

Applicant Recruiting Text Messaging Terms

Effective Date: October 9th 2026

1. Description of the Messaging Service

Photronics may use SMS or other text messages to communicate with job applicants, prospective candidates, and individuals participating in our recruiting process. Messages may include:

- Application or candidate-status updates.
- Interview scheduling, reminders, or changes.
- Requests for additional information.
- Information about job opportunities.
- Recruiting-event communications.
- Offer or pre-employment process updates.
- Other communications related to your candidacy or employment interests.

Messages may be sent through Photronics' applicant-tracking system and its messaging service provider, Twilio.

2. Consent to Receive Messages

You may opt in to receiving text messages by providing your mobile telephone number and affirmatively agreeing to receive recruiting text messages through an application form, candidate portal, recruiting form, event registration, or another clearly disclosed consent process.

By opting in, you authorize Photronics and its service providers to send recruiting-related text messages to the mobile number you provide. Messages may be sent using automated technology.

Consent is voluntary and is not a condition of applying for a position, being considered for employment, or receiving an employment offer. You may continue to communicate with Photronics through other available methods.

You represent that you are the authorized subscriber or customary user of the mobile number provided and are authorized to consent to receiving messages at that number.

3. Message Frequency, Charges, and Delivery

Message frequency varies depending on your recruiting activity, applications, scheduled interviews, and communications with the Photronics recruiting team.

Message and data rates may apply. Your wireless carrier's standard messaging, data, and other charges may apply. Contact your wireless carrier for information about your mobile service plan.

Photronics and participating mobile carriers are not responsible for delayed or undelivered messages.

4. Opting Out and Resuming Messages

You may stop receiving recruiting text messages at any time by replying STOP to a Photronics text message. You may also use another supported opt-out keyword, including CANCEL, END, QUIT, or UNSUBSCRIBE. After opting out, you may receive one final message confirming that you have been unsubscribed. You will no longer receive recruiting text messages from the applicable messaging number unless you subsequently opt in again.

To resume messages after opting out, reply START or UNSTOP, where supported, or provide consent again through an authorized Photronics opt-in process.

Opting out of text messages will not withdraw an employment application or prevent Photronics from contacting you through email, telephone, the applicant-tracking system, or another appropriate method.

5. Help and Support

For assistance, reply HELP to a Photronics text message or contact Photronics Talent Acquisition at talentacquisition@photronics.com.

6. User Responsibilities and Security

When using the messaging service, you agree to:

- Provide an accurate mobile number that you are authorized to use.
- Notify Photronics or opt out if your mobile number changes or is reassigned.
- Use the service only for legitimate recruiting and employment-related communications.
- Communicate respectfully and refrain from sending unlawful, threatening, harassing, discriminatory, obscene, fraudulent, or malicious content.
- Refrain from attempting to disrupt, damage, access, or misuse Photronics' systems or messaging services.
- Avoid sending sensitive personal information by text unless specifically requested through an authorized and secure process.

Text messaging may not be secure. Do not send Social Security numbers, financial account information, passwords, medical information, immigration documents, or other highly sensitive

information by text. Photronics may direct you to a secure system when sensitive information is required.

7. Employment and Application Decisions

Participation in the messaging service does not guarantee an interview, continued consideration, an employment offer, or employment with Photronics. Text messages are provided for communication convenience and do not amend any job posting, offer letter, employment agreement, or other official Photronics document. If a text message conflicts with an official written document issued by Photronics, the official written document will control.

8. Availability and Program Changes

The messaging service may not be available through all carriers, devices, or geographic locations. Photronics may change, suspend, or discontinue the messaging service at any time.

9. Messaging Privacy

Mobile information collected for the recruiting messaging program will not be sold or shared with third parties for their own marketing or promotional purposes. Photronics may share information with service providers that support recruiting and messaging operations, subject to appropriate confidentiality and data-protection obligations and the other provisions of this Notice.

Questions about recruiting text messages may also be directed to Photronics Talent Acquisition at talentacquisition@photronics.com.