Social, Diversity, Equality and Inclusion Responsibility Policy

At yieldWerx Semiconductor we embrace diversity, equity, and inclusion throughout our company. We strive to foster an environment where our employees feel respected, valued, and empowered. We know that diversity of thought and experiences makes our collaboration and results better, and our team members are at the forefront in helping us promote and sustain an inclusive workplace.

This Social, Diversity, Equality, and Inclusion Global Policy encourages a connection between our Company values and our actions by building on the foundation of:

Respectful communication and cooperation between all employees.
Teamwork and employee participation, permitting the representation of all groups and employee perspectives. As we move forward, yieldWerx Semiconductor will continue to strengthen our diversity and inclusion efforts in the areas of organizational awareness and HR practices.

All employees of yieldWerx Semiconductor have a responsibility to support an inclusive workplace by adhering to the yieldWerx Semiconductor Code of Ethics, Anti-Discrimination, Anti-Harassment, and Anti-Retaliation, and other policies, which include:

- Always treating others with dignity and respect.
- Exhibiting conduct that reflects inclusion during work meetings, work functions on or off site, and at all other company-sponsored and participative events.
- Fostering teamwork, employee participation, and encouraging the representation of different employee perspectives.
- Seeking out insights from employees with different experiences, perspectives, and backgrounds.
- Being open-minded and listening when given constructive feedback regarding others' perception of your conduct.
- Addressing and reporting inappropriate behaviour and comments that are discriminatory, harassing, abusive, offensive, unwelcome, or otherwise in violation of Company policies. yieldWerx Semiconductor will not tolerate unlawful discrimination, harassment or any behaviour or language that is abusive. We encourage our employees, contractors, partners, and suppliers to speak up about any concerns or suspected violations of this Policy. Suspected violations of this Policy can be reported by contacting the HR department of yieldWerx Semiconductor at HR@yieldWerx.com
- Any employee found to have exhibited any inappropriate conduct or behaviour against others may be subject to disciplinary action. Possible consequences include additional training, verbal and written warnings, suspension, or termination of employment. yieldWerx Semiconductor will not retaliate against any party listed above who makes a report in good faith with a reasonable

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