



Equal Opportunity Employer

JANX is fully committed to ensuring equal opportunities for all employees and applicants and as such has adopted an Affirmative Action to plan to promote diversity throughout our organization. Our goal is also to increase the representation of women, minorities, veterans and individuals with disabilities in our workforce. This policy is consistent with the requirements and objectives set forth by Executive Order 11246, as amended, Section 503 of the Rehabilitation Act of 1973, as amended, and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended.

The Company does not and will not discriminate against any employee or applicant for employment on any of the aforementioned factors in regard to any position for which the employee or applicant for employment is qualified. This policy governs all aspects of employment practices including but not limited to:

- Recruiting, hiring, promotion, transfer, demotion, layoff, termination and training
- Treatment during employment
- Rates of pay or other forms of compensation and benefits including access to benefits.
- Selection for training including advanced certifications and on-the-job training as applicable
- Social and recreational activities or programs.

In adopting an Affirmative Action Plan, we are committed to inclusion throughout our organization for all employees and applicants. JANX values diversity recognizing the uniqueness of each individual and the benefits that brings to the Company.

For more information on our Affirmative Action Plan, please contact: EEO@applus.com

It is our expectation that each employee embraces and values our commitment to diversity, equal employment, and inclusion

A handwritten signature in black ink, appearing to read "Stacy Gross".

Stacy Gross
HR Director – North America

A handwritten signature in blue ink, appearing to read "John Carr".

John Carr
Executive Vice President Oil & Gas – USA