



Atlas World Group, Inc. and its subsidiaries (collectively, “Atlas”), is committed to creating a culture of belonging and an inclusive work environment for everyone. We will embrace and celebrate the unique experiences, perspectives, and cultural backgrounds that each employee, visitor, and vendor bring to our workplace. Atlas strives to foster an environment where all individuals feel respected, valued, and empowered. We will build a workplace where all great ideas can be expressed and heard.

Atlas is committed to taking the following actions to foster a respectful and inclusive workplace:

- Strive to hire, develop, and retain top talent, and respect all the qualities that make employees who they are.
- Provide ongoing education and training to all employees on fostering a culture of belonging in addition to covering topics such as discrimination and/or harassment issues.
- Provide all employees with a safe avenue to voice concerns regarding discrimination and/or harassment in our workplace.
- Support flexible work arrangements that accommodate the different needs of all employees.
- Conduct periodic employee surveys and focus groups to identify the areas where our company supports a culture of belonging, as well as where there is room for growth.

Atlas will not tolerate discrimination, harassment or any behavior or language that is abusive, offensive or unwelcome.

INCLUSION CODE OF CONDUCT

All Atlas employees are expected to support an inclusive workplace by adhering to the following conduct standards:

- Treat others with dignity and respect at all times.
- Address and report inappropriate behavior and comments that are discriminatory, harassing, abusive, offensive, or unwelcome.
- Foster teamwork and employee participation, encouraging the representation of different employee perspectives.
- Seek out insights from employees with different experiences, perspectives, and backgrounds.
- Support flexible work arrangements.
- Recognize and address the decisions or behaviors of others that are based on conscious or unconscious biases.
- Be open-minded and listen when given constructive feedback regarding others’ perception of your conduct.

VIOLATIONS

Employees are expected to report incidents that violate the Inclusion Code of Conduct by contacting a manager or Human Resources or through the anonymous ethics hotline 833-210-4025 or <http://www.lighthouse-services.com/atlasworldgroup>. Retaliation against any person who reports an incident is strictly prohibited and will not be tolerated. Employees who violate Atlas’ Inclusion Code of Conduct may face disciplinary action, up to and including termination of employment.

Revision #	Revision Date	Description of Revision	Authorized By	Author
1.0	4/1/2023	Initial version	Executive Management	Kelly Cruse
2.0	6/17/2025	Update to align to Executive Orders	Executive Management	Kelly Cruse