



CORPORATE SOCIAL RESPONSIBILITY

MediaKind

Our guiding principles

Integrity, transparency, and responsibility characterize the way we conduct business. Operating with a strong sense of integrity is critical to maintaining trust and credibility with our customers, partners, employees, shareholders, society, and other stakeholders. Such trust and credibility require truthfulness and candor in how we conduct our business.

Ensuring ethical business practices and creating an environment of transparency when conducting business is a high priority for everyone at MediaKind. This Corporate Social Responsibility Policy reflects our commitment to operate with candor and truthfulness in our dealings and communications to the marketplace. We expect the company will operate in accordance with the principles set forth in this Policy. Everyone, from the members of the Board of Directors and the executive leadership team to each individual working for MediaKind, will be held accountable for meeting these standards.

MediaKind's commitment to conducting business responsibly includes:

- Being responsible corporate citizens
- Respecting human rights throughout our business operations
- Ensuring health and safety
- Investing in our communities
- Committing to the progression of environmental sustainability

We Believe...

- Communication is a basic human need that contributes to economic prosperity and social equity, providing solutions to many of society's sustainable development challenges.
- Information and communication technology (ICT) promotes greater transparency and enhances many fundamental human rights, such as the right to health, education, freedom of assembly, and freedom of expression.
- MediaKind has an innate responsibility to deliver technology that contributes positively to the media experience not only for users but also for the world around us. We strive to ensure that our technology is a force for good in the world.

Furthermore, MediaKind strives to be a responsible citizen in each community we conduct business. We care about the people who participate in producing and supporting our products and services worldwide and ICT users more broadly.



MediaKind is committed to upholding the **10 UN Global Compact principles**, covering human rights, labor standards, environmental management, and anti-corruption. These principles form the basis of our approach to conducting business responsibly.

Our commitment

MediaKind is committed to driving positive change in society by adhering to human rights values, a commitment to health, well-being, and safety, and making responsible strides toward protecting the environment. **These values drive our obligation to act as responsible corporate citizens.**

Respecting Human Rights

MediaKind respects all internationally recognized human rights associations, including:

- Freedom of association and collective bargaining
- No forced labor
- No child labor
- Non-discrimination and harassment

The MediaKind brand will always respect human rights, fair and safe working conditions, and ethically and environmentally sound business practices. We strive to avoid infringing on the human rights of others and address adverse human rights impacts with which MediaKind is involved.

Acceptance Without Limits

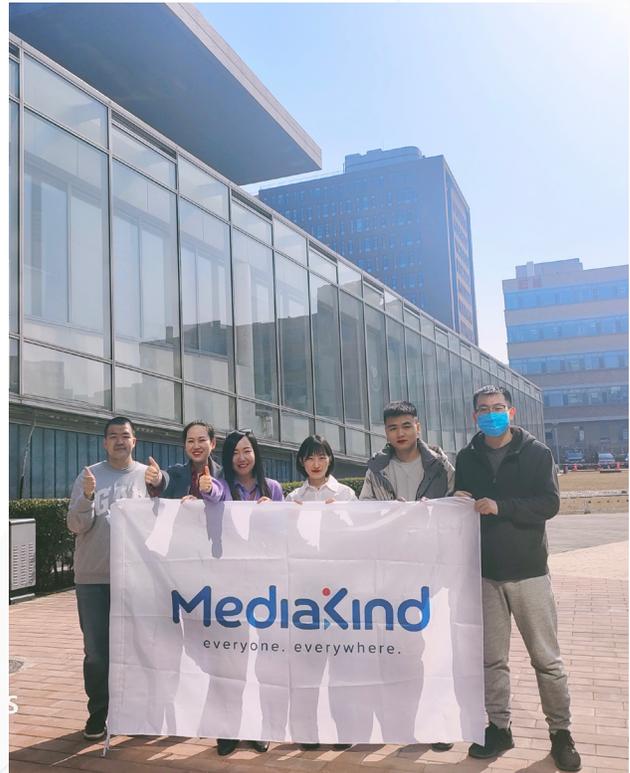
Here at MediaKind, we are dedicated to creating an inclusive workplace where we appreciate the unique skills, capabilities and perspectives that our people bring. We strive to foster a psychologically safe environment where everyone can be themselves. We believe that diverse teams are better for the employee experience, the customer experience and our business overall. Everyone's identity, background and life experiences add to the MediaKind story and is accepted.

Health, Safety and Overall Wellbeing

At MediaKind, we place high importance on the Health and Safety of our employees, our partners' employees, our suppliers' employees, and members of the public that may be affected by our operations. This extends beyond physical health and safety to include mental health and overall wellbeing.

MediaKindness, our internal wellbeing program, is at the heart of this, working to ensure elements of financial health, social connection, physical and mental health remain a focus and in balance for all.

We encourage employees to maintain a positive work-life balance that includes a separation of one's work life from personal life in such a way that neither encroaches on the other. Work-life balance isn't just about the number of hours worked. It's about creating a healthy, happy work environment to improve your overall work experience.



Investing In Our Communities

At MediaKind, we understand the importance of taking time to give back to the community. We pride ourselves on building connections that really matter, and we empower our people to do the same. **MediaKindness Day** is a unique benefit provided to MediaKind employees to encourage and enable the spirit of service through meaningful individual or group contributions to communities, organizations and our local society.

Commitment to Environmental Sustainability

Acting more sustainably is the key to a better and brighter future for the planet and everyone on it. This means working to ensure that our business operations consider our environmental impact and our products support sustainable media experiences for all. As humans, we rely on the natural world and MediaKind is committed to improving efforts as we work to achieve a carbon-neutral future, protecting precious resources now and for future generations.