

# General Statement

We want to support the evidence that more diverse and inclusive companies tend to outperform their competitors. We also want to remain ahead of regulatory and social changes and help bring diversity of thought at the board and the senior management levels of ADM Capital itself and all the companies we support.

We know that Diversity, Equity and Inclusion considerations include gender, ethnic, and other social aspects. We feel that one aspect that is material to us and on which we can have a positive influence, is gender equity. **ADM Capital has been certified as 2x eligible.**

We also feel that Asia-Pacific, as a whole, is ethnically-diverse by definition and that, as a consequence, our portfolio is ethnically-diverse because of its particular Asia-Pacific geographic spread.

This Diversity, Equity and Inclusion Policy aims at supporting non-homogenous groups, be they boards, senior management or staff generally, at recognizing that barriers and advantages exist but that we can provide the same opportunities, and at doing our best to make sure that all feel welcome to the different groups our activities impact or rely on.

ADM Capital believes that Diversity in the workplace improves productivity and problem-solving, enhanced innovation, better employee performance and increased profits through providing greater access to a wide range of talent, which in turn delivers insights into the needs and motivations of a broader stakeholder base.

ADM Capital believes that everyone in the workplace should be treated fairly and have equal access to opportunities, because equity fosters employee retention, attracts talent, drives diversity, and enhances the employer's overall performance. Equity means fairness and impartiality but also accepts that biases and obstacles exist for many that do not exist for others. Equity acknowledges that not all begin on an even playing field so achieving workplace equity requires correcting that disparity through support systems.

ADM Capital believes that an inclusive workplace environment, where a variety of cultures, backgrounds, and ways of thinking are valued and embraced, allows employees to feel comfortable being themselves, which in turn, boosts their engagement, productivity levels and overall happiness. Each individual employee represents a unique set of experience, skills, capabilities, aspirations and more. Inclusion in the workplace means that all individuals are encouraged and empowered to share their insights and to contribute fully to the organization's success.

To achieve this, our objectives are three-fold:

- Promoting diversity, equity and inclusion at the levels of ADM Capital as a corporate, the funds we manage, the portfolio companies our funds finance: this means enabling, supporting and monitoring progress

- Adopting a gender lens across our analysis, be it at the due diligence stage, at the portfolio monitoring stage or within our own organization
- Engaging on DEI discussions in an active manner when reaching out to internal and external stakeholders.