

Diversity, Equity, and Inclusion Policy
Hardman Johnston Global Advisors

Hardman Johnston is committed to cultivating and preserving a culture of diversity, equity, and inclusion. Our employees are our most valuable asset. We strive to foster a supportive and inclusive culture where all employees are valued for their individual contribution in furtherance of the Firm's strategic objectives. The sum of our employees' individual differences, life experiences, knowledge, creativity, innovation, self-expression, capabilities, and talent, all of which our team members invest in their work, is critical to the Firm's success and reputation.

With fundamental research at the core of what we do, collaboration and sharing of investment experiences are critical in thoroughly vetting portfolio candidates and evaluating portfolio holdings. We believe differing backgrounds and experiences bring a new perspective and approach, which enhances the overall effectiveness of our business.

Diversity, equity, and inclusion are related and equally important concepts. Diversity includes but is not limited to differences in race, ethnicity, sex, gender, sexual orientation or identity, disability, religion, age, national origin, military or veteran status, and other personal characteristics. Diversity also includes differences in backgrounds, experiences, perspectives, thoughts, interests, and ideas. Equity aims to ensure the fair treatment, access, equality of opportunity and advancement for everyone while also attempting to identify and remove the barriers that have prevented some groups from fully participating. Inclusion means ensuring that all employees are valued, heard, engaged, and involved at work and have full opportunities to collaborate, contribute, and grow professionally.

The Firm's approach to diversity, equity and inclusion is a hallmark of Hardman Johnston and since inception, the Firm has sought and retained a diverse workforce. Today, the Firm is a certified Women's Business Enterprise by virtue of its equity ownership and women in leadership positions. The firm and investment team have a diverse makeup which includes religious, gender, language, and racial differences.

Hardman Johnston's commitment to diversity, equity, and inclusion manifests itself in all aspects of our business. To support and enhance that commitment, we have created a Diversity, Equity, and Inclusion Committee to coordinate and implement related programs. Some of these include prioritizing the hiring of diverse candidates for open positions, measuring retention and promotion data, professional development, and training for employees on diversity, equity, and inclusion. The firm's philanthropic efforts include charitable giving to organizations that support diversity, equity, and inclusion initiatives, as well as providing support to the community through our community engagement.

Hardman Johnston's Employee Conduct Standards actively encourage and promote integrity, honesty, teamwork, mentorship, and respect. All Hardman Johnston employees have a responsibility and are expected to treat each other and third parties with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions in or outside the office, and all other work-related events.