

## Alger Diversity, Equity and Inclusion Statement

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 sought to maintain 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 has always strived to build and embed a culture of DEI into our organization and business goals. This important effort is based not only on the idea that all individuals can succeed and thrive personally and professionally, but also in creating a more robust decision-making process 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 high performing teams that ensure representation of all groups.
- Enabling employer and employee contributions to the communities in which we live and work.

Alger defines DEI as follows:

- *“D”* — Diversity is the presence of differences within any given setting. We want to increase the mix of characteristics, backgrounds, and experiences of our workforce by focusing on groups that are underrepresented at the Firm.
- *“E”* — Equity means ensuring Alger’s policies and procedures are fair, impartial, and provide equal opportunity by eliminating barriers that have prevented underrepresented groups from full participation in the workplace.
- *“I”* — Inclusion is the practice of ensuring that all individuals feel welcome, respected, and valued. We want to build a connected culture where we embrace our employees’ differences and where everyone has a sense that they belong at Alger.