



Diversity, Equity and Inclusion Statement

JANUARY 2022

Our Diversity, Equity and Inclusion (“DEI”) Approach

Instar Asset Management (“Instar”) is committed to diversity, equity and inclusion as connectedness and belonging are inherent to our corporate culture and our purpose of enriching people’s lives. We strive to fulfill this purpose through the investments we make, by how we engage with and support our employees, in the way we create value for stakeholders and by actively contributing to broader social and economic progress.

This DEI Statement (the “Statement”) reflects and articulates Instar’s view that diversity within its team is a significant competitive advantage. Instar embraces diversity and inclusion for innovation and growth, promotes equality of opportunity and seeks out and respects different perspectives to challenge conventional approaches and continuously improve our company’s performance and progress. We believe that diversity and inclusion help us to drive innovation, make better decisions, achieve effective stewardship of our business and portfolio companies, and engage and enable our people to thrive.

What is Diversity, Equity and Inclusion?

Diversity includes all the ways that people differ, encompassing all attributes that make individuals distinct from one another.

Equity is the fair treatment, access, opportunity and advancement for all people, while striving to identify and eliminate barriers that have prevented full participation of some individuals and groups.

Inclusion is the act of creating authentic environments in which all individuals and groups feel welcomed, respected, valued and a sense of belonging.

Our Guiding Principles

Instar is dedicated to:

- Promoting inclusiveness in our policies, practices and relationships
- Recruiting and promoting candidates from a diverse and talented applicant pool
- Raising awareness of DEI through voluntary training, continuous learning and perspective sharing
- Encouraging a culture where we actively work to challenge our biases and assumptions, and where all our people are valued and celebrated
- Providing an environment where our people have full opportunity to develop their potential

This Statement affirms our respect for the dignity of every person and our commitment to ensuring that employees have equal access to opportunities in the workplace to contribute fully. As outlined in Instar’s Code of Conduct, our company prohibits harassment and discrimination, whether intentional or not, on the grounds of race, ethnicity, political affiliation, religion, gender, gender identity, gender expression, sexual orientation, age, marital and family status or disability.

Our Accountability

Accountability, oversight and planning of our DEI strategy and initiatives is a shared responsibility of Instar’s Executive Committee.