



## EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY STATEMENT

SRI International ("SRI") is fully committed to principles of EEO and affirmative action. As the Chief Executive Officer, I support the EEO policy and Affirmative Action Programs. SRI does not discriminate or allow the harassment of employees or applicants on the basis of age, race, color, religion, creed, sex, sexual orientation, gender, gender identity, pregnancy, childbirth or related medical condition, national origin, ancestry, physical or mental disability, genetic characteristics, medical conditions, family care or medical leave status, military service or status as a protected veteran, marital status, familial status, membership or activity in a local human rights commission, status regarding public assistance, or any other basis protected by applicable federal, state or local laws ("Protected Characteristics"). This policy applies to all jobs at SRI and to all employment practices provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job. SRI does and will continue to take affirmative action to employ and advance in employment women, minorities, individuals with disabilities, and protected veterans.

Employment decisions at SRI are based on legitimate, job-related criteria. All personnel actions or programs including recruitment, hiring, training, promotion, termination, compensation, benefits, and/or other terms, conditions, or privileges of employment are made without discrimination because of any Protected Characteristic. Employees may choose to voluntarily disclose their sex, race/ethnicity, disability, and protected veteran status at any time by contacting Human Resources. Such information will be maintained in a confidential manner and will not be used against an individual when making any employment decisions. Employees and applicants with disabilities and disabled veterans are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. SRI makes, and will continue to make, reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodations would impose an undue hardship on the operations of SRI's business. SRI also makes reasonable accommodations for sincerely held religious beliefs.

I have appointed Erica Saunders, Sr. Recruiter, as the Affirmative Action Officer for the Company. Ms. Saunders is responsible for designing and implementing SRI's affirmative action activities. The Affirmative Action Officer has the full support of top management and the staff necessary to fully implement these Programs.

Our Affirmative Action Programs include an audit and reporting system. The Affirmative Action Officer has been assigned responsibility for conducting the audit and annually reports our progress toward achieving the objectives of our EEO and affirmative action commitments to the SRI Leadership Team. SRI's Affirmative Action Programs for Individuals with Disabilities and Protected Veterans, respectively, are available for inspection in the Human Resources Department during regular business hours upon request.

In addition, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, activities such as filing a complaint, assisting or participating in an investigation, compliance review or hearing, or opposing any act or practice made unlawful, or exercising any other right protected by Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, Executive Order 11246, and/or any other federal, state or local law or regulation regarding Equal Employment Opportunity.

A handwritten signature in black ink that reads "David E. Parekh".

David Parekh, Chief Executive Officer  
January 1, 2024