



Diversity, Inclusion, and Belonging (DIB)

At Tricon, we believe that people are our most important asset. By nurturing a diverse and inclusive workforce, we aim to create an environment that values individuals for their unique talents, skills and abilities. And where all people feel they belong. We understand:

- **Diversity** as the presence of a wide range of human qualities and attributes within the workforce; and,
- **Inclusion** by providing equal access to opportunities and resources for all employees.
- **Belonging** as nurturing connections with individuals and groups that allow our employees to develop a distinct identity characterised by acceptance

Diversity gives us access to a broader and better talent pool, leading to improved employee performance, more resilient decision-making, and higher rates of innovation and creativity.

Statement of Commitment

Tricon is committed to the principles of diversity, inclusion, and belonging in our business, free from discrimination and harassment. We seek to enable all Tricon employees, regardless of race, ethnic origin, religion, sexual orientation, gender identity and expression, age, disability, or any other personal characteristics, to achieve their full potential in an environment characterized by equality of value, respect and opportunity. This principle extends across our organization and is embedded into our Company's policies and practices.

DIB Priorities

Our DIB priorities are a key part of our efforts to attract and retain talent, reduce employee turnover, increase job satisfaction, and build a culture of trust and collaboration. These priorities include:

- Creating policies and programs for fostering diversity in our business, and a culture of inclusivity and open communication;
- Promoting diverse, inclusive and accessible work environments that facilitate collaboration and give employees the support they need to succeed; and,
- Building teams with a diverse range of thought and perspectives to encourage innovative thinking, and flexible, thoughtful decision making.

We will continue to foster diversity, inclusion, and belonging in our workforce, not only because it is a core value, but also because it is imperative to the success of our business.