

Payden&Rygel

DIVERSITY AND INCLUSION

PAYDEN & RYGEL DIVERSITY AND INCLUSION MISSION STATEMENT

Payden & Rygel believes an inclusive organizational culture fosters diversity, enhances our client relationships, and improves investment results. We are deeply committed to the further cultivation and preservation of an inclusive culture where all voices are heard, empowered, respected, and where constructive debate is encouraged. Furthermore, we believe it is important to remain committed to closing the underrepresentation gaps in our industry through ongoing education, inclusive practices, and community involvement. To achieve this, we are focusing on advancing our progress and participation in the following four areas:

- **Culture of Inclusion** – engage the Payden Team to build on our existing collaborative culture and actively seek to identify and address any "blind spots"
- **Recruitment, Retention, and Promotion Practices** – drive a deliberate effort to seek diverse pools of qualified candidates across all positions (race and ethnic origin, gender, sexual orientation, educational background, non-traditional careers, etc.); develop, retain, and promote diverse talent from within the firm
- **Philanthropy & Community Engagement** – continue to cultivate the generous culture of the firm with a targeted focus on organizations and initiatives that will support inclusion and provide opportunities for underserved communities.
- **Partnering Across the Industry** – actively participate with industry groups to establish and adopt best practices to accelerate progress in creating greater inclusion and diversity

Payden & Rygel is an equal opportunity employer, which means we comply with all federal, state, and local laws that prohibit discrimination when making all decisions about employment. Payden does not make employment decisions on the basis of race, color, ethnicity, national origin, ancestry, citizenship, religion, creed, sex, sexual orientation, gender identity, gender expression, age, past or present physical or mental disability, HIV status, medical condition as defined by state law (genetic characteristics or cancer), pregnancy, childbirth and related medical conditions, veteran status, military service, marital status, familial status, genetic information, domestic violence victim status or any other classification protected by applicable federal, state and local laws and ordinances.