

INCLUSION STATEMENT

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INCLUSION STATEMENT

The Cprime Group of Companies (“Cprime”) is an equal opportunity employer and has adopted this statement on inclusion in the workplace to help promote a culture of respect and inclusiveness throughout Cprime for all people. At Cprime, our core values include commitments to being ethical, open-minded, and collaborative, both inside and outside our organization. Therefore, we believe the inclusion of qualified people from all backgrounds and perspectives is a powerful asset, a competitive advantage that fuels innovation, enhances our connection with clients, and strengthens our position in the markets we serve. Our commitment to inclusion is reflected in every level of our organization, from providing equal opportunities for growth to ensuring an environment where everyone can thrive without exclusion.

GUIDING PRINCIPLES

VARIETY OF THOUGHT AS A CATALYST FOR INNOVATION

We value all perspectives and encourage a Speak-Up! culture within our teams. This variety of thought enables us to approach challenges creatively and adaptively, delivering unique solutions that benefit our clients and business.

COMMITMENT TO EQUAL OPPORTUNITY

Cprime is dedicated to fostering an environment where all employees have the same opportunities for advancement, growth, and development, free from exclusion, discrimination, and bias. We are committed to creating pathways for internal career growth and providing meaningful opportunities for all team members.

FAIR AND EQUITABLE COMPENSATION

We believe in fair and transparent compensation practices that recognize each team member's contribution, skill, experience, and ingenuity. This approach helps ensure everyone's work is valued and rewarded fairly, reinforcing our culture of inclusivity and respect.

SUPPORTING FAMILIES

Recognizing that our employees have differing family needs, Cprime is committed to supporting families in every phase of life. We strive to provide resources, flexibility, and benefits that help our team members balance their professional and personal lives.

DEFINING DIVERSITY AT CPRIME

For us, diversity goes beyond visible characteristics; it encompasses varied experiences, ideas, and ways of thinking. We recognize that everyone brings a unique perspective, and we are committed to fostering a collaborative environment where these differences are celebrated and contribute to our collective success. Regardless of this focus on encouraging diversity of thought, Cprime makes employment decisions without regard to protected characteristics, including race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, age (40 or older), disability, or genetic information. Our commitment to these principles ensures that all employment practices, including hiring, promotion, and compensation, are based solely on merit and qualifications, in strict adherence to federal, state, and local laws.

OUR COMMITMENT

Cprime is resolute in building an inclusive environment for all people. We believe that fostering inclusion is an ongoing journey requiring courage, dedication, accountability, and continuous improvement. We are committed to learning, listening, and evolving to create a workplace where every team member feels valued, respected, and empowered to contribute their best.

This statement applies to all aspects of the relationship between Cprime and its employees, including: Thoughtfully applying principles of equal employment opportunities for qualified individuals of all backgrounds.

- Intentionally attracting individuals from all communities through expansive outreach while always making employment decisions in a legally compliant manner.
- Continuously promoting respectfulness 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.
 - encouraging employees to be open-minded and curious about others' experiences and perspectives.
- Applying this statement to independent contractors, personnel working on our premises who are employed by temporary agencies, and any other persons or firms doing business for or with Cprime.

Regardless of this statement, Cprime does not favor certain individuals or groups or exclude other individuals or groups in any manner that is prohibited by applicable law.

All leaders, managers, and employees play a role in making Cprime an inclusive place to work for everyone. Please read this statement carefully and openly and make every effort to understand the importance of inclusion and the ways we can accomplish these objectives together.

Cprime always welcomes suggestions from employees about how we can be more inclusive and welcoming to all people. If you have any comments, concerns, or suggestions, please contact the HR Team at (hr@cprime.com). Cprime prohibits retaliation against employees for making good faith suggestions or complaints regarding its practices, including but not limited to its inclusion efforts. Please review Cprime's Code of Conduct for further details.

AMENDMENTS AND WAIVERS

Cprime reserves the right to interpret, administer, change, modify, or rescind this policy at any time, with or without notice, to the maximum extent permitted by law. No statement or representation by a supervisor, manager, or any other employee, whether oral or written, can supplement or modify this policy. Changes will only be valid if approved in writing by the CEO of Cprime or other officials to whom such authority has been delegated in writing. No delay or failure by Cprime to enforce any work policy or rule will constitute a waiver of Cprime's right to do so in the future.

ADMINISTRATION OF THIS POLICY

Cprime's HR Department is responsible for administering this policy. All employees are responsible for consulting and complying with the most current version of this Policy. If you have any questions regarding this Policy or concerning the scope or delegation of authority, please contact the Legal Department at (legal@cprime.com).