



SEI INVESTMENTS COMPANY

DEI progress report 2023.

Building brave futures.®



Ryan P. Hicke
Chief Executive Officer

We have always believed in the power of diversity, equity, and inclusion (DEI) to fuel our approach to creating investment and asset management solutions for new challenges, making better decisions, and providing every employee access to the resources and opportunities that foster their growth—regardless of their identity.

We are in a state of constant transformation, requiring us to continuously build and evolve a company culture in which everyone feels welcomed, respected, valued, heard, recognized, and empowered to bring their authentic self to do their best work every day. Nurturing this type of environment for all of our employees is a critical focus for SEI.

Leadership at all levels understands that our commitment to DEI is critical for our employees and clients as well. We are under no illusion that this work is easy, but we are committed to the journey, meeting everyone where they are and learning and adapting as we cultivate an inclusive culture through creating awareness, leveraging our values, and engaging in difficult yet necessary conversation.

An inclusive culture empowers our employees to share their diverse perspectives, experiences, and ideas, which drive our clients' and company's success. We know that our unwavering commitment to diversity and inclusion will help us advance our mission to build brave futures through the power of connection.

A handwritten signature in black ink that reads "Ryan Hicke".

We focus on creating and nurturing an environment in which it feels safe to be different because it’s welcome, and the opportunity to thrive is not predicated on one’s identity or their level of access within a company.

Recognizing employees’ constantly evolving needs, a one-size-fits-all DEI framework will fall short in building a thriving workforce. SEI remains committed to doing transformative DEI work, requiring us to focus on identifying and addressing any systemic barriers, unconscious biases, or stereotypes that could reasonably be expected to perpetuate instances of accidental harm, as well as exclusion, discrimination, and all forms of isms.

The core principles of our DEI work stem from our company’s inherent desire to care for all individuals on a human level. We welcome and respect all people in their collective and unique identities. And we have been intentional in aligning this work to our values of courage, integrity, collaboration, inclusion, connection, and fun.

Helping employees recognize the alignment between their values and SEI’s values is a key to building an engaged workforce. This alignment is crucial for us to continue on the path of fostering the inclusive culture that enables people to contribute meaningfully. We recognize this is a journey, and we continue to ask questions and listen to employees’ experiences along the way. We use their feedback to fine-tune our DEI commitment to cultivate a safe, respectful, and friendly workplace where our people have an opportunity to thrive.

WHAT THESE WORDS MEAN TO US

Diversity is the appreciation of the spectrum of different identities within our employee and stakeholder communities. These differences include, but are not limited to, race, ethnicity, culture, gender, sexual orientation, socioeconomic status, age, physical and cognitive abilities, national origin, religious and political

beliefs, education, marital status, language, veteran status, worldviews, and other characteristics and ideologies.

Equity is the objective and fair treatment of everyone to enable access to opportunities and resources they may need to realize their fullest potential.

Inclusion is the intentional, individual, and collective steps we take to create an open and welcoming work environment that respects and affirms the inherent dignity, value, and uniqueness of all individuals and groups within our community.

PRINCIPLES OF OUR DEI WORK



People. Our DEI initiatives are dedicated to the personal well-being of employees, clients, and all stakeholders. We aim to bring together hardworking and skilled employees from various races, ethnicities, cultures, genders, sexual orientations, socioeconomic status, ages, physical and cognitive abilities, national origins, religious and political beliefs, educations, marital status, languages, veteran

status, worldviews, and other characteristics and ideologies.

Systems. We are committed to assessing our policies, practices, and procedures in an effort to ensure that they do not inadvertently create barriers that prevent anyone from accessing opportunities and resources they may need for reaching their full potential.

Inclusion. Inclusion is a core value at SEI. We strive to foster a business environment where everyone feels welcome, respected, valued, heard, and empowered to express their true selves.

Fairness. We uphold a culture that prioritizes listening and responding in ways that are fair, objective, and just.

An inclusive, equitable, and diverse work environment is a journey—not a one-time event. We continue to listen to employees’ experiences and use their feedback to fine-tune our approach to cultivating a safe, respectful, and friendly workplace.

We are a global company with team members and clients from many multicultural backgrounds, and our strategy is rooted in targeted universalism. We strive to involve everyone in our community by attempting to objectively address the unique needs of specific groups.

Our approach to DEI aims to transcend traditional efforts by breaking down barriers for historically underrepresented groups and continue leveraging DEI as a business imperative and differentiator.

Everything we’ve accomplished so far on our DEI journey has been a result of leadership’s support, our employee resource groups’ commitment, and the collective efforts of so many individuals in our community.

Leadership

Our leaders recognize the importance of their support for our success. Ryan Hicke signed the CEO Action pledge for advancing DEI at SEI—a practical and symbolic demonstration of SEI’s commitment to our DEI journey. The message was rooted in authentic DEI work and resonated with our employees.

Recruitment

Recruiting to increase diversity in the candidate pipeline requires an intentional approach. Our Talent Acquisition team used a third-party application to help ensure inclusive job descriptions and appeal to a wider candidate pool. We also required unconscious bias training, and we strive for diverse representation on all interview panels. Our strategic partnerships with organizations serving people from historically underrepresented groups continue to support our efforts to build a diverse workforce.

Culture

An inclusive culture is essential for successful DEI initiatives. The need to benchmark our culture was critical to remove the guesswork. We worked with an independent third party to conduct a companywide inclusive culture climate diagnosis. The assessment measured eight pillars of inclusion and was critical to achieving a greater level of inclusion.

Education and awareness

We believe one-time, check-the-box training is unacceptable, and education helps us give our people the awareness and language they need to have conversations around DEI topics. We required unconscious bias training for all employees, provided opportunities for monthly one-hour training in other DEI topics, and hosted a speaker series.

Engagement and impact

DEI work includes representation across our workforce and opportunities to put passion into action for effecting positive change in our communities. Our nine employee resource groups (ERGs) provide safe spaces globally for employees and members of certain historically marginalized groups to support each other and lead different initiatives to make positive impacts inside and outside our four walls. We partner with community-based organizations to further these efforts.

OUR CULTURE SCORECARD

Manager relations	A	DEI leadership visibility	B	Work-life effectiveness	B	Team psychological safety	B
Behavioral accountability	A	Equitable opportunity	C+	Inclusion and belonging	B+	Career support	B

Our progress has been possible because of the intentional collaboration and a shared sense of responsibility across our company. This dedication across teams continues to drive our DEI strategy.

WHAT WE'RE WORKING TOWARD

Integration of our DEI efforts into SEI’s business strategies as a crucial business necessity will manifest in two interconnected forms of inclusion.

Behavioral inclusion. Business leaders and people managers become role models of inclusive leadership and cultural competency skills. All leaders use a DEI lens when making critical business decisions by committing to building diverse, high-performing

teams, leveraging them for innovation, and solving our clients’ most complex problems.

Structural inclusion. Our leaders own the full integration of our DEI principles into the design of policies, processes, practices,

and procedures. Embedding DEI into our ecosystem can enable us to drive education, innovation, and problem-solving across our organization.

DEI focus

Our Head of Diversity, Equity, & Inclusion and our Leader of Diversity and Inclusion Recruiting and Reporting work closely together and across our supporting groups to shape our DEI roadmap and to plan and deliver against our objectives in this space.

DEI Council

We established a DEI Council, which brings together employees and leaders, passionate about DEI-related topics, from all areas of the company. The DEI Council acts as an advisory body for roadmap initiatives, oversees DEI programming, consults with leadership to address DEI issues impacting our talent and culture, and helps hold us accountable to our DEI commitments.

SEI’s **Talent Acquisition team** continues to support our intentional effort to develop a diverse workforce by creating a diverse talent pool and supporting strategic partnerships we cultivate with organizations that work with underrepresented groups in the community.

Our **Learning and Development team** helps drive DEI awareness and education initiatives intended to nurture the behavioral change that supports a more inclusive culture in order to sustain a diverse workforce.

The Global Communications team plays a critical role in shaping and amplifying our messaging and story to increase engagement of and buy-in from our community to support our DEI efforts internally and externally.

At the core of our **Global DEI Taskforce** is the dedication of our colleagues worldwide. Because DEI work looks different across our geographical footprint, it’s important that our efforts are informed by the diverse backgrounds of our global workforce.

We have **inclusion committees** embedded throughout our business segments and areas that reinforce our DEI commitment and drive integration of our efforts and initiatives across our operations.

PROGRESS IN BUILDING A DIVERSE WORKFORCE

Group	2022	2023	Lift in %
Hispanic/Latinx	113	128	13.2%
Black	179	191	6.7%
Asian	486	551	13.3%
White	3,134	3,239	3.3%
Multiracial	46	61	32.6%
Executive Diversity	–	–	30%
Board Gender Diversity	–	–	37%

We’ve accomplished milestones along our DEI journey. Notably, we established SEI Cares after Sept. 11, 2001, which was the foundation for much of our sustainability and DEI work.

2022

- Welcomed DEI leaders, developed a multiyear roadmap for DEI and reporting, recruitment, and outreach, and reviewed job descriptions for potentially biased language
- Signed the CEO Action pledge, joining more than 2,400 U.S. companies
- Conducted an Inclusive Culture Climate Diagnosis
- Joined the Investment Company Institute’s Diversity and Inclusion Committee
- Established two new ERGs: SEI Pride and Somos SEI

2023

- Required unconscious bias training for all employees and offered other targeted trainings
- Established our DEI Council, comprised of employees who consult with leadership and help hold us accountable for our DEI commitments
- Organized our inaugural Day of Understanding, supporting open dialogue about potential workplace biases
- Established SEI enABLE and created multiple quiet spaces in our offices to expand inclusion
- Trained the first cohort of 100 people leaders for building a culture of belonging
- Became a corporate sponsor of the National Association of Asian Professionals Philadelphia Chapter
- Partnered with Seramount for thought leadership support and Cristo Rey Philadelphia High School as a Job Partner for the Work Study Program
- Joined the Neurodiversity Employment Network
- Hosted six “Courageous Conversations” on topics like neurodiversity in the workplace, inclusive language for the LGBTQ+ community, allyship for military service members and their families, and Asian American and Pacific Islander (AAPI) Inclusion

2022 RECOGNITION

“Highly Commended” in the “Best D&I Initiative Award (small/medium firm)” category at the PIMFI D&I Awards	A “2022 Best Place to Work in Greater Philadelphia” by the <i>Philadelphia Business Journal</i>	“Best Diversity and Inclusion Programme – Global Reach” at the 2022 Wealth for Good awards, presented by <i>WealthBriefing</i>	Recipient of the Globe and Anchor Award , presented by the Marine Corps Scholarship Foundation
A “2021 Top Workplace USA” by Energage	A “Leading Disability Employer” by the National Organization on Disability	A “Champion of Board Diversity” by the Forum of Executive Women and PwC	

2023 RECOGNITION

2023 LUMINARIES award winner in <i>Think Advisor’s</i> “Community Impact” category	A “2024 Top 10-level Military Friendly® Employer” for companies with \$1 billion to \$5 billion in revenue and “2023 Military Friendly® Spouse Employer”	Finalist at the 2023 Industry Awards in <i>WealthManagement.com’s</i> “Inclusion in Wealth Management” category
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1 Freedom Valley Drive
P.O. Box 1100
Oaks, PA 19456
610-676-1000

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SEI delivers technology and investment solutions that connect the financial services industry. With capabilities across investment processing, operations, and asset management, SEI works with corporations,

financial institutions and professionals, and ultra-high-net-worth families to help drive growth, make confident decisions, and protect futures.