

Update on AB's Racial Equity Plan and Ongoing D&I Efforts

Fellow Colleagues,

As we mark one year since the firm announced its Racial Equity Plan, I would like to take a moment to reflect on all that has transpired in our communities. AB remains invested in achieving tangible social and professional equity. And while we have chartered a course to advance our people, our firm, and our communities, our Diversity & Inclusion (D&I) journey continues. Last year, I outlined key initiatives to broaden our global D&I strategy. Since that time, we have focused our efforts on: 1) driving accountability at all levels across the firm, 2) more effective ways of recruiting, retaining and developing diverse talent, 3) a commitment to increased data transparency, and 4) dedication to serving the communities in which we operate. Today, I want update you on the progress we have made over these past several months.

Accountability at All Levels

- Last month, AB launched our mandatory Anti-Racism and Active Upstander training—a course developed by our D&I Team to provide a global historical context on the topic of racism.
- In April, AB hosted its third annual global Day of Understanding. Moderated by firm employees, participation topped more than 2,500 colleagues, with expert panelists outlining actionable steps to become an Upstander.
- Last summer, we began evaluating and addressing AB's supplier diversity. We have since relaunched our global Vendor Management and Supplier Diversity efforts with the creation of required DDQ and vendor management training, inclusive of D&I and Modern Slavery modules.
- Our Employee Resource Groups (ERGs) continue to serve as strategic business partners. This past year, our ERGs helped create forums that educate and provide a safe space for race-related discussion:
 - BERG - Being Black in Corporate America
 - AB Asians - Asians Who Lead: The Paradox of the Model Minority
 - AB Asians - Stop Asian Hate
 - BERG & Family Matters - How to Talk to your Kids about Race
 - AB Asians - From Pain to Purpose & Promise: practical solutions to countering implicit bias with positive mentality and sustainable action

Recruitment & Retention

- AB proudly hosted its first HBCU Infusion Forum to introduce students from Historically Black Colleges and Universities to careers in asset management.
- Over the past year, we established several new strategic partnerships with: Ascend, 10,000 Black Interns, Urban League, National Society of Black Engineers Music City Professionals, and Wall Street Friends.
- As part of our 10-year-old high school work study program with the Cristo Rey High Schools, we have increased engagement to include a formal curriculum to address skills for professional development, including communicating with purpose and giving and receiving feedback.

Development of Diverse Talent

- Following the hiring of AB's first Diverse Talent Development Lead, **George Redix**, the Career Connection Program was launched. The program provides an opportunity for junior Associates

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that identify as a member of an underrepresented group to engage in career ownership and exploration within the firm.

- The onboarding process has been improved by integrating cross-functional activities such as our cross-SBU Buddy System that connects new joiners with VPs to help to establish a strong sense of belonging at AB from day one.
- Our exit interview process has been enhanced by conducting live formal interviews with departing diverse employees to detect trends and mitigate attrition.

Research & Data Transparency

- In April, AB submitted a detailed overview of our firm's intentional D&I efforts to the Committee on Financial Services in the U.S. House of Representatives.
- As part of our Corporate Call to Action responsibility, we have disclosed our Equal Employment Opportunity (EEO) data on our corporate website.
- AB is a proud sponsor of Coqual's current research effort—a three-report exploration of equity in the workplace, which focuses on the role of talent systems and individual experiences.

Philanthropy

- AB's commitment to serving our most vulnerable citizens is an integral part of our philanthropy strategy. In 2021, we have committed more significant philanthropic dollars to communities of color or diversity-related initiatives.
- With the expansion of our philanthropy plan globally, we have budgeted substantial funds to reach vulnerable communities worldwide in 2021.
- As part of this commitment, we have formed new partnerships and strengthened existing partnerships, and hope to build on these relationships in future years as our program grows:
 - East Harlem Tutorial Program – New York
 - Dress for Success Worldwide – National
 - Children's Wishing Well – Singapore
 - Into University – London
 - National Museum of African American Music – Nashville
 - Conexión Américas / Escalara Program – Nashville
 - Nashville Public Education Foundation – Nashville

The examples listed above are some of our most recent actions to advance equity, but it is certainly not an exhaustive list of our efforts over the years. Our firm-wide D&I strategy will continue to prioritize our people through the lens of inclusivity and will work to attract and engage diverse talent of all levels. As Juneteenth approaches, and while I reflect on the past several years and the course ahead, I am proud of our people and am confident we will achieve so much more together. Thank you for your commitment to AB.

Regards,
Seth