

Crescent's Commitment to Diversity, Equity, and Inclusion

Demonstrating a commitment to diversity, equity, and inclusion (DE&I) 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. Below are some of our partnerships, actions, and initiatives.

Partnerships/Initiatives

- Since 2013, Crescent has supported the Verbum Dei program in an underserved community of Los Angeles through its corporate work study program. Our Chief Operating Officer has acted as the school's chairman of the board of trustees for the past several years. We've employed over 20 students, many of whom return to Crescent for summer internships and continued mentoring after high school graduation. One of the students is returning to Crescent on a full-time basis in June 2022, having accepted a job offer in our investment research department.
 - As part of a partnership with Junior Achievement (JA) and Verbum Dei, six Crescent employees participated in JA's Career Success Program this summer. The program is aimed at equipping the Verbum Dei students with the tools and skills required to secure a job in high-growth career industries.
- 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.
- 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 employees are members of Sun Life Capital's InvestHer Global Alliance, an employee-led network with the objective of helping advance women's development within investment management and to encourage an inclusive and diverse investment department.
- Crescent is an inaugural signatory to the CFA Institute's Diversity, Equity, and Inclusion Code (USA and Canada) (the "DEI Code"), indicating Crescent's commitment to the principles of the DEI Code that through its approach to DEI and/or its policies and procedures, commits to each principle and provision of the DEI Code.
- Crescent is a partner with Out Investors, a global network for LGBT+ investment professionals in private equity and direct investing.

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- 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 DE&I space.
- 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.

Recruiting/Hiring Efforts

We have expanded our diversity hiring efforts across all roles at Crescent.

- Crescent established connections at six 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.
- Our London office is participating in the 10,000 Black Interns programme and welcomed an intern this summer.

Employee Engagement, Education, and Benefits

- In conjunction with HR, Crescent's DE&I Committee introduced education, group sessions, and other forums to further dialogue, create introspection, and show tangible outcomes:
 - Crescent's Black Alliance Course was hosted in the fall of 2020 to open up honest dialogue and deepen our understanding around issues of race and racism.
 - In 2021 we introduced a DE&I Foundations training and series of dialogue sessions for all employees globally working with Hummingbird Humanity.
 - We hosted an Equality Act training in the U.K. to raise staff awareness and reinforce firm's inclusive policies.
 - In June 2022 we hosted with SLC Management, a candid conversation with Ben Greene on the experiences, struggles, triumphs and lessons drawn as trans man.
- 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.
- We recently announced a change to our parental leave benefits to increase our paid leave for primary and secondary caregivers after the birth or adoption of a child.

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