

## **Equal Employment Opportunity Policy**

Bruker Corporation and its subsidiaries in the United States (“Bruker”) are committed to fostering an inclusive and equitable workplace where employees feel valued, respected, and empowered. This Equal Employment Opportunity Policy (“EEO Policy”) affirms our dedication to upholding EEO principles and complying with all federal, state, and local employment discrimination laws.

**Policy Statement.** Bruker prohibits discrimination and harassment against any employee or applicant for employment because of race, color, religion, sex, national origin, age, disability, veteran status, genetic information and other legally protected categories. All employment decisions are based on qualifications, merit, and business needs.

Bruker has established an EEO Compliance Program under Section 503 of the Rehabilitation Act of 1973 (“Section 503”) and the Vietnam Era Veteran’s Readjustment Assistance Act of 1974 (“VEVRAA”). All applicants and employees are treated without regard to their race, color, religion, sex, national origin, disability or protected veteran status. Bruker has established an audit and reporting system to allow for effective measurement of its equal employment opportunity activities.

**Implementation of this EEO Policy.** Bruker will:

- (1) Recruit, hire, train and promote qualified persons in all job titles, without regard to race, color, religion, sex, national origin, age, disability, veteran status, genetic information and any other legally protected categories;
- (2) Ensure that employment decisions are based only on valid job requirements; and
- (3) Ensure that all personnel actions and employment activities such as compensation, benefits, promotions, layoffs, return from layoff, Bruker sponsored programs, and tuition assistance will be administered without regard to race, color, religion, sex, national origin, age, disability, veteran status, genetic information and other legally protected categories.

**Reporting Concerns.** Employees and applicants for employment are encouraged to report any incidents of discrimination, harassment, or retaliation promptly.

Bruker will not allow harassment, intimidation, threats, coercion or discrimination because employees and applicants for employment have engaged or may engage in (1) filing a complaint, (2) opposing any act or practice made unlawful by, or exercising any other right protected by, any federal, state or local law requiring equal opportunity, including Section 503 and the equal opportunity provisions of VEVRAA, or (3) assisting or participating in any investigation, compliance evaluation, hearing, or any other activity related to the

administration of any federal, state or local law requiring equal opportunity, including Section 503 and the equal opportunity provisions of VEVRAA

Reports can be made confidentially to Tara Fitzgerald, V.P. of Corporate Human Resources. Retaliation against individuals who report such incidents in good faith is strictly prohibited.

**Policy Enforcement.** Violations of this EEO Policy may result in disciplinary action, up to and including termination of employment.

**Questions.** Questions pertaining to the details of this EEO Policy should be referred to the President and Chief Executive Officer, who reaffirms support for the EEO policy and EEO Compliance Program and delegates overall responsibility for the implementation of the equal opportunity activities under this program to VP of Corporate Human Resources.