

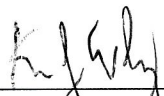
EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY
FOR PROTECTED VETERANS AND INDIVIDUALS WITH DISABILITIES

The Company reaffirms its belief in and commitment to equal employment opportunity for all employees and applicants in all terms and conditions of employment. In accordance with applicable law, Mapp prohibits discrimination against any applicant or employee based on any legally-recognized basis, including, but not limited to: race, color, religion, sex (including pregnancy, lactation, childbirth or related medical conditions), sexual orientation, gender identity or expression, age (40 and over), national origin or ancestry, citizenship status, physical or mental disability, genetic information (including testing and characteristics), veteran status, uniformed servicemember status, or a person's relationship or association with a protected veteran, including spouses and other family members, or any other status protected by applicable federal, state, or local law. Our commitment to equal employment opportunity applies to all persons involved in our operations and prohibits unlawful discrimination by any employee, including supervisors and co-workers. As part of the Company's commitment to this overall process, it will ensure all aspects of employment processes, including recruitment, selection, job assignment, training, compensation, benefits, discipline, promotion, transfer, layoff, and termination remain free of illegal discrimination. The Company ensures all employment decisions are based only on valid job requirements.

The Company has developed and maintains a written Affirmative Action Program (AAP) for protected veterans and individuals with disabilities. The Company's Chief Executive Officer supports the AAP and urges each employee to commit to carrying out the intent of this policy. The Company maintains an audit and reporting system to determine overall compliance with its equal employment opportunity mandates. The Chief Operating Officer is the Company's EEO Administrator and oversees the AAP development, modification, implementation, effectiveness, and reporting requirements and conducts management updates. The Company invites any applicant and/or employee to review the Company's written AAP. This plan is available for inspection upon request to the Senior Director, Human Resources at 858-224-9669.

The Company will ensure that employees and applicants shall not be subjected to harassment due to their status described above, or any harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities; (1) filing a complaint with the Company or with federal, state, or local agencies regarding status covered under its AAP, (2) assisting or participating in any investigation, compliance review, hearing, or any other activity related to the administration of any federal, state, or local equal employment opportunity or affirmative action statute pertaining to the status covered under its AAP; (3) opposing any act or practice made unlawful by section 503 and/or VEVRAA, and (4) exercising any other right protected by section 503 and/or VEVRAA or its implementing regulations in this part.

4/21/2025



Kevin J. Whaley, PhD
Chief Executive Officer