

# Diversity, Equity, & Inclusion

— at Two Six Technologies —

At Two Six Technologies, we are committed to cultivating an inclusive professional environment where diversity is not just celebrated, but also recognized as a fundamental asset in our workplace. Diversity at TST means bringing together individuals with a variety of backgrounds, experiences, and skill sets across the company, to foster an environment of personal growth and improved business outcomes. Earlier this year, we took a significant step towards this vision by launching "Courageous Conversations," a unique event series that encourages open dialogue about the power of diversity in our organization.



## **Courageous Conversations: Fostering Open Dialogue**

Led by our dedicated Diversity, Equity, and Inclusion (DE&I) Working Group, Courageous Conversations are designed to be intimate and impactful gatherings that enable our employees to share their experiences and insights on the role of diversity in shaping our work culture. These conversations provide a safe space for us to learn from one another, and they reflect our commitment to creating an inclusive workplace.

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## **Exploring Diverse Perspectives**

Since June 2023, we have hosted several inspiring Courageous Conversations, each addressing a unique facet of diversity and inclusion. Our aim is to provide a platform for our employees to engage with these topics on a personal and professional level. Here are some of the key discussions we have held:



## **LGBTQIA+ Awareness in the Workplace**

Our first Courageous Conversation explored the importance of LGBTQIA+ awareness in the workplace. This conversation allowed our employees to understand the challenges and triumphs faced by LGBTQIA+ individuals in their professional lives. It was a moment for all of us to reflect on the value of respect and inclusion.



## Caregiving and Parenting

The second conversation centered on the experiences of those who balance caregiving and parenting responsibilities with their professional roles. This discussion shed light on the challenges and opportunities faced by these individuals, promoting empathy and understanding among our workforce.



## Neurodiversity

Our most recent Courageous Conversation delved into the topic of neurodiversity, emphasizing the importance of creating an inclusive environment for individuals with neurological differences. This discussion underlines our commitment to recognizing the unique strengths and perspectives that neurodiverse individuals bring to our workplace.

# Q&A with the DE&I Working Group

In the spirit of transparency and inclusion, we conducted a Q&A session with members of our DE&I Working Group to gain further insights into our commitment to diversity, equity, and inclusion. Here are some of their responses:



**Q: What is the driving force behind Courageous Conversations at Two Six Technologies?**

*“Courageous Conversations are driven by our belief that fostering an inclusive workplace starts with open dialogue. We want to create a space where every employee feels heard, valued, and empowered to make a difference.”*



**Q: How do Courageous Conversations impact the workplace environment?**

*“These conversations create awareness and understanding, which ultimately lead to a more inclusive environment. They help us embrace the uniqueness of each individual, and that is key to innovation and success.”*



**Q: What's next for Diversity, Equity, and Inclusion at Two Six Technologies?**

*“We are committed to expanding our efforts. In the coming months, you can expect more Courageous Conversations and additional initiatives that further promote diversity and inclusion throughout our organization.”*

At Two Six Technologies, we recognize that diversity, equity, and inclusion are not just words on paper; they are core principles that drive our success. Courageous Conversations are just one of the many ways we are actively fostering an inclusive workplace, and we are excited about the journey ahead as we continue to learn from one another and make a positive impact on our organization.

