

## **AIP: DEI Policy Overview**

### ***Commitment to Diversity, Equity, and Inclusion***

American Industrial Partners is committed to fostering a workplace culture that promotes diversity, equity and inclusion. AIP believes that a diverse team is a crucial ingredient to corporate success. Individuals from varied backgrounds offer different perspectives, which allows us to make better and more holistically considered decisions for our employees, portfolio companies, limited partners and other stakeholders. We pledge to create and maintain an inclusive environment which not only accommodates, but encourages diversity of thought, experience, race, gender, ethnicity, age, disability, and religious affiliation.

### ***DEI Approach and Principles***

AIP has established six DEI principles and priorities, including the following areas:

1. Firm-Level Data Tracking and Reporting
2. Hiring and Recruitment
3. Retention and Development
4. Community Building at AIP
5. Portfolio Company Diversity Tracking and Engagement
6. Ongoing DEI Education

### ***DEI Governance:***

The implementation of our DEI principles is overseen by the Firm's DEI Committee. The DEI Committee is comprised of the Senior Managing Member, the ESG Pillar Leader and the General Counsel.

### ***Industry Engagement:***

AIP has committed to the ILPA Diversity in Action Initiative as part of its efforts to further diversity in the private equity industry.