

Paid Maternity and Parental Leave

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Paid Maternity and Parental Leave

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Paid Maternity and Parental Leave

1 Purpose

This policy outlines AV's provisions for pay to supplement employees' income while they are on pregnancy-related disability leave and/or on parental leave for bonding following the birth, adoption, or placement of a foster child.

2 Policy

2.1 Paid Maternity Leave

The Paid Maternity Leave Policy (the "Policy") outlines AeroVironment's provisions for pay to supplement employees' income while they are on pregnancy-related disability leave. Please see AeroVironment's Paid Parental Leave Policy below for bonding time pay.

Maternity Disability Leave pay is supplemental pay for employees on leave for disability for pregnancy, childbirth, or associated medical conditions. All paid leave benefits described in this Policy are available for the duration of the employee's medical disability due to pregnancy, childbirth, or related medical conditions.

This Policy applies to all full-time, salaried exempt and hourly non-exempt employees who:

- Have been employed by AeroVironment for at least six (6) consecutive months before commencement of leave.
- Are eligible for leave under AeroVironment's [Pregnancy-Related Disability Leave Policy](#).

Eligible employees may receive up to eight (8) weeks of supplemental pay during their pregnancy-related disability leave at the employee's regular, straight weekly pay within a rolling 12-month lookback period.

These supplemental pay benefits are intended to supplement paid Short Term Disability Insurance (STDI), State Disability Insurance (SDI), and/or Paid Family Leave (PFL) benefits, where available. Employees working in states that offer SDI or PFL, as well as those enrolled in the voluntary STDI plan, must apply for the benefits available to them. AeroVironment will then supplement the employee's pay under this Policy. The employee must also provide AeroVironment with documentation of the weekly dollar amount of benefits for which they are eligible.

During the seven (7) day waiting period for SDI and STDI, AeroVironment will pay the employee's full salary, and during the period the employee is eligible for STDI, SDI, and/or PFL benefits, AeroVironment will supplement those benefits up to 100% of their regular income. If the employee exhausts STDI, SDI, and/or PFL benefits, but remains on approved maternity leave, AeroVironment will pay 100% of the employee's regular income for any remaining weeks within the eight (8) week supplemental pay period.

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The supplemental pay benefits under this Policy do not increase in cases of multiple births.

Employees must notify their manager/supervisor of their need for Paid Maternity Leave at least three (3) months in advance of the expected start date—based on the estimated due date—or as soon as practical. The notice must include the estimated timing and duration of the leave.

Employees must meet with a P&C Benefits representative to calculate the amount of leave time and benefits available to them.

Additionally, employees must contact AeroVironment's designated Leave of Absence administrator as soon as practical to ensure proper coordination of their leave.

2.2 Paid Parental Leave

AeroVironment supports an atmosphere where employees can thrive professionally without sacrificing essential family obligations. Parental Leave pay supplements an employee's income while they are on parental leave for bonding following the birth or adoption of a child or the placement of a foster child in their care.

All paid leave benefits described in this Policy shall be available for a 12-month period following the birth or adoption of a child, or the placement of a foster child in the employee's care.

This Policy applies to all full-time salaried exempt and hourly non-exempt employees who have been employed for at least six (6) consecutive months prior to the start of their leave. Full-time eligible employees may receive up to eight (8) weeks of supplemental pay during their Parental Leave for a birth, adoption, or foster child placement at the employee's regular, straight weekly pay, within a rolling 12-month lookback period.

Employees who do not meet the six (6) consecutive months of employment requirement at the time of the birth or adoption of a child, or the placement of a foster child are not eligible to receive supplemental pay under this Policy, even if they meet the requirement later within the 12-month child bonding eligibility window.

Employees on Parental Leave must use supplemental pay for any portion of their leave taken over AeroVironment's annual holiday shutdown period. If an employee is on leave before and throughout the holiday shutdown, they cannot piggyback on the holiday shutdown period and receive additional pay. However, employees qualified for other state or federal benefits may still receive compensation during this time.

If an employee is on a Medical Leave of Absences during AeroVironment's annual holiday shutdown and worked a minimum of nine (9) consecutive months during the calendar year, the employee will receive pay for the holiday shutdown.

Please note that these supplemental pay benefits are intended to supplement Paid Family Leave (PFL) benefits or other state or federal funding, where available. Employees must apply for PFL or the other state or federal

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benefits and must provide AeroVironment with documentation of the weekly dollar amount of state or federal benefits for which they are eligible.

During any applicable waiting period, AeroVironment will pay the employee's full salary, and during the period the employee is eligible for PFL or other state or federal benefits, AeroVironment will supplement those benefits up to 100% of their regular income. If the employee exhausts PFL or other state or federal benefits, but remains on an approved Parental Leave, AeroVironment will pay 100% of the employee's regular income for any remaining weeks within the eight (8) week supplemental pay period.

The supplemental pay benefits under this Policy do not increase in cases of multiple births, adoptions, or foster child placements.

Employees must notify their manager/supervisor of their need for Paid Parental Leave at least three (3) months in advance of the expected start date—based on the estimated due, adoption, or foster child placement date—or as soon as practical. The notification must include the estimated timing and duration of the leave.

The employee must meet with a P&C Benefits representative to calculate the amount of time and benefits available to them.

Additionally, employees must contact AeroVironment's designated Leave of Absence administrator as soon as practical to ensure proper coordination of their leave.

2.3 End of Employment

Upon termination or separation of employment, employees are not eligible to receive payment for unused supplemental pay benefits under either the Paid Maternity Leave Policy or the Paid Parental Leave Policy. AeroVironment reserves the right to modify these Policies at its discretion at any time without prior notice.

3 Authority and Responsibility

Functional Owner: Vice President, People & Culture

Functional Participants: All departments