

## AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT (U.S.)

Panasonic Avionics Corporation (“PAC”) is proud of its diverse workforce. We believe that our equal employment opportunity and affirmative action objectives are fundamental to maintaining a work environment where all employees are treated with dignity and respect.

PAC is an equal opportunity employer. We recruit, hire, promote, and make decisions about compensation, discipline, discharge, and other employment-related actions, based on business needs, merit, competence, and performance. We do not discriminate against any employee or applicant for employment because of race, color, sex, sexual orientation, gender identity, religion, national origin, disability, or status as a protected veteran. We also promote pay transparency and provide reasonable accommodations to employees and applicants who are qualified individuals with disabilities.

We prohibit harassment, intimidation, threats, coercion or discrimination for engaging in legally protected activity, including but not limited to: 1) filing a complaint; 2) assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended (“Section 503”) or any federal, state or local law requiring equal employment opportunity for individuals with disabilities; 3) opposing any act or practice made unlawful by Section 503 or its implementing regulations in this part or any other federal, state, or local law requiring equal opportunity for disabled persons; or 4) exercising any other right protected by Section 503 or its implementing regulations in this part.

While the spirit of equal opportunity has always been an integral part of our culture, we recognize that specific and proactive measures must be taken to further develop and maintain our diverse staff. For this reason, we practice Affirmative Action and strive to attract and retain talent in all areas of the Company in a non-discriminatory way, while increasing representation of women, people of color, veterans, and individuals with disabilities. Our Affirmative Action Plans are available for inspection by any employee or applicant for employment, upon request to the Human Resources Department between the hours of 8 AM-5 PM (Pacific Time).

To ensure dissemination and implementation of our equal employment opportunity and affirmative action policies throughout all levels of the Company, I have selected Toma Acholonu as the EEO Coordinator for PAC. Although the EEO Coordinator has the primary responsibility for enforcing this policy, it is necessary for management and all employees to assist in this effort for maximum effectiveness. A successful equal opportunity/affirmative action program is not only a business necessity, it is necessary for present and future employees to realize their maximum individual potential.

Any questions about the Company’s policies, practices and procedures relating to equal employment opportunity or affirmative action should be directed to me, your supervisor, or Tomo Acholonu, Corporate EEO Coordinator.



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Ken Sain  
Chief Executive Officer

Date: 10/05/2021