



# IDEA Council Charter

Effective March 1, 2021  
Amended September 14, 2022



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## Inclusion, Diversity, Equity and Awareness (IDEA) Message



We are fortunate to work for a global manufacturing company with a strong Vision, Mission and Values. TPI has associates in eight countries around the world and each associate has an opportunity to contribute to and participate in our unique culture. Every associate has a voice at TPI, and we truly want to hear from everyone. Through our IDEA Council we strive to ensure that the ideals governing our IDEA program are recognized globally in the day-to-day lives of our associates.

We can and will do more to maximize the positive impact that diversity, equity, inclusion and creating a culture of belonging can bring. I am committed to listen, learn and work together to take meaningful action for lasting change. To assist me in furthering our efforts, I have asked Deane Ilukowicz, Chief People Officer, to assist me in leading this Council.

We want every associate to feel they can be themselves, achieve their career aspirations, and recognize their true value while working at TPI. We also want to assure that we create practices that ensure our people processes are equitable and fair. As the leader of the IDEA Council, I look forward to championing our IDEA efforts and furthering the conversation.

A handwritten signature in blue ink, consisting of a stylized 'S' and 'W' that form a continuous loop.

**Bill Siwek**  
**President & CEO**

## TPI IDEA Vision

As a global business, all of us at TPI Composites, Inc. (TPI) have an incredible opportunity to benefit from the diversity we have in our company. We can and will do more to maximize the positive impact that inclusion, equity, diversity, and a feeling of belonging can bring. We recognize that there is value in promoting different ways of thinking, celebrating unique perspectives, and ensuring that diverse points of view are listened to and respected. We want every one of our global associates to feel fairly treated and have equal opportunity to grow their careers at TPI. We hold leaders accountable for intentionally creating an environment where every associate feels included and valued, regardless of any likenesses or differences.

To understand how to benefit from diversity, equity and inclusion, we must first understand what each word means to us at TPI:

**Inclusion:** Creating environments in which any individual or group can be and feel welcomed, respected, supported, listened to, and valued to fully participate.

**Diversity:** All the ways in which people differ, encompassing the different characteristics that make one individual or group different from another.

**Equity:** Centered on fair treatment, such as any group of individuals' "access, opportunities for advancement, and feeling like they are growing in the organization."

**Awareness:** Building a culture where all associates have an opportunity to learn about TPI's IDEA Vision and put the principals of our program into action.

## IDEA Council Purpose

The purpose of the IDEA Council (Council) is to have a governing body for our IDEA initiatives, cultural change efforts, transparency, and accountability.

At TPI, we are committed to respecting the diversity of all associates throughout our operations worldwide. As such, we have created the IDEA Council (Council) to oversee TPI's IDEA efforts and to promote TPI's IDEA Vision Statement:

*Everyone has a voice  
We want to listen to yours*

The Council is made up of a diverse team of representatives from each of the regions. Council membership will reflect a diverse mix of associates, taking into consideration race, ethnicity, gender identity, sexual orientation, age, disability, veteran status, etc.

The Council helps create accountability for results, provides input on diversity efforts, and promotes company-wide communication on progress.

The Council will be a critical driver of organizational change, establishing a dedicated focus on inclusion, diversity, equity and awareness priorities, and provide valuable input and insight on managing the IDEA program. The primary role of the Council is to serve as an advisory team to connect IDEA activities to a broader business-driven strategy and outcomes.

## Workforce Diversity

TPI is committed to creating and maintaining an inclusive workplace in which all associates have an opportunity to participate and contribute to the success of the business and a place where they are valued and rewarded for their skills, experience, and unique perspectives. Achieving the full potential of our diverse workforce and creating an inclusive environment is a top business priority that is fundamental to our competitive success. Our long-standing commitment to equal opportunity and access is a key element of our workforce diversity program.

TPI is committed to fostering, cultivating and preserving a culture of inclusion, diversity, equity and awareness. As a company of diverse individuals working together in teams to meet our commitments to customers and shareholders, we recognize that our strength comes from the dedication, talents, experiences, and perspectives of every associate.

These commitments are embodied in our Company's policies and in the way we do business. Every associate is expected to comply with TPI standards of conduct as outlined in our Company Code of Conduct, in addition to our non-discrimination policies.

We encourage a sense of collective pride and belonging. We strive to ensure that every TPI associate is empowered to do their best work, with ample opportunity for career advancement. Our company diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection, compensation and benefits, professional development and training, promotions, transfers, layoffs, terminations, and the ongoing development of a work environment built on the premise of equity.

Our inclusion, diversity, equity and awareness practices encourage and enable:

- Respectful communication, cooperation, and fair treatment between all associates and key stakeholders.
- Teamwork and associate participation, permitting the representation of group and individual perspectives.
- Employer and associate contributions to the communities we serve.
- Our suppliers to value inclusion and diversity.

## **Roles and Responsibilities of IDEA Council**

Management that leads with empathy, awareness, and genuine care for upholding IDEA values establish a high expectation for the rest of TPI to follow their lead, creating and perpetuating a healthy and equitable culture.

The Council is comprised of members from TPI's Senior Leadership Team, Regional Business Leaders & individual contributors and members from the HR leadership team. Council members are selected based on their interest in participation, Manager approval and support, the ability to strongly represent the business in their region on the Council and can strongly balance associate advocacy and business needs. Members must also meet performance and behavior expectations and be able to manage Council involvement along with primary work priorities and commitments. The Council meets minimally once every quarter.

Specific responsibilities for the IDEA Council include:

- Serving as the primary group responsible for advising and contributing across the organization on matters related to IDEA.

- Championing IDEA across the organization with strong connections to global operations and functional teams.
- Acting as change agents for the organization by challenging the status quo.
- Advocating for TPI to be the employer of choice within the industry due to its IDEA efforts.
- Building and sharing knowledge on IDEA successes, best practices, positive stories, and impact.
- Working with Organizational Development to identify specific IDEA education content to be included in associate training and professional development.
- Reviewing quarterly diversity demographics and discuss opportunity to promote a more diverse workforce.
- Identifying IDEA barriers that impact recruitment, retention and advancement, training, and key assignments.
- Working with the TPI Communications team on content and custom IDEA messages to deliver to leadership, middle managers, and the general associate population.
- Identifying opportunities for the organization to engage with its broader communities to promote inclusion (i.e. community volunteer activities, corporate social responsibility initiatives).
- Providing feedback on roles and responsibilities for IDEA initiatives, global versus local, and provide for ongoing assessment to ensure effectiveness.

## **Structure of the IDEA Council & Champions Network**

The Council is responsible for supporting the IDEA strategy, defining global initiatives on IDEA, ensuring internal and external communication on IDEA and evaluating progress toward our IDEA goals. In addition to the Council there will be a regionally based Champions Network. In some cases, members of the Champions Network, specifically Regional and HR Leaders, may also be part of the Council.

The Champions Network is responsible for promoting, facilitating and supporting the implementation of the corporate diversity initiatives at regional and or business unit/project levels. The Champions Network is chaired by the Executive Sponsor, currently the Chief Executive Officer, with support from the Chief People Officer, and IDEA representatives from the regions.

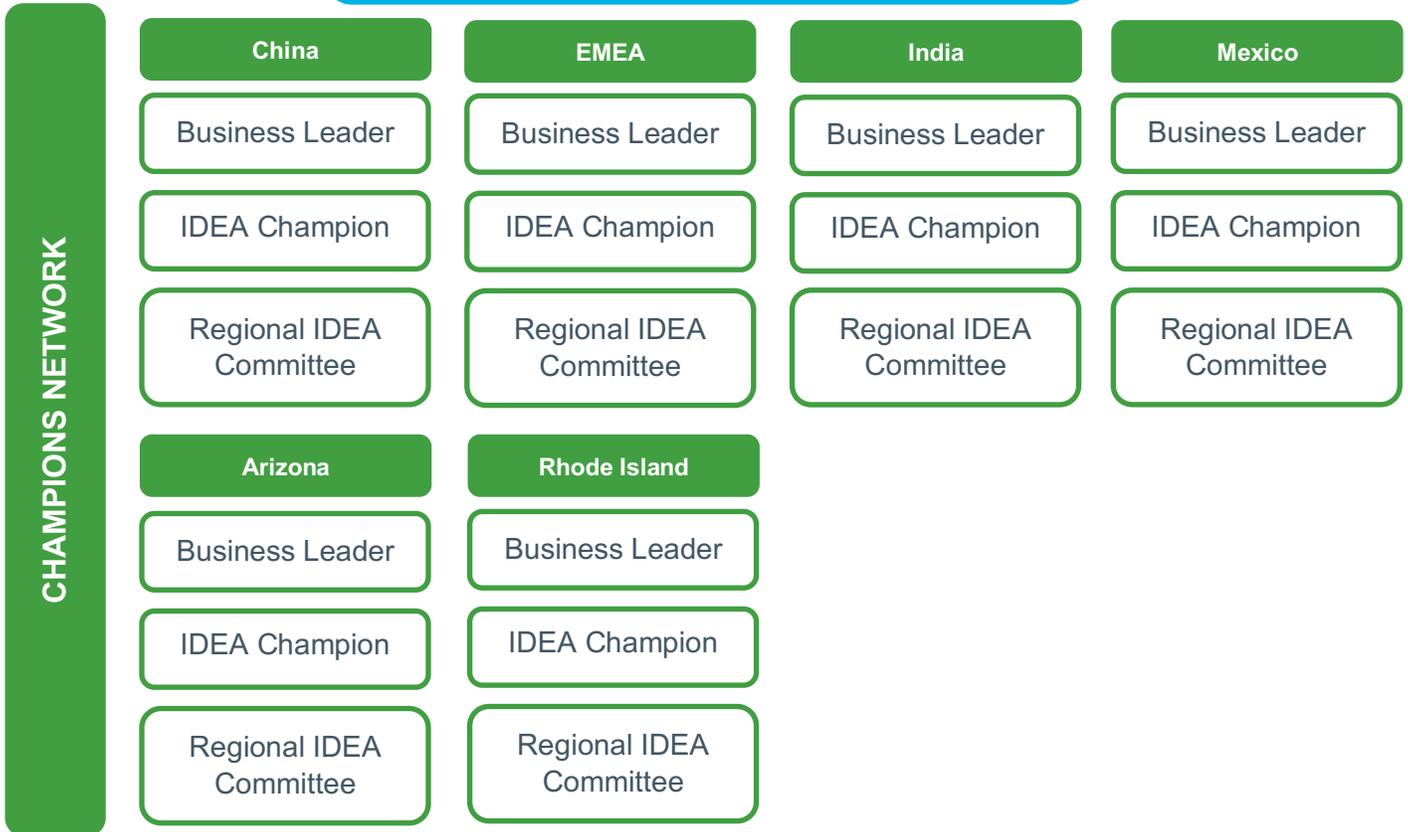
Every region has the responsibility to develop its own specific IDEA Strategy Action Plan, consistent with the global IDEA strategy but taking into account the varying geographic and sociocultural contexts (e.g., reflecting varying regulatory contexts).

## EXECUTIVE SPONSORS

Bill Siwek (CEO)  
Deane Ilukowicz (CPO)

## IDEA Council

Led by Kurien Thomas, Director Global Tooling  
Supported by Kate Kolsrud, HR Program Leader



### Regional IDEA Committees

TPI cannot and does not take a one size fits all approach to inclusion, diversity, equity, and awareness. While it is important to have diverse teams, this means different things in different parts of the world. To build stronger and more engaged teams, regional considerations for inclusion and diversity must be considered.

Because of these differences, Regional IDEA Committees should be developed over time. Each is led by the region's senior operational leader and participants include both leaders and individual contributors from different areas across the region.

The Regional IDEA Council will assist in the following areas:

- Identifying and prioritizing regional IDEA opportunities.
- Creating teams to operationalize regional priorities.
- Leading regional communication and education efforts.
- Visibly and authentically supporting IDEA initiatives in region.

## **Governance of IDEA Efforts**

### **Accountability**

Accountability for driving and upholding TPI's IDEA commitments and policies is expected at all levels of the organization, but it is critical for TPI's top leadership to demonstrate the importance of IDEA every day, so these values trickle down to the rest of the organization. No matter our position within the organization, we each have a role to play to affect positive change.

The Senior Leadership Team is responsible for approving an annual IDEA budget to be managed by the Executive Sponsor of IDEA. This budget supports IDEA commitments, such as hiring an external consultant, developing trainings, acquiring guest speakers, allocating budgets, etc.

Individual Senior Leadership Team members are responsible for facilitating open IDEA discussions within their own organizations and leadership teams as well as participating in and championing training and other educational efforts.

### **Role of Managers in IDEA**

Managers play a key role in promoting IDEA within the company. They have more visibility into IDEA issues that impact their associates, and greater reach for promoting IDEA values with their teams and clients.

Managers will be required to conduct the following activities to boost IDEA within their teams:

1. Personal completion of IDEA related training.
2. Creating an inclusive environment where everyone is valued, listened to and respected, and where associates are treated fairly.
3. When working with HR hiring teams, ensuring a diverse candidate slate and commit to interviewing diverse candidates. In addition, supporting a diverse interview and selection team.
4. Supporting associates who want to add IDEA into their goals.
5. Promoting dialogue about IDEA needs and issues of their teams.

### **Role of Associates in IDEA**

Associates are critical to advancing our IDEA goals at TPI. To that end, associates will be involved with IDEA efforts as follows:

1. Participating in recurring learning opportunities, to further understand IDEA issues.
2. Participating in associate surveys and responding honestly to provide constructive feedback.
3. Actively engaging in Associate Resource Groups (ARGs) by becoming a member and participating in their regularly occurring events.
4. Being always respectful of others. Diversity exists everywhere – not just in the workplace. Take

these diversity principles into your community and your home.

5. Recognizing the value that different perspectives and cultures bring to an organization.

## **IDEA Feedback**

To hold TPI accountable for meeting its IDEA commitments and to collect helpful feedback, TPI will create opportunities for associates to provide feedback to the Executive Sponsors. The Executive Sponsors have final decision authority on regional actions and initiatives. Avenues for feedback include anonymous surveys, Q&A town halls, focus group sessions, etc.

## **IDEA Metrics**

Measuring and tracking IDEA metrics over time is extremely valuable in understanding our associates. Specific diversity metrics, at times, will be collected through self-reporting and are the best representation of our workforce.

TPI has established a baseline for IDEA data to develop a system for continued measurement of these metrics to understand the success of IDEA initiatives.

Sample metrics include:

### **Demographics (Hiring, Current Population, Terminations)**

- Will align to our ESG reporting

### **Top Leadership Demographics**

- Headcount by Quarter
- Percent of Females and Males
- Percent of Associates by Race/Ethnicity
- Percent of overall turnover and turnover by demographic

### **Talent Management Demographics**

- Percent of diverse candidates considered as potential successors
- Percent of diverse candidates that improved overall readiness level
- Percent of diverse candidates promoted

### **Associate Surveys**

- Breakdown of responses by demographics/under-represented groups

## **Approval**

This Charter will be valid until amended, at which time the Charter will be certified as current or revised, as needed.