

Policy Name: Equal Employment Opportunity & Affirmative Action Policy	Policy No.: CNX-HR-03-pl-009
Approval Authority: Senior Executive Team	First Effective: 02/28/2016
Responsible Department: People Solutions	Reviewed/Revised: 1/21/2026

I. Policy Statement

Concentrix ("the Company") is an equal employment opportunity and affirmative action ("EEO-AA") employer. We promote and value diversity, provide equal opportunity to all qualified individuals, and do not discriminate in any phase of the employment process on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, status as a disabled or other protected veteran, or any other characteristic protected by federal, state, or local laws.

II. Scope

This EEO-AA Policy ("Policy") applies to the selection and treatment of all employees, independent contractors (including individuals employed by staffing agencies who render services on behalf of the Company), and to any other person or entity doing business with Concentrix.

III. The Policy

Concentrix has been, is, and will remain an EEO-AA employer. To assure full implementation of this Policy, we will take steps to assure that:

- a. Persons are recruited, hired, assigned, and promoted without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
- b. All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education, and social recreation programs are administered without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
- 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.

The Company has appointed an Affirmative Action Officer ("AA Officer"). The AA Officer will be responsible for the day-to-day implementation and monitoring of the Company's Affirmative Action Plans. As part of that responsibility, the AA Officer will periodically analyze the Company's personnel actions and attendant effects to ensure compliance with this Policy.

If you, as one of our employees or as an applicant for employment, have any questions about this Policy or would like to view portions of the Affirmative Action Plan, please contact the Affirmative Action Officer during regular business hours at aap@concentrix.com.

Concentrix Chief Executive Officer has reviewed and fully endorses this Policy.

IV. Complaint Procedure

If you believe you were subjected to conduct in violation of this Policy, you must promptly speak with, write, or otherwise contact one of the following: (1) your direct supervisor; (2) your direct supervisor's manager; (3) your designated People Solutions representative; or (4) a member of Concentrix's senior management team. Additionally, you may file a complaint through Confidentially Speaking, the People Solutions Service Center, or Integrity Counts. Your complaint should be detailed and include the names of all individuals you believe have personal knowledge of the incident.

V. Policy History

Revision	Revision Date	Author	Description
1.0	1/7/2019	M. Mitchell	Post-2018 acquisition PS Policy Harmonization
1.1	9/26/2019	M. Mitchell	Harmonized language with the Discrimination, Harassment & Retaliation Policy.
1.2	1/20/2021	K. Waddell	Added contact channels, removed reference to Complaint Form, simplified language.
1.3	2/22/2022	K. Waddell	Added policy and version numbers
2.0	6/23/2023	A. Grant	Revised policy to incorporate required affirmative action components.
2.1	6/24/2024	K. Waddell	Annual review. Minor edit to Section III b, updated logo and footnote.
2.2	12/18/2024	K. Waddell	Required review, minor edits to scope and paragraph two of Section III for clarity.
2.3	1/21/2026	K. Waddell	Annual review, minor edit in header to clarify this is a U.S. policy.