

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of SEMI not to discriminate against any employee or applicant for employment because of their race, color, religion, sex, sexual orientation, gender identity, national origin, or because they are an individual with a disability or disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active-duty wartime or campaign badge veteran, or thereafter referred collectively as "protected veterans." SEMI's policy is to base all employment decisions only on valid job requirements.

This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training at all levels of employment. Furthermore, the company will provide qualified applicants and employees who request an accommodation due to a disability with reasonable accommodations, as required by law. SEMI prohibits harassment of employees and applicants because they are individuals with disabilities or protected veterans. SEMI also prohibits retaliation against employees and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing, or otherwise seeking to obtain their legal rights under any Federal, State, or local EEO law requiring equal employment opportunity for individuals with disabilities and protected veterans. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion, or other adverse actions that might dissuade someone from asserting their rights.

As President & CEO of SEMI, I am committed to equal employment opportunity. I have designated Shannon Hogan, VP, People & Culture, to oversee SEMI's equal employment opportunity policy, including dissemination and implementation of equal opportunity throughout all levels of the company. Any questions should be directed to Shannon Hogan or me.



Ajit Manocha

CEO/President

SEMI

July 23, 2026