launched the "60 for 60" Initiative, which is a summer-long program encouraging our employees to showcase their personal philanthropy and volunteer activities through friendly competition. Using a points-based system with the goal of reaching 60 points, our employees were given the opportunity to volunteer with their co-workers and also to support their own charitable endeavors. During our 60<sup>th</sup> year, we celebrated our firm's long-history of excellence through our growth investing experience, but also through our legacy of giving.

Further, Alger served as a sponsor of City Harvest's "Share Lunch Fight Hunger" campaign. Each year, thousands of corporations and individuals in New York City join Share Lunch Fight Hunger with the goal of raising awareness and crucial funds to help City Harvest rescue and deliver nutritious food for families during the summer months, when access to free school meals may become limited. With the power of our volunteers, thousands of pounds of produce were repacked from large, bulk containers into smaller, family-sized units that community food programs can easily distribute. We are proud of the work that City Harvest does in its mission to end hunger in communities throughout New York City. Visit Alger's charitable website to read more about our efforts. (Link: [Alger Candlelight Giving Program](#))

### ***PRI Signatory***

Alger's commitment to sustainability extends across the entire organization. Since 2015, Alger has been a signatory to the Principles for Responsible Investment ("PRI"). This recognizes Alger's commitment to the Six Principles for Responsible Investment and demonstrates that we integrate these values into our investment and decision-making processes.

### ***Proxy Voting***

Certain clients authorize Alger to vote the proxies of securities held in the clients' accounts and permit us to vote proxies on their behalf. For such clients, we receive and consider the recommendations of Institutional Shareholder Services ("ISS"), a leading proxy voting provider. Since June 2014, ISS has issued voting recommendations and casts votes on the proxies based on the pre-determined ESG voting guidelines which have been approved by Alger.

### ***Vendor Relationships***

Alger's Vendor Oversight Committee oversees evaluating vendor risk and managing vendor due diligence efforts before and after an agreement has been signed. Such due diligence includes, but is not limited to, understanding the commitment of the vendor to DEI principles. We include the below language in our standard vendor oversight review, and through open conversation and education on such topics, Alger seeks to have such vendors enhance their DEI practices.

"Has your firm adopted a corporate social responsibility policy (or a similar policy) that seeks to advance diversity, equity and inclusion within your firm? Have you considered adopting such a policy? Do your employees participate in diversity, equity and inclusion training sessions? If not, how does your firm otherwise address issues of diversity, equity and inclusion?"

While it is not a requirement that all vendors implement or follow their own comprehensive DEI program, we use our vendor oversight due diligence as a way to initiate dialogue with the vendor on the importance of DEI in any business.

### **General Awareness**

On our firm website, we offer an “[Insights](#)” page, which highlights our latest ideas, perspectives, and knowledge, and showcases timely, actionable views on the markets by experienced investment professionals. Past themes include sustainable production as it relates to global warming, behavioral changes related to the COVID-19 pandemic, a deep dive into strides in A.I., asset allocation discussions amidst market volatility, an interactive module on connected intelligence, and greenhouse emissions, among others. Direct links to ESG and sustainability topics are below:

[Podcast: Aerospace Flies Above the Market](#): Senior Analyst Andrew Gustin describes why the aerospace industry has remained resilient over the past year, and which subsectors may be most interesting to investors.

[Transition to Zero?](#) Since 2010, innovation within renewable energy has helped dramatically lower the cost of various forms of clean energy. What does this mean for the global economy, and how might investors benefit from the transition to net zero emissions?

[Energized](#): During the past 70 years, the U.S. has become better at using less energy to produce more goods and services.

[Sands Through the Hourglass](#): Countries are committed to limiting global warming to 1.5 degrees Celsius per year. Are they on a path to success?

[Is Plant-Based Just a Trend](#): The plant-based movement is interesting to Alger because we see new purpose-built companies carving out a market that has been underserved by traditional food manufacturers and there is proliferation of plant-based food production among all players.

## APPENDIX: Biographies of Key Professionals

### **Dan Chung, CFA**

*Chief Executive Officer, Chief Investment Officer, Portfolio Manager*

Dan Chung is Chief Executive Officer, Chief Investment Officer and Portfolio Manager of several Alger strategies. Dan joined Alger in 1994 and has 30 years of investment experience. He was named Chief Investment Officer in September 2001, President in 2003, and CEO in 2006. Dan is also a member of The Alger Partners Plan. Throughout his tenure at Alger, he has made numerous TV appearances on Bloomberg, CNBC, and Fox Business. Dan has also been featured and quoted frequently in Barron's, Citywire, Forbes, Investment News, Pensions & Investments, and USA Today. Prior to joining Alger, Dan was an associate at Simpson Thacher & Bartlett LLP in New York City in 1989 while he earned an LL.M. from New York University. He earned his J.D. magna cum laude from Harvard Law School in 1987, where he was an editor of the Harvard Law Review. After graduating, he served as law clerk for the Honorable Justice Anthony M. Kennedy, United States Supreme Court. Dan graduated from Stanford University with B.A. and B.S. degrees, with Distinction and Phi Beta Kappa, in 1984. Dan is also a CFA charterholder and a member of the CFA Institute. Dan currently serves as a board trustee and former chairman of The Nature Conservancy in the State of New York and is a Global Campaign Committee Member of The Nature Conservancy. He is also actively involved with the Stanford in New York Internship Program, and frequently contributes to and supports various charitable organizations including the Harlem Education Activities Fund (HEAF) and Target Margin Theater.

### **Hal Liebes**

*Executive Vice President, Chief Operating Officer*

Hal Liebes is Executive Vice President and Chief Operating Officer. He joined Alger in 2005 and has 30 years of experience. In his role, he is directly responsible for financial, legal/compliance, administrative, and operational matters for Alger. In addition, he is involved in strategic matters affecting the firm. Hal is also a member of the Alger Partners Plan. Prior to joining Alger, Hal was Global Chief Compliance Officer at Invesco PLC, where he coordinated the compliance functions for that group of companies. Previously, Hal served as Global General Counsel at Credit Suisse Asset Management, where he held a series of legal positions within Credit Suisse and its predecessor entities. He also held a position in the broker-dealer enforcement division of the Securities and Exchange Division (New York office) and was a private practice attorney in New York. Hal has a B.A. from Columbia University and J.D. from Northwestern University School of Law.

### **Greg Adams, CFA**

*Senior Vice President, Portfolio Manager, Director of Quantitative & Risk Management*

Greg Adams, CFA is Senior Vice President, Portfolio Manager of the Alger Dynamic Opportunities strategy, the Alger Responsible Investing Fund, the Alger Growth and Income strategy, and Director of Quantitative & Risk Management. Greg joined Alger in 2006 and has 36 years of experience. Previously, he was Director of Quantitative Research at Lord Abbett & Co. and was responsible for portfolio construction simulation and quantitative stock selection. Over the course of his career, Greg was Managing Director and Portfolio Manager at Deutsche Asset Management and The Chase Manhattan Bank. At Deutsche, where he managed over \$10 billion in assets, he was the lead Portfolio Manager for the U.S. Large Cap Core Funds, including Scudder's flagship Growth & Income Fund. Greg began his tenure at Chase in 1987 as an equity analyst and was promoted to Co-Manager of the Chase Vista Balanced Fund and the Chase Vista Growth & Income Fund, managing over \$2 billion during his tenure. In 1994, Greg was named Manager of the Chase Vista Large Cap Equity Fund. Greg earned a B.A. in American History from the University of Pennsylvania's School of

Arts & Sciences and a B.S. in Economics and Finance from The Wharton School. Greg is a CFA charterholder and a member of the CFA Institute.

**Dan Sheridan, CFA**

*Senior Vice President, Senior Analyst*

Dan Sheridan, CFA is Senior Vice President and Senior Analyst covering Alger's large cap strategies including Alger Capital Appreciation, Alger Spectra, Alger Focus Equity, Alger Concentrated Equity, and Alger AI Enablers & Adopters. He joined Alger in 2019 and has 29 years of investment experience, most recently as Founder, Managing Principal and Portfolio Manager at Hinoki Capital Management, a long/short equity fund. Previously, he was a Partner, Portfolio Manager, Risk Manager and Analyst at CastleRock Management. He covered multiple sectors as a generalist but began his career with a specialty focus on technology and energy. He was also responsible for building and managing a quantitative and qualitative risk management framework. Daniel earned his B.S. in Management from Geneseo State University of New York. Daniel is also a CFA charterholder and a member of the CFA Institute.

**Anna Gurvich**

*Vice President, Analyst*

Anna Gurvich is Vice President and Analyst supporting the implementation of Alger's firm-wide framework to incorporate ESG analysis into its investment process. This entails conducting time-series based quantitative analysis and investigating the accuracy of our portfolio and the rating agencies in regard to ESG scores. Additionally, Anna performs thematic analysis on key ESG topics, including Wind, Solar, Labor Relations, among others. Previously, Anna covered the consumer sector. She joined Alger in 2010 as an analyst covering the specialty retail, multiline retail, textile apparel and luxury goods, and distributor sectors. Anna has 16 years of investment experience. Prior to Alger, Anna was an Equity Research Associate at Oppenheimer & Co. as well as a Financial Analyst at Banc of America Securities, Merrill Lynch. Prior to that, Anna was an intern at Banc of America Securities, LLC, CIBC World Markets (now Oppenheimer & Co.) and Starwood Hotels and Resorts International Real Estate Group. Anna earned her B.S. from Cornell University, School of Hotel Administration.

**Shannon L. O'Connor**

*Senior Vice President, RFP Manager*

Shannon O'Connor is Senior Vice President and RFP Manager. She joined Alger in 2005 and has 24 years of experience. Prior to joining Alger, Shannon was a Marketing and Project Manager for Pershing LLC, partnering with the company's sales team to establish marketing strategies for existing and prospective clients. Shannon has been a founding member of the Alger Candlelight Giving Program since 2007, and she has chaired the firm's efforts to facilitate volunteerism and philanthropy among employees for more than five years. She graduated with a B.A. in Spanish and Latin American Studies from the College of the Holy Cross. Shannon holds the securities registrations for Series 7, 63 and 24.

**Christoph Hofmann, CFA**

*Executive Vice President, Chief Distribution Officer*

Christoph Hofmann, CFA is Chief Distribution Officer, as well as President of Fred Alger & Company, LLC, the distributor of the Alger Funds. Christoph joined Alger in 2022 and has 25 years of financial services experience. He is responsible for the global sales, marketing, and distribution efforts of Alger's products across all sales channels. Prior to joining Alger, Christoph served as the Global Head of Distribution for Ashmore Group for 12 years, where he was responsible for global institutional and retail intermediary business. Prior to that, he worked in various management positions at Allianz Global Investors and PIMCO Advisors, most recently as Executive Vice President and Head of Business Development for equity products. He also has previous experience at Nestlé and McKinsey & Company. Christoph earned an MBA (Diplom-Kaufmann) from the Technical University of Berlin, is a CFA charterholder and a member of the CFA Institute. Christoph is also a member of the Alger Partners Plan.

**Josh Bennett, CFA**

*Director of Research, Portfolio Manager, Senior Analyst*

Josh Bennett, CFA is Director of Research and Portfolio Manager at Weatherbie Capital, LLC. Josh is a Portfolio Manager on the Weatherbie Specialized Growth, Weatherbie Long/Short, Alger Dynamic Opportunities and Enduring Growth Strategies. He also has research responsibilities in the consumer, information services, technology and diversified business services areas. Josh joined Weatherbie Capital in July 2007 and has 24 years of investment experience. During his tenure at Weatherbie, he has been featured and quoted in several publications such as: The New York Times, Investor's Business Daily, InvestmentNews, Barron's and MarketWatch. Prior to joining Weatherbie, he was an Equity Research Analyst at MFS Investment Management in Boston where he focused on the Aerospace/Defense and Transportation sectors. Josh also has previous experience with Fidelity Investments as a High Yield research associate. Josh received his M.B.A. from the Tuck School of Business at Dartmouth (Edward Tuck Scholar with Distinction), and he earned a B.A. in Economics (Summa Cum Laude) from Wheaton College (IL). Josh is a CFA charterholder and is a member of both the CFA Society Boston and the CFA Institute. Josh was issued the Certificate in ESG Investing by the CFA Institute. He is a Trustee at Lexington Christian Academy (Lexington, MA) and a member of the Investment Committee of Christian Camps & Conferences.

**George Dai, Ph.D.**

*Chief Investment Officer, Portfolio Manager, Senior Analyst*

George Dai, Ph.D. is Chief Investment Officer and Portfolio Manager of Weatherbie Capital, LLC. George is a Portfolio Manager on the Weatherbie Specialized Growth, the Weatherbie Long/Short, Alger Dynamic Opportunities and Weatherbie Enduring Growth Strategies. Additionally, he maintains research responsibilities in the diversified business services, healthcare, and technology areas. George joined Weatherbie Capital in March 2001 and has 25 years of investment experience. During his tenure at Weatherbie, he has been featured and quoted in several publications such as: The New York Times, Investor's Business Daily, Barron's, Reuters, Business Insider and Bloomberg. Prior to joining Weatherbie, he was an equity analyst with 1838 Investment Advisors. George received his M.B.A. from the Wharton School, University of Pennsylvania, (Director's List), and his Ph.D. in chemistry from Johns Hopkins University. Previously, he earned a B.S. from the University of Science and Technology of China and was a pharmaceutical research scientist at Procter & Gamble. George is a prized Bridge player, and he holds four U.S. patents. George was issued the Certificate in ESG Investing by the CFA Institute.



**Michael Mufson, CFA***Co-Founder, Chief Investment Officer, Portfolio Manager*

Mike Mufson, CFA is Co-Founder, Chief Investment Officer and Portfolio Manager at Redwood Investments, LLC. He co-founded Redwood Investments in 2004 and has 36 years of investment experience. He serves as CIO and Portfolio Manager on the Redwood investment team. Previously, Michael was Managing Director and Director of Specialty Growth Equity at Putnam Investments where he managed several funds including the Putnam OTC & Emerging Growth Portfolio and TH Lee Putnam Emerging Opportunities Portfolio and was appointed a member of the Executive Committee. Michael began his career at Stein Roe & Farnham where he was a Research Analyst and Portfolio Manager for the Liberty Utilities Fund. Michael received his B.A. from Vanderbilt University and his M.B.A. from Emory University. He is a CFA charterholder and a member of the CFA Institute.

**Jake Lilie***Senior Vice President, Chief Information Officer*

Jake Lilie is Senior Vice President, Chief Information Officer and leads Alger's technology, information security and data privacy initiatives. He joined Alger in 2015 and has 24 years of industry experience. Prior to joining Alger, Jake served as Director of IT Operations at The Riverside Company, a global Private Equity firm. He was responsible for managing the global Infrastructure and Desktop Support teams. Jake was also a founding member of the Riverside Information Security Office, which developed and implemented information security standards across the firm and their portfolio companies. Prior to Riverside, Jake started and ran the New York branch of an IT services consulting firm, Dynamic Data, which focused on the financial services industry. Jake received his B.A. from Kent State University and holds the Series 99 securities registration.

## Appendix A – Sample Engagement Questions by Theme

### Environmental Questions

#### ***Climate risk***

- Is company monitoring its greenhouse gas and/or carbon emissions? Are there plans to either improve monitoring or decrease emissions?
- If lacking, when does the company plan to implement a climate change policy?

#### ***Resource efficiency***

- Is company monitoring its water usage? Are there plans to either improve monitoring or decrease water waste? How much water is being recycled?
- If lacking, when does the company plan to implement biodiversity and water policies?

#### ***Emissions***

- If relevant, is the company monitoring nitrogen oxides and sulfur oxides emissions?
- If relevant (energy / industrials), is the company engaged in risk assessment of spills or gas flares?

### Social Questions

#### ***Human Capital Management***

- If lacking, when does the company plan to implement policies regarding equal opportunity, anti-bribery ethics, and whistleblower protection?
- Does the company have plans to decrease employee turnover?
- Does the company have initiatives to improve recruiting and retention of women in the workforce and management? Are any near-term changes expected?

#### ***Health and Safety***

- If lacking, when does the company plan to implement a policy regarding health and safety?
- If relevant, how is the company planning to track and reduce the number of workplace fatalities?
- If relevant, how is the company planning to track and reduce the lost productivity associated with workplace incidents?

#### ***Supply Chain***

- If lacking, when does the company plan to implement policies regarding human rights, child labor, and fair remuneration?
- Does the company track how many of its suppliers have been audited for ESG risk? If not, are there plans to do so?

## Governance Questions

### **Remuneration**

- Are there plans to change policies around golden parachutes or claw back provisions?
- If not conducted annually, are there plans to hold more shareholder “Say on Pay” votes?
- Will the board of directors be paid going forward more in stock?

### **Independence**

- Are there plans to increase board independence?

### **Audit**

- Are there plans to change the Audit Committee (in terms of board members, meeting frequency or attendance)?
- Are there any planned changes to the audit process?

### **Other**

- **Shareholder Rights:** Evaluate prospects around dual share classes and classified boards.
- **Diversity:** Consider the ages, genders, and racial makeups of the members of the management team and board relative to peers.
- **Entrenchment:** Evaluate the tenure of the management team and board.
- **Overboarding:** Consider all of the board positions held by the management team and board members, paying particular attention to directors who serve on a large number of boards or unusual boards.

The views expressed are the views of Fred Alger Management, LLC ("FAM") and its affiliates as of June 2024. These views are subject to change at any time and may not represent the views of all portfolio management teams. These views should not be interpreted as a guarantee of the future performance of the markets, any security or any funds managed by FAM. These views are not meant to provide investment advice and should not be considered a recommendation to purchase or sell securities. Holdings and sector allocations are subject to change.

**Risk Disclosures: Investing in the stock market involves risks, including the potential loss of principal.** Growth stocks may be more volatile than other stocks as their prices tend to be higher in relation to their companies' earnings and may be more sensitive to market, political, and economic developments. Local, regional or global events such as environmental or natural disasters, war, terrorism, pandemics, outbreaks of infectious diseases and similar public health threats, recessions, or other events could have a significant impact on investments. The environmental, social and governance ("ESG") investment criteria may limit the number of investment opportunities available, and as a result, returns may be lower than vehicles not subject to such considerations. Additionally, the ESG investment criteria may provide opportunities for long-term rather than short-term returns and may result in the selection or exclusion of securities for reasons other than financial performance. The Enduring Growth strategy may forego opportunities to buy or sell certain securities when it might be otherwise advantageous or disadvantageous to do so and investment returns may underperform strategies that do not utilize an ESG investment strategy. In evaluating a particular issuer's ESG rating, Weatherbie Capital relies exclusively on an ESG rating agency and, therefore, is dependent upon information and data from the ESG rating agency that may be incomplete or inaccurate, or that may present conflicting information and data with respect to an issuer than other third party ESG data providers utilized throughout the industry. Investing in new issues involves special risks including lack of trading history, limited information and availability, and volatility. Cash positions may underperform relative to equity and fixed-income securities. A significant portion of assets may be invested in securities of companies in related sectors, and may be similarly affected by economic, political, or market events and conditions and may be more vulnerable to unfavorable sector developments. Investing in companies of medium capitalizations involves the risk that such issuers may have limited product lines or financial resources, lack management depth, or have limited liquidity. Assets in the Enduring Growth strategy may be focused in a small number of holdings, making them susceptible to risks associated with a single economic, political or regulatory event than a more diversified portfolio. Active trading may increase transaction costs, brokerage commissions, and taxes, which can lower the return on investment. Prior to December 29, 2016, the Alger Responsible Investing Fund followed a different strategy and was managed by different portfolio managers.

**Past performance is not indicative of future performance.** Investors whose reference currency differs from that in which the underlying assets are invested may be subject to exchange rate movements that alter the value of their investments.

**Important Information for US Investors:** This material must be accompanied by the most recent fund fact sheet(s) if used in connection with the sale of mutual fund and ETF shares. Fred Alger & Company, LLC serves as distributor of the Alger mutual funds.

**Important Information for UK and EU Investors:** This material is directed at investment professionals and qualified investors (as defined by MiFID/FCA regulations). It is for information purposes only and has been prepared and is made available for the benefit investors. This material does not constitute an offer or solicitation to any person in any jurisdiction in which it is not authorised or permitted, or to anyone who would be an unlawful recipient, and is only intended for use by original recipients and addressees. The original recipient is solely responsible for any actions in further distributing this material and should be satisfied in doing so that there is no breach of local legislation or regulation.

Certain products may be subject to restrictions with regard to certain persons or in certain countries under national regulations applicable to such persons or countries.

Alger Management, Ltd. (company house number 08634056, domiciled at 85 Gresham Street, Suite 308, London EC2V 7NG) is authorised and regulated by the Financial Conduct Authority, for the distribution of regulated financial products and services. FAM and/or Weatherbie Capital, LLC, U.S. registered investment advisors, serve as sub-portfolio manager to financial products distributed by Alger Management, Ltd.

Alger Group Holdings, LLC (parent company of FAM and Alger Management, Ltd.), FAM, Weatherbie Capital, LLC and Fred Alger & Company, LLC are not authorized persons for the purposes of the Financial Services and Markets Act 2000 of the United Kingdom ("FSMA") and this material has not been approved by an authorized person for the purposes of Section 21(2)(b) of the FSMA.

**Important information for Investors in Israel:** Fred Alger Management, LLC is neither licensed nor insured under the Israeli Regulation of Investment Advice, of Investment Marketing, and of Portfolio Management Law, 1995 (the "Investment Advice Law"). This presentation is for information purposes only and should not be construed as an offering of Investment Advisory, Investment Marketing or Portfolio Management services (As defined in the Investment Advice Law). Services regulated under the Investment Advice Law are only available to investors that fall within the First Schedule of Investment Advice Law ("Qualified Clients"). It is hereby noted that with respect to Qualified Clients, Fred Alger Management, LLC is not obliged to comply with the following requirements of the Investment Advice Law: (1) ensuring the compatibility of service to the needs of client; (2) engaging in a written agreement with the client, the content of which is as described in section 13 of the Investment Advice Law; (3) providing the client with appropriate disclosure regarding a

Sustainalytics is an independent ESG and corporate governance research, ratings, and analysis firm. The Sustainalytics' ESG Risk Ratings are categorized across five risk levels: negligible, low, medium, high and severe. Ratings scale is from 0-100, with 100 being the most severe. PRI is an independent organization supported by the United Nations that promotes the integration of ESG issues into investment decision making and ownership practices. As a signatory, a firm is required to complete a detailed questionnaire with information about their sustainable investment practices in manager selection, securities research, engagement with shareholders, proxy voting and other areas.

**Before investing, carefully consider the Fund's investment objective, risks, charges, and expenses. For a prospectus and summary prospectus containing this and other information or for the Fund's most recent month-end performance data, visit [www.alger.com](http://www.alger.com), call (800) 992-3863 or consult your financial advisor. Read the prospectus and summary prospectus carefully before investing. Distributor: Fred Alger & Company, LLC. NOT FDIC INSURED. NOT BANK GUARANTEED. MAY LOSE VALUE.**

## Unlock Your Growth Potential with Alger

Founded in 1964, Alger is recognized as a pioneer of growth-style investment management. Privately-owned and headquartered in New York City, Alger can help "Unlock Your Growth Potential" through a suite of growth equity separate accounts, mutual funds, ETFs, and privately offered investment vehicles. Alger's investment philosophy, discovering companies undergoing Positive Dynamic Change, has been in place for 60 years. For more information, please visit [www.alger.com](http://www.alger.com).