



## INCLUSION AND DIVERSITY AT CAPTRUST

As a firm, we strive to foster an environment that is inclusive and diverse and provides colleagues with a strong sense of belonging.

### Inclusion and Diversity Council

- The CAPTRUST Inclusion and Diversity Council is committed to designing and implementing a framework for inclusion, diversity, and belonging.
- Our Inclusion and Diversity Council:
  - Is led by senior leaders and reports to the CEO
  - Provides advocacy, support, and resources for our employees
  - Expands employee enrichment and development opportunities
  - Focuses on increasing the diversity of our workforce and leadership

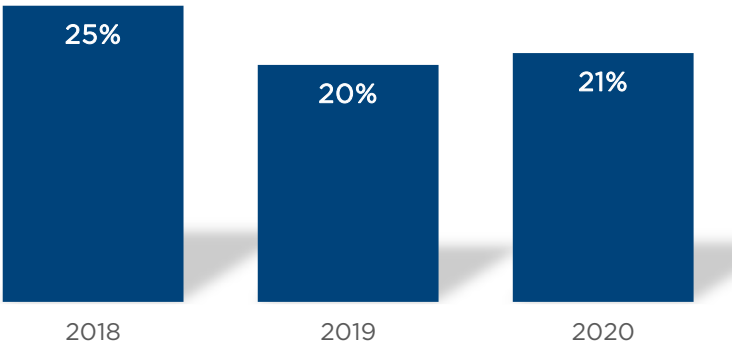
### By the Numbers

- 46%** of the CAPTRUST management team are women
- 45%** of CAPTRUST employees are women
- 33%** of CAPTRUST directors and above are women
- 22%** of the CAPTRUST board of directors are women
- 22%** of CAPTRUST organic hires in the last three years are diverse

### Promotions

Colleagues are promoted at a rate similar to their population.

### Diverse Organic Hires



### Our Focus for 2021

- Ensure that every employee feels seen, heard, and respected
- Increase employees' range of diversity experience and learning, thereby reducing unconscious bias in the workplace
- Add racial diversity and perspectives from the LGBTQIA community to our leadership team

Data as of 12.31.2020



# INCLUSION AND DIVERSITY AT CAPTRUST

CAPTRUST has four Employee Resource Groups (ERGs).

## ERGs at CAPTRUST

- Black, Indigenous, People of Color Professionals Network (BPNetwork)—For racially or ethnically diverse employees and allies
- Living in Faith Together (LIFT)—For employees of any faith and those of no faith looking to share and learn
- PRIDE—For lesbian, gay, bisexual, transgender, queer (or questioning), intersex, and asexual (LGBTQIA) employees and allies
- Women Inspire, Support, Encourage (WISE) Network—For colleagues who are women, identify as women, and their allies



## The Pillars of Responsibility

Each ERG at CAPTRUST is responsible for supporting improvements in their areas of diversity and has the ability to address and impact all four areas through their actions and initiatives. Each group is different in nature and, therefore, weights its efforts differently across focus areas:

- **Awareness**—Spread awareness of the issues facing group members, both in the workplace and in the community.
- **Engagement (internally focused)**—Provide opportunities for group members to engage with and get to know one another. Through increased connection, collaboration, and engagement, ERGs foster an inclusive environment, strengthen a sense of belonging, and reduce biases.
- **Networking (externally focused)**—Assist with the firm's inclusion and diversity goal of increasing the diversity in CAPTRUST's workforce by offering perspective on recruiting techniques that appeal to target populations, helping to bring awareness to the firm of untapped recruiting sources, assisting with the enhancement of interview processes to better support diverse candidates, and reducing similarity bias in recruitment.
- **Development**—Support the personal and professional development of group members by developing effective mentors within the membership, delegating roles and responsibilities to allow for members to take on additional work and showcase their talents, sponsoring career development activities and events, and building a toolkit of resources that is easily accessible to members.

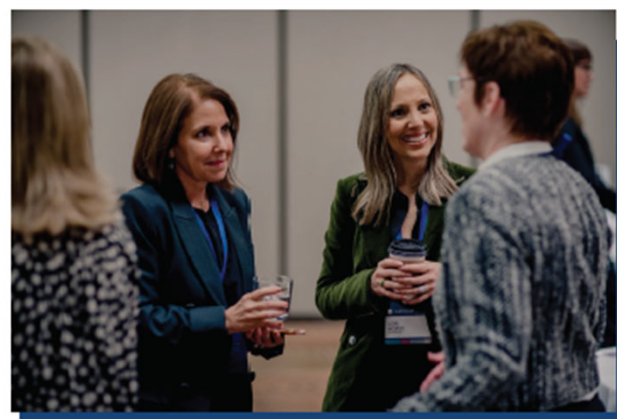


# INCLUSION AND DIVERSITY AT CAPTRUST

While nearly half of CAPTRUST's employees are women, the Women's Initiative specifically seeks to increase the number of female advisors at the firm and provide them the support they need for a successful CAPTRUST career.

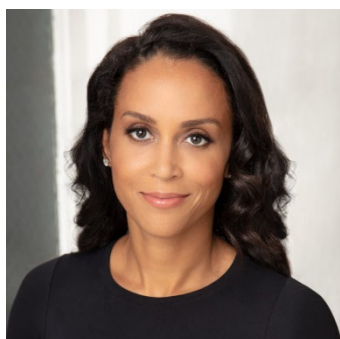
## The CAPTRUST Women's Initiative

- CAPTRUST founded the Women's Initiative in 2017 to grow and elevate its female advisor workforce—a long-standing issue across the financial services industry.
- We are devoted to the success of our female advisors. With the ongoing encouragement of our leadership team, we have created a community where we exchange ideas, cultivate relationships, and create a path for women advisors to realize their individual potential.
- Early results from these efforts include a 27% female representation within our advisor force, which is more than a 250% increase since the initiative was founded.
- Hear from our female advisors and senior leadership about how the Women's Initiative is recruiting, retaining, and lifting women advisors—[click here](#).



**We Mentor. We Encourage. We Support.**

CAPTRUST recently added Dasha Smith, a respected business and human resources leader, to its board of directors. Smith is currently executive vice president and chief administrative officer for the National Football League (NFL).



Please reference [Dasha Smith's professional profile](#) for more information.

Data as of 12.31.2020