

BOLD Management, L.L.C. — Diversity, Equity, and Inclusion Policy

BOLD Management is committed to creating, cultivating, and preserving a culture of diversity, equity, and inclusion.

Our human capital is the most valuable asset we have at BOLD Management. The collective sum of individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees and independent contractors invest in their work represents a significant part of our culture, reputation, and company's achievement.

We embrace and encourage our employees and independent contractors who have differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees and independent contractors unique.

BOLD Management's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection, compensation and benefits, professional development and training, promotions, transfers, social and recreational programs, layoffs, terminations, and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees and independent contractors.
- Teamwork and employee and independent contractor participation permit representing all groups' and employees' and independent contractors' perspectives.
- Work+Life balance through flexible work schedules accommodates employees' and independent contractors' varying needs.
- Employer-employee and independent contractor contributions to the communities we serve to promote a greater understanding and respect for diversity.

All employees and independent contractors of BOLD Management are responsible for always treating others with dignity and respect. All employees and independent contractors are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and all other company-sponsored and participative events. All employees and independent contractors must also attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any employee and independent contractor who exhibits inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees and independent contractors who believe they have been subjected to discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from their supervisor, manager, or director.