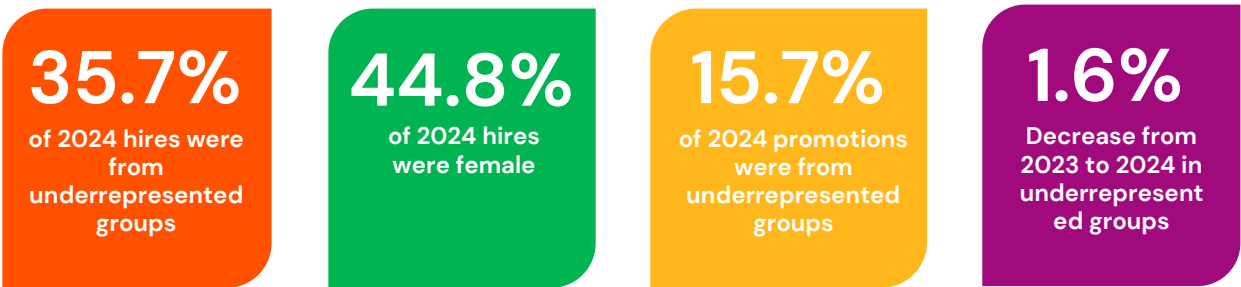




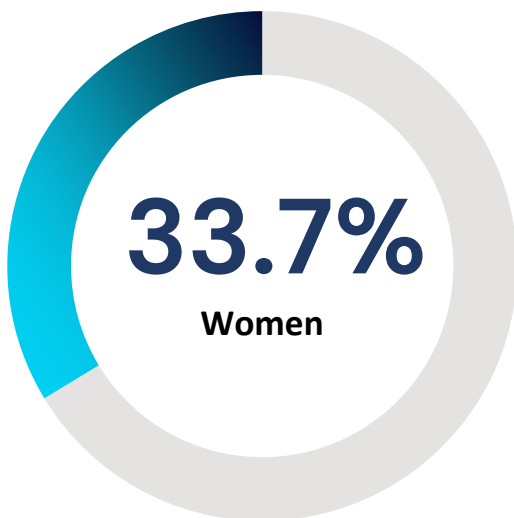
## Diversity and Inclusion Annual Report

PDI Technologies understands that diversity is essential in our workforce, because it drives innovation and a high-performance culture. To achieve and sustain our goal of representation that aligns with the demographics across our areas, we partner with North Carolina Agriculture & Technical State University, the #1 producer of African American graduates in STEM in the US and ranked top 8 on the US News & World Report list of Historically Black Colleges and Universities (HBCU). Other focal points for our recruiting strategies include the TX Workforce Commission in Temple, TX; Fort Cavazos in Killeen, and several others.

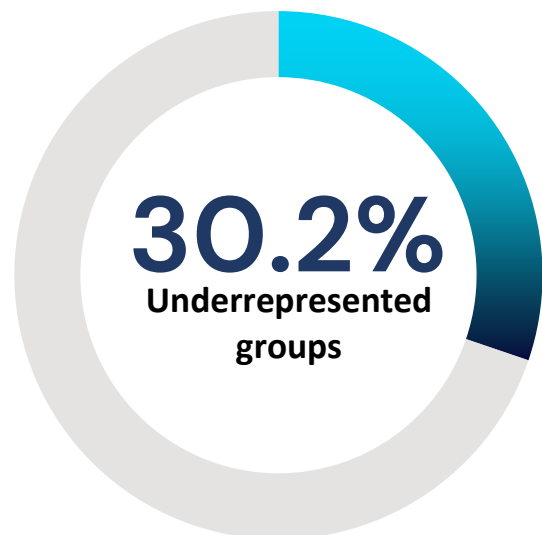
We aim for a culture where everyone feels they belong, can contribute, and grow in their careers. As we continue to build on our Diversity and Inclusion strategy, it's important to keep track of our employee demographics. We will continue to publish annual reports to be transparent with trends in our employee demographics. This Annual Report encompasses US workforce data from January 1, 2024, through December 31, 2024.



2024 Gender



2024 Race & Ethnicity



\*Underrepresented groups in these examples are individuals from racial and ethnic groups including Black or African American, Hispanic, American Indian, Alaska Natives, Native Hawaiians and other Pacific Islanders, and individuals who are two or more races.

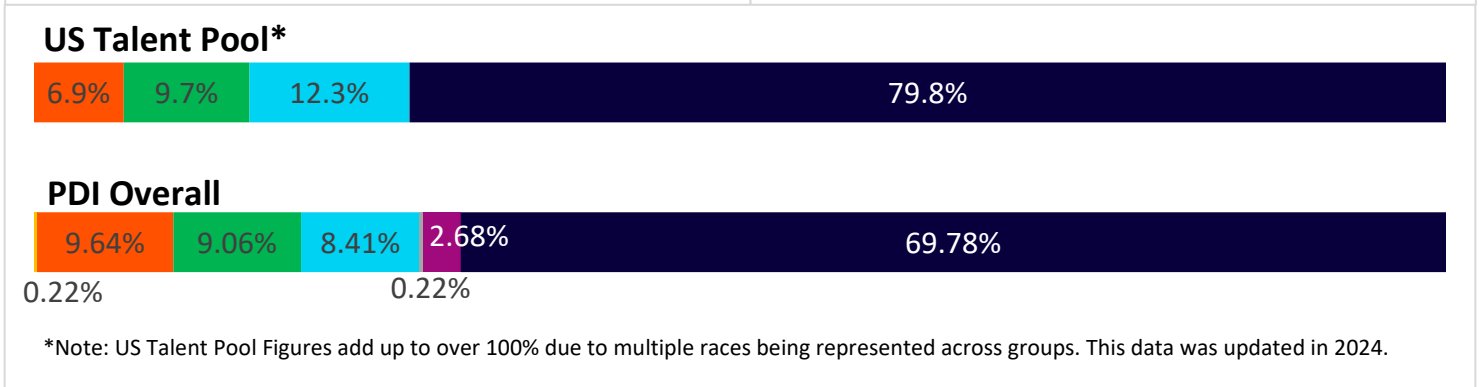
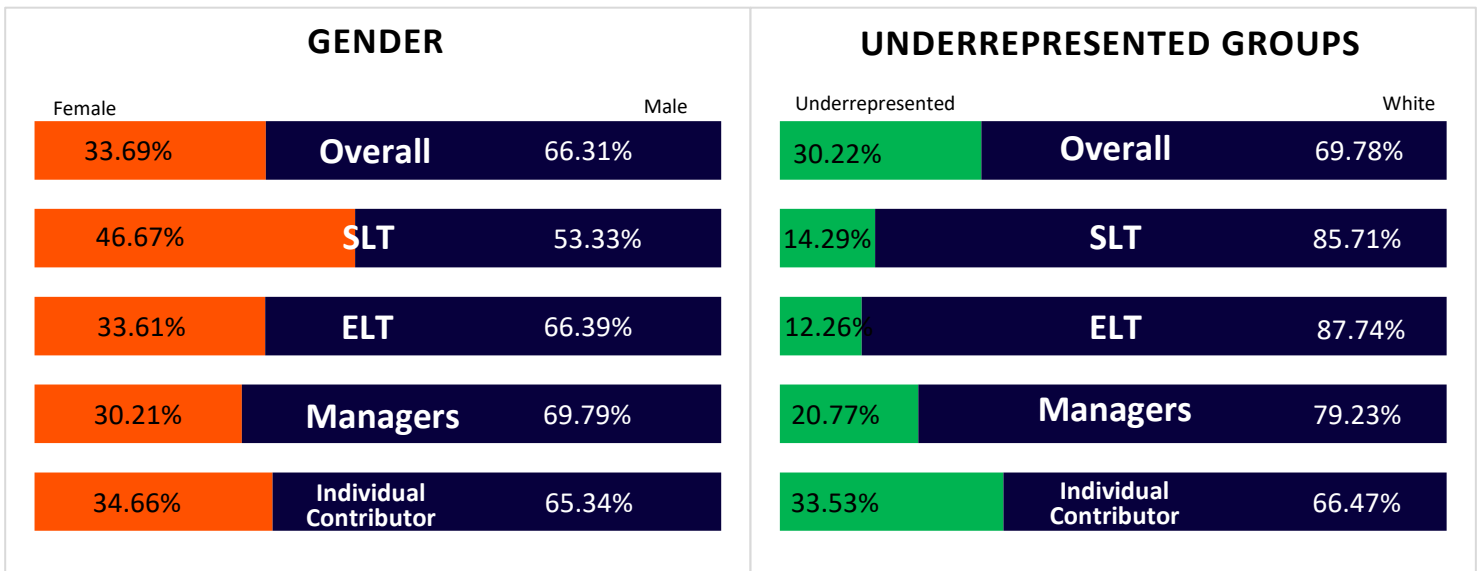
# 2024 in Review

In 2024, we continued to advance our Diversity & Inclusion (D&I) initiatives, reinforcing our commitment to building an equitable, inclusive, and empowering workplace. Our focus remained on leadership development, courageous conversations, and fostering strong, supportive communities within PDI.

We strengthened our partnership with McKinsey, expanding participation in the Asian, Black, and Hispanic Executive Leadership Program. Now in its second year, this structured three-month experience focused on driving transformational change in today's dynamic environment. Participants developed the critical skills, behaviors, and mindsets needed to effectively communicate their aspirations, foster meaningful connections, and achieve their leadership potential.

Through our Courageous Conversations Community of Practice, we continued our collaboration with Colorwave, gaining valuable insights into the best approaches for fostering a culture of self-awareness, inclusion, and compassion across PDI. These sessions encouraged open, honest dialogue about our organizational practices and explored how we can create a workplace where our differences unite us rather than divide us. By promoting curiosity, acceptance, and accountability, we are deepening our collective commitment to inclusion.

We also reaffirmed our investment in the Women's Leadership Community of Practice, providing a dedicated space for women in leadership to access professional development, exchange insights, and connect with PDI's Senior Leadership Team (SLT). Through discussions on motivation, career progression, and personal achievements, this program has empowered women leaders to navigate challenges, accelerate their careers, and uplift one another in their leadership journeys.



- American Indian/Alaskan Native
- Hispanic/Latino
- White
- Asian
- Native Hawaiian/Pacific Islander
- Black/African American
- Two or More

# Future Focus

As we move forward, our commitment remains unwavering: to make PDI a workplace where a diverse range of talented individuals can thrive and grow their careers. In 2025, we are deepening our focus on leadership representation, talent outreach, and retention strategies to drive meaningful and lasting change.

Key Priorities:

- Exploring additional ways to engage with leaders to ensure our employee demographics align with our geographies.
- Enhancing outreach efforts to attract and engage underrepresented talent at all levels of the organization.
- Strengthening hiring and retention strategies to cultivate a culture of belonging, where every team member feels valued, supported, and empowered to succeed.

At PDI, diversity and inclusion are not just initiatives—they are embedded in how we lead, collaborate, and innovate. We are energized by the progress we've made and remain steadfast in our commitment to building a workplace where everyone can thrive.