

CRESCENT

Demonstrating a commitment to diversity, equity, and inclusion (DEI) has always been important to Crescent. Recognizing the increasing importance of this commitment to our employees, clients, and the communities we serve, we are taking this opportunity to reflect on our past diversity efforts as a firm and look to sharpen our focus and continue to take action. We realize that we have an important role as corporate citizens, members of our communities, role models, and parents to effect change in our society towards systemic racism, equality, and oppression.

Some of our current partnerships, actions, and initiatives include:

- Since 2013, Crescent has supported the Verbum Dei program in an underserved community of Los Angeles through its corporate work study program. We've employed over 20 students, many of whom return to Crescent for summer internships and continued mentoring after high school graduation. Our Chief Operating Officer has acted as the school's chairman of the board of trustees for the past several years.
- Crescent is a corporate partner of The Toigo Foundation, whose work is focused on opening doors for underrepresented minorities working in the investment and finance industry.
- One of Crescent's employees is on the board of Diversity in Investment Management Engagement (D.I.M.E.), which assists students in learning the fundamentals of the investment management business. Crescent is also a corporate sponsor to help support the organization's initiatives.
- We have expanded our diversity hiring efforts across all roles at Crescent.
 - Crescent established connections at six historically black colleges and universities (HBCUs) to develop a talent pipeline over time, starting with our summer internship program. Students at these schools are eligible to apply to Crescent's Fellowship Program, which includes a paid summer intern position and scholarship award upon completion of the internship.
 - The London office is participating in the 100 Black Interns programme and will welcome an intern this summer.
- Crescent employs two office assistants through Best Buddies, which provides support and job opportunities for people with intellectual and developmental disabilities. Crescent's Head of Strategic Partnerships and Product Solutions serves on the board of directors to establish a strong and deep partnership with the Best Buddies organization.
- Crescent's Diversity, Equity, and Inclusion Committee has formulated a comprehensive plan which includes education, group sessions, and other forums to further dialogue, create introspection, and show tangible outcomes.
- Crescent's Black Alliance Course was introduced in the fall of 2020 to open up honest dialogue and deepen our understanding around issues of race and racism.
- Additionally, we introduced a DEI Foundations training and series of dialogue sessions for all employees globally.
- Crescent introduced a new fertility benefit, Stork Club, as part of our 2021 benefits package which includes coverage for LGBTQ employees as well as support for working parents.
- The investment teams completed a formal review to confirm that our portfolios and underlying investments do not have any exposure that contradicts or is detrimental to our DEI efforts.
- Many of our employees volunteer their time to serve on the boards of non-profits, including the Robert F. Kennedy Human Rights Foundation, which now has focused initiatives in the DEI space.

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- In the past year, Crescent has provided food in underserved neighborhoods, including East Los Angeles, Detroit, New York, New Jersey, Hartford, New Haven, and Boston.
- Each Crescent location is empowered to partner with organizations in their local communities. As one example, our Los Angeles office supports United Friends of the Children throughout the year to raise awareness and gather financial and in-kind donations to support foster youth who struggle to find consistent housing, income, and technology to pursue their educational goals and gain access to mental health resources.

We recognize there is always room for improvement and welcome your thoughts and suggestions as we work together to facilitate meaningful and lasting change.