

SOUND SHORE MANAGEMENT, INC.

8 SOUND SHORE DRIVE, SUITE 180
GREENWICH, CONNECTICUT 06830
(203) 629-1980 FAX: (203) 629-3680

Diversity, Equity and Inclusion Policy Statement

Sound Shore's culture has been one of respect and inclusion since our founding in 1978. The first generation partners, two men and one woman, instilled basic principles that include teamwork, integrity, accountability, gratitude and maintaining a long-term perspective. We believe in equality and appreciation for all people and treat others the way that we want to be treated. Each individual is responsible for contributing to our diverse and inclusive culture through their own actions and behavior.

We encourage collaboration, respectful debate, and differentiated thinking. Sound Shore strives to foster a culture of diversity and inclusion that allows all staff to reach their full potential. Diversity and inclusion are key drivers in cultivating a positive and collaborative environment where our people are continually motivated and encouraged to advance and develop. For example, women represent 50% of full time staff and 33% of our senior management.

Sound Shore has always promoted a healthy work/life balance and therefore accommodated alternate work arrangements such as flexible work hours and working remotely where possible. For over four decades, we've provided generous and situation specific family leave for health or child care reasons and extended maternity leave when needed or for cultural reasons. We also offer competitive vacation/holiday policies and comprehensive medical and dental benefit plans.

All staff participate in the Firm's profit sharing plan (which is 100% invested in the Sound Shore Fund) and contributions to the plan are made by the Firm at the maximum amount allowable under IRS rules. Significant long-term contributors to the Firm's success also have the potential to be included in Sound Shore's participation plan and share ownership. Since 2003, Sound Shore has consistently broadened its partnership pool annually and today more than half of our staff participate as partners/owners.

Low staff turnover is a result of the positive culture that our founders created from Sound Shore's inception and for the reasons referenced above. We strongly believe this is the greatest confirmation of Sound Shore's inclusive and compelling culture; one which has enabled us to attract and retain our talented people. We are committed to improving diversity, but realize the stability of Sound Shore's staff limits our opportunities to increase racial / ethnic group representation at a more rapid pace. We continue to explore ways to advance.

It is our belief that having balance in life is critical to long-term health and happiness. We encourage our staff pursue their own objectives, to be involved in their communities, to give back, and we support their individual efforts and the causes they care about.

