

## **Global Equal Opportunity Employment Policy**

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 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, status as a protected veteran, or any other characteristic protected under applicable law.

At Schrödinger, the tenets underlying equal employment opportunity are demonstrated in one of our core principles: We pursue an inclusive workplace where teamwork and collaboration are valued, and open, respectful debate is welcome and encouraged. We believe that true innovation is inspired by a broad range of backgrounds, perspectives, and experiences. To that end, Schrödinger is committed to advancing equal employment opportunity 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 for qualified individuals with disabilities and otherwise as required by law. 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 opportunity; opposed any unlawful practices under federal, state, or local equal employment opportunity law; or exercised any other right protected by equal opportunity employment laws..

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.