

Neta Scientific, Inc. Diversity, Equity & Inclusion (DEI) Policy

Neta Scientific is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion.

The collective sum of individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of our culture, our reputation, and the company's achievement as well.

We embrace and encourage our employees' 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 unique. In every interaction with our colleagues, suppliers, and customers, we shall demonstrate our five core values: Integrity, Mutual Respect, Flexibility, Corporate Citizenship, and Innovation.

Neta Scientific's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; 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 enables:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation that permits the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

Neta Scientific employees are responsible for always treating others with dignity and respect. All employees are empowered 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 must also attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any employee who exhibits inappropriate conduct or behavior against others may be subject to disciplinary action. Employees who believe they have been subjected to discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.

Review and Documentation Policy

This policy is reviewed and approved annually by Neta Scientific, Inc. executive management and applies to Neta Scientific Inc. operations in the U.S. Printed copies of this document are uncontrolled.

Exceeding Customer Expectations in Everything We Do for 23 years.