

**Equal Employment Opportunity (EEO) & Affirmative Action Policy Statement**


This is to affirm Pzena Investment Management's (the "Company") policy of providing equal employment opportunities to all employees and applicants for employment in accordance with all applicable laws, directives and regulations of federal, state, and local governing bodies or agencies.

The Company will not discriminate against or harass any employee or applicant for employment because of race, color, creed, religion, national origin, nationality, ancestry, sex (including sexual harassment), pregnancy, breastfeeding, sexual orientation, gender identity or expression, disability, age, marital status, familial status, or domestic partnership, liability for military service, veteran status, atypical hereditary cellular or blood trait, genetic information, the refusal to submit to a genetic test or make available to an employer the results of a genetic test, membership or activity in a local human rights commission, domestic violence victim status, immigration or citizenship status, prior arrest or conviction record, or status with regard to public assistance. We will take affirmative steps to ensure that all of the Company's employment practices are free of discrimination. Such employment practices include, but are not limited to, the following: hiring, upgrading, demotion, transfer, recruitment or recruitment advertising, selection, layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. We will provide reasonable accommodation to applicants and employees with disabilities whenever possible.

All employees are expected to perform their job responsibilities in a manner that supports equal employment opportunities.

I have appointed Kerry O'Hearen, Chief Human Resources Officer, to manage the company's Equal Employment Opportunity ("EEO") program. Her responsibilities include monitoring all EEO activities and reporting the effectiveness of the company's Affirmative Action Program as required by law. I will receive and review reports on the progress of the program. Any employee or applicant may inspect the Company's Affirmative Action Plan and information related to the Company's EEO program during normal business hours. Please contact the EEO manager listed above for further information.

Any employee or applicant for employment who believes s/he has been treated in a way that violates this policy should contact either Kerry O'Hearen at 320 Park Avenue, 8th Floor, New York, NY 10022, +1 646-344-8432, [ohearen@pzena.com](mailto:ohearen@pzena.com) or any other management representative, including me. The Company will take immediate action to investigate and address allegations of discrimination or harassment.

  
Caroline Cai, CEO

9/12/2023  
Date

This Affirmative Action Program is effective from September 1, 2023 to August 31, 2024