

Affirmation Statement for RTI's Commitment to the Military Community

RTI International is committed to equity, diversity, inclusion, and belonging through our

- Collaborative work environment;
- Employee benefits;
- Recruitment outreach;
- Communication activities;
- Innovative research; and
- Community involvement efforts.

We create meaningful employment, growth, and development opportunities for our military community. Military veterans bring valuable leadership, teamwork, professional skills, work ethic and a service mindset to RTI. They enrich the RTI culture, strengthen our organization, and help us embrace equity, diversity, inclusion, and belonging across experiences in the workplace.

Our military community and its members' unique perspectives, cultures, backgrounds, and skills diversify our workforce, enhance collaboration, foster an inclusive environment, and build a sense of belonging in which all employees feel they can be their authentic selves in our workplace.

Our dedication, effort, and success in creating sustainable and meaningful benefit to the military community is recognized through

- A Military Friendly Silver Employer designation (and Bronze designations in previous years);
- A Military Friendly Supplier Diversity Program ranking of number four in the government and nonprofit category, demonstrating our support of Veteran Owned and Operated small businesses; and
- Accompanying awards as a Military Spouse Employer.

Our veterans and allies Employee Resource Group—VALoR—provides a professional network, community involvement, and development opportunities for its members, while helping to position RTI as an employer of choice for the military community and its allies.

RTI partners with the Travis Manion Foundation and their Character Does Matter program to empower veterans and families of the fallen heroes to develop character in future generations. Many of the members of the VALoR Employee Resource Group are involved with this foundation and other organizations serving veterans, representing RTI's values and mission to improve the human condition, including in areas where we live and work. RTI also serves on the Executive Board of the Defense Alliance of North Carolina, a nonprofit focused on strengthening North Carolina's defense sector and those who support it.

Our Global Talent Acquisition Team holds veteran networking sessions as a part of overall recruitment efforts and collaborates with the VALoR Employee Resource Group to find ways to engage military network groups. The Global Talent Acquisition Team also partners with military job groups such as North Carolina for Military Employment (NC4ME) to increase our outreach to veterans and transitioning

military members. Our teleworking program enables employment for military spouses in a variety of professional disciplines.

We apply our innovative research to strengthen military families, relieve post-traumatic stress disorder, and improve the mental and physical well-being of veteran and active-duty service members.

Military veterans are integral to the success of RTI, and our commitment to and support of our military community is unwavering.

A handwritten signature in black ink, appearing to read "Tim J. Gabel". The signature is written in a cursive, flowing style.

Tim J. Gabel
President and CEO, RTI International