



CAE and SuccessFinder win a Brandon Hall Group Excellence Award in Human Capital Management



Montreal – September 8, 2022 (NYSE: CAE, TSX:CAE) - SuccessFinder, a leader in innovative human resources technology, has won a coveted Brandon Hall Group Award for Excellence. SuccessFinder has been granted a Bronze award for Best Advance in Leadership Development for an innovative program developed in collaboration with high-tech company [CAE](#).

"We are thrilled to be recognized by the Brandon Hall Group as a leader in the Leadership Development space and want to thank CAE for their great partnership on this strategic large-scale program", states Jean-Simon Leclerc, Vice-President, Client Solutions and Success at SuccessFinder.

The award was won for SuccessFinder's collaboration with CAE and the implementation of their

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leadership development solution, SuccessFinder Profile Insights (SFPI), into the organization's leadership development. With over 1600 of CAE's leaders involved, the SFPI program leveraged SuccessFinder data and insights to help CAE people leaders raise their self-awareness, helping them understand their strengths and areas of development, support their teams, and reach their business objectives.

This collaboration also included the creation of CAE's Leadership Pillars using the [Performance Predictor](#) solution and delivery of organization-wide talent analytics to support leadership development and succession planning.

As Dan Sharkey, Senior Vice President, Global Human Resources at CAE explained: "CAE is committed to investing in and supporting our people leaders' growth and development. We successfully deployed the SuccessFinder assessment to all our leaders globally to support their development and inspire them to reach their full potential. We recently introduced our custom Leadership Pillars, which are the guiding principles for CAE's leaders, to empower them to excel every day."

"Excellence Award winners distinguish themselves through their growing understanding that all the functions of HCM (human capital management) are integrated and must work together to move businesses forward," said Brandon Hall Group Chief Operating Officer Rachel Cooke, leader of the HCM Excellence Awards program. "It is a pleasure to see more organizations collaborating across functions and getting more sophisticated and accomplished at delivering measurable benefit through ground-breaking HCM practices," she said. "For example, it was inspiring to see how diversity, equity and inclusion initiatives are increasingly embedded into people and business strategies and cultures. We saw more alignment between HCM and business objectives than ever before."

Entries were evaluated by a panel of veteran, independent senior industry experts, Brandon Hall Group analysts and executives based upon these criteria:

- fit with the need

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- design of the program
- functionality
- innovation
- overall measurable benefits

“Our award winners demonstrated the vision, agility and innovation needed to excel in the uncharted hybrid work environment,” said Brandon Hall Group Chief Executive Officer Mike Cooke. “We added and revised awards categories to ensure that we not only validate best HCM practices but also solicit and recognize next practices that set a high bar for everyone.”

CAE and SuccessFinder’s win was announced August 18, 2022, and all award winners are listed at <https://excellenceawards.brandonhall.com/winners/>

About SuccessFinder

SuccessFinder, a Canadian technology company, empowers organizations with strategic talent data and insights, reusable throughout the employee journey. With an integrated platform built on sophisticated algorithms powered by its behavioral assessment, the company provides both the technology and predictive analytics to help individuals and organizations achieve their full potential. SuccessFinder is proven at more than 610 major organizations including Beneva, Gallagher, Industrial Alliance, and CAE.

For more information, visit successfinder.com and follow them on [LinkedIn](#).

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 simulation training and critical operations support solutions. Above all else, we empower pilots, airlines, defence and

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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 more than 200 sites and training locations in over 40 countries. CAE represents 75 years of industry firsts—the highest-fidelity flight and mission simulators, surgical manikins, and personalized training programs powered by artificial intelligence. We're investing our time and resources into building the next generation of cutting-edge, digitally immersive training and critical operations solutions while keeping positive environmental, social and governance (ESG) impact at the core of our mission. Today and tomorrow, we'll make sure our customers are ready for the moments that matter.

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Hashtags: #CAE; #CAEpilot

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

About Brandon Hall Group:

Brandon Hall Group operates the largest and longest running awards program in Human Capital Management. As an independent HCM research and analyst firm they conduct studies in Learning and Development, Talent Management, Leadership Development, Diversity, Equity & Inclusion, Talent Acquisition and HR/Workforce Management. These benchmark studies help organizations by providing strategic insights for executives and practitioners responsible for growth and business results. Coupling the research studies with the best practice from the awards, Brandon Hall Group has helped more than 10,000 clients globally and more than 28 years of delivering world-class research and advisory. At the core of our offerings is a membership program that combines research, benchmarking and unlimited access to data and analysts. Membership enables executives and practitioners to make the right decisions about people, processes, and systems, coalesced with analyst advisory services which aim to put the research into action in a way that is practical and efficient. Brandon Hall Group has also

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launched professional certifications for business and human capital management professionals to upskill themselves and gain credentials for career advancement. (www.brandonhall.com)

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