

## 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 enables 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; and
- 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 objectives:

#### **Recruit and Retain a Diverse Employee Workforce**

We actively promote an equal opportunity recruiting process through a variety of ways, including industry networking, university career fairs, working with recruiters to invest the time in providing a diverse candidate pool, encouraging and rewarding internal referrals, and self-sourcing via social media and LinkedIn. Additionally, we look outside the investment industry to recruit candidates with a broad diversity of experience and backgrounds. We promote retention and security by offering competitive compensation packages inclusive of a comprehensive benefit program, the potential for equity incentives, and a 401k match plan. Finally, we encourage internal promotions and seek to provide fulfilling careers for diverse or underrepresented candidates within the firm.

### **Create Awareness**

GQG firmly believes that awareness and celebration of our unique backgrounds empowers our people to feel a sense of belonging. GQG Engagement is a comprehensive program designed to foster a dynamic workplace culture. This program is built on three foundational pillars: GQG Community, GQG Gather, and GQG Gives. Each area is designed to play a critical role in enhancing employee satisfaction, promote a sense of belonging and accountability, and encourage active community involvement—while managed and resourced together for efficacy and optimal experience.

GQG Community efforts aim to create an environment where all employees feel valued, empowered, and belong. GQG provides DEI training and regular educational communications in our monthly newsletter. Training opportunities have included topics such as DEI awareness, unconscious biases, wellness, and allyship. Through GQG Community strategies, training sessions, workshops, and open forums, we encourage employees to engage in meaningful conversations, activities, and growth. 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 collaborative 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 offer an immersive Investing Education Program annually for those who are new to the industry.

We also seek to build the leaders of tomorrow through our Asset Management Associate program. This program targets candidates who are passionate about investment management but may not have had an opportunity to enter the industry. The program educates, develops, and provides on-the-job training in a rotational two-year period. The program creates opportunities for our current employees to mentor while providing our program participants the opportunity to work and learn alongside experienced leaders across multiple departments of GQG.

### **Serve Our Communities**

At GQG, we are committed to serving our communities as a firm and as individuals through volunteering and financial support. Within our GQG Engagement program, GQG Gives is designed to promote a greater understanding, respect, involvement, and access to diversity in our communities.

We establish relationships with organizations that serve at-risk or underrepresented communities; in partnership with these organizations, we plan company-wide service projects and initiatives. We encourage employees to share volunteer opportunities that they are passionate about serving.

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 lasting and positive difference. One way we do this is by matching each employee's charitable donations to qualified non-profits.

**Governance and Reporting**

The mission of GQG Community is to foster an inclusive environment that attracts the best talent and values diversity of life experiences and perspectives in all that we do. GQG Community advises the firm on human capital matters by providing recommendations and counsel on a variety of topics that impact both our people and our business. GQG Community is committed to implementing policies and practices that promote diversity in hiring, equitable career advancement opportunities, and inclusive workplace practices. Members of GQG Community include the firm's Managing Director, Head of Human Capital; Co-Chairs; and employees of varying tenure, race, ethnicity, gender, and sexual identity who are committed to serve. GQG Community formally 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. GQG Partners entities based outside of the United States comply with similar requirements under applicable local law.

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.