

## **CPI AEROSTRUCTURES, INC.**

### **Diversity, Equity and Inclusion Policy and Action Plan**

CPI Aerostructures, Inc. (“CPI Aero”) is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion. We believe that diversity enhances innovation, promotes creativity and drives business success. We are dedicated to creating an environment that respects and values the unique perspectives, experiences and contributions of all individuals—which, for CPI Aero, is the definition of diversity.

Our Diversity, Equity and Inclusion Policy and Action Plan includes the following principles, commitments, and actions:

1. **Respect and Fairness:** We will treat all individuals with dignity, respect and fairness. Pursuant to our Anti-Discrimination Policy, discrimination, harassment and bias of any kind will not be tolerated within our company.
  - To ensure we are creating a work environment where employees feel that our company values diversity, equity and inclusion, we will track employee sentiment through our yearly employee engagement survey. Our goal is to increase the percent of employees who agree that company values promote diversity, equity and inclusion by 5% over 2 years.
  - We will secure a commitment to our Diversity, Equity and Inclusion Policy and Action Plan from Senior Management on an annual basis.
2. **Equal Employment Opportunities:** We are committed to providing equal employment opportunities in all aspects of the employment lifecycle, including recruitment, hiring, promotion, compensation and training. Employment decisions will be based on merit, qualifications and skills. Our equal opportunity commitment and implementation of this Policy and Action Plan are overseen by our Vice President of Human Resources, who serves as our Equal Employment Opportunity Coordinator.
  - We will seek to increase diversity levels at all levels of the organization by:
    - i. Attending career fairs that are focused on underrepresented groups at least twice per year.
    - ii. Ensuring that all employees have equitable opportunity for career advancement by outlining transparent promotion criteria for each role within the company by the end of 2025.
  - For Director and Senior Management job openings, and direct reports or others who may become Directors and Senior Managers, we will make reasonable efforts to consider at least one diverse candidate.
  - On an annual basis, we will conduct a pay equity audit to ensure fair compensation across diverse demographics of employees. Corrective action will be taken if statistically significant and otherwise unexplainable discrepancies are found.

- We will track and report diversity metrics to the Board of Directors once per year with a goal of increasing diversity within our organization by 1% each year.
3. Education and Training: We will provide diversity and inclusion training programs to promote awareness, understanding and sensitivity amongst our employees. These initiatives will encourage dialogue, challenge biases and foster an inclusive mindset throughout the organization.
    - To foster an inclusive workplace culture, we will provide mandatory anti-harassment, equal opportunity, and diversity, equity and inclusion training for all employees once a year.
    - We will offer periodic workshops and resources to employees on unconscious bias, inclusive language and cross-cultural communication.
  4. Diversity Initiatives in our Local Community: We appreciate the diversity within our local community. We will support and engage with the community to foster diversity initiatives.
    - We will sponsor two donation drives each year in support of community organizations that promote diversity.
    - We will organize one volunteer event per year to support an organization that supports diversity in our local community.
  5. Board of Directors Diversity: We value the importance of creating a diverse and inclusive board. We will seek and consider candidates from diverse backgrounds, including experience, education, expertise, judgment, and personal qualities, as well as general and sector-specific knowledge, to ensure a broad range of perspective and experiences on our Board of Directors.
    - We will ensure that during the recruitment process for a new Board member diverse candidates (gender, race, etc.) are considered whenever possible and consistent with applicable laws.
    - Understanding the importance of diversity, equity, and inclusion, among other relevant criteria, will be considered when determining optimum board composition.

Creating a more diverse, equitable and inclusive work environment at CPI Aero will lead to better business outcomes and a stronger organizational culture. Every employee and Board Director at CPI Aero is responsible for upholding and promoting our Diversity, Equity and Inclusion Policy. We encourage open communication, feedback, and reporting of any concerns related to equal opportunity, anti-harassment, and diversity and inclusion issues. By embracing diversity and fostering inclusion at CPI Aero, we believe we can create an exceptional workplace where every individual can thrive, contribute their best, and help us achieve our mission of excellence.