



**REAFFIRMATION OF
EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY**

In order to ensure the success of our Equal Employment Opportunity and Affirmative Action (EEO/AA) policy and program, I want to restate Sirius' policy on this subject.

First, Sirius continues to be an EEO/AA employer. The continued success of our business growth and competitiveness depends heavily on our EEO/AA compliance program efforts in addition to the full and effective utilization of all available talent. To this end, Sirius' policy is to provide EEO to all employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin or citizenship status, age, pregnancy, disability, service in the uniform services of the United States or protected veteran status, genetic information, ancestry, marital status, domestic partnership; and/or any other protected class status. Our EEO/AA policy applies to all areas of employment, including in part: recruitment, hiring, compensation, benefits, promotions, transfers, training and development, discipline, discharge, and recreational and social activities; and includes an interactive process for qualified individuals with disabilities and disabled veterans who request a reasonable accommodation.

Second, as a Federal government contractor, Sirius is required to annually develop written Affirmative Action Plans (AAPs) to employ and advance in employment qualified women, minorities, individuals with disabilities, and veterans. Relevant portions of these plans are available for inspection during normal business hours by contacting Ann Nghiem or Jeanett Gutierrez in Employee Services.

Third, through management delegation and staff assignment described below, our Company EEO/AA policy is put into practice, and compliance efforts and results are monitored. Sirius' Senior Vice President of Employee Services has responsibility for the overall direction of the EEO/AA compliance programs. Management responsibility for these programs has been delegated to Sirius' HR Compliance Manager, Budd Bowen. Questions concerning our EEO/AA policy or AAPs should be directed to Budd at 210-369-0621.

Fourth, the Company is committed to providing a work environment that is free of discrimination, harassment, and/or retaliation based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, pregnancy, disability, service in the uniform services or protected veteran status, genetic information, and/or any other protected class status; and every manager and employee at Sirius is responsible for day to day compliance with this policy. Sirius will not tolerate any form of discrimination, harassment, and/or retaliation in the workplace; and will hold managers and employees who violated this policy accountable, including any required discipline and discharge. More specific information is provided in Sirius' EEO/AA Policy, as well as in training materials provided to employees during new hire orientation, periodic updates, and annual supervisor/manager training.

Fifth, if you feel that you have been discriminated, harassed, and/or retaliated against because of your race, color, religion, sex, sexual orientation, gender identity, national origin, age, pregnancy, disability, service in the uniform services or protected veteran status, genetic information, and/or any other protected class status; we encourage you to immediately contact your HR Business Partner, the HR Compliance Manager (Budd Bowen), or utilize the Open Door Procedure or Ethics Hotline. Complaints alleging discrimination, harassment, and/or retaliation will be investigated promptly in a confidential manner, including all required corrective action.

Finally, I am confident that all of us, working together, will create and maintain an environment which is free of discrimination, harassment, and/or retaliation; while encouraging the full and equal participation of all available talent, and the ongoing progress in meeting our EEO/AA compliance objectives will continue to add to Sirius' business growth and competitiveness.

Effective January 1, 2022

Joe Mertens
President and CEO
Sirius