

Diversity, Inclusion, and Equal Opportunity Policy

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Department: Human Resources

1. Statement of Commitment

NexaCore Solutions is committed to providing a work environment free of discrimination and harassment. We believe that a diverse workforce, rich in cultural and professional backgrounds, is essential to our innovative mission and success in the diverse Middle East & North Africa market.

2. Scope

This policy applies to all aspects of employment, including recruitment, hiring, promotions, compensation, training, transfer, and termination. It covers all employees, contractors, and interns.

3. Equal Opportunity and Non-Discrimination

NexaCore Solutions prohibits discrimination or harassment based on:

- **Protected Characteristics:** Race, color, religion, gender, sexual orientation, national origin, age, disability, or marital status.
- **Regional Focus:** We specifically ensure fairness and non-discrimination based on diverse nationalities, languages, and cultural backgrounds common across the MENA region. Employment decisions are solely based on qualifications, merit, performance, and business needs.

4. Inclusion Initiatives

4.1. Recruitment

We are committed to sourcing candidates from diverse talent pools, utilizing regional universities and professional networks to ensure representation that reflects the markets we serve. All job descriptions and advertisements must be reviewed by HR for inclusive language.

4.2. Workplace Accommodations

NexaCore will provide reasonable accommodations for employees with documented disabilities or for religious observances, provided such accommodations do not impose undue

hardship on the company's operations. Employees should direct accommodation requests to HR.

4.3. Anti-Harassment

Any form of harassment, including verbal, physical, or visual conduct that creates an intimidating, hostile, or offensive working environment, is strictly forbidden. This includes cyber-harassment via company communication channels.

5. Reporting and Enforcement

Any employee who feels they have been subjected to, or have witnessed, discrimination, harassment, or a violation of this policy must report it immediately according to the **Grievance Procedure Document**. Retaliation against any employee who reports a concern in good faith is strictly prohibited.

Annual Review Date: [Date]

Policy Owner: Head of Human Resources