

Diversity & Inclusion Policy

TorQuest Partners

August 2022 Update



TORQUEST

Beyond Capital



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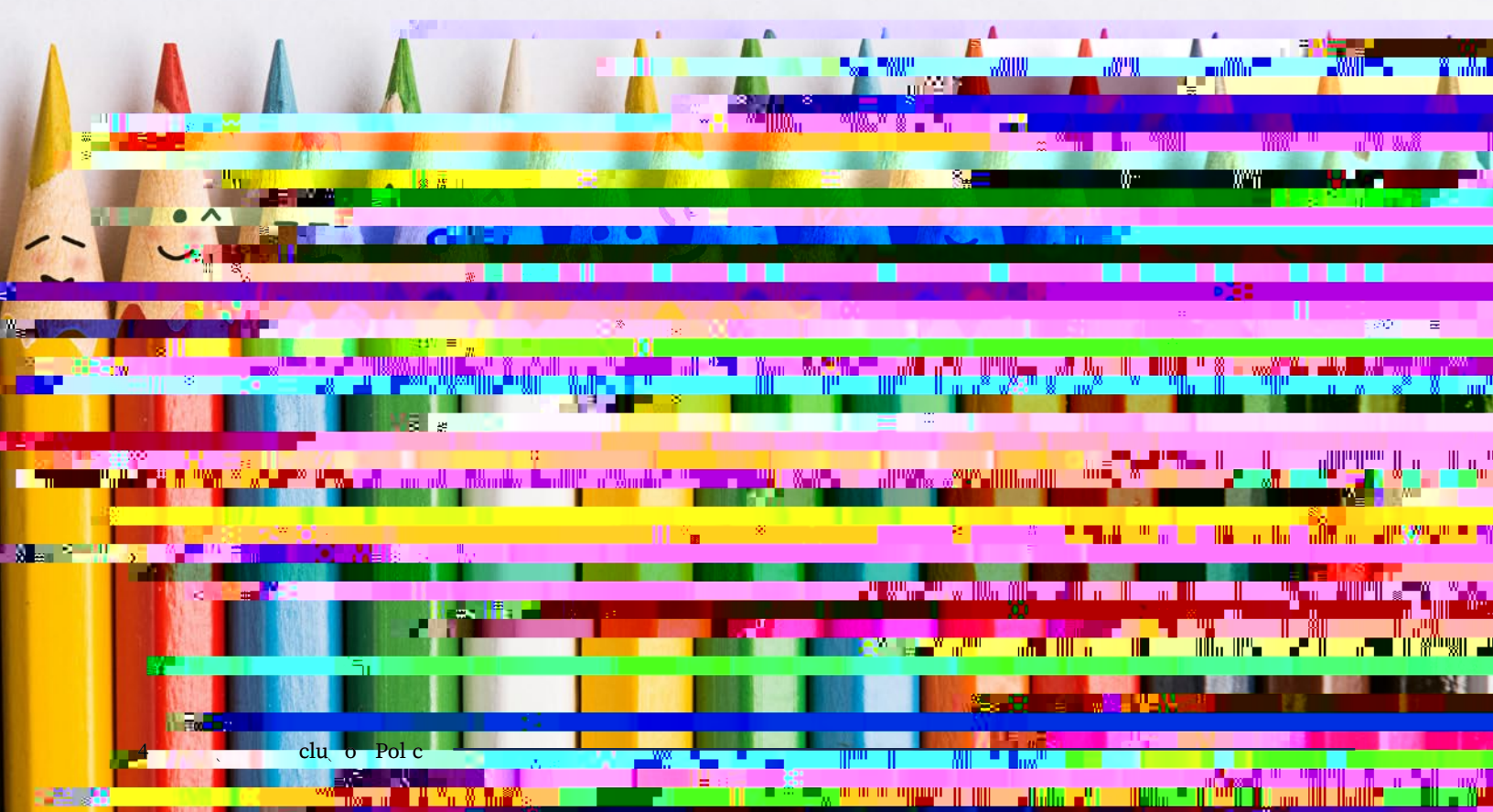
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01 PURPOSE

The purpose of this Diversity & Inclusion Policy (this “Policy”) is to describe the strategic approach used by TorQuest Partners (“TorQuest” or the “Company”) to attract, develop and retain a diverse team of employees, where all personnel are welcomed and able to thrive.



02 SCOPE

This Policy applies to all TorQuest senior leadership and employees at all times in the

03

04 VALUES

TorQuest is a highly principled organization with a culture of doing what is right, treating people with respect and always living up to its values of:

Integrity

Doing the right thing; always building trust and respect



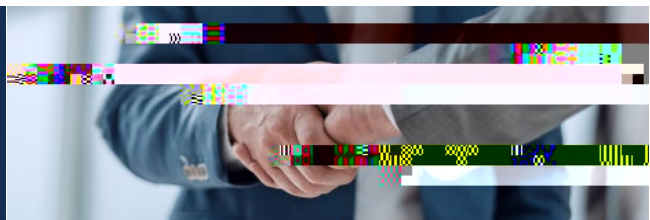
Partnership

Commitment to bettering the whole



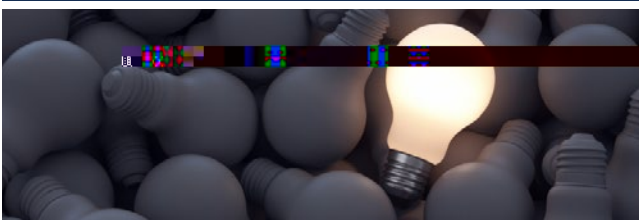
Humility

Respect for others' opinions; acting absent of ego



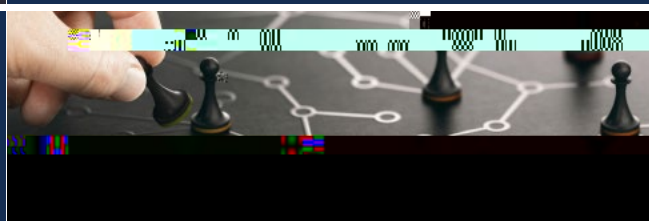
Creativity

Solutions developed in an entrepreneurial manner



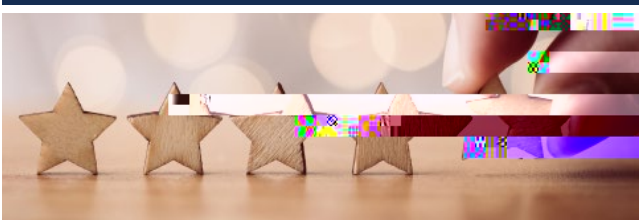
Discipline

Using logic and analytical rigour to make sound judgements consistent with strategy



Excellence

Being accountable to the highest standards and a tenacious pursuit of results



05 STRATEGIC OBJECTIVES

TorQuest believes the promotion of diversity makes prudent business sense and leads to better investment outcomes. Accordingly, TorQuest at all times seeks to:

Build a diverse team and an inclusive workplace



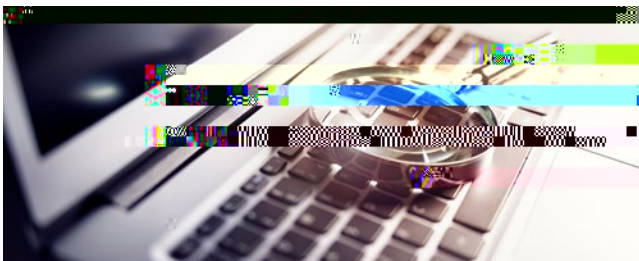
Actively enforce policies that promote including TorQuest's



the talent pipeline for the investment community



Use diversity & inclusion as an additional lens for identifying candidates for outside directors and members of the management team at our portfolio companies



Guide the Company's participation in partnerships or initiatives to raise awareness and address systemic racism and Truth and Reconciliation in Canada and beyond



06 WORKFORCE DIVERSITY

07 WORKPLACE INCLUSION

The Company's workplace includes any physical or virtual place where the business of the Company is conducted or where social or other functions of the Company occur, including or locations of business travel.

Harassment and discrimination in any form will not be tolerated.

08 COMMUNITY IMPACT

TorQuest acknowledges the impact of systemic racism on Canada's diverse communities, and we support the objective to create greater opportunities in corporate Canada for Black, Indigenous and other underrepresented groups.

TorQuest actively pursues opportunities to leverage its standing in the community to and policies, seeking to raise awareness of and address systemic racism and Truth and within the wider community, as TorQuest believes that giving back is just as important as



09 EMPLOYEE RIGHTS

All employees can make a request, comment, complaint or otherwise enforce their rights under this Policy.

The Company prohibits reprisals or threats of reprisal against anyone who avails

under this Policy. An act of retaliation or threat of retaliation will be treated in the same manner as harassment.

Employees should refer to the section “Procedure – What to Do if Harassment Occurs” under TorQuest’s [Harassment and Retaliation Policy](#), which outlines both

10 ASSOCIATED POLICIES AND PRACTICES

This Policy should be read in connection with other policies and practices at TorQuest, including:

01

ESG Policy

02

Workplace
Harassment and
Discrimination Policy

03

Compliance Manual,
Code of Ethics and
Human Resources
Manual



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EVERY SUCCESSFUL RELATIONSHIP
STARTS WITH A CONVERSATION.