



Diversity, Equity and Inclusion

2024 Annual Report



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Progress with Purpose

As we reflect on our journey and the progress made since the inception of our Council, we are proud of the strides we have made to expand our Diversity, Equity and Inclusion efforts. In 2024, we emphasized this expansion by strengthening our partnership with Human Resources and together adding depth to our employee programs and community engagement. We believe embracing diverse experiences and perspectives enhances decision-making and ultimately leads to better outcomes for our clients, employees and communities.

A summary of some of our key areas of focus over the year in review include:



Internship Program

This year, we expanded our summer internship program, hosted a special DEI training session for interns and enhanced engagement and community impact through cultural and volunteer programming.



Employee Development

The firm expanded its leadership development programs and continued its monthly Learning Lounge series, offering accessible, bite-sized content to support professional and personal growth.



Strategic Planning

The council undertook a strategic planning exercise to evaluate its current scope and focus on developing strategic goals to effectively implement initiatives in alignment with the CFA Institute DEI Code.



Partnerships

The firm continues to build partnerships with organizations focused on strengthening connections between our industry and communities, supporting inclusive growth and opportunity.



Valuing Community

Aristotle's value of community is evident through our community engagement efforts. The firm organized annual Employee Match Donation Drives, significantly increasing contributions to humanitarian efforts in 2024. Beyond monetary donation, the firm organized more volunteer events giving back by donating time and effort to support programs that provide aid to underserved and underrepresented communities.



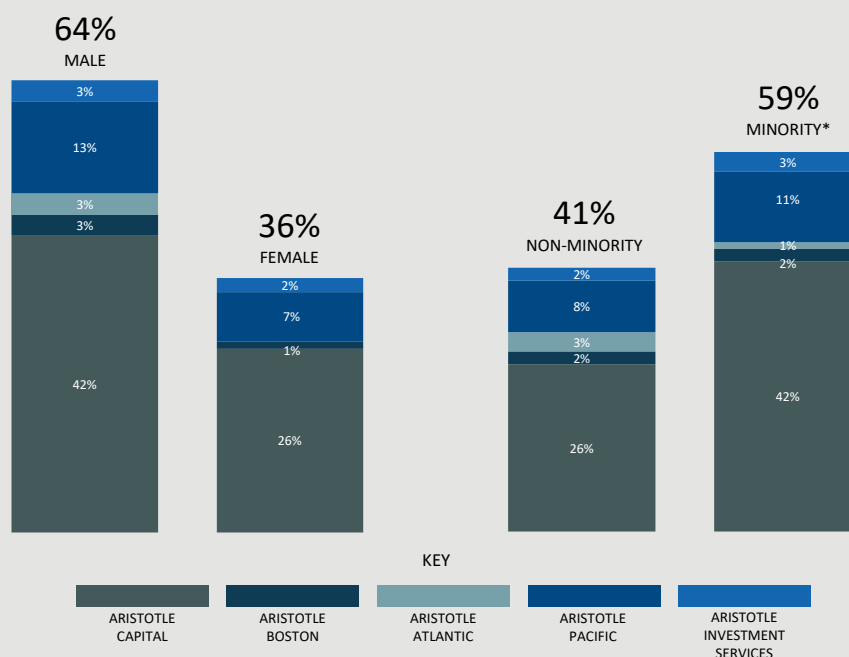
Diversity at Aristotle

The firm continues to report our diversity across affiliates upholding our commitment to transparency.



Diversity, Equity and Inclusion at Aristotle

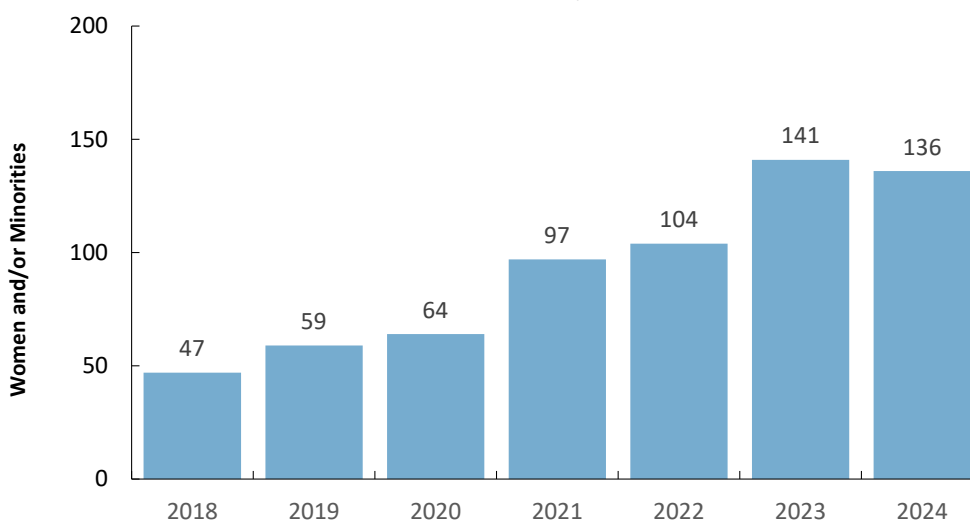
Aristotle Employees
As of December 31, 2024
231 Total Combined Professionals



*Minority defined as female and/or minority.

As of December 31, 2024, Aristotle Capital has 158 employees, Aristotle Boston has 9 employees, Aristotle Atlantic has 7 employees, Aristotle Pacific has 44 employees and Aristotle Investment Services has 13 employees. DEI data are updated annually per company policy. Aristotle tracks standard Equal Employment Opportunity (EEO) categories for race, ethnicity and gender.

Aristotle Women and/or Minorities Over Time
As of December 31, 2024



Total count represents women and/or minorities over time as of December 31, 2024. Women and minorities defined as Female and/or an individual of minority race or ethnicity per EEO guidelines Totals reflect all employees of Aristotle Capital, Aristotle Boston, Aristotle Atlantic, Aristotle Pacific and Aristotle Investment Services.

As we look ahead, we recognize that the landscape around Diversity, Equity and Inclusion continues to evolve, prompting important dialogue across our industry and beyond. As a result, 2025 is being dedicated as a year of reflection to ensure we remain committed to doing the work—researching, reviewing, reflecting and assessing our efforts. We believe this will ensure our approach continues to be thoughtful, informed and aligned with our values, positioning us to build on our progress as we look toward 2026.



Partnering with Human Resources

In the past year, Human Resources spearheaded several initiatives to foster a more inclusive and equitable workplace at Aristotle. Many of these initiatives were in collaboration with the DEI Council and/or have been augmented to incorporate DEI awareness. As part of this, we continue to reference the CFA DEI Code as a helpful framework that informs our approach and supports alignment with our values and industry best practices. Below is an overview of these key events:

1. Internship Program

Aristotle has established a formal summer internship program that includes undergraduate students as well as a program for MBA students, with a focus on professional development and hands-on experience. We have partnered with various job boards, as well as universities and organizations, and utilized direct sourcing to ensure that we diversify the candidate pool for our internships. Interns have been immersed within the firm and are encouraged to pursue projects of interest across departments. This past summer, Aristotle's 16 interns gained invaluable real-world work, as they attended department meetings, participated in special projects and engaged in various rotational tasks across departments. During their 8 weeks at the firm, they were invited to attend a training series led by senior executive leadership and contributed to key projects including creating firm-wide training materials on generative AI and best practices.

We recognize the value of the internship program as a critical pipeline for identifying and developing top talent, offering students hands-on experience, mentorship and exposure to real-world industry challenges.

2. Manager Training on Mitigating Bias in Performance Reviews

As part of our commitment to fostering an inclusive and equitable hiring process, on an ongoing basis, we provide an optional Unconscious Bias in Recruiting and Interviewing course via LinkedIn Learning and educate all hiring managers on equitable hiring practices, including using structured interviewing tools and key dos and don'ts for interviewing. This year, Human Resources conducted a specialized training session led by Dr. Tana M. Session to enhance fairness in our performance evaluation process. This training has focused on identifying potential bias that can influence performance reviews, ensuring that evaluations are based on objective criteria and merit.

Dr. Tana M. Session is an award-winning consultant, speaker and workplace culture expert who is recognized for her leadership in performance coaching and multigenerational workforce strategy.

3. Firm-Wide Training on Multigenerational Workforce Dynamics

Recognizing the diverse age groups within our organization, Human Resources hosted an interactive training session with Dr. Tana M. Session, addressing the dynamics of a multigenerational workforce. This program explored how significant historical events have shaped each generation's perspectives on work, aiming to enhance intergenerational collaboration and understanding.

4. Learning Lounge Programs for Black History Month and National Disability Employment Awareness Month

In honor of Black History Month and National Disability Employment Awareness Month, DEI Council and Human Resources collaborated on the Learning Lounge, an employee learning program designed to provide monthly learning themes to employees. The goal of the Black History Month and National Disability Employment Awareness Month was to increase awareness of Black history, accessibility and strategies for creating a more inclusive workplace. These learning programs included educational workshops, discussions and resources to deepen understanding and foster inclusivity.



5. Implementation of Diversity Recruiting Software

Aristotle's Talent Acquisition team implemented a new diversity recruiting software platform to broaden our talent acquisition efforts. This tool aids in sourcing a wide range of qualified candidates by posting job openings to an extensive array of diversity-focused job sites, enhancing the diversity of our talent pool and supporting our commitment to inclusive hiring practices.

These initiatives reflect our ongoing dedication to embedding diversity, equity and inclusion into the fabric of our organization, ensuring that all employees feel valued and empowered to contribute to Aristotle's success.

6. Formalized Structured Interviewing Process & Increased Manager Interviewing Resources

Aristotle's Talent Acquisition team introduced a formal, structured interviewing process that incorporates behavior-based competencies and questions, ensuring we identify and recruit top talent effectively. Additionally, we launched a Hiring Resource Corner for managers and staff, providing valuable resources and training on best practices for hiring, structured interviewing and behavior-based interviewing. Our goals in providing these resources to everyone firmwide are to equip our employees so that all candidates are given an equal opportunity based on their qualifications and abilities; to create more inclusive and equitable hiring processes across the organization; and to foster a diverse workplace that values merit and spurs intellectual growth.





Proud of Our Stories, United by Service

At Aristotle, we commit time, talent and resources to give back to our local communities. Our employees live across the U.S., and many are actively involved in their communities in different ways. Through the Employee Volunteer Day Program, which provides each full-time employee a paid volunteer day with a qualified non-profit organization, Aristotle employees can make an impact in their communities in the ways they feel would be most meaningful.

Unlimited Possibilities Volunteer (January 2024)

Unlimited Possibilities is an Orange County pediatric therapy facility. Colleagues volunteered at their 8-week Art Class program.

Lunar New Year (February 2024)

Aristotle distributed Red Envelopes to all employees to celebrate the Year of the Dragon.

DEI/Women in Finance Open House – LA, OC, and Virtual (March 2024, May 2024)

DEI and the Women in Finance Employee Resource Group hosted three open houses in LA, Orange County, and a virtual event with Travel Trivia.

Asian & Pacific American Heritage Month (May 2024)

The DEI Council and Aristotle hosted lunches in celebration of Asian American and Pacific Islander Heritage Month, spotlighting Asian and Pacific Islander cuisines and treats. Employees in Boston, Sarasota and who are remote received snack gift boxes.



OC Food Bank Volunteer (June 2024)

Members of the LA and OC teams partnered with the OC Food Bank to pack food boxes for seniors. Every month, the OC Food Bank serves roughly 20,000 seniors with food boxes containing essentials like grains and canned goods. Volunteers work on the food line to pack boxes. **Aristotle employee volunteers collectively packed 1,322 food boxes to support this initiative.**





Pride Month Lunch and Learn, Volunteer Day and Hygiene Drive (June 2024)

Aristotle partnered with APLA Health's Vance North Necessities of Life Program (NOLP), the largest network of food pantries for people with HIV. **Aristotle employee volunteers collectively packed over 1,450 food boxes to support this initiative.** CEO of APLA, Craig E. Thompson, was featured in a Lunch & Learn where he provided the history of Pride month and discussed the founding of APLA. Aristotle also collected toiletries for a hygiene drive benefiting APLA.



Junior Achievement Volunteer (September 2024)

Aristotle partnered again with Junior Achievement "Finance Park", an in-person event for students to explore personal finance. *JA Finance Park®* is Junior Achievement's capstone program for personal financial planning and career exploration. This program, comprising a curriculum and a simulation, helps students build a foundation on which they can make intelligent financial decisions that last a lifetime, including decisions related to income, expenses, savings and credit.

IDAC Annual Summit (September 2024)

The IDAC Annual Summit gathered industry leaders and organizations for its third annual, Global Finance Summit on Talent Maximization. This year's theme, "Elevating the Conversation," drew inspiration from the Renaissance—a period marked by scientific, artistic and cultural innovations.

Just as the Renaissance transformed societies through inclusion of diverse skills and perspectives, we aspire to create similar groundbreaking advancements. This year's Summit aimed to spark a modern renaissance in the financial sector where diverse talents and leaders converge to unlock our collective potential. Leaders from all facets of the industry joined on this transformative journey.

Hispanic Heritage Month (September 2024)

Make-Your-Own Tote Screen Printing & Paper Marigolds workshop

This year's Hispanic Heritage Month theme, "Pioneers of Change: Shaping the Future Together," acknowledges those who have paved the way for future generations to drive progress. It reflects the spirit of innovation, resilience and unity that define the Hispanic/Latino experience, which we were proud to honor through our firmwide celebrations. We've received wonderful feedback from employees who enjoyed expressing their creativity. It was inspiring to see so many of you connect, imagine and innovate!

Toigo Foundation Gala (November 2024)

An Exchange Focused at the Intersection of Toigo's Mission & the Finance Industry

Gathering just two weeks post-election, Toigo's Future Proof exchange was a timely forum for exploring key shifts and ways forward in a range of areas core to Toigo's mission, its work and community.

Future Proof: Finance opened with a panel discussion examining challenges facing finance leaders as they navigate shifting tides related to commitments to sustainability, equity and change.

Frosty Friends/Adopt a Family (December 2024)

The DEI Council and Women in Finance ERG launched the inaugural year of **Frosty Friends**, an Adopt-a-Family program. This charitable initiative connects families with much needed gifts, essential items and a little holiday magic to brighten their season!

5 families supported for Salvation Army - Tustin Ranch Corps





Women in Finance Employee Resource Group (ERG)

The Aristotle Women in Finance ERG launched its first Career Development Program. Participants attended multiple sessions focused on building executive presence, navigating organizational politics and mastering time management. Additional topics covered included increasing influence and public speaking techniques.

Bloomberg Women's Buyside Network (BWBN) Events

The Bloomberg Women's Buy-Side Network (BWBN) is a community of female leaders in asset management that promotes diversity, inclusion and professional development within the industry. It provides networking opportunities, educational resources and events to empower women, to inspire future leaders and to foster collaboration among peers and senior professionals.

Celebration of Black History Month Event – Los Angeles, CA

The Resurgence of Barbie and Mattel – Los Angeles, CA

Women in Institutional Investment Network (WIIN) Events

The Women in Institutional Investments Network (WIIN) is a Los Angeles-based network dedicated to advancing and empowering women in the Southern California institutional investment community.

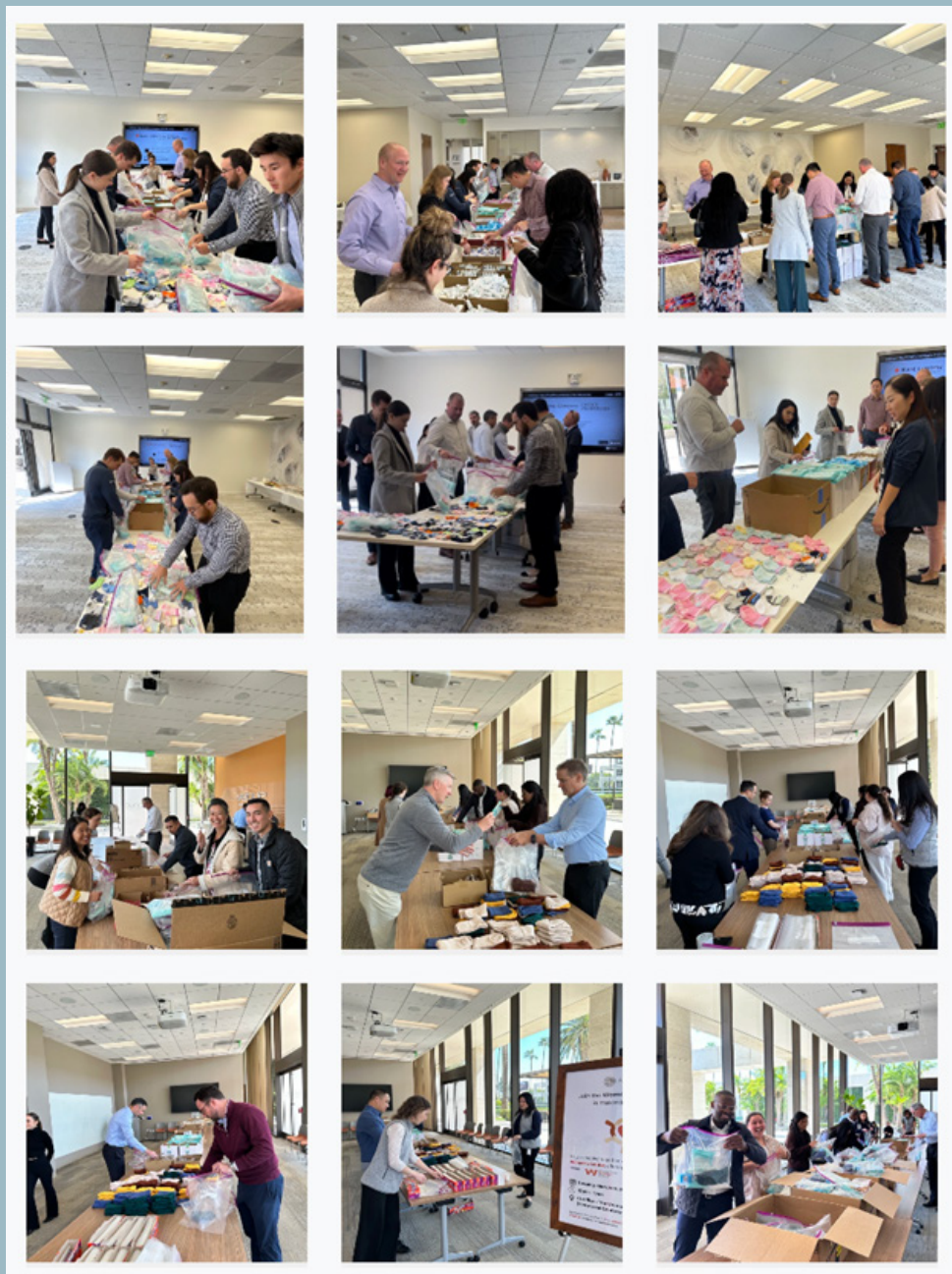
"WIIN 10 – Year Anniversary Celebration"

The event included a panel discussion with several speakers to address changes in the macroeconomy, markets and their careers over the last decade.





The Aristotle Women in Finance Employee Resource Group (ERG) partnered with three organizations dedicated to supporting women and children facing hardship. Aristotle employees came together to assemble over 450 toiletry kits which were donated to the Downtown Women's Shelter in Los Angeles, The Sheepfold in Newport and Rosie's Place in Boston.





Purpose into Practice

As we look ahead, the firm remains committed to being a student of the world. We remain open to learning from a wide range of perspectives and staying aware of the evolving landscape around diversity, equity and inclusion.

In 2025, the firm is dedicating time and resources to careful review, reflection and research, ensuring that our DEI aspirations continue to be informed, effective and thoughtfully put into practice. The firm's future goals will emphasize a closer partnership between the DEI Council, Human Resources and management, ensuring that the Human Resources team takes on a more prominent and collaborative role in advancing DEI objectives. This strengthened alliance will drive the ongoing review and alignment of diversity, equity and inclusion initiatives with organizational strategy. Our approach will prioritize purpose-driven action, seeking to honor what unites us as colleagues and community members.



Appendix

EEOC Race and Ethnicity Classifications

Race and Ethnicity Categories:

Data referenced in this report reflect numbers reported to the U.S. Equal Employment Opportunity Commission, a snapshot in time of our U.S. demographics based on these categories:

- **Black or African American:** A person having origins in any of the Black racial groups of Africa
- **Asian:** A person having origins in any of the original peoples of East Asia (China, Hong Kong, Japan, Macau, Mongolia, North Korea, South Korea and Taiwan); South Asia (Afghanistan, Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan and Sri Lanka); and Southeast Asia (Burma, Brunei, Cambodia, East Timor, Indonesia, Laos, Malaysia, Singapore, Thailand and Vietnam)
- **Hispanic or Latino:** A person of Cuban, Mexican, Puerto Rican, Central or South American, or other Spanish culture or origin, regardless of race
- **Native Hawaiian or Other Pacific Islander:** A person having origins in any of the original peoples of Hawaii, Guam, Samoa or other Pacific Islands
- **White:** A person having origins in any of the original peoples of Europe, the Middle East or North Africa
- **Two or More Races:** A person who identifies as two or more races, not Hispanic or Latino



Disclosures:

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