

**PACIFIC EQUITY PARTNERS PTY LIMITED**  
**(“PEP” or “Company”)**  
**ACN 082 283 949**

**DIVERSITY, EQUITY AND INCLUSION (DE&I) STATEMENT**  
**Last updated: August 2023**

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At PEP, we recognise that diversity, equity, and inclusion are essential for fostering innovation and sustainable growth, attracting top talent from different backgrounds, and creating a workplace where everyone feels valued and empowered.

We believe that a diverse workforce brings a multitude of perspectives, experiences, and skills that are important for making informed investment decisions and delivering exceptional results for our investors. We are committed to building a culture that embraces and celebrates differences, ensuring that all employees, regardless of their race, ethnicity, gender, age, sexual orientation, religion, disability, or any other characteristic, are treated with dignity, respect, and fairness. We are committed to providing equal opportunities for professional growth and development, ensuring fair and unbiased hiring, promotion, and compensation practices.

In our role as an asset manager, we strive to contribute to a more inclusive society by actively seeking investment opportunities that promote diversity and inclusivity within our portfolio companies. We encourage our portfolio companies to prioritise diversity at all levels, prompting them to set DE&I targets and works towards meeting them.

Through ongoing education and open dialogue and other targeted initiatives, we aim to raise awareness, challenge biases, and foster an inclusive culture that values and respects the diversity of our employees, investors, portfolio companies, and communities. We hold ourselves accountable for continually improving our diversity, equity, and inclusion efforts and regularly evaluating our progress.