



Diversity, Equity, Inclusion & Belonging Statement

ARCOS is committed fostering a culture of diversity, equity, inclusion and belonging.

Our people are our most valuable asset. Our team represents a collective sum of the individual differences, innovation, knowledge, life experiences, self-expression, talent, and unique capabilities. This contributes to a significant part of our company's culture, reputation, and achievements.

Our mission is clear:

- We take on the industry's toughest challenges.
- We are relentless about customer success.
- We do what we say.
- We work as a team.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, national origin, physical ability, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

At ARCOS we strive to promote a culture that celebrates diversity, equity, inclusiveness and belonging. We further strive to:

- Attract and retain the top tier talent by increasing the diversity of our talent pools.
- Create a space where everyone is comfortable being themselves at work.
- We further strive to promote a greater understanding and respect for the diversity that the organization and employees contribute to the communities we serve.
- Make diversity, equity, inclusion and belonging everyone's responsibility.
- Promote an inclusive environment through teammate development and networking.
- Provide work/life balance through flexible work schedules to accommodate employees' varying needs.

All employees of ARCOS have a responsibility to always treat others with dignity and respect. Employees are expected to exhibit conduct that reflects inclusion at all times.

Employees who believe they have been subjected to any kind of discrimination which conflicts with the company's diversity policy should contact their manager, any member of the executive leadership team or the People Operations team.