



DIVERSITY, EQUITY, INCLUSION, BELONGING

Alliance is committed to diversity and creating an inclusive environment where all individuals are welcomed and valued. We strongly believe that diversity and inclusion is critical to our business goals and objectives. We define diversity broadly to mean people with different backgrounds, experiences, perspectives and beliefs that create unique value and drive innovation for achieving our strategic business objectives. Inclusion means actively and intentionally creating an environment in which all individuals are welcomed and valued. We expect all employees to be open to the diversity that each of us brings to the Company and to continue working together to create an inclusive culture.

Building a culture where all associates thrive in a diverse environment is the foundation of Alliance's DEIB strategy. Alliance's commitment to excellence and social responsibility drives its desire to cultivate a more diverse group of individuals, at any point in their career, from any context, and who represent a range of backgrounds, thoughts, approaches, and experiences.

Diversity, equity, inclusion and belonging inspire new ways to engage and collaborate. Inclusion gives everyone an opportunity to contribute to the success of the company by allowing divergent perspectives and approaches to be heard and adopted. Different and unique ideas, perspectives and backgrounds create a stronger and more creative work environment that delivers better results. Cultivating a thriving inclusive culture increases our chances of finding groundbreaking insights and solutions to the operations of our business. Alliance is committed to recruiting, developing, and promoting a diverse workforce while providing unique opportunities and career paths for our associates. Simply having the presence of visible diversity does not equate to being diverse and inclusive. A meaningful commitment to DEIB requires dual and concurrent focus on individual behaviors and organizational systems.