

# **Diversity, Equity, and Inclusion (DEI) Policy 2023**

## **Our Approach & Commitment to DEI**

Ranger Global is committed to fostering and preserving a culture of diversity, equity, and inclusion (DEI) throughout all aspects of our business. We believe effective DEI is required for our employees' long-term growth and wellbeing, the company, and its invested assets. We strive to maintain a diverse corporate culture that promotes equality across gender, socio-economic backgrounds, education, and ethnicity. We believe this allows for better representation of viewpoints and historical perspectives and brings fresh ideas to all levels of the firm.

We operate responsibly to ensure business-wide transparency and accountability, with a clear focus on empowering people and providing a healthy work environment for our employees. We understand that embracing diversity is critical to successfully operating our business—and we believe that promoting inclusion across our workforce drives our innovation and performance. We aim to build a culture where every employee feels valued and accepted, and we strive to create a workplace environment of fairness and integrity, in which our employees have the opportunity to achieve their professional and personal goals.

Ranger Global is committed to being a fair employer when making hiring, promotion, and compensation decisions. We make all employment decisions based on merit—not on a person's race, ethnicity, color, nationality, religion, sex, pregnancy status, national origin, ancestry, age, marital status, physical or mental disability, medical condition, sexual preference, gender identity, veteran status, or any other characteristic protected by the laws applying to any jurisdiction in which we operate. Our management team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities, and general treatment during employment.

Finally, we maintain a firmwide Code of Ethics and Code of Business Conduct which are provided to, and acknowledged by, all Ranger Global employees upon hire. These policies prohibit intentional and unintentional harassment of any individual by another person based on any protected classification.