

---

It is the policy of Ocean Power Technologies to continue to provide equal employment opportunity to all applicants and employees without regard to race, color, religion, sex, national origin, sexual orientation, gender identity, age, disability, protected veteran status, or any other protected characteristic. Pursuant to Section 503 of the Rehabilitation Act and the Vietnam Era Veterans' Readjustment Assistance Act, Ocean Power Technologies has developed Affirmative Action Programs to assist with the recruitment and advancement of individuals with a disability and protected veterans. These Programs have the full support of our Chief Executive Officer, Philipp Stratmann.

Ocean Power Technologies is committed to recruiting, hiring, training, and promoting persons in all job titles, as well as ensuring that all other personnel actions are administered, without regard to the protected characteristics outlined above. All employment decisions will be based on valid job requirements. Ocean Power Technologies does not discriminate on the basis of race, color, sex, age, national origin, religion, disability, or protected veteran status. Ocean Power Technologies does not discriminate against applicants who are protected under the laws set forth above. Applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in activities such as: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other related activities associated with the administration of the affirmative action provisions of the laws set forth above, or any other Federal, state, or local law requiring equal opportunity; (3) opposing any act or practice made unlawful by the laws set forth above or their implementing regulations, or any other Federal, state, or local law requiring equal opportunity; or (4) exercising any other right protected by the laws set forth above or their implementing regulations.

In addition, Ocean Power Technologies has designed and implemented an audit and reporting system that will: (1) measure the effectiveness of our Affirmative Action Programs; (2) indicate any need for remedial action; (3) determine the degree to which