

## Responsible Workforce Policy

### I. Purpose

At AE Industrial Partners, LP (“AEI”, “Firm” or “us”), we believe that a diverse team and an inclusive culture are foundational to the success of our firm and our investments. Diversity in background, ethnicity, gender, race, culture, sexual orientation, age, color, national origin, native language, religion, political affiliation, socio-economic status, veteran status, family and marital status, gender identity and expression, physical and mental ability and other characteristics that make our team members unique, including diversity of thought, helps to foster innovative perspectives that add value to our firm and investment decisions and helps us to retain high performing individuals. In support of integrating these ideals into our practices, the Firm has committed to incorporate diversity, equity and inclusion strategies into our internal functions and our investment processes. AEI is an Equal Opportunity Employer and is committed to complying with all federal, state, and local equal employment opportunity laws.

### II. Accountability

AEI’s People and Culture Committee is comprised of: Michael Greene (Co-CEO & Managing Partner), Charles Compton (Managing Partner), Melissa Klafter (Partner and CFO), Leanne Erickson (CCO), Tess Sprechman (VP and Head of Investor Relations), Jennifer Essigs (Head of Sustainability), Carla Monti (Sustainability Analyst), Laurence Vigeant-Langlois (Managing Director), Austen Graham (Vice President), Graham Kantor (Vice President) and Megan LeFevre (HR Manager), who are responsible for overseeing this policy, recommending modifications, and ensuring its overall implementation within the Firm. The People and Culture Committee is overseen by the Firm’s Valuation, Risk & Operations Committee, which ultimately approves policy modifications or initiatives. Additionally, the Firm is a signatory to the Institutional Limited Partners Association (“ILPA”) Diversity in Action Initiative and the Firm has committed to ILPA’s ESG Data Convergence Project, as described in further detail in Section VIII below.

### III. Demonstrate organizational support

As a first step, the Firm has taken specific steps to develop an organization-wide program to ensure that we are implementing consistent practices to meet the Firm’s diversity goals and fostering an inclusive culture, including:

- Conduct periodic anti-discrimination & harassment training for all employees
- Conduct periodic training for all employees on topics such as unconscious bias
- Ensure that the Firm’s Responsible Workforce Policy is available to all investment professionals for their periodic reference

- Maintain a mentoring program designed to support all employees, but particularly diverse employees

#### **IV. Build and promote inclusive cultures**

The Firm seeks to create a workplace culture where all employees feel they belong and have opportunities to succeed. The Firm's Employee Handbook includes a Statement of Non-Discrimination and Equal Opportunity Employment, as well as Prohibited Harassment and Non-Retaliation Policies.

Additionally, the Firm requires all employees to treat others with dignity and respect and to exhibit conduct that reflects inclusion at work and at all Firm-sponsored and participative events, whether at or away from the office. Any employee found to have exhibited inappropriate conduct against others may be subject to disciplinary action, up to and including termination of employment. Team members who believe they have witnessed or experienced any behavior that conflicts with the Firm's diversity initiatives and values should report such behavior to their immediate supervisor and/or Human Resources.

#### **V. Attract and retain diverse talent**

We seek to make ongoing improvements to our team's recruitment and retention initiatives to align with industry best practices. In addition to our standard recruitment efforts, which include working with our recruiters to pursue diverse candidates to expand the pipeline, the Firm seeks to pursue candidates from less traditional backgrounds to widen the applicant pool.

#### **VI. Incorporate diversity, equity and inclusion into the investment strategy**

The Firm actively assesses diversity, equity and inclusion as part of its pre-investment due diligence for all platform investments, as well as for non-platform and add-on investments on a case-by-case basis in accordance with the Firm's Responsible Investment ("RI") Policy. We seek to work with portfolio companies to address material risks and opportunities identified during the diligence process.

#### **VII. Measure and benchmark diversity, equity and inclusion progress**

In order to track progress and assess effectiveness of our internal efforts, the Firm solicits feedback from team members through periodic cultural surveys which seek to assess progress towards our larger goals around diversity and inclusion. At the operating

company level, progress implementing recommendations issued for these initiatives is monitored annually through our RI program.

#### **VIII. Participate in and support industry groups that further diversity, equity and inclusion efforts**

In 2021, the Firm became a signatory to the ILPA Diversity in Action initiative, committing to advancing diversity, equity and inclusion in the private equity industry. As a signatory, the Firm commits to four key essential diversity and inclusion actions and two additional initiatives related to talent management, investment management and industry engagement. In 2022, the Firm committed to ILPA's ESG Data Convergence Project, which seeks to standardize ESG metrics and provide a mechanism for comparative reporting for the private markets. As a member of the ESG Data Convergence Project, the Firm is committed to do its part to contribute to industry efforts to track diversity and inclusion metrics and develop industry-wide benchmarks. Through these benchmarks, the Firm will be able to evaluate these metrics relative to their respective industry more broadly. Ultimately, through its participation in the ESG Data Convergence Project, the Firm seeks to support efforts to improve diversity and inclusion across the private markets.

We recognize that industry best practices continue to evolve over time. We will continue to seek out the guidance of our peers and advisors to monitor and improve our efforts to promote a more diverse and inclusive environment for our workforce and the employees across our portfolio companies.

*Last updated June 13, 2024*