

Alger VOICE Statement

*Alger (includes Alger, Weatherbie Capital, and Redwood Investments)
June 2025*

Alger's employees are our greatest asset, and we have strived for an independent and meritocratic culture since our founding in 1964. As an organization that is approximately 100% female-owned and led by an Asian-American CEO, we believe that every individual has the potential to thrive both personally and professionally while we work together to deliver exceptional investment results. We are committed to continuously strengthening our culture to achieve the best outcomes for our clients by:

- Sustaining our culture of individual opportunity, collaboration, and meritocracy, where the diverse voices of our employees as independent and unique individuals are valued.
- Ensuring that our policies and procedures are fair and impartial, providing equal opportunity for talent development and growth at all levels of the organization.
- Creating teams that welcome and embrace diverse viewpoints. We celebrate individual differences and ensure that employees feel valued and have a true sense of belonging.

Plan of Action

The Alger VOICE Statement (Valuing Our Independent Culture & Employees) sets the stage for action, and we regularly seek to identify initiatives that support and strengthen our culture. Our plan includes launching efforts that enhance our approach to recruitment and selection, compensation and benefits, professional development and training, promotions, and social and recreational programs.

Employee Training

Alger maintains an Employee Handbook, which is a guide to the practices and procedures of the firm. As such, it considers a wide array of situations that may develop in an employee's experience and is periodically expanded to include new situations that arise. All new employees receive and must attest to having read the Employee Handbook during their onboarding.

Alger employees are encouraged to complete annual Diversity Awareness Training to enhance their knowledge. To help fulfill this responsibility, the firm holds annual training, which in the past has covered topics such as Unconscious Bias, Micro-Aggressions in the Workplace, and Harassment and Discrimination Prevention, among others. Annually, the Human Resources Department assesses the programming to ensure we are providing employees with the most impactful training and may make changes as it sees fit.

Recruiting Efforts

Alger seeks to attract, develop, promote, and retain top talent through a range of recruitment initiatives. We seek to create a welcoming environment with a unique candidate pool by posting to various job boards, colleges and universities, and professional associations.

Pay Parity and 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. Alger conducts 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.

Alger VOICE Committee

The committee seeks to engage employees from across the firm in fostering a culture of individual opportunity, collaboration, and meritocracy.

Alger Women Alliance

This Employee Resource Group (ERG) fosters a supportive environment that values the unique contributions of women, promotes their professional and personal development, and creates opportunities for all women at Alger to thrive.

Mentorship Opportunities

At Alger, we believe mentorship plays a vital role in supporting professional growth and developing future leaders. While we offer formal development opportunities and mentorship through our Analyst Training Program, much of the mentorship at Alger also happens organically—through daily interactions, collaboration, and open dialogue.

Informal mentorship occurs naturally as seasoned professionals share their insights and guidance with colleagues earlier in their careers. These relationships help foster career development, enhance skills, and provide a strong internal support network—all of which contribute to employee engagement, retention, and advancement.

Our culture encourages the exchange of knowledge, ideas, and aspirations. This environment of continuous learning and mutual support makes Alger a dynamic and rewarding place to build a career.

Charitable/Philanthropic Ventures

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. The Candlelight Giving Committee seeks to partner with and promote organizations focused on bettering the communities in which we live and work. Our work can be seen publicly under the "Charitable Giving" section of www.alger.com.

Equal Opportunity Employment

Alger's policy is to provide equal employment opportunity ("EEO") to all employees and applicants. No qualified applicant or employee of Alger shall be discriminated against in employment on the basis of an actual or perceived race, color, religion, creed, ethnicity, national origin, alienage, citizenship status, age, marital status, partnership status, disability, sexual orientation, gender (sex), gender identity, military service or veteran status, unemployment status, caregiver status, consumer credit history, prior record of arrest or conviction (except as permitted by law), genetic information, or status as a victim of domestic violence, sexual offenses or stalking, or any other status or characteristic protected by applicable federal, state, or local law ("Protected Characteristic"). This EEO Policy applies to all terms, conditions, and privileges of employment, including but not limited to, hiring, compensation, benefits, promotion, and termination.

Alger does not discriminate on the basis of genetic information and is committed to complying with the Genetic Information Non-Discrimination Act ("GINA"). Any employee who believes that he or she has been subjected to any action or decision in violation of this EEO Policy (or who witnesses another employee being subjected to any such action or decision) should promptly report the incident(s) to either Alger's Head of Human Resources or to its General Counsel.