

GQG Partners

Diversity, Equity, and Inclusion Policy

At GQG Partners (GQG), we strive for excellence at all levels of our organization through a commitment to independent thinking, continual growth, cultural integrity, and a deep knowledge of the markets. We believe that diversity in our workforce, across the various dimensions of social and cultural identity, and an inclusive environment are essential to achieving excellence and delivering on our promises to our clients and communities. Each employee's unique experiences and perspectives are forged by individual, social, economic, and cultural identities. GQG is committed to fostering a culture where all employees feel valued, have a sense of belonging, are empowered to do their best work, and can confidently share their ideas.

POLICY OBJECTIVES

At GQG we consider ourselves to be privileged to serve our employees, clients, and communities alike. When we think about diversity, equity, and inclusion (DEI), it is with a commitment to all that we serve. This Policy provides a framework for GQG to meet its diversity, equity, and inclusion strategic objectives, as follows:

- Cultivate a diverse workforce and inclusive environment that enable service excellence in all that we do;
- Embrace awareness and respect for the wide array of differences across our global organization, our clients, and our communities;
- Focus on attracting, retaining, promoting, and developing diverse talent across our organization;
- Encourage a thriving culture that inspires, engages, listens, and learns from its people.

GQG pursues the achievement of its diversity, equity, and inclusion objectives through provisions designed to achieve the following:

Recruit and Retain a Diverse Employee Workforce

We actively promote an equal opportunity recruiting process through a variety of ways, including industry networking, working with recruiters to provide a diverse candidate pool, encouraging and rewarding internal referrals, and self-sourcing via social media. Additionally, we look outside the investment industry to recruit candidates with a broad diversity of experience and backgrounds, such as our non-traditional analysts, interns, and human capital team. We promote retention and security by offering competitive compensation packages inclusive of a comprehensive benefits program, equity incentives, and a 401k match plan. Finally, we encourage internal promotions and seek to provide fulfilling careers for diverse candidates within the firm.

Create Awareness

GQG firmly believes that awareness and celebration of our differences unleashes the power of diversity. We require all employees to attend and complete annual DEI training. Training opportunities have included such topics as DEI awareness, unconscious biases, and allyship. The firm also creates awareness through the acknowledgement and celebration of cultural heritages and religious affiliations via events and/or educational communications. Additionally, GQG has established a Diversity, Equity, and Inclusion (DEI) Council. As part of fulfilling its mission, the DEI Council hosts a variety of events each year that promote diversity, encourage awareness, and build knowledge. Finally, there is an expectation that firm leadership, executives and managing directors are responsible for creating and fostering an inclusive environment, promoting diversity and equity within their teams, and developing talent.

Provide Development & Advancement Opportunities

GQG supports employee development in pursuit of career advancement by providing training programs and opportunities for employees to work on initiatives within and outside of their business area as well as outside the firm. Internally, we encourage collaboration and knowledge sharing across teams to help build a more diverse, well-rounded workforce. As a firm, we prefer to promote from within and are committed to helping current employees develop the best skills and qualifications for open positions in which they are interested.

We also seek to build the leaders of tomorrow via our Asset Management Associate program. This program seeks candidates who are passionate about investment management but may not have had an opportunity to enter the industry. The program aims to educate, develop, and provide on-the-job training in a rotational two-year period providing our current staff the opportunity to teach and mentor while providing our program participants the opportunity to work and learn alongside proven and experienced leaders across multiple areas of GQG.

Serve Our Communities

At GQG we are committed to serving our communities as a firm and as individuals through both our time and financial support. We believe that service promotes a greater understanding and respect for diversity.

We establish relationships with organizations that serve diverse communities; in partnership with these organizations, we plan company-wide service projects and initiatives. We support employees taking time away from work for volunteerism as a team and as individuals.

GQG has established the GQG Partners Community Empowerment Foundation to help our firm and our employees impact the communities in which we live and work. The Foundation is dedicated to helping the most vulnerable members of our society through various means.

Our commitment extends to empowering our employees and their shared desire to make a difference. One way we do this is by matching each employee's charitable donations to qualified non-profits.

Governance and Reporting

GQG has formed a Diversity, Equity, and Inclusion Council. The mission of the DEI Council is to foster an inclusive environment that attracts the best talent and values diversity of life experiences and perspectives in all that we do. The Council advises the firm on diversity matters by providing recommendations and counsel on a variety of topics that impact both our people and our business. The DEI Council is led by the firm's Managing Director, Head of Human Capital; Co-Chairs; and employees of varying tenure, race, ethnicity, and gender and sexual identity who are committed to serve. The DEI Council reports to the Board of Directors of GQG Partners Inc. and its committees upon request.

Equal Employment Opportunity

GQG Partners LLC is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, creed, color, religion, alienage or national origin, ancestry, citizenship status, carrier status, age, physical, mental or sensory disability or handicap, sex, sexual or gender identity, marital status, military or veteran status, sexual orientation, genetic predisposition, genetic information, arrest record, or any other trait or characteristic protected by applicable federal, state or local laws. Our management team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities, and general treatment during employment.

This policy, as well as other GQG policies or practices, are not an express or implied contract, bargain, or agreement, nor do they confer any contractual rights whatsoever or guarantee your employment with GQG for any specific duration. GQG reserves the right in an individual case or generally, to amend, supplement, rescind, or deviate from any provision in this policy, including as to practices and working conditions, at any time, as it deems appropriate, in its sole and absolute discretion.