

DIVERSITY, EQUITY, INCLUSION, AND BELONGING (DEIB) POLICY

CORPORATE POLICY AND STANDARD

**Policy approved by the Xcalibur Smart Mapping Board of Directors on 24 February 2026 and entered into force as soon as it was approved.*

Table of Contents

Introduction..... 4
Purpose..... 4
Definitions..... 5
Our DEIB Commitments..... 5
Zero-Tolerance for Discrimination & Harassment..... 6
Responsibilities..... 7
Reporting Concerns..... 7
Monitoring, Review & Continuous Improvement 8

Introduction

At Xcalibur Smart Mapping, we are committed to cultivating a workplace that champions Diversity, Equity, Inclusion, and Belonging (DEIB). Our people are at the heart of everything we do, and we recognise that embracing diversity and fostering an inclusive culture is fundamental to our success as a global organisation.

We believe that a respectful, safe, and supportive work environment, free from discrimination, harassment, or bias, is essential for every employee to thrive. It enables people to contribute meaningfully and to grow both personally and professionally.

This policy outlines our commitments, expectations, and responsibilities regarding DEIB across Xcalibur Smart Mapping and its subsidiaries, referred to as "the Company," worldwide.

Purpose

This DEIB Policy aims to:

- Ensure fairness, equal treatment, and equal access to opportunities for all employees.
- Promote a diverse workforce that reflects our global footprint and the communities we operate in.
- Foster an inclusive environment where everyone feels valued, respected, and able to contribute.
- Embed belonging as a core cultural pillar, ensuring people feel accepted and safe to be themselves.
- Prevent all forms of discrimination, inequality, exclusion, or harassment.

This policy applies to all employees, contractors, temporary workers, interns, consultants, applicants, and anyone representing Xcalibur Smart Mapping.

The Company may include, in its contracts with suppliers, partners, and other counterparties, provisions requiring compliance with principles of non-discrimination, equal opportunity, respect for human rights, and all applicable labour and employment legislation in the performance of services or works for the Company.

Definitions

- **Diversity:** Acknowledging and valuing the variety of differences between people, including gender, age, race, ethnicity, nationality, culture, disability, sexual orientation, socio-economic background, neurodiversity, religion, beliefs, and perspectives.
- **Equity:** Providing fair treatment, access, opportunities, and advancement for all, while actively identifying and removing barriers.
- **Inclusion:** Creating an environment where everyone feels welcomed, respected, supported, and able to participate fully.
- **Belonging:** Ensuring every individual feels accepted, valued, and free to be themselves without fear of exclusion or bias.

Our DEIB Commitments

Employment Equity & Fair Representation

Xcalibur Smart Mapping is committed to identifying and removing systemic barriers that may limit access to opportunities for underrepresented groups, including women, Indigenous peoples, persons with disabilities, and racialised groups. Through employment equity practices and targeted initiatives, we aim to promote fair representation, equal opportunities, and a strong sense of belonging across all levels of the organisation.

Gender Identity & Sexual Orientation

Xcalibur Smart Mapping commits to:

- Ensure equal pay for equal work.
- Promote gender balance across all levels, particularly in leadership and technical roles.
- Respect gender identity and expression, including use of correct names and pronouns.
- Provide a safe and inclusive environment for LGBTQ+ employees.
- Guarantee equal opportunities in recruitment, training, promotion, and compensation.
- Support work-life balance for all employees.

Age

We value the contribution of all age groups and commit to:

- Ensure no discrimination based on age during hiring, development, or promotion.
- Promote equal access to opportunities at all career stages.
- Leverage intergenerational collaboration.

Disability & Neurodiversity

Xcalibur is committed to:

- Providing reasonable accommodation to support employees with disabilities.

- Identifying and removing physical, technological, or procedural barriers.
- Treating all employees with dignity and respect, recognising abilities rather than limitations.
- Promoting awareness, empathy, and understanding of both visible and invisible disabilities.

Race, Ethnicity, Culture, Religion & Beliefs

We strive to:

- Maintain a workplace free of racism and xenophobia.
- Promote multicultural collaboration and respect.
- Provide flexibility to accommodate religious practices where possible.
- Value the cultural perspectives that enhance innovation and problem-solving.

Mental Health & Wellbeing

We recognize mental health as essential to inclusion. We commit to:

- Providing resources, support, and referrals for wellbeing.
- Reducing stigma around mental health.
- Encouraging open and supportive dialogue.

Human Rights and Ethical Employment Practices

Xcalibur Smart Mapping is committed to upholding internationally recognised human rights standards, as outlined in its **Human Rights Policy**. We commit to:

- Prohibit and report all forms of child labour across our operations.
- Prohibit and report all forms of forced labour across our operations.
- Ensure employment relationships are freely chosen and compliant with applicable labour laws.
- Promote ethical practices throughout our business activities.

Zero-Tolerance for Discrimination & Harassment

Xcalibur counts with a **Zero Tolerance for Workplace Disrespect Standard** and applies a strict zero-tolerance approach to:

- Discrimination
- Harassment or bullying
- Retaliation for raising concerns
- Microaggressions or exclusionary behaviour
- Hate speech, intimidation, or abusive conduct
- Other behaviours that undermine dignity and belonging

Responsibilities

The Company:

- Provide training, tools, and guidance on DEIB.
- Implement DEIB training and awareness initiatives for employees and leaders, where appropriate, to promote inclusive behaviours and prevent discrimination.
- Ensure fair and transparent processes in hiring, promotion, and pay.
- Embed DEIB principles across the entire employee lifecycle, including recruitment, onboarding, development, performance management, promotion, and succession planning, ensuring decisions are based on merit, fairness, and equal opportunity.
- Regularly review data and progress on DEIB.
- Take swift action when issues are reported.

Managers & Leaders:

- Model inclusive behaviours.
- Address inappropriate conduct immediately.
- Make equitable decisions in team management.
- Support employees who request adjustments or raise concerns.

Employees:

- Treat colleagues with dignity, courtesy, and respect.
- Avoid discriminatory or exclusionary behaviour.
- Report concerns in good faith.
- Support an inclusive culture.

Reporting Concerns

Employees are encouraged to report violations through:

- Their direct manager
- Human Resources
- Compliance Committee
- Official whistleblowing channel

All reports will be handled confidentially and investigated impartially. Retaliation against any employee who raises concerns is strictly prohibited.

Monitoring, Review & Continuous Improvement

- The Board of Directors reviews and approves this policy.
- Human Resources and Compliance monitor adherence and lead annual updates.
- Data on diversity and inclusion may be collected where legally permitted.
- Any diversity-related data will be collected and processed in compliance with applicable data protection and privacy laws.
- Improvement targets may be set within the sustainability and ESG framework.
- DEIB metrics and progress are reported annually through the Company's sustainability reporting, including the EINF (*Estado de Información No Financiera*) and the GIR (Global Integrated Report). These disclosures are verified each year by independent external auditors.

This policy will be reviewed annually or earlier if required by legal, cultural, or organisational changes.