

COBALT COMMUNICATIONS

Diversity and Inclusion Policy

At Cobalt, a diverse and inclusive environment is not just about respect for unique perspectives, backgrounds, and experiences of our employees — it is in acknowledgement of the value diversity of perspective brings to the quality of the content we create for ourselves and our clients. We believe that diversity enriches our experience, fosters innovation, and promotes a culture of equity, fairness, and collaboration.

- **Equal Opportunity** – We are committed to providing equal employment opportunities to all individuals, without regard to race, color, religion, sex, gender, national origin, age, differing ability, sexual orientation, or any other characteristic that is protected by law. We strive to eliminate discrimination and harassment in all forms and at all levels of the organization.
- **Diverse Workforce** – We actively seek to recruit and retain a diverse workforce. This includes promoting diversity in our hiring, promotion, and training practices and includes both visible and non-visible diversity.
- **Culture of Inclusion** – We are dedicated to maintaining an inclusive culture where every employee feels respected, valued, and empowered to contribute their unique perspectives. Discriminatory behavior, harassment, or prejudice will not be tolerated.
- **Training and Education** – We provide training and educational resources to our employees to raise awareness and promote diversity and inclusion throughout the organization. This includes addressing unconscious bias, cultural competency, and related topics.
- **Accommodation** – We are committed to providing reasonable accommodations for employees with different abilities to ensure they can perform their job responsibilities effectively. We encourage open communication to identify and address individual needs.
- **Reporting Mechanisms** – We maintain confidential channels for reporting discrimination, harassment, or related concerns. No employee will face retaliation for making a good-faith report, and we will thoroughly investigate and address such reports promptly.

This policy is the responsibility of every employee to uphold as a part of Cobalt's culture and values, and all team members are expected to lead by example. Cobalt leadership will monitor and ensure that employees support the policy and rely on our team to help identify any violations of this policy, no matter how minor, so the situation may be addressed.

This policy will be periodically reviewed and updated to reflect the evolving needs of our employees and changing legal requirements.

Cobalt believes that diversity and inclusion are essential to our success and to fostering a welcoming, innovative, and productive work environment. By adhering to this policy, we are committed to upholding these values and principles in all aspects of our business operations.

Equal Employment

Cobalt provides equal employment opportunities to all employees and applicants in all company facilities without regard to race, color, religious creed, sex, national origin, ancestry, citizenship status, pregnancy, childbirth, (or related medical conditions, including, but not limited to lactation), physical disability, mental and/or intellectual disability, age, military status or status as a Vietnam-era or special disabled veteran, marital status, registered domestic partner or civil union status, gender (including sex stereotyping and gender identity or expression), medical condition (including, but not limited to, cancer related or HIV/AIDS related), genetic information, or sexual orientation in accordance with applicable federal, state and local laws.

This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.