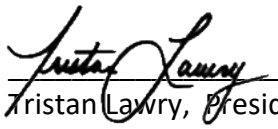
EEO POLICY STATEMENT

It is the policy of Applied Physical Sciences Corp. (the "Organization") to provide equal opportunity to all employees and applicants for employment. The Organization's policy prohibits discrimination based on race, color, religion, sex, sexual orientation, national origin, disability status, protected veteran status, genetic information, or any other status protected by state or local law applicable to the Organization.

In accordance with Department of Labor regulations regarding veterans as defined in the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, the Organization will recruit, hire, train, and promote persons in all job titles, administer all personnel actions without regard to protected veteran status, and ensure that all employment decisions are based only on valid job requirements.

The Organization maintains a Protected Veteran Affirmative Action Program for each establishment. The program document, excluding data metrics required under 41 CFR § 60-300.44(k), is available for review in the Human Resources Department during normal business hours. The Organization maintains an audit and reporting system to determine compliance with its equal employment obligations. The EEO Coordinator has assumed overall responsibility for the Organization's equal employment programs.

The Organization does not tolerate harassment, intimidation, threats, coercion or discrimination against any employee or job applicant for exercising his/her rights under the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended. These rights are: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the statute; (3) opposing any act or practice made unlawful by the statute; or (4) exercising any other right protected by the statute. For information concerning the Organization's internal policies for addressing complaints of harassment, please refer to our no-harassment policy.



_____ 8/1/2025

Tristan Lawry, President