

# Diversity and Inclusion Policy

July 7, 2021

Intech is committed to fostering, cultivating and preserving a culture of diversity and inclusion that values the unique talents and contributions of every individual.

Equal opportunities, diversity and inclusion are key to Intech's strategic vision. A diverse and inclusive workplace supports our strategic vision of growth and globalization. Employing individuals with wider perspectives and from a broader skills base will lead to a more dynamic, innovative, responsive organization in touch with changes and developments in our working environment.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Intech's diversity initiatives are applicable—but not limited—to our practices and policies on employment, training, compensation, transfer, promotion, and other terms, conditions, and privileges of employment. Intech's work environment is built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Compensation that fairly rewards employees for their knowledge, skills, training, abilities and contribution.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should report perceived incidents to their supervisor, Human Resources or Intech's General Counsel.

Intech is a private, quantitative asset manager investing on behalf of pension funds, governments, endowments, foundations, and other institutional investors worldwide. Having pioneered the application of Stochastic Portfolio Theory in 1987, Intech continues to seek distinctive alpha sources for clients in five continents. Today, Intech provides investment solutions encompassing ESG, absolute return, defensive equity, and traditional long-only strategies.

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