

CAE USA recognized by HIRE Vets program for commitment to employment and retention of military veterans

Tampa, Florida, USA, November 11, 2020 – (NYSE: CAE; TSX: CAE) – CAE today announced that CAE USA has received the highest-level Platinum Medallion distinction in the HIRE Vets Medallion Award program, a United States government initiative recognizing company efforts to recruit, employ and retain military veterans.

Created out of the Honoring Investment in Recruiting and Employing American Military Veterans Act (HIRE Vets Act) in 2017, the HIRE Vets Medallion Award program is a voluntary recognition effort established in 2018. The program recognizes organizations and their commitment to veterans based upon key employee-centered qualifications.

“CAE USA values the experience and knowledge military veterans bring to our team,” said Ray Duquette, President and General Manager, CAE USA. “We provide training and operational support solutions that contribute to the readiness of our men and women in uniform. Our veteran employees have a unique and personal understanding of serving and are honored to join with all CAE USA employees in continuing to support the mission of our military customers.”

Companies qualify for HIRE Vets recognition by reporting on a range of metrics, including overall percentage of employees who are veterans and percentage of new hires who are veterans. In addition, the HIRE Vets program looks at a variety of company support and professional development initiatives such as tuition assistance, mentoring and leadership development. CAE USA employs over 2,000 employees, approximately half of which are military veterans.

“Our human resources team fulfills a tremendous leadership role in the recruitment and retention of military veterans who play such a critical role across our company,” said Marissa Holdorf, CAE’s Vice President of Human Resources for Defense & Security. “We are thankful to the HIRE Vets program for recognizing us again this year for these efforts.”

Fortifying CAE’s overall commitment to veterans is a robust Community Involvement Committee (CIC) supporting various veterans-focused charitable activities. The committee offers employees the opportunity to champion organizations such as the United Services Organization (USO), Soldiers’ Angels, Tuskegee Airmen, and Veterans of Foreign Wars (VFW) through donations, event participation and volunteerism.

Last year, CAE USA also unveiled a Wall of Honor in their Tampa, Florida headquarters facility to honor the service of veteran employees. The Wall of Honor initially featured 28 employees in recognition of their military



CAE USA has been recognized with the Platinum Medallion award from the HIRE Vets program, which is the only federal-level veterans employment award that recognizes commitment to veteran hiring, retention and professional development.



A Wall of Honor recognizing veteran employees is located at CAE USA’s headquarters facility in Tampa, Florida.

service and will be expanded each year to continue recognizing CAE USA employees who are military veterans.

For further information about the HIRE Vets Medallion Award program and awardees, visit the program web site, <https://www.hirevets.gov/about>.

About CAE USA

CAE USA is part of CAE's Defense & Security business unit with specific responsibility for serving the United States, South America and select international markets. CAE USA includes over 2,000 employees and is the largest segment within CAE's Defense & Security business unit. CAE USA Mission Solutions Inc. is a subsidiary of CAE USA which operates under a Proxy Agreement with the United States government. The Proxy Agreement enables CAE USA MSI to pursue and execute higher-level security programs.

About CAE

CAE is a high technology company, at the leading edge of digital immersion, providing solutions to make the world a safer place. Backed by a record of more than 70 years of industry firsts, we continue to reimagine the customer experience and revolutionize training and operational support solutions in civil aviation, defence and security, and healthcare. We are the partner of choice to customers worldwide who operate in complex, high-stakes and largely regulated environments, where successful outcomes are critical. Testament to our customers' ongoing needs for our solutions, over 60 percent of CAE's revenue is recurring in nature. We have the broadest global presence in our industry, with approximately 10,000 employees, 160 sites and training locations in over 35 countries. www.cae.com

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