SCHWEITZER ENGINEERING LABORATORIES, INC.
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A NOTICE AND INVITATION TO ALL EMPLOYEES AND APPLICANTS

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Schweitzer Engineering Laboratories, Inc. is an equal opportunity employer. To assure full implementation of this equal employment policy, we will take steps to assure that:

a. Persons are recruited, hired, assigned and promoted without regard to race, national origin, religion, age, color, gender, gender identity, sexual orientation, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.

b. All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education, tuition assistance and social recreation programs are administered without regard to race, national origin, religion, age, color, gender, gender identity, sexual orientation, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.

c. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

I have appointed SEL Vice President of Human Resources Jake Schlosser to take on the responsibilities of EEO Coordinator. The EEO Coordinator will be responsible for the day-to-day implementation and monitoring of the Company's Federal Contractor Equal Opportunity Plans. As part of that responsibility, the EEO Coordinator will periodically analyze SEL personnel actions and their effects to ensure compliance with our equal employment policy and administer the audit and reporting system.

If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to view portions of the Federal Contractor Equal Opportunity Plans, please contact Jake Schlosser. This is also a reminder that employees may update their disability or veteran status at any time in Workday or by contacting Jake Schlosser.

I have reviewed and fully endorse our Equal Employment Opportunity program. In closing, I ask all SEL employees for their continued assistance with attaining our objective of equal employment opportunities for all.

Sincerely,

David E. Whitehead
President

This Affirmative Action Program is effective from January 2026 to December 2026.