

## **Equal Employment Opportunity and Affirmative Action Statement of Policy**

### **Policy Statement and Applicability**

Indeed, Inc. (“the Company”) is an Equal Opportunity Employer and remains committed to working to create and maintain an inclusive culture for all, recognizing the right of all individuals to be treated with dignity and respect. This policy applies to all U.S. jobs at the Company.

### **Equal Opportunity**

It is the policy of the Company to provide equal employment opportunities to all individuals regardless of sex, gender identity, sexual orientation, race, color, religion, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law. The Company prohibits any discrimination or harassment of employees or applicants on the basis of sex, gender identity, sexual orientation, race, color, religion, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law with regard to any and all employment practices, personnel actions or programs including but not limited to, recruitment, advertising, hiring, promotion, transfer, demotion, layoff or recall from layoff, termination, wage and benefit administration, and selection for training or other employment opportunities, provided the individual is qualified with or without reasonable accommodation, to perform the essential functions of the job. Employment decisions at the Company are based on legitimate job-related criteria, qualifications, and business needs. The Company makes and will continue to make reasonable accommodations for qualified individuals with physical or mental disabilities unless such accommodations would impose an undue hardship on the Company.

### **Affirmative Action**

The Company will continue to take affirmative action for individuals with disabilities and protected veterans, to ensure individuals are employed, considered for promotional opportunities and otherwise treated during employment candidacy or employment, without regard to any characteristic protected by law in all employment practices.

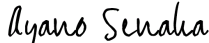
### **Responsibility and Support**

The Company and its Chief Executive Officer are fully committed to the principles of equal employment opportunity and affirmative action for persons with disabilities and protected veterans (the “Affirmative Action Program or Program”) and support the successful implementation of the Program. Crystal Nwabuko, Affirmative Action Officer for the Company, has been appointed with responsibility for the implementation of the Program, supported in full by senior management. All managers and supervisors are responsible for abiding by this policy, resulting in equal opportunity for persons with disabilities and protected veterans, as part of employment decisions and will take an active part in the Program to ensure all qualified employees and prospective employees are treated in a non-discriminatory manner with respect to all employment decisions. Furthermore, the Company will solicit the cooperation and support of all employees for the Company’s Equal Employment Opportunity and Affirmative Action Statement of Policy.

**Audit and Reporting**

The Program includes an audit and reporting system to measure its effectiveness. The Affirmative Action Officer has been assigned responsibility for periodically reviewing progress with compliance and implementation of the Program. In accordance with public law, the Program for qualified individuals with disabilities and for protected veterans are available for inspection upon request from 9:00 AM to 5:00 PM EST by emailing [hrcompliance@indeed.com](mailto:hrcompliance@indeed.com).

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may have engaged in, filing a complaint, assisting or participating in an investigation, compliance review hearing, or other activity related to the administration of Section 503 of the Rehabilitation of Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, and/or any other federal, state or local law or regulation regarding equal employment opportunity, opposing any act or practice made unlawful, or exercising any other right protected by such laws or regulations.

DocuSigned by:  
  
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Ayano Senaha  
Chief People Officer

3/31/2026  
Date