



# AHKI Canna

AU-G-C-000240

This entity qualifies for the Gold level tier of  
the Social Equity All-Star Program

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## Social Equity Plan

### Social Equity

The Social Equity program creates a great opportunity for those that have been disproportionately impacted by marihuana prohibition and enforcement by incentivizing Marihuana Facilities, Establishments, and Municipalities to create programs to assist in promoting the objectives of the Social Equity program.

Ahki Canna, is one of the few Native American and Black-owned cannabis companies in Michigan. We respect and value diversity in all aspects of life and business. Creating a culture that's inclusive of all people and creating opportunities for our team members and community is at the core of our values. AHKI operates an Adult Use grower establishment in the City of Kalamazoo, which has been picked as one of the Social Equity Communities identified by the CRA. AHKI's AHKI is committed to promoting the objectives of the Social Equity Program and will further those objectives by implementing the following programs.

#### Kalamazoo Resident Employment Recruiting and Development

One of the main tenants of AHKI's Social Equity Program is to promote involvement into the Michigan Marihuana industry. Therefore, AHKI will look to hire potential employees who are residents from the City of Kalamazoo and other Social Equity communities. AHKI provides comprehensive benefits to employees which includes medical, dental, and vision insurance; Paid Time Off; extensive training and education opportunities. As we continue to grow, AHKI Canna will look to host job fairs and recruitment events within the City of Kalamazoo.

#### Diversity and Inclusion

As one of the few companies in the Cannabis industry with minority ownership, AHKI has made a commitment to having a diverse workforce and encouraging diversity and inclusion in the cannabis industry. 100% of AHKI's senior management and executive staff and over 80% of the company at large identify as minorities or women. AHKI will continue this commitment as move forward and transition employees to management level positions and bring on new team members.

#### Employee Benefits

AHKI understands the importance of talent development and retention. In order to further those efforts, AHKI Canna offers competitive wages to tech level employees with a base salary of \$19.25 per hour. We also contribute 50% to all employees enrolled in medical, dental, and vision. Employees receive weekly 1 on 1 meetings with management to go over professional development. Additionally, AHKI Canna is a member of the Employee Resource Network which gives employees access to an onsite representative that assists connecting employees with local resources to help minimize barriers that may be affecting the work and personal lives,

#### Corporate Spending

AHKI also focuses on working with vendors that are local to Kalamazoo and or have minority and or women ownership. Some of our partners and vendors are Conan Venus and Company, Nulty

Insurance, Sign Center, Ron Jackson Insurance Company, Midwest Air, Barry Associates, Swift Cultivation, W.E. Upjohn (Employee Resource Network). In 2021 alone, we have spent upwards of \$75,000 with our local partners and on track to repeat in 2022.

### Charitable Reinvestment Donation

AHKI is committed donating resources, financial and in kind, to local nonprofits in the Kalamazoo area. Additionally, AHKI will volunteer 10 hours of volunteer service per quarter and match up to an additional 10 hours per quarter for employee volunteer time.

We plan to give upwards of a \$100,000 in charitable contributions by 2030 to Kalamazoo based charities whose mission is to serve the residents of Kalamazoo. We make it a core principle of our company to give back to the community through charitable donations, community improvement projects, volunteering, and financial assistance programs, so we developed the Da Fakto brand to illustrate our respect of diversity in all aspects of life and business. Da Fakto celebrates and supports a continued progressive movement for social change. It stands to empower others as a community by uniting on important issues. For 2022, we donated \$1 for each pre-pack sold to Kalamazoo / Battle Creek Black Lives Matter Grassroots organization. For 2023, we will identify additional organizations whose missions are to further the rights of ethnic minorities, the LGBTQ+ community, and women.