

MAMMOTH BIOSCIENCES

EQUAL OPPORTUNITY POLICY

Mammoth maintains an inclusive work environment where all employees are treated with respect and dignity. We cultivate a culture and environment where different backgrounds and perspectives are not only respected and heard, but embraced and celebrated. Accordingly, the Company has established its Equal Opportunity and Affirmative Action Policy and Policy Against Discrimination, Harassment and Retaliation (collectively, "Equal Opportunity Policy") as part of the Company's commitment to this environment and to comply with all applicable local, state and federal requirements.

The Equal Opportunity Policy is designed to allow all employees to interact with each other in a work environment that fosters equal opportunity and is free from discrimination, harassment and/or retaliation. The Company's Equal Opportunity Policy described below also establishes procedures for reporting and investigating claims of inappropriate behavior and/or discrimination, harassment and retaliation so that all employees' claims can be identified, thoroughly investigated and remedied effectively.

It is Mammoth's policy to provide equal opportunities for all applicants and employees in compliance with all applicable laws which means we recruit, hire, train and promote, into all job classifications, the most qualified person. The Company does not unlawfully discriminate on the basis of race, color, religion or belief, sex (including pregnancy, childbirth, or related medical conditions), gender identity, gender expression, national or ethnic origin, ancestry, citizenship, age, physical or mental disability, legally protected medical condition, military or veteran status, marital status, domestic partner status, parental status, political activity or affiliation, sexual orientation, genetic information, or any other basis protected by local, state, or federal laws.

The Company also will make reasonable accommodations for disabled employees and for pregnant employees who request an accommodation, with the advice of their health care providers, for pregnancy, childbirth, or related medical conditions. This Equal Opportunity Policy applies in all aspects of the employment relationship including (but not limited to) recruiting, selection, placement, supervision, working conditions, compensation, training, promotion, demotion, transfer, layoff, and termination. All Company personnel policies, procedures, and practices must be administered consistent with the intent of this Policy.

All forms of discrimination based on the above criteria are prohibited, including:

- **Direct Discrimination:** Treating someone less favorably because of a protected characteristic. For example, rejecting a job applicant because of their religious views or because they might be gay.
- **Indirect Discrimination:** A provision, criterion or practice that applies to everyone but adversely affects people with a particular protected characteristic more than others, and is not justified. For example, requiring a job to be done full-time rather than part-time without justification would adversely affect women because they generally have greater childcare commitments than men.
- **Harassment:** This includes sexual harassment and other unwanted conduct related to a protected characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. See below for full details of the Mammoth Policy Against Harassment.

- Retaliation: Retaliation against someone who has complained or has supported someone else's complaint about potential discrimination or harassment.
- Disability Discrimination: Any unjustified less favorable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

Jenny Speer, Sr. Director, People, is the designated EEO Coordinator at Mammoth. The EEO Coordinator's responsibility is to implement and to monitor adherence to this policy. Employees should feel free to contact Jenny Speer, or anyone in HR or Legal, should they experience any problems. Mammoth's CEO and all of Mammoth management personally make our commitment to all of the objectives of equal employment opportunity and expect the cooperation and participation of all employees of the Company in achieving these objectives.

This Policy will be posted in all Company facilities. All employees of the Company are responsible for abiding by the terms set forth in this Policy, establishing equal opportunity and affirmative action as an integral part of their personnel decisions, encouraging employees to bring their concerns forward and preventing harassment, discrimination, and/or retaliation in the workplace.

AFFIRMATIVE ACTION POLICY

The Company is a federal contractor and subcontractor subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, and implementing regulations ("Section 4212") and Section 503 of the Rehabilitation Act of 1973, as amended, and implementing regulation ("Section 503"). Accordingly, the Company's Policy is to take affirmative action and to apply principles of diversity and inclusion, to employ, advance in employment, and otherwise treat qualified minorities, women, protected veterans and individuals with disabilities without regard to their race/ethnicity, sex, veteran status or physical or mental disability.

The Company's Affirmative Action Policy prohibits employees and applicants from being subjected to retaliation because they have engaged in or may engage in filing a complaint, assisting or participating in an investigation, compliance review, hearing or exercising any other right related to Section 503, Section 4212, or any other federal, state or local law requiring equal opportunity for disabled persons or protected veterans. Prohibited retaliation includes, but is not limited to harassment, intimidation, threats, coercion or other adverse actions that might dissuade someone from asserting their rights.

This Affirmative Action Policy applies to all areas of employment including recruitment, hiring, training, promotion, compensation, benefits, transfer, disciplinary action, and social and recreational programs. The law prohibits managers, employees and third parties that an employee comes into contact with, from engaging in conduct that is prohibited by law. It is the responsibility of every Company manager and employee to conscientiously follow this Policy.

The Affirmative Action Policy and the Company's affirmative action practices and procedures are incorporated in the Company's Affirmative Action Program, developed, summarized and updated annually in accordance with federal regulations. Any employee having any questions regarding this Policy and/or the Company's Affirmative Action Program should discuss them with Human Resources. Mammoth believes that the Company's investment in diversity and inclusion at all levels, including executive, management and technical roles, will allow the Company to create and benefit from more adaptive, effective teams, resulting in competitive advantage and future financial outperformance.