

CAE announces its commitment to the Progressive Aboriginal Relations (PAR) program

Montreal, Canada June 21, 2023 – (NYSE: CAE; TSX: CAE) In honour of National Indigenous Peoples Day (June 21) and as part of its objective to create positive and meaningful relations with Indigenous businesses and communities, CAE is proud to announce it is now at the “Committed” level of the Progressive Aboriginal Relations (PAR) program.

Established by the Canadian Council for Aboriginal Business (CCAB), the PAR Program is a rigorous, independent and third-party certification program for corporate performance in Indigenous relations. The process evaluates measurable outcomes and initiatives in four performance areas: Leadership Actions, Employment, Business Development, and Community Relations (Engagement and Support).

“Inspired by the Truth and Reconciliation Commission Call to Action 92, CAE is committed to economic reconciliation with Indigenous Peoples. We strive to be good business partners for Indigenous communities and businesses,” said CAE’s President and CEO Marc Parent. “The PAR certification is an excellent opportunity for us to measure and strengthen the work we are doing in deepening relations with Indigenous communities.”

As a PAR Committed company, CAE will undergo a process of external verification. The assessment will be conducted by a jury of external verifiers composed of Indigenous individuals from the business community. CAE works collaboratively with the CCAB and Indigenous stakeholders towards the long-term goal of achieving a Gold certification.

CAE’s commitment to PAR is another step on the company’s journey to building relations with Indigenous Peoples in Canada and around the world. As part of this journey, CAE has taken the following steps:

- Rolled out Indigenous Awareness Training to all people leaders in Canada;
- Donated \$205,000 to First Nations Technical Institute ([FN TI](#)), the only Indigenous flight school of its kind in Canada, following a fire which destroyed their hangar;
- Awarded 30 scholarships to Indigenous university students in Canada through a partnership with Indspire;
- Formed a global Indigenous Employee Resource Group and hosted panels with Indigenous community leaders to help raise awareness;

- Conducted a voluntary global self-identification survey to benchmark the number of Indigenous employees at CAE;
- Sponsored the First Nations University of Canada Pow-wow in Regina;
- Participated in the Tokata career fair in Regina; and
- Will officially launch a CAE Indigenous Advisory Board in the fall of 2023 to help guide its reconciliation efforts.

ABOUT CAE

At CAE, we equip people in critical roles with the expertise and solutions to create a safer world. As a technology company, we digitalize the physical world, deploying software-based simulation training and critical operations support solutions. Above all else, we empower pilots, cabin crew, airlines, defense and security forces and healthcare practitioners to perform at their best every day and when the stakes are the highest. Around the globe, we're everywhere customers need us to be with more than 13,000 employees in approximately 250 sites and training locations in over 40 countries. CAE represents more than 75 years of industry firsts—the highest-fidelity flight, mission and medical simulators and training programs powered by digital technologies. We embed sustainability in everything we do. Today and tomorrow, we'll make sure our customers are ready for the moments that matter.

Read our [FY22 Annual Activity and Corporate Social Responsibility Report](#).

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