



Corporate Equal Employment Opportunity (EEO) Statement

Neo Performance Materials is an Equal Opportunity Employer. Neo follows the equal opportunity creed by making employment-related decisions based upon business needs, job requirements, and individual qualifications, without regard to gender, gender identity, ethnic origin, age, disability, sexual orientation, race, religion, or other characteristics protected by applicable law.

All Neo locations comply with local EEO regulations as follows:

Canada: Employment Equity Act

China: Employment Promotion Law of the People's Republic of China

Estonia: Equal Treatment Act

Japan: Equal Employment Opportunity Law

Germany: Equal Treatment Act

Singapore: Tripartite Guidelines on Fair Employment Practices

South Korea: Republic of Korea Equal Employment Opportunity Act
Republic of Korea Act on Prohibition of Age Discrimination in Employment and Aged Employment Promotion

Thailand: Discrimination (Employment and Occupation) Convention

UK: Equality Act 2010

US: Equal Employment Opportunity

Neo is committed to an inclusive work culture and recognizes that all employees are to be respected for their individual abilities.

A handwritten signature in blue ink that reads "Kevin D. Morris".

Kevin Morris
Executive Vice President and Chief Operating Officer

A handwritten date in blue ink that reads "9 Nov. 2022".

Date