

DIVERSITY, EQUITY AND INCLUSION



2023 REPORT



“Diversity, Equity, and Inclusion (DEI) is always a top of mind focus for all of us here at Russell Investments. Our DEI initiatives permeate our policies, people, practices, and client relationships. As the chief people leader, my role is to ensure we constantly strive for higher performance. I firmly believe that the right programmes, people and objectives will foster long-term diversity and enhance our talent pool to better serve our clients. Over the years, we’ve identified initiatives that have proven to have the most significant impact, and we’re honing our focus on these areas to enhance our team’s diversity, inclusion and talent development. This is not a quick fix but a journey, and we are unwavering in our commitment to this path. Our goal is not just to meet targets but to broaden our recruitment efforts, attract the best talent, foster inclusion where people can see themselves thriving in our organisation, and drive better outcomes for our clients, thereby building on our legacy of innovation.”

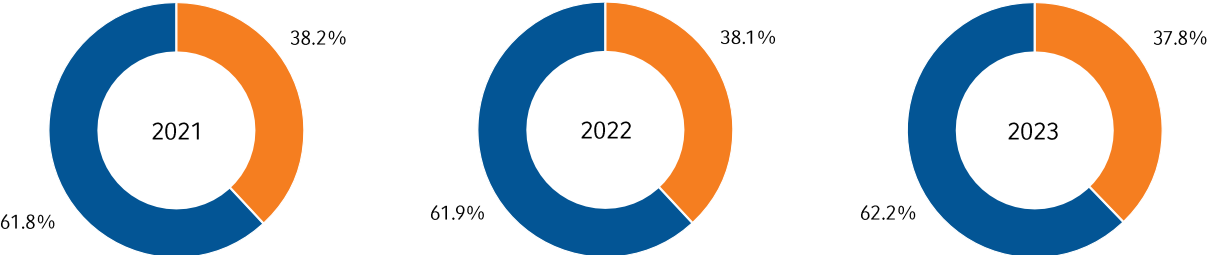
Jenny Proctor, Chief Human Resources Officer and DEI Council Sponsor, Veteran’s Associate Resource Group

Associate diversity – Gender

Russell Investments collects gender (male/female) information on all associates globally.

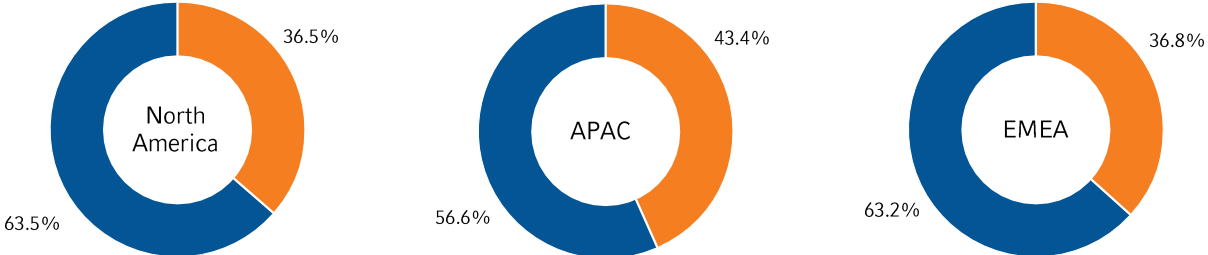
Global existing associates - excluding India

Male Female



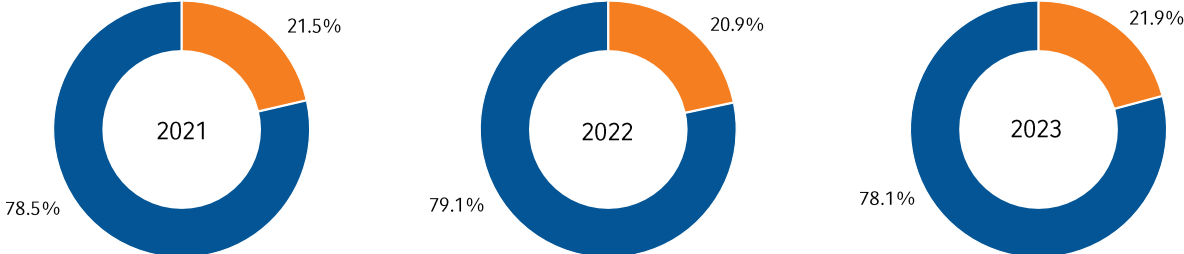
Regional existing associates - excluding India

Male Female



Global investment professionals

Male Female



Note, there were no investment professionals hired in India by 31 December 2023.

| Global new hires - excluding India | 2021 (179) | 2022 (208) | 2023 (140) |
|------------------------------------|---------------|---------------|---------------|
| Female | 41.3% | 41.8% | 37.9% |
| Male | 58.7% | 58.2% | 62.1% |

| Global applicants - excluding India | 2021 (10,107) | 2022 (9332) | 2023 (13,170) |
|-------------------------------------|------------------|----------------|------------------|
| Female | 29.4% | 29.8% | 25.1% |
| Male | 54.5% | 49.9% | 41.4% |
| Prefer not to say | 3.6% | 3.3% | 3.2% |
| Undisclosed | 12.6% | 17.0% | 30.3% |

Please note, we do not collect data applicant gender in India.

Associate diversity – Race / Ethnicity (United States)

In the U.S., Russell Investments collects voluntarily self-reported race and ethnicity data of our associates, which is in line with government regulations.

Due to regulations and local practices, race/ethnicity is not collected for associates in our Asia Pacific, European and Middle Eastern regions.

| U.S. associates | 2021 | 2022 | 2023 |
|---|-------|-------|-------|
| American Indian or Alaska Native | 0.7% | 0.6% | 0.6% |
| Asian | 17.3% | 17.1% | 17.6% |
| Black or African American | 2.9% | 2.7% | 2.5% |
| Hispanic or Latino | 2.0% | 2.3% | 2.2% |
| Native Hawaiian or Other Pacific Islander | 0.3% | 0.3% | 0.3% |
| Two or More Races | 3.5% | 3.9% | 4.1% |
| White | 73.3% | 73.1% | 72.7% |

| U.S. investment professionals | 2021 | 2022 | 2023 |
|---|-------|-------|-------|
| American Indian or Alaska Native | 1.0% | 1.1% | 1.1% |
| Asian | 17.6% | 17.4% | 17.7% |
| Black or African American | 1.0% | 1.6% | 1.7% |
| Hispanic or Latino | 2.9% | 3.2% | 3.3% |
| Native Hawaiian or Other Pacific Islander | 0.0% | 0.0% | 0.0% |
| Two or More Races | 2.5% | 3.2% | 3.3% |
| White | 75.0% | 73.7% | 72.9% |

| U.S. new hires | 2021 (92) | 2022 (111) | 2023 (63) |
|---|--------------|---------------|--------------|
| Asian | 31.5% | 22.5% | 22.2% |
| Black or African American | 4.3% | 2.7% | 1.6% |
| Hispanic or Latino | 3.3% | 2.7% | 3.2% |
| Native Hawaiian or Other Pacific Islander | 1.1% | 0.9% | 0.0% |
| Two or More Races | 3.3% | 5.4% | 7.9% |
| White | 56.5% | 65.8% | 65.1% |

| U.S. applicants | 2021 (8025) | 2022 (5932) | 2023 (7858) |
|---|----------------|----------------|----------------|
| American Indian or Alaska Native | 0.3% | 0.3% | 0.4% |
| Asian | 44.6% | 43.9% | 44.7% |
| Black or African American | 3.6% | 5.6% | 5.8% |
| Hispanic or Latino | 4.7% | 4.8% | 5.0% |
| Native Hawaiian or Other Pacific Islander | 0.2% | 0.2% | 0.2% |
| Two or More Races | 3.4% | 3.1% | 4.2% |
| Undisclosed | 10.9% | 12.1% | 10.7% |
| White | 32.2% | 29.9% | 29.0% |

All data source: Russell Investments as at 31 December 2023.

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