

DIVERSITY, EQUITY AND INCLUSION

CoreMedia Systems, LLC is committed to fostering, cultivating, and preserving a culture of diversity, equity and inclusion. We value our employees for their unique talents and abilities. We embrace and encourage our employee's differences in backgrounds, experiences, race, color, religious creed, sex, national origin, ancestry, citizenship status, family or marital status, physical, mental and/or intellectual abilities, age, military or veteran status, registered domestic partner or civil union status, gender and gender identity, sexual orientation, political affiliation, and socio economic status. All employees are valued for their individual differences and the unique contributions that help us achieve our business goals.

Through our diversity, equity, and inclusion policy, CoreMedia seeks to create a positive work environment where all employees can reach their full potential and maximize their contributions. We are committed to our employees' dignity and well-being and make every effort to provide all employees with a safe and professional work environment.

CoreMedia strives to treat its employees fairly, with respect, and to maintain a workplace that is free from discrimination, harassment, and other offensive or unprofessional behavior, as stated in the company's anti-harassment policy. Employees are always expected to treat others with dignity and respect while in the workplace, at company-sponsored events, at all work-related functions, and any public settings where the employee's association with the CoreMedia is known, such as social media platforms.

To ensure a respectful and dignified workplace, and to foster diversity, equity, and inclusion, CoreMedia supports the following practices:

Diversity, Equity, and Inclusion Training: Employees will be required to attend annual training to promote a greater understanding and enhance employee knowledge in CoreMedia's diversity, equity and inclusion initiatives.

Teamwork: CoreMedia encourages employee participation, respectful communication, and collaboration between all employees that permits the representation of all employee perspectives. We also support open communication and freedom of expression in a respectful manner to allow employees to feel safe to voice their concerns and opinions.

Race, Gender and Age: CoreMedia acknowledges that employees have different backgrounds and experiences, and that each one brings a unique perspective to any interaction within our company. Therefore, the company empowers all employees to not just listen, but to embrace diverse viewpoints that we can all learn from. Employees will be provided with growth and advancement opportunities based on their contributions and performance, rather than any other factor. We will ensure all areas of employment are objective and will take steps to reduce unconscious bias to ensure equal treatment of all employees.

Religious Diversity: CoreMedia acknowledges that employees have different religious practices and beliefs. Tolerance and acceptance of religious views is vital and beneficial to a diverse workforce.

National Origin: CoreMedia appreciates and values the diversity of its workforce and understands that English may not be a native language for all employees. The company will encourage employees to communicate in the language they feel most comfortable with and, if necessary, will provide translation services so that everyone can understand what is being said and feels included.

Work/Life Balance: CoreMedia supports flexible work practices and policies that support employees and their changing needs (e.g., family responsibilities). CoreMedia recognizes that providing flexible work practices allows employees to use working arrangements that meet their need to balance their work and family lives. CoreMedia will work with employees that request flexibility based on business needs and job function.

Accessibility: CoreMedia seeks to ensure that employees of all abilities are able to access the information and resources they need to perform their jobs. We will provide a reasonable accommodation for any employee's disability so that the employee can perform the essential duties of the job in question.

This Diversity, Equity, and Inclusion policy applies in all aspects of employment. Every effort is made to ensure that our policies regarding hiring, compensation, promotion, and transfer are based solely on job requirements, job performance, and job-related criteria. In addition, we strive to administer our employment policies and practices, including those relating to compensation, benefits, transfer, retention, termination, training, career development opportunities, as well as social and recreational programs, in compliance with applicable federal, state, and local fair employment laws.

Words put into action

CoreMedia believes part of success is giving back to the community to help all achieve their goals. As part of the commitment, CoreMedia founded ResponseResponsibility (<https://responseresponsibility.org/>) which is a charity foundation aimed at helping marginalized children by creating environments for athletics, artistic activities, education, and wonder. In 2020 we also started a Change Initiative which was formed to promote DEI awareness, education and DEI hiring policies.