

Schrödinger's Equal Opportunity Employment and Affirmative Action Statement

Schrödinger (the "Company") is an Equal Opportunity Employer and is steadfast in its commitment to diversity, equity, and inclusion. As a federal contractor, it is the Company's policy to take affirmative action to ensure that applicants and employees have equal opportunity for recruitment, selection, advancement, and every other term and privilege associated with employment, without regard to their race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran.

At Schrödinger, the tenets underlying equal employment opportunity are demonstrated in one of our core principles: We pursue a diverse, equitable, and inclusive workplace where teamwork and collaboration are valued, and open, respectful debate is welcome and encouraged. We believe that true innovation requires diversity of backgrounds, inclusion of varied perspectives, and equity among voices. To that end, Schrödinger is committed to advancing equal employment opportunities within our company and in societal institutions.

The Company makes employment decisions without regard to an individual's actual or perceived race, sex, gender, gender identity or expression (including transgender status), sexual orientation, color, religion, creed, age, national origin, physical or mental disability, medical condition, pregnancy or related condition, genetic information, ancestry, marital status, familial status, military and veteran status, status as a victim of domestic violence, sex offenses or stalking, history of substance abuse, arrest or pre-employment conviction records, or any other category protected by applicable federal, state, or local law. The Company also provides reasonable accommodation to known physical or mental limitations of qualified individuals with disabilities unless the accommodation imposes undue hardship on the Company. All employment-related decisions are based solely on legitimate, non-discriminatory business reasons.

Schrödinger also is committed to ensuring that employees and applicants are not subjected to harassment, intimidation, threats, coercion, or discrimination because they filed a complaint; 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 opportunities; opposed any unlawful practices under federal, state, or local equal employment opportunity law; or exercised any other right protected by equal opportunity employment laws.

To support our commitment to equal opportunity employment, I've appointed an EEO Administrator for Schrödinger, who oversees the day-to-day implementation and monitoring of our affirmative action plans (the "Plans"). Additionally, the EEO Administrator has established and maintains an internal audit and reporting system that periodically measures the effectiveness of our Plans. If you, as one of our employees or as an applicant for employment, have any questions about this Statement or would like to review the non-confidential portions of the Company's Plans during normal business hours, please contact Schrödinger at EOAAP@schrodinger.com.

Schrödinger employees bring a wide variety of perspectives, experiences, and backgrounds, united by a shared purpose to improve human health and quality of life. Equal opportunity employment is a fundamental responsibility, which Schrödinger is proudly committed to supporting, not only as a legal requirement and an ethical obligation, but as one of our core principles.

Sincerely,

A handwritten signature in black ink that reads "Ramy". The signature is written in a cursive, flowing style.

Ramy Farid, Ph.D.
President and CEO