

**Curtiss-Wright Corporation**  
**Corporate Social Responsibility**

**February 2025**

Curtiss-Wright is fully committed to engaging in ethical, responsible and sustainable business practices across the globe, and holds its business partners to the same high standards. Corporate Social Responsibility (CSR) is an umbrella program at Curtiss-Wright that outlines our commitments, guidelines and policies which govern our behavior and business practices. By adhering to the principles contained in our CSR program, we will preserve and build upon the honorable legacy of Glenn Curtiss and the Wright Brothers while providing enhanced value to our shareholders and opportunities for our employees.

**Mission:** Curtiss-Wright's Corporate Social Responsibility Program will ensure we honor our commitments and enrich the economic, social and environmental aspects of the communities in which we live and work, thereby supporting the overall health and profitability of the enterprise and benefitting our employees, customers and shareholders.

**Framework:** The CW CSR Program consists of three interrelated activity areas that are mutually supportive:



**Business Practice**

Curtiss-Wright is fully committed to ethical and responsible business practices that fully comply with all applicable laws and regulations. Many of the principles and values by which we operate are found in our Code of Conduct, while others are in associated policy documents. A few critical areas are:

*Environmental Stewardship, Health and Safety.* Curtiss-Wright will act in all respects in an environmentally responsible manner and will meet or exceed all applicable laws and regulations. We will provide a safe and healthful workplace and ensure personnel are properly trained and equipped for the performance of their jobs. We will promote the use of clean energy, energy saving devices, and recyclable materials as much as possible as well as

promote environmental management as a corporate priority, utilizing environmentally conscious business practices at all times.

*Freedom of Association:* Curtiss-Wright recognizes the right of all workers to form and join trade unions of their own choosing without fear of intimidation or reprisal, in accordance with existing laws and regulations. Curtiss-Wright is also committed to maintaining an open and respectful dialogue with worker representatives, recognizing that cooperation and mutual respect are key to a successful working relationship.

*Human Rights:* Curtiss-Wright recognizes the dignity of the individual, respects and trusts each employee, provides compensation and benefits that are competitive, promotes self-development, and values different perspectives and ideas.

*Zero Tolerance for Harassment:* Harassment of an employee, or of non-employees by a Curtiss-Wright employee, based on gender, race, ethnicity, sexual orientation, age, status, religion, or any other legally protected status is strictly forbidden and will not be tolerated.

*Equal Opportunity:* Curtiss-Wright practices positive and affirmative action and recognizes that it is in everyone's best interest to pursue and develop plans to solve the societal problems of unemployment and underutilization of persons in the community. We will make hiring and promotion decisions solely on an individual's qualifications and will ensure that all personnel actions are administered without regard to gender, race, age, or other status.

*Child and Forced Labor:* Curtiss-Wright will not employ child labor, defined as anyone under the age of sixteen, even if local laws permit it. We will not employ forced labor or employ subcontractors that do.

*Acting with Integrity:* Curtiss-Wright will conduct all of its business activities in an ethical manner, in full compliance with all applicable laws and regulations. We strictly prohibit bribes, kickbacks or any form of improper payment, and prohibit any employee from accepting such payments. We will avoid relationships or conduct that might compromise judgment or create actual or perceived conflicts of interest. Our financial, accounting and other reports will accurately and fairly reflect our transactions in appropriate detail in accordance with approved practices, procedures and regulations.

*Conflict Minerals:* Curtiss-Wright is committed to sourcing components and materials from companies that share our values regarding respect for human rights, ethics and environmental responsibility. We believe we comply with OECD Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and our suppliers are required to support our efforts in documenting countries of origin for the tin, tantalum, tungsten, and gold that they purchase.

## **Community Involvement**

A component of Curtiss-Wright's Vision is to "...*promote the well-being of the communities in which we live and serve.*" With the help of our nearly 9,000 global employees, we pursue our vision through two distinct avenues or programs:

*Local Volunteerism.* Around the world, Curtiss-Wright employees take great pride in their local communities. They contribute both time and resources to multiple local charities and participate in organized activities such as road races, environmental cleanup events, food drives, and many other notable causes. Business units maintain and apply their own budgets for charitable giving based on local priorities and employees' preferences. Through the philosophy of "local resources staying local", Curtiss-Wright and its employees are making a difference in peoples' lives every day around the world.

*Corporate Philanthropy.* Curtiss-Wright applies its resources at the company level through two avenues:

*Charitable Contributions:* Curtiss-Wright makes sizeable monetary donations annually to charities and specific institutions dedicated to preserving the history of aviation, with which the Company is inexorably linked, as well as supporting our Armed Forces. Corporate Communications, in collaboration with senior management, determines how to deploy Curtiss-Wright resources, with a focus on supporting veterans and first responders.

*Sons and Daughters Scholarship Program:* Curtiss-Wright strongly believes that cost should not prevent a student from gaining access to higher education. This program assists families of Curtiss-Wright employees by providing employees' dependent children the opportunity to apply for annual scholarships to offset educational costs. Selection is based on academic and demonstrated leadership qualifications. The program is administered by an independent third party and at no time does any officer or employee of Curtiss-Wright play a part in the selection. Up to 90 scholarships are awarded annually.

## **Governance**

While this Summary Document provides a framework and overview for Corporate Social Responsibility in Curtiss-Wright, program details are administered through a system of policies, training events, and control mechanisms / compliance.

*Corporate Policies.* Applicable to all Curtiss-Wright employees and contractors, corporate policies begin with Policy 1 – Code of Conduct and cover areas such as Ethics, Environmental, HR, Legal, Communications, and Finance. They include Curtiss-Wright's Supplier Code of Conduct as well.

*Training.* All employees receive annual training on the Code of Conduct, Ethics, Harassment, and Import / Export Control. Automated systems ensure compliance and employee participation and completion.

*Control and Compliance.* Curtiss-Wright is committed to ethical business practice and creating the best possible work environment for all employees. An optionally anonymous global reporting system called EthicsPoint is available to all employees, in their local language, to report workplace issues or suggest improvements. Additionally, the Corporate Internal Audit and EH&S functions conduct multiple local inspections annually to ensure full compliance with all applicable laws, regulations, policies, and procedures.