

INDUS CAPITAL PARTNERS, LLC

Diversity, Equity and Inclusion

Statement



NOVEMBER 2022

Indus Capital Partners is a performance driven Asia Pacific equities investment manager leveraging unmatched local knowledge, on-the-ground research capabilities and a uniquely global perspective.

Led by an experienced and dedicated investment team, Indus offers hedged and long-only strategies with offices in New York, Hong Kong, Shanghai, Tokyo, and San Francisco.

Indus Capital Partners, LLC is committed to fostering, cultivating, and preserving a culture of diversity, equity and inclusion. Our culture and values have been built around collaboration and cognitive diversity.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well. We take pride in our diverse background and experiences, which challenge us to think creatively and enrich our perspectives and relationships.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Indus Capital Partners, LLC diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and candidate selection; compensation and benefits; professional development and training; promotions; internal mobility transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

INDUS CAPITAL PARTNERS, LLC

Diversity, Equity and Inclusion

Statement



NOVEMBER 2022

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

Indus Capital Partners fosters a culture of transparency, which further builds trust, ownership, and accountability. We share our diversity progress with our current and prospective investors, employees, and other counterparties in our interactions with them, on the Firm's website and in various client communication and materials. We strive to continue to update our policies and learn from our peers and investors as we recognize that these efforts continue to evolve over time.

Through our employees and the Indus Charitable Foundation, the Firm has supported the mission and work of several organizations that focus on issues of inclusion, social justice, minority group representation, amongst others, and further information is made available on the Firm's website.

All employees of Indus Capital Partners, LLC have a responsibility to always treat others with dignity and respect. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. All employees are also required to attend and complete diversity awareness training to enhance their knowledge to fulfill this responsibility. Our approach to fostering a diverse, respectable, and inclusive culture is responsibility of our firm's leaders and employees, it is implemented further by managers, and guided by the HR Director, Chief Operating Officer/Chief Financial Officer, and Chief Executive Officer.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from their manager, the HR Director, the Chief Operating Officer/Chief Financial Officer, and/or ADP TotalSource.