



A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS

Wayne Berson, CEO

AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

BDO USA, P.C. has been and will continue to be an equal opportunity employer. To assure full implementation of this equal employment policy, we will take steps to assure that:

- a. Persons are recruited, hired, assigned and promoted without regard to sex, race, color, age, gender, religion, national origin, ethnicity, citizenship, military service, marital status, pregnancy, sexual orientation, gender identity, gender expression, physical or mental disability, genetic information, or any other legally protected characteristic.
- b. All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education, tuition assistance and social recreation programs are administered without regard to sex, race, color, age, gender, religion, national origin, ethnicity, citizenship, military service, marital status, pregnancy, sexual orientation, gender identity, gender expression, physical or mental disability, genetic information, or any other legally protected characteristic.
- c. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

I have appointed Charis Runnels, Associate General Counsel, to take on the responsibilities of the Director of the Affirmative Action Program. In this role, she will be responsible for the day-to-day implementation and monitoring of this Affirmative Action Plan. As part of that responsibility, she will periodically analyze the Company's personnel actions and their effects to ensure compliance with our equal employment policy.

If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to be considered under our Affirmative Action Plan, please contact Charis Runnels during regular business hours (330 N. Wabash, Suite 3200, Chicago, Illinois 60611; crunnels@bdo.com; or 312-240-3320).

I have reviewed and fully endorse our Affirmative Action and Equal Employment Opportunity program. In closing, I ask the continued assistance and support of all of the Company's personnel to attain our objective of equal employment opportunity for all.

Sincerely,

A handwritten signature in black ink that reads 'Wayne Berson'.

Wayne Berson
Chief Executive Officer

This Affirmative Action Program is effective from 10/01/24 to 09/30/25