

NEXXEN INTERNATIONAL LTD.

**Global Equal Employment Opportunity Policy
and Commitment to Diversity, Equity, and Inclusion**

At Nexxen International Ltd. (“*we*” and the “*Company*”), we value diversity, equity, and inclusion, and we are committed to creating and maintaining a workplace that is free from unlawful harassment and discrimination.

Across the globe, we provide equal employment opportunities in hiring, recruiting, training and development, compensation, promotions and all other aspects of the employment relationship. All employment decisions are made without regard for an applicant’s or employee’s race, color, religion, sex (including pregnancy, childbirth and related medical conditions, sexual orientation and gender identity), national origin, age, disability, and genetic information or any other legally protected characteristics under state and local laws.

The Company maintains robust equal employment opportunity and related policies and procedures that all employees, regardless of their position within the organization, are required to follow. Employees, contractors, and other stakeholders are encouraged to report any concerns of discrimination, harassment or other violation of our policies through designated reporting channels, including their local People Department or the Ethics Hotline. The Company will thoroughly and impartially investigate all such reports and take all necessary and appropriate remedial actions. Further, the Company maintains a strict no retaliation policy, whereby employees can report their workplace concerns, and participate in investigations, without fear of reprisal. Complaints will be handled as discreetly as possible, consistent with the need for an effective investigation and appropriate resolution; however, the Company cannot promise complete confidentiality. The Company will not tolerate retaliation of any kind against individuals who report concerns in good faith.

For local equal employment opportunity and related policies and procedures, please consult:

- Israel Guidelines
- U.K. Guidelines
- U.S. Guidelines

Employees with questions about Nexxen’s equal employment opportunity and related policies and procedures are encouraged to consult with their local People department.

This policy is reviewed periodically by the Company’s management to ensure it remains current and effective across all jurisdictions in which Nexxen operates.

Adopted: June 17, 2021

Amended: March 4, 2025

Amended: March 3, 2026