

Chemonics Board of Directors Diversity, Equity, and Inclusion Policy

Chemonics Diversity, Equity and Inclusion (DEI) Vision

At Chemonics, taking on the world's toughest challenges is in our DNA. It is built into our mission, values, and the work we do each day in communities around the globe. The world is facing increasingly complex, multisectoral challenges, and our ability to tackle them and achieve our mission depends on our ability to bring different perspectives, experiences, and expertise to the table when addressing them.

Our vision at Chemonics is a culture that supports a global network of teammates who engage in creative discourse, embrace learning from one another, and collaborate in an atmosphere of shared values, mutual respect, and recognition of our individual contributions in the pursuit of our mission and sustainable development impact.

The ABC's of Diversity, Equity and Inclusion

We know the responsibility for DEI must be shared by all team members and championed by all our leaders around the world. Chemonics organizes our DEI work around the ABC Framework, focusing on systems, policies, and tools that can be adapted and used at a local level. This allows us to harness our collective efforts, no matter where we work or what function we perform.

- **Access:** We believe all our teammates should be provided transparent avenues for equitable professional development, pursuit of opportunities, and resources to thrive.
- **Belonging:** We believe we should all be encouraged to bring our true selves to work and feel seen, valued, supported, and recognized based on performance.
- **Connection:** We believe offering multiple pathways to connect virtually and in person will help us forge bonds and foster diverse communities across technical areas, functions, and geographies.

Board of Directors Diversity, Equity, and Inclusion Policy

Chemonics and its Board are committed to a diverse, inclusive and equitable environment where all teammates, partners, clients and the customers we serve feel respected and valued. Aligned with Chemonics DEI vision and ABC Framework, the Board reinforces the example and expectation that diversity, equity, and inclusion be prioritized throughout the company.

When considering Board composition, the Board values:

- Diversity in experience and expertise aligned to and across Chemonics' sustainable development work, strategic plan, and corporate priorities and direction.
- Diverse representation, including socio/economic background, minority or vulnerable groups, gender, race, religion, sexual orientation, age, and geographic experience and expertise.
- Diversity in perspectives, views, insights, opinions, experiences, and thought processes that improve decision-making in support of the company's mission and values.

The Board members are invited and encouraged to participate in the DEI activities and programming organized by the company.

Reporting

Chemonics Diversity, Equity, and Inclusion Executive Council actively supports and monitors Chemonics' delivery of its DEI goals and objectives. The Council provides quarterly updates to the Board of Directors to keep them abreast of the progress and delivery of these goals, objectives, and activities.