



DIVERSITY, EQUITY AND INCLUSION POLICY

Calamos Investments is committed to fostering, cultivating and preserving a culture of diversity and inclusion.

Human capital is one of the most valuable assets of the firm. The many contributions of our associates are enhanced by their individual differences, life experiences, educations, and unique capabilities. We encourage our associates to both express and draw upon their differences.

Calamos Investments' diversity and inclusion initiatives impact recruitment, professional development and training, social programs, and a general work environment built on the premise of both intellectual and experiential diversity, which are promoted by encouraging:

- » Respectful communication and cooperation among all associates;
- » Teamwork and robust associate participation; and
- » Associate and firm contributions to the communities we serve.

All associates have a responsibility to treat others with dignity and respect at all times. All associates are expected to exhibit inclusive behavior during work, and at work functions, whether on or off work premises. All managers are also required to attend and complete annual diversity awareness training in order to enhance their knowledge and fulfill this responsibility.

Any associate found to have exhibited any inappropriate conduct or behavior against or in the presence of others may be subject to disciplinary action.

Associates who believe they have been subjected to any kind of discrimination that conflicts with this Diversity and Inclusion Policy, or any other provision of the Calamos Associate Handbook, should seek assistance from a supervisor or a Human Resources representative.