

## **Diversity, Equity, and Inclusion Statement October 2024**

At Market Intelligentsia, our mission is to empower businesses with unparalleled insights, and we believe that the strength of those insights comes from a diversity of perspectives. Our commitment to diversity, equity, and inclusion (DE&I) is at the core of who we are and what we do. It drives the way we treat our clients, partners, employees, and the communities we engage with.

### **Our Commitment**

We regularly assess our progress on DE&I to ensure that we are moving towards a more inclusive and equitable workplace. Since 2020, we have strengthened our initiatives, holding ourselves accountable to clear action plans. This includes:

- Proactively seeking diverse candidates for open roles at every level of the company.
- Leveraging ongoing training programs to increase awareness and knowledge across our global teams.
- Supporting our global Diversity Networks that focus on recruiting, mentoring, and providing a safe space for our employees to connect, share experiences, and support each other.
- Enhancing our Social Impact initiatives by increasing donations and providing pro bono services to organizations that promote racial justice and equity.

### **Zero Tolerance for Discrimination**

Market Intelligentsia enforces a zero-tolerance policy towards discrimination, harassment, and retaliation. Our employees are required to complete mandatory annual trainings to ensure they are informed of these policies and know how to report any concerns. We provide access to an anonymous whistleblower hotline for further protection. We are dedicated to maintaining a work environment grounded in integrity, mutual respect, and fairness.

### **Equal Opportunity Employer**

Employment decisions at Market Intelligentsia are based solely on merit and professional competence. We do not discriminate against any employee or candidate based on race, religion, gender, sexual orientation, gender identity/expression, national origin, disability, age, veteran status, or any other characteristics protected by law. Our recruitment practices are designed to ensure equal opportunity for all, and we continually work to build a diverse and inclusive workforce.

### **Commitment to Supplier Diversity**

Market Intelligentsia believes that fostering diversity among our suppliers and vendors benefits both our company and the global business community. We actively track and engage with suppliers across various categories, including Minority-Owned Business Enterprises (MBE), Women-Owned Business Enterprises (WBE), Veteran-Owned Businesses, LGBT-Certified Businesses, and enterprises led by individuals with disabilities.

### **Our Experts**

We are dedicated to expanding the diversity of the experts in our network, acknowledging that certain industries have historically seen underrepresentation of minority groups. While we work to address this challenge, our selection process is based solely on the expertise, experience, and skills of our experts. We believe in matching the right expert with the right project, based on merit, not on characteristics such as race, gender, or other demographic factors. This ensures that our clients receive the highest quality insights from experts who are best suited to meet their specific needs.

### **Our Promise**

Our commitment to DE&I is stronger than ever, and we stand by our belief that diverse perspectives lead to better outcomes. At Market Intelligentsia, we are building a company where every employee can thrive, and we are dedicated to working with our clients, experts, and suppliers to create lasting progress towards equity and inclusion. We know that by embracing our differences, we become stronger, smarter, and more capable of driving the insights that make a difference.