

Diversity, Equity and Inclusion Policy

1 Overview

We welcome and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status and other characteristics that make our employees unique. It is that uniqueness that enhances our creativity, compassion and service to our clients, community and each other.

We believe:

- in an inclusive work environment where employees are welcomed, valued, respected and heard
- that employees will be provided a safe work environment
- that diversity brings strength
- in equality of opportunity free from discrimination

2 Purpose

Atlas Travel & Technology Group and is committed to developing and cultivating a culture of diversity, equity and inclusion. This policy is written with the intent to support our commitment, make clear out expectations and provide direction in case of violations to this policy.

3 Scope

The policy applies to all full and part-time employees, contractual and temporary employees and interns.

ATTG'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.

4 Our Commitment

We are committed to the ongoing development of a work environment that supports our purpose, encourages and enforces:

- respectful communication and cooperation between all employees
- open dialogue around the topic of diversity, equity and inclusion
- implementation of unconscious bias training and continuing education
- teamwork and employee participation, permitting the representation of all groups and employee perspectives
- employer and employee contributions to the communities we engage with to promote a greater understanding and respect for the diversity

- Expanding our reach and influent of DEI to include our future employees, business partners, suppliers and customers

5 Expectations

- All employees of ATTG have a responsibility to treat others with dignity and respect at all times. Nothing less is tolerated.
- All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site and at all other company-sponsored and participative events.
- All employees are also required to attend and complete any required DEI awareness training to enhance their knowledge and to fulfill this responsibility.
- Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

6 Procedures

- Any employee who believes that (s)he is subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should report it to a manager or Human Resources.
- If an employee makes a report to any member of management and the manager either does not respond or does not respond in a manner the employee deems satisfactory or consistent with this policy, the employee is required to report the situation to one of the other members of management* designated in this policy to receive complaints.
- The corporation will investigate every reported incident immediately. Any employee, manager or agent of the corporation who has been found to have violated this policy may be subject to appropriate disciplinary action, up to and including immediate discharge.
- The reporting employee and any employee participating in any investigation under this policy have the corporation's assurance that no reprisals will be taken because of a discrimination complaint. It is our policy to encourage discussion of the matter to help protect others from being subjected to similar behavior.
- Upon completion of the investigation, if necessary, corrective measures will be taken. These measures may include, but are not limited to: training, counseling, warning, suspension or immediate dismissal. Anyone, regardless of position or title,

found through investigation to have engaged in discriminatory practices or behavior will be subject to discipline up to and including discharge. If the investigation is inconclusive, ATTG may still provide training or take other appropriate steps.

*For the purpose of this policy, members of management include employees' direct manager, Leadership Team, Executive Team and HR and People & Culture Managers.