



## **Diversity and Inclusion in the Workplace Policy**

Diversity and inclusion is a fundamental value of LightRiver Inc., and the Company is committed to a workplace culture that values and promotes diversity and inclusion. This includes encouraging respectfulness, cultural awareness, and inclusivity by:

- Applying principles of equity and social justice to achieve equal employment opportunities for qualified individuals of all backgrounds;
- Attracting, recruiting, retaining, engaging, supporting, developing, and advancing underrepresented and diverse employees;
- Promoting respectfulness, cultural awareness, and inclusivity by:
  - Fostering a collaborative work environment in which all employees participate and contribute;
  - Empowering and providing a safe space for all employees to express themselves, exchange ideas, and feel heard; and
  - Encouraging employees to be open and curious about others' experiences and perspectives.

The Company recognizes that we must continue to challenge ourselves to ensure these values are upheld. As such, the Company is committed to evaluating existing programs and adapting or introducing new initiatives as our diversity and inclusion goals evolve.

All leaders, managers, and employees play a role in making LightRiver Inc. a diverse and inclusive place to work for everyone. Employees should make every effort to understand the importance of diversity and inclusion and the ways we can accomplish these objectives together. Further, the Company always welcomes suggestions from employees about how we can be more inclusive and address and improve diversity issues. If you have any comments, concerns, or suggestions, please contact the Human Resources Department.