



EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

SEMI's policy is 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."

It is also SEMI's policy to take affirmative action to employ and to advance in employment all persons regardless of their status as individuals with disabilities or protected veterans and 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 employment levels. Furthermore, the Company will provide qualified applicants and employees who request 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.

The Company 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 affirmative action and equal employment opportunity. I have designated Vicki Jeska, Sr Global HR Director, to oversee SEMI's equal employment opportunity and affirmative action policy, including dissemination and implementation of equal opportunity and affirmative action throughout all levels of the Company, and maintaining an internal audit and reporting system to allow for effective measurement of SEMI's programs. In furtherance of SEMI's policy regarding affirmative action and equal employment opportunity, the Company has developed a written Affirmative Action Program (AAP), which sets forth the policies, practices, and procedures that SEMI is committed to ensuring that its policy of nondiscrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This AAP is available for inspection by any employee or applicant for employment upon request between 9:00 AM - 4:00 PM at SEMI Headquarters Human Resources department. Any questions should be directed to me, your supervisor, or Vicki Jeska.

A handwritten signature in black ink, appearing to read 'Ajit Manocha', written over a horizontal line.

Ajit Manocha

President & CEO, SEMI

July 3, 2023