Diversity & Inclusion Mission

To foster an environment where employees can bring their authentic selves and diversity of thought to drive innovation and provide creative solutions for our clients.

Guiding Principles

- We focus on attracting, hiring, developing and retaining a diverse employee population of top talent.
- We are committed to a work environment that is based on collaboration, fairness and mutual respect for each other.
- We drive innovative business solutions through an open-minded approach and acceptance of each other's varied perspectives.
- We seek to understand the varied perspectives of our clients so that we can provide customized solutions that fit their investment needs.

Parametric Diversity and Inclusion

Parametric is a part of Eaton Vance's Diversity and Inclusion ("D&I") program which seeks to make the firm a stronger and better company and to contribute positively to the communities in which its employees live and work. The importance of organizational D&I is acknowledged by EV's Chairman and CEO, Thomas Faust, senior leadership at Parametric and the Eaton Vance Corp. Board of Directors

An initial priority of the D&I strategy is to educate managers across Parametric on the objectives of the D&I initiative, key challenges and measures of success. Managers are expected to work with their Human Resources business partners to assess their departments and to develop action plans for advancing D&I. In addition, the firm recognizes that efforts to enhance the ability to recruit, develop and retain a talented and diverse workforce involves everyone at Parametric. Human Resources has target goals to hire diverse candidates for full-time and internship positions. Over many years the firm has partnered with diversity organizations as part of its efforts to source candidates and increase diversity at the firm. Examples of these ongoing efforts include recruitment and networking events, internship opportunities and partnerships with several colleges and universities, community involvement and professional associations.

In 2018, Eaton Vance hired Ingrid Jacobs as Chief Diversity Officer, who works with employees across Eaton Vance affiliates to create and implement initiatives designed to foster a culture of D&I. Ingrid chairs Eaton Vance's D&I Leadership Council and D&I Operating Council and supports the work of the Employee Resource Groups, which are designed to bring together employees from across the firm with shared interests.

Eaton Vance Corp D&I Leadership Council

- Oversees mission to create value for Eaton Vance Corp and its stakeholders by increasing the firm's ability to attract, develop and retain a talented and diverse workforce
- Sets the strategy and direction for D&I across Eaton Vance Corp and develop the guiding principles for the Operating Council and Employee Resource Groups

Eaton Vance D&I Operating Council

- Acts as an active ambassador for D&I internally and externally to the firm
- Talent Acquisition, Retention through Engagement and Learning and Development
- Employee Resource Groups (MOSAIC, EV Pride +, Women's Leadership Exchange, EVolve)

In 2019, Parametric created a D&I Leadership Council to develop and implement the strategy, direction and guiding principles for D&I at Parametric, in partnership with the D&I Leadership Council at Eaton Vance. In 2020, Parametric also created a D&I Operating Council that serves to be ambassadors throughout Parametric and its communities to create a more diverse and inclusive environment through employee engagement. By continuing to increase the focus on

D&I, the firm will continue to foster an environment where employees can bring their authentic selves and diversity of thought to drive innovation and provide creative solutions for its clients.

Process and practices to foster diversity

The firm strives to implement a company culture that is inclusive, positive and performance-oriented. Parametric looks to create a diverse candidate pool by posting to various job boards, colleges and universities, and professional associations. Having a diverse workforce allows the firm to benefit from a variety of perspectives and strengthens its competitiveness.

Diversity Recruiting strategies have been determined so managers have options to choose from when defining the recruiting strategy for their open positions. These strategies support managers and the Talent Acquisition team in finding diverse top talent for each open position. Parametric posts all positions internally so all employees have access to review and apply for positions across the organization. These strategies also encourage development and promotion of diverse internal talent to fill open positions throughout the firm. Parametric looks to create a diverse candidate pool by posting to various job boards, colleges and universities, professional associations, and encouraging hiring managers and recruiters to create a network of diverse top talent. Having a diverse workforce allows the firm to benefit from a variety of perspectives and strengthens its competitiveness.

Parametric is an equal opportunity employer and is committed to providing a work environment that is free of discrimination and harassment. It does not discriminate against applicants or employees with respect to any terms or conditions of employment on account of race, color, religion, creed, national origin, ancestry, sex, sexual orientation, age, pregnancy, parenthood, physical or mental disability (actual or perceived), medical condition including genetic characteristics, marital status, citizenship status, military service, gender, gender identity, registered domestic partner status, domestic violence victim status, status with regard to public assistance, or any other characteristic protected by applicable federal, state or local laws. Parametric also prohibits discrimination based on the perception that a person has any of those characteristics or is associated with a person who has or is perceived as having any of those characteristics. This commitment applies to all persons involved in the operations of Parametric, and prohibits unlawful discrimination by any employee of Parametric, including supervisors and co-workers. All employment decisions shall be consistent with the principles of equal employment opportunity.

Parametric has set diversity targets (not quotas) for recruitment efforts of full-time and intern positions. These targets aim to increase both female and diversity hires at Parametric and are reviewed on a quarterly basis.

Parametric conducts a robust gender pay analysis annually to ensure that compensation is comparable for women and men for comparable positions.

In partnership with Eaton Vance's Chief Diversity Officer, Parametric's Diversity and Inclusion Leadership Council drive's strategy and implements initiatives and programs to continue to cultivate a diverse and inclusive environment.

PARAMETRIC™

Parametric Portfolio Associates® LLC ("Parametric")
All Parametric Locations as of 09/30/2020

	Total	Women		People of Color*	
Category	**Number**	**Number**	**Percentage**	**Number**	**Percentage**
Total employees	599	206	34.39%	152	25.38%
Board of Directors (BoD)	N/A	N/A	N/A	N/A	N/A
General Partner (GP)	N/A	N/A	N/A	N/A	N/A
Leadership/Executives**	10	2	20.00%	2	20.00%
Senior Staff	45	10	22.22%	8	17.78%
Managers	157	52	33.12%	35	22.29%
Investment Professionals	143	25	17.48%	35	24.48%

*Includes Race/Ethnicities other than "White" or "Not Declared"
**Parametric Executive Committee

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Diversity and Inclusion Recruiting Outreach Plan

Parametric understands the importance of organizational diversity and we strive to attract, develop, promote and retain top diverse talent through a wide variety of initiatives.

Parametric has set diversity targets (not quotas) for recruitment efforts of full-time and intern positions. These targets aim to increase both female and diversity hires at Parametric and are reviewed on a quarterly basis.

In partnership with Eaton Vance's Chief Diversity Officer, Parametric will continue to implement initiatives and programs to continue to cultivate a diverse and inclusive environment.

The following is a summary of our current and planned diversity recruiting outreach initiatives which include partnerships with colleges and universities, professional associations, and partnering with our local communities.

I. Targeted College Diversity Recruitment

- University of Washington, Seattle and Tacoma
- Seattle University
- Gonzaga University
- Washington State University
- University of Minnesota
- University of Nevada, Las Vegas
- Howard University
- Alabama A&M
- Morehouse

II. Professional Associations and Organizations

- Association of Latino Professionals For America (ALPFA) - www.alpfa.org
- Year Up Program - www.yearup.org
- National Association of Securities Professionals - http://www.nasphq.org/
- Girls Who Code – www.girlswhocode.com

III. Diversity Job Postings

- Association of Latino Professionals For America (ALPFA) - www.alpfa.org
- Professional Diversity Network - www.prodivnet.com/
- Military 2 Career - http://www.military2career.com/
- Women's Career Chanel - http://www.womenscareerchannel.com/
- Black Career Network - http://www.blackcareernetwork.com/
- Asian Career Network - http://www.acareers.net/
- Pro Able - http://www.proable.net/

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- Out Professional Network - http://www.outpronet.com/
- iHispano - http://www.ihispano.com/
- National Association of Asian American Professionals (NAAAP) - www.naaap.org
- National Black MBA Association - https://nbmbaa.org
- Women For Hire - http://womenforhire.com/
- Women Investment Professionals Chicago - http://www.wipchicago.org/
- 100 Women in Finance - https://100women.org/
- YUPRO - Placement Agency for Year Up Alumni

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