



## Our Commitment to Diversity, Equity, and Inclusion

At nenos Inc., our commitment to revolutionizing social connectivity through community-centered engagement is deeply rooted with our unwavering dedication to Diversity, Equity, and Inclusion. We champion the belief that fostering a diverse and inclusive environment is not only essential to achieving our mission and vision but is also at the core of our identity as an organization.

We embrace **diversity** in all its forms. Everyone brings a unique perspective and set of experiences to our community, platform, and organization. We commit ourselves to promoting diversity not only in our workforce but also within the communities we serve. We believe that by valuing and embracing diversity, we will unlock new ideas, perspectives, and opportunities that drive innovation and enrich the lives of our content creators.

**Equity** is at the heart of our mission to amplify local voices and empower communities. Externally, we are dedicated to ensuring that all individuals have equal access to our platform and strive to create a level playing field where everyone can thrive and contribute to positive change in their communities. Internally, we will create and promote equitable processes for promotion, compensation, feedback and assessments, project management, and collaboration to reduce and eliminate potential or perceived discriminatory practices and cultures in the workplace.

Finally, we believe that **inclusion** is a cornerstone of our platform's design and our organizational culture. We are committed to fostering a culture of inclusivity where every voice is heard and respected. We actively work to remove barriers and create spaces where individuals from all walks of life feel welcome, valued, and empowered to express themselves authentically and truthfully, and we will embrace zero-tolerance practices for those who create or foster a culture of hostility or disempowerment.

We understand that achieving true Diversity, Equity, and Inclusion requires ongoing effort and a commitment to continuous improvement. It is not something that will be achieved overnight, and will require genuine support from stakeholders internally and externally. We are dedicated to:

- **Education and Awareness:** We will consistently educate ourselves, our team, and our community about the importance of DEI and work to raise awareness about the challenges faced by marginalized groups.
- **Equal Opportunities:** We will provide equal opportunities for all individuals to engage with our platform, regardless of their background, identity, or beliefs.
- **Representation:** We will strive to ensure that our workforce and community reflect the diversity of the communities we serve. We are committed to recruiting and retaining talent from underrepresented groups and, when possible, partnering with vendors and other organizations led or owned by marginalized communities.
- **Inclusive Space:** We will maintain a safe and inclusive space, both on the platform and in our workplace, where respectful and constructive dialogue can flourish—and where hate speech, discrimination, and harassment have no place.
- **Collaboration:** We will actively seek partnerships and collaborations with organizations that share our commitment to DEI, working together to amplify our collective impact.
- **Transparent Accountability:** We will hold ourselves accountable for progress toward our DEI goals, regularly assessing and transparently reporting on our effort.