

# Diversity, Equity & Inclusion is part of our growth story.

## DEI philosophy and approach

**A diverse workforce and inclusive culture lead to better decision-making and client outcomes.**

**DEI is an opportunity and not a problem to be solved.**

Clarion Partners recognizes diversity, equity, and inclusion (DEI) as both cultural and business imperatives. We believe a diverse and inclusive workplace enhances our culture and leads to improved engagement and more fulfilling experiences for our employees.

Through a multi-year DEI strategy aligned with our business goals and objectives, we are committed to continuing to build an environment where all employees treat one another with respect and dignity and that everyone feels comfortable coming to work as their whole self each day.

## DEI strategic framework, goals, and focus areas



	Female Ratio*	Ethnic Diversity Ratio*
All Employees	47%	35%
Investment Professionals	34%	25%

\*Metrics are as of 9/30/2024. Ratios do not include Clarion Europe personnel.

*We proudly partner with organizations that share our mission and work together to provide mentorship and increased career opportunities in the communities where we work and operate.*



## Active DEI initiatives

### Diversity

- SEO Summer Internship Program
  - Urban Alliance Partnership
  - Cristo Rey Internship Program
- Toigo Sponsorship & APEX Program
- WX Women in Real Estate Sponsorship
- McKinsey Leadership Development
  - Project REAP
- Real Estate Exchange (REEX)

### Equity

- Strategic Relationships with Mission-Based Groups / Diverse Vendors
- Community Partnerships & Volunteerism
  - Supplier Diversity Program
  - Impactful Donations & Community Volunteerism
  - Pay Equity

### Inclusion

- Education & Awareness Training
  - Business Resource Group – Women’s Leadership Network
  - Leverage Franklin Templeton’s Employee Resource Group Programs/Initiatives
- Career Management Committee