

OTC Markets Group's Core Values

- **Be Open.** When we're open to new ideas, we encourage participation, create opportunity, and foster innovation. It's no coincidence that our open platform produces exactly the same results.
- **Be Transparent.** Sharing information enables smarter decisions. Transparency within our community, workplace, and marketplaces makes everything simpler. And all of us smarter.
- **Be Connected.** Direct connections create better understanding, stronger bonds and more valuable interactions. We grow and strengthen our connections by reliably delivering the service and support we would expect for ourselves. The better we connect with our community, the more we will be valued and the better we'll all be rewarded.
- **Be an Overachiever.** We attract the best and brightest people by being the best and brightest company. Inspiring leadership, competitive compensation, equity participation, and a stimulating work environment foster a culture that promotes initiative, rewards merit, and creates opportunity for those with the capacity to fulfill it.
- **Be a Teammate.** Our enterprise is fueled and driven by a team effort of empowered individuals. We treat our colleagues with a respect that is earned through collaborative contribution to our collective success. We make each other stronger by sharing our knowledge and experience.
- **Be Creative.** An insatiable curiosity inspires the investigation, critical thinking and understanding our progress requires. We're not afraid of failure as the knowledge we gain only assures our future success. We are constantly alert to the possibility of new ideas and fresh solutions to complex problems. Just as our enterprise is a result of bold thinking - bold thinking is a result of our enterprise.
- **Be an Owner.** We all share in the success of our company - and we all take ownership of our share of the work. We seize opportunity as it appears and solve problems before they arise. We're careful when investing our capital and spending our resources, as it's always with the best interests of our shareholders in mind.
- **Be Trusted.** Our reputation is our most valuable asset and we vigorously protect it with honesty and integrity. We are dedicated to complying with the letter and spirit of the laws, rules and ethical principles that govern us. We are meticulous in keeping accurate records with strong controls. We actively protect the confidential information with which we are entrusted and conduct ourselves privately as we would publicly.
- **Be a Capitalist.** We strive to be a successful enterprise that provides superior investment returns for our shareholders. Our growth and profitability are critical not only to building our shareholders' capital, but also to our investment in the strength of our operations, our colleagues, and our future.