



## Diversity Policy

### Purpose & Objectives

Third Economy is a mission-driven sustainability advisory firm. We exist to make the capital markets more sustainable. We do this by providing high-quality data, analytics and insights to empower companies and institutional investors to build long-term, sustainable growth models and to make sustainability-informed investment and capital-related decisions.

We define diversity as the practice or quality of including or involving people from a range of different personal experiences, educational backgrounds, veteran status, cultures, regions, genders and gender identities, ethnicities, sexualities and socioeconomic backgrounds to illustrate many but not all forms of diversity.

Third Economy embraces diversity as part of our culture, aligned with our moral and ethical belief systems. We also believe in the research that supports the thesis that diversity leads to innovation and financial performance. We are therefore committed to fostering an inclusive and diverse business environment with internal and external stakeholders. As part of our commitment to diversity, we take an active role in promoting awareness of the benefits of diversity and its alignment with economic growth.

When reflecting on our approach to diversity, we consider it across two dimensions: first, from within our own corporate roster and second, from the provision of our services. Third Economy has a unique corporate structure in that 100% of our senior executives and Board are from some form of diverse or marginalized group, as are most of our employees and contractors. Furthermore, we detail below the additional activities that we promote to further advance equity, inclusion and belonging. From a service provision perspective, our services assess, develop, and promote diversity-related activities, aligned with our mission to create a more sustainable world.

### Governance of Diversity

Third Economy's Operations department, led by the Chief Operations Officer (COO), oversee suppliers, human resources, and other aspects of our corporate profile relevant to diversity. Our Head of Consulting oversees our service delivery. Both roles report to our CEO, who is also a member of our Board. The Board is ultimately accountable for the oversight of this policy, while the COO and Head of Consulting are primarily responsible for its implementation.



## Implementation

Third Economy implements this policy by encouraging our internal and external stakeholders to consider their approach to diversity within these four pillars:

1. *Culture* – foster a community of equity, inclusion, and belonging where all perspectives are valued and encouraged, and no one feels excluded or belittled
2. *Talent* – actively seek diverse candidates and ensure equitable access to opportunities
3. *Training* – share thoughts, ideas, and research on diversity and related topics
4. *Engagement* – collaborate with external organizations, clients, suppliers, and other stakeholders to advance diversity, equity, inclusion, and belonging

## Application

This policy applies to all Third Economy employees, contractors and suppliers and is reviewed from time to time to ensure its ongoing relevance and effectiveness. It is incorporated into firmwide trainings and employee onboarding; it is publicly available for external stakeholders on our website and upon request.

## Frameworks

In creating this policy and our approach to diversity, we rely primarily on the United Nations Sustainable Development Goals (UN SDGs) such as: Goal 5: Gender Equality, Goal 8: Decent Work and Economic Growth, and Goal 10: Reduced Inequality, as well as additional academic and public resources. For more information on our approach to sustainability, please refer to our Sustainability Policy.