



To: ALL EMPLOYEES

Date: August 1, 2026

Subject: REAFFIRMATION OF EQUAL EMPLOYMENT OPPORTUNITY & NON-DISCRIMINATION

MLC is committed to providing a workplace free from discrimination and harassment. The Company's policies prohibit discrimination, harassment, or retaliation against employees or applicants based on physical or mental disability, protected veteran status, or any other characteristic protected by applicable law in all aspects of employment.

We are committed to upholding affirmative procedures and practices that ensure objective, equitable employment opportunity for all, as follows:

- Recruitment, hiring, promotion, transfer, demotion, layoff or recall from layoff, termination, wage and benefit administration, and selection for training or other employment opportunities, provided the individual is qualified, with or without reasonable accommodation, to perform the essential functions of the job. except where gender or age is a Bonafide Occupational Requirement or where disability is a Bonafide Occupational Disqualification;
- Employment decisions at the Company are based on legitimate job-related criteria;
- All actions or programs that affect qualified individuals, such as employment, promotion, demotion, transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training, are made without discrimination on any basis protected by law.

The importance of fulfilling this policy and our commitment cannot be overemphasized. All Leaders are expected to support and contribute to these efforts. In addition, all employees are expected to perform their job responsibilities in a manner that not only supports equal employment opportunity for all, but also fosters a workplace free of sexual harassment, or any unlawful discrimination or harassment.

I have designated Erica Gerros, Senior Human Resources Generalist in MLC's St. Louis Office, to manage the Equal Employment Opportunity Program, which includes monitoring all Equal Opportunity activities and reporting as required by Federal, State and Local agencies. Erica Gerros will coordinate EEO compliance at all MLC locations including but not limited to Weirton, Chester, Mobile, Verona, Vicksburg, Ste. Genevieve, Bonne Terre, Calera, Campobello, Bartow, Cleburne, Eastaboga, Prairie Du Rocher and Kansas City, facilities.

Sincerely,
MLC

President & Chief Executive Officer