

## TA ASSOCIATES: DIVERSITY, EQUITY AND INCLUSION POLICY

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As evidenced by TA's Core Values and Mission Statement, TA recognizes it has a corporate social responsibility to "do the right thing". In support of this responsibility, TA is formally committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion, both internally and at our portfolio companies. As part of this policy, we are committed to a workplace culture that values and promotes diversity, inclusion, equal employment opportunities, and a work environment free of harassment and hostility. This policy should be read in conjunction with the applicable Equal Employment Opportunity and Anti-Harassment Policies, and, as applicable, other firm policies including the Environmental Social and Governance Policy which all form part of this global commitment.

TA believes in a broad definition of diversity; one that encompasses acceptance and respect. TA recognizes that each individual is unique and TA celebrates these individual differences. 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.

Diversity promotes the inclusion of different perspectives and ideas, mitigates against groupthink, and ensures that TA has the opportunity to benefit from all available talent. Diversity is recognized as a business interest, with every level of the organization holding responsibility. Inclusion means taking steps to ensure that all employees are valued, heard, engaged, and involved at work, and have full opportunities to collaborate, contribute, and grow professionally.

TA's diversity initiatives are applicable, but not limited, to our practices and policies on: recruitment and selection; compensation and benefits; professional development and training; promotions; and social and recreational programs. Our initiatives promote the ongoing development of an inclusive work environment that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- An environment where employees are provided with opportunities for meaningful professional development.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.

All employees of TA have a responsibility to treat others with dignity and respect at all times. Any employee found to have exhibited any inappropriate conduct or behavior against others

that is contrary to this policy may be subject to disciplinary action up to and including termination. Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should contact the Director of Human Resources.