

Brigade Capital Management Diversity, Equity, and Inclusion Policy

Mission Statement and Policy

At Brigade, fostering diversity and inclusion is a core value. We are deeply committed to attracting, retaining, and promoting individuals from diverse backgrounds and with diverse experiences. We believe such an approach leads to broader perspectives, superior outcomes for the companies in which we invest and the communities they serve, while generating a positive, lasting impact on our business.

This tenet is core to the firm's efforts to continuously improve career opportunities and the organization. We aim to achieve this through:

- Recruiting, investing in, and promoting employees from all backgrounds
- Fostering an inclusive environment across all areas of the firm
- Enhancing community involvement