

GQG Partners LLC

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Diversity and Inclusion Policy

(Effective May 2022)

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 clients and our communities. Each employee's unique experiences and perspectives are forged by individual social, economic, and cultural identities. GQG is committed to a culture where all employees feel valued, included, and empowered to do their best work and confidently share their great ideas.

Policy Objectives

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

- A diverse workforce and inclusive environment that enables service excellence in all that we do
- Awareness and respect for the wide array of differences across our global organization, our clients and the community
- A thriving culture that inspires, engages and learns from its people

GQG pursues the achievement of its diversity and inclusion objectives through its commitment to:

Recruiting and Attracting Diverse Candidates

We actively pursue an equal opportunity recruiting process by working with recruiters to provide a diverse candidate pool, creating an environment of inclusion and providing competitive compensation and benefits programs.

Creating Awareness

Awareness and celebration of our differences unleashes the power of diversity. We require all employees to attend and complete annual diversity awareness training and have established a Diversity and Inclusion Council. As part of fulfilling its mission, the Council will host a variety of awareness and knowledge development events.

Providing Employee Development Opportunities

GQG supports employee development in pursuit of career advancement by delivering training programs and providing opportunities for employees to work on initiatives both within and outside of their business area.

Serving Our Communities

At GQG we are committed to serving our communities as a company and as individuals with both our time and charitable donations. 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. We support employees taking time away from work for service initiatives as a team and as individuals.

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

Our commitment extends to empowering our associates and their shared desire to make a difference. One way we do this is by matching each associate's charitable donations to qualified non-profits dollar-for-dollar, up to US\$5,000 per calendar year per associate.

Governance and Reporting

GQG has formed a Diversity and Inclusion Council. The mission of the 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. Members of the Diversity Council include employees of varying seniority, gender, race and ethnicity who are committed to serve for a one-year term. Upon request, the Diversity and Inclusion Council provides a report to the Board of Directors of GQG Partners Inc. and its Committees.

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.