



Equal Employment Opportunity Policy Statement

It is the policy of Skeo Solutions, Inc. (Skeo) to not discriminate against any employee or job applicant based on race, color, national origin, sex, disability, age, religion, genetic information, marital status, height, weight, gender, pregnancy, sexual orientation, gender identity or expression, veteran status or any other legally protected category defined by applicable federal state or local laws and ordinances so as to further the principles of Equal Employment Opportunity. This includes, but is not limited to, the following:

- Hiring, placement, upgrading, transfer, demotion or promotion.
- Recruitment, advertisement or solicitation for employment.
- Treatment during employment.
- Rates of pay or other forms of compensation.
- Selection for training, including apprenticeship.
- Layoff or termination.

Skeo strictly forbids and does not tolerate any form of harassment, and Skeo employees and job applicants will not be subject to harassment based on any protected characteristic. Additionally, Skeo prohibits retaliation—including intimidation, threats or coercion—because an employee or job applicant has objected to discrimination; has engaged or may engage in reporting a complaint; has assisted in a review, investigation or hearing; or has otherwise sought to obtain their legal rights under any federal, state or local Equal Employment Opportunity law. Skeo's complaint reporting system provides a prompt, thorough and impartial investigation to all reports of harassment. Skeo will protect any individual who submits a report, any witness who provides information regarding a report, and any target of a complaint by keeping their identity confidential to the extent possible, consistent with a thorough and impartial investigation. Skeo will take immediate and proportionate corrective action if Skeo determines that harassment has occurred. Skeo will appropriately discipline any employee who retaliates against any individual who submits a report or provides information regarding a report.

As Co-Chief Executive Officers of Skeo, we are committed to the principles of Equal Employment Opportunity (EEO) and Affirmative Action for protected veterans and individuals with disabilities. To ensure dissemination and implementation of EEO and such Affirmative Action throughout all levels of the company, Skeo People Operations Manager Sarah Bennett serves as Skeo's EEO Administrator, and Skeo has established and maintains internal audit and reporting systems that effectively measure Skeo's programs to further the principles of EEO.

Skeo has developed written Affirmative Action Programs for protected veterans and individuals with disabilities that set forth the policies, practices and procedures to which Skeo has committed to ensure that these policies are accomplished. Upon request, these Affirmative Action Programs are available for inspection by any employee or job applicant during normal business hours. Interested persons should contact Skeo's EEO Administrator for assistance.

It is Skeo's policy to fully cooperate with applicable Civil Rights Act regulations and EEO law. We request the cooperation of our subcontractors, vendors and suppliers in our EEO and Affirmative Action efforts and expect them to implement EEO and Affirmative Action policies as required by law.

Briana Branham and Kristin Sprinkle
Co-CEOs
January 1, 2026
Skeo Solutions, Inc.