

DIVERSITY, EQUITY & INCLUSION POLICY

DSM has always created an inclusive and diverse culture, which we believe drive superior returns to clients and creates a rewarding workplace and career for all employees. Our culture influences how we interact with each other, our clients, service providers and the broader community. DSM seeks to hire a diverse range of individuals with unique backgrounds and experiences who bring diversity of thought to the culture of the organization as well as to the investment process. We recognize and value differences in gender, race, age, culture, religious beliefs, sexual orientation, disabilities, veteran status, and family responsibilities.

DSM is committed to encouraging a sense of inclusivity within the workplace. We seek to foster an environment that promotes:

- A collaborative and courteous atmosphere where all employees feel respected and a sense of belonging.
- Employee engagement that encourages a wide range of varied thoughts and insights.
- Initiatives to help ensure a supportive learning environment which values different experiences and perspectives and promotes growth within the community.

DSM's DE&I policies apply to hiring and promotion decisions as well as all aspects of the workplace, extending to professional development and training, as well as company events and gatherings. DSM has taken steps to recruit women and racially/ethnically diverse candidates into investment and other roles which include: (1) requiring recruiters to include women and racially/ethnically diverse candidates for first-round interviews, (2) advertising job vacancies through multiple channels, including those with outreach to women and racially/ethnically diverse candidates, and (3) leveraging existing employee relationships in the market.

DSM tracks diversity metrics at the firm, management, investment team, and equity ownership levels, and these metrics are reported to senior management as well as the Board of Managers.

In 2020, DSM established a Green Team which is a cross functional team of senior professionals responsible for oversight and coordination of ESG and DE&I efforts. The Green Team meets at least quarterly and is led by senior members of the firm including the COO and Deputy CIO's and has full commitment from the CIO/Managing Partner. The Green Team works directly with DSM's Board of Managers and includes 3 members of the Board of Managers. The Green Team is responsible for implementing initiatives designed to encourage diversity, equity and inclusion and to help ensure a supportive learning environment which values different experiences and perspectives.

To help employees expand their knowledge and promote learning around diversity, equity, and inclusion, DSM provides firmwide training such as unconscious bias training. DSM also partnered with and became a "Friend" of the Financial Women's Association ("FWA"). The FWA works to promote the advancement of women, diversity, equity and inclusion in finance and industry. Their signature programs span financial literacy, mentoring, high-performance skill building and thought leadership events. DSM encourages employees of all genders to contribute to and participate in FWA events and collaborations.

DSM supports local organizations through employee led nominations of annual giving, board leadership and community involvement. To further these goals, DSM's Green Team arranges local volunteer events to promote team building and promote growth within the firm and broader community.