

## **CPI AEROSTRUCTURES, INC.**

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

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, regardless of their age, color, disability, ethnicity, gender identity or expression, national origin, race, religion, sexual orientation, veteran status and any other protected characteristic.

Our Diversity and Inclusion Policy outlines the following principles and commitments:

1. **Respect and Fairness:** We will treat all individuals with dignity, respect and fairness. Discrimination, harassment and bias of any kind will not be tolerated within our company.
2. **Equal Employment Opportunities:** We are committed to providing equal employment opportunities and ensuring fair treatment in all aspects of employment, including recruitment, hiring, promotion, compensation and training. Employment decisions will be based on merit, qualifications and skills, without regard to protected characteristics.
3. **Education and Training:** We will provide diversity and inclusion training programs to promote awareness, understanding and sensitivity among our employees. These initiatives will encourage dialogue, challenge biases and foster an inclusive mindset throughout the organization.
4. **Supplier and Partner Diversity:** We strive to engage with suppliers, vendors and partners who share our commitment to diversity and inclusion. We encourage the inclusion of diverse-owned businesses in our supply chain and promote equitable opportunities for all.
5. **Board of Directors Diversity:** We value the importance of creating a diverse and inclusive board. We will actively seek and consider candidates from diverse backgrounds to ensure a broad range of perspective and experiences on our Board of Directors.

Every employee and Director at CPI Aero is responsible for upholding and promoting our Diversity and Inclusion Policy. We encourage open communication, feedback, and reporting of any concerns related to 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.