



January 2025

## EQUAL OPPORTUNITY POLICY STATEMENT

Doosan Bobcat North America, Inc. ("DBNA"), doing business as Bobcat Company, Doosan Financial Services ("DFS"), and Doosan Portable Power ("DPP") (collectively, "Doosan Bobcat" or "the Company") is an Equal Opportunity Employer. It is our policy to provide Equal Employment Opportunity to all individuals without regard to race, color, creed, religion, sex or gender, age, national origin, sexual orientation, gender identity and/or expression, disability (physical or mental), pregnancy, genetic information, military service, veteran status, marital status, citizenship status, or any other legally protected status. Furthermore, the Company is a federal contractor subject to Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended ("Section 4212") and Section 503 of the Rehabilitation Act of 1973, as amended ("Section 503"). Accordingly, it has been and will continue to be our policy to engage in equal employment opportunity and take affirmative action to employ and advance in employment qualified individuals with disabilities, and protected veterans.

Doosan Bobcat provides reasonable accommodations to qualified individuals with disabilities, unless doing so constitutes an undue hardship. An employee who believes that he or she needs a reasonable accommodation because of a disability must notify Human Resources so that the Company and employee may engage in the interactive process.

Employees and applicants will not be subjected to any form of harassment, discrimination, or retaliation for exercising rights protected by, or because of their participation in an investigation or compliance review related to, the Americans With Disabilities Act, Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998, or any other federal, state, or local non-discrimination law, rule, or regulation.

The Company has established reporting and auditing methods to ensure compliance with applicable laws and for the purposes of keeping senior management apprised of compliance.

I also wish to remind you of the Company's strong policy against discrimination and harassment. Doosan Bobcat prohibits discrimination or harassment against any applicant, employee, vendor, contractor, customer or client based on race, color, creed, religion, sex or gender, age, national origin, sexual orientation, gender identity and/or expression, disability (physical or mental), pregnancy, genetic information, military service, veteran status, marital status, citizenship status, or any other legally protected status. Sexual harassment is absolutely prohibited. Examples of sexual harassment include, but are not limited to, unwelcomed sexual advances, requests for sexual favors, sexual jokes, touching, sexual innuendo, and sending unwanted sexual messages or pictures. Sexual harassment may also involve requesting that an employee engage in sexual conduct in exchange for an employment benefit, such as a promotion, and/or the denial of a benefit to an employee who refuses to engage in requested sexual conduct. All forms of sexual harassment are prohibited and subject to disciplinary action up to and including termination.

If you believe you have been subjected to any form of discrimination or harassment, including but not limited to sexual harassment, or if you have observed discrimination or harassment, you are required to notify Human Resources, your manager, or next level manager at your location. You may also call the Company's Ethics Helpline at 1-855-891-8854. Retaliation against anyone who complains in good faith of discrimination or harassment or participates in any investigation regarding a complaint of harassment or discrimination is also prohibited.

The Company will promptly and thoroughly investigate complaints of discrimination or harassment. Complaints will be handled in confidence to the extent practicable. The Affirmative Action Officer for your facility is listed below. The Affirmative Action Officer has overall responsibility for the implementation of affirmative action activities for individuals with disabilities and protected veterans. The narrative (non-data) portions of the Section 503 and Section 4212 Affirmative Action Programs for individuals with disabilities and protected veterans are available for inspection in your facility's Human Resources Department during its normal business hours or by contacting the Affirmative Action Officer.

I am asking every employee to join me in assuming a high level of responsibility in our continued commitment to Equal Employment Opportunity in our Company. If you have any questions or concerns about this Policy or need a reasonable accommodation because of a disability, please contact your facility's Section 503/ Section 4212 Affirmative Action Officer or Human Resources.

Sincerely,



Mike Ballweber  
President

**Facility Section 503/Section 4212 Affirmative Action Officers**

<b>Facility</b>	<b>Affirmative Action Officer</b>
Bismarck, ND (Factory)	Cassie Stegmiller, People Relations Manager
Bismarck, ND Acceleration Center & Sahuarita, AZ	Cassie Stegmiller, People Relations Manager
Buford, GA	Chrissy Hodges, People Relations Manager
Gwinner, ND (Factory)	Brian Anderson, Director Labor Relations
Gwinner, ND (Product Engineering) & Fargo Studio	Brian Anderson, Director Labor Relations
Johnson Creek, WI	Chrissy Hodges, People Relations Manager
Litchfield, MN & Otsego, MN	Kristie Haefner, People Relations Manager
Rogers, MN	Cassie Stegmiller, People Relations Manager
Statesville, NC & Miami, FL	Chrissy Hodges, People Relations Manager
Wahpeton, ND	Kristie Haefner, People Relations Manager
West Fargo, ND & Moorhead, MN	Jill Gorden, People Relations Manager
Minneapolis, MN	Jill Gorden, People Relations Manager
Aurora, CO	Jill Gorden, People Relations Manager