

The background of the image is a scenic aerial photograph of a mountainous region. A winding road is visible in the lower center, surrounded by dense green forests. The mountains rise in the background, with some peaks showing signs of snow or ice. The sky is filled with soft, white clouds.

ATL ESG REPORT

FOR THE YEAR 2024

REPORT OUTLINE

(01)



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MISSION STATEMENT



ATL Partners (“ATL”) incorporates environmental, social, and corporate governance (“ESG”) considerations in its business decisions and investments, which we believe is essential to creating value for its partners. We believe responsibility starts on the home front and that by managing ESG factors, we better position the company for long-term success. In order to make a meaningful impact and be consistent with our fiduciary responsibility, ATL considers ESG issues across the investment decision-making process and value chain creation. ATL is uniquely positioned to effect change through our portfolio companies, and we are proud of the impact created through ongoing engagement with our partners.

ATL POLICY

Responsible Investment Policy:

As a signatory to the United Nations Principles for Responsible Investing (“UN PRI”), ATL has adopted a Responsible Investment Policy modeled on the following six principles:

- 1. We will incorporate ESG issues into our investment analysis and decision-making processes;**
- 2. We will be active owners and incorporate ESG issues into our ownership policies and practices where possible;**
- 3. We will seek appropriate disclosure on ESG issues by the entities in which we invest;**
- 4. We will promote acceptance and implementation of the principles within our firm and within portfolio companies;**
- 5. We will work together to enhance our effectiveness in implementing the principles;**
- 6. We will be transparent about our activities and progress.**

FOR FULL ESG REPORT, PLEASE CLICK [HERE](#)

NOTE: THE UN PRI ARE VOLUNTARY AND ASPIRATIONAL. ATL PARTNERS IS COMMITTED TO CONTINUOUS IMPROVEMENT WITH REGARDS TO ESG INTEGRATION IN LINE WITH THE UN PRI PRINCIPLES.



A MESSAGE FROM OUR LEADERS



FRANK V. NASH
FOUNDER AND MANAGING PARTNER

ATL is consistently working to expand our ESG efforts. As the world evolves, our mission to make strides across the environmental, social and governance matters across our sectors is even more important. We intend to expand our program as we collaborate with our community, our portfolio companies and our Limited Partners.



CALEB CLARK
SENIOR PARTNER

At ATL, we view ESG considerations as an integral part of disciplined risk management and long term value creation. Incorporating environmental, social, and governance factors into our investment process helps us identify risks and opportunities, support operational resilience, and drive durable performance across our portfolios.

ENVIRONMENTAL, SOCIAL, GOVERNANCE

ATL Partners takes environmental, social and governance considerations into account in its business decisions.

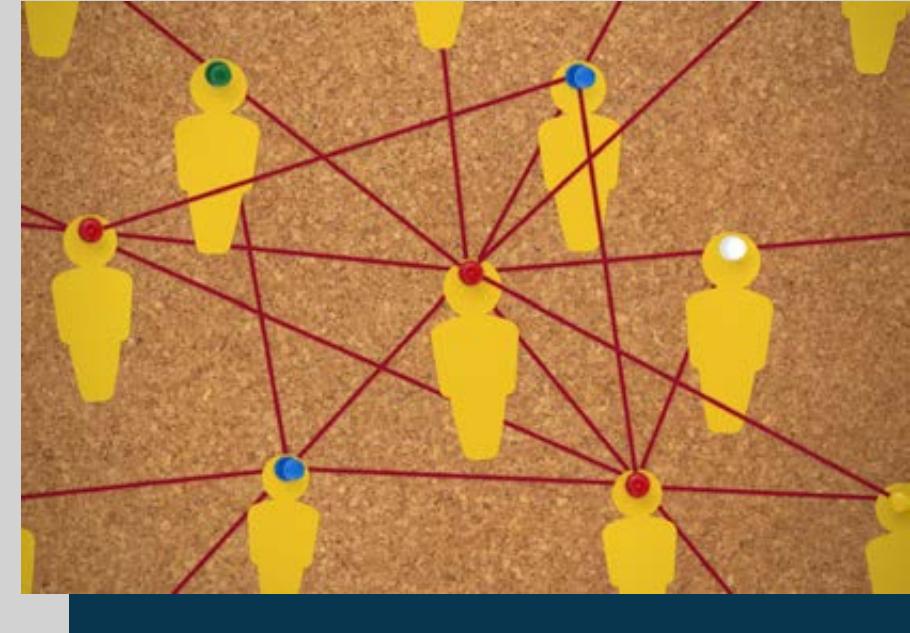
We believe ESG considerations help the ATL team develop sustainable, long-term strategies for portfolio companies, creating real value for all of ATL's stakeholders, including limited partners, employees of portfolio companies, and the team at ATL.

A comprehensive ESG policy enables ATL to create a positive and meaningful impact on many areas that ESG touches.



ENVIRONMENTAL

ATL is committed to minimize the impact our actions have on environment. We are focused on the conciseness of the air carbon footprint we create, and we are committed to reducing waste.



SOCIAL

We give back to the communities in which we work and live. Teamwork, culture and personal development are critical to our success. We value the opinions of every member of the firm.



GOVERNANCE

ATL aspires to be a responsible corporate citizen. We are a trusted fiduciary of capital, as such we believe in transparency and accountability. We aim to conduct ourselves with highest level of integrity.

ENVIRONMENTAL SOCIAL GOVERNANCE



ATL ENVIRONMENTAL INITIATIVES

SUSTAINABLE TRAVEL INTERNATIONAL

In 2019 ATL established a carbon-offset program for all travel taken by firm employees. In January 2024, ATL offset all employee air travel for the previous year through Sustainable Travel International with an investment in forestry, renewable energy and blue carbon projects.



For full ESG Report, please click [here](#)

SL GREEN

ATL hosts its offices at 245 Park Avenue, New York, which is owned and operated by SL Green Realty Corp

Upgrades:

- LEED v4.1 O+M Gold Certified
- WELL Health-Safety Rated
- BOMA 360 Certified
- Envelope Improvements
- New Upgraded Windows
- Upgraded Controls and Metering
- SL Green ESG Report available at:
 - [1.https://sustainability.slgreen.com/wp-content/uploads/2025/12/2025-ESG-Report.pdf](https://sustainability.slgreen.com/wp-content/uploads/2025/12/2025-ESG-Report.pdf)

IN-OFFICE

ATL hosts its offices at 245 Park Avenue, New York, which is owned and operated by SL Green Realty Corp. Specific recycling stations for Keurig pods, plastic materials, and cardboard materials.



Limited access to single-use plastics. Water bottle refill stations are placed throughout the office.



Non-toxic toiletries and soaps are used in common areas.



FedEx reusable packaging is offered.



Organic food is provided in the office kitchen when available.



Electronics recycling programs.



Metal cutlery implemented in office kitchen to reduce plastic waste.

ENVIRONMENTAL SOCIAL GOVERNANCE



ATL SOCIAL INITIATIVES

- ATL WILL MATCH EMPLOYEE CONTRIBUTIONS UP TO \$2000 FOR REGISTERED 501(C) OF CHOICE
- ENCOURAGING HEALTHY LIFESTYLES WITH 24/7 GYM ACCESS AND AMENITIES
- DAILY \$20 LUNCH CREDIT AND \$30 CREDIT FOR DINNERS DURING EXTENDED OFFICE HOURS
- ATL HOSTS AN ANNUAL FAMILY WEEKEND OFFSITE FOR ATL EMPLOYEES TO BUILD A COHESIVE AND SUPPORTIVE TEAM
- TEAM BUILDING THROUGH WEEKLY CATERED MONDAY LUNCHES AND MONTHLY ASSOCIATE DRINKS
- PARTNERED WITH PRESTIGEPEO TO PROVIDE TOP-TIER EMPLOYEE BENEFITS WHILE SIMPLIFYING HR NEEDS
- ATL ESTABLISHED GROUPS INCLUDE WOMEN'S AT ATL (WATL)
- CULTURALLY THEMED LUNCHES TO CELEBRATE EMPLOYEE BACKGROUNDS



ATL SOCIAL EVENTS

ATL OPERATING RESOURCE EVENT



ANNUAL ATL OCEANHOUSE TRIP

ATL BIRTHDAY CELEBRATION



ATL ASSOCIATE OUTING



ATL CROQUET TOURNAMENT



WOMEN'S ESG INITIATIVE:
BEAD NIGHT AT SUSAN ALEXANDRA



GREENWICH POLO CLUB FAMILY OUTING

ATL VOLUNTARY BENEFITS

Home & Auto

Commuter Benefits

Identity Fraud & Protection

Financial Programs

Caregiver Resources

Lifestyle Benefits

Discount Programs

Pet Services

Dental Insurance

Vision Insurance

Disability Insurance

Life Insurance

Accident, Illness, and
Hospital Insurance

ATL SOCIAL PHILANTHROPY

In 2024, ATL continued its partnership with the Vaughn College of Aeronautics and Technology, located in Queens, New York. Vaughn, which is home to 1,300 students from diverse backgrounds, has a demonstrated track record of successfully preparing diverse students for successful careers in aerospace. Vaughn was ranked #1 in upward mobility nationwide and #1 in economic mobility in NYC, ranks in the top 4% of colleges with the highest ROI for students from under-resourced communities and more than 86% of students receive financial aid.* ATL pledges an annual gift to provide support to students in three ways: the ATL Scholarship Fund, the Student Experience Fund, and the Speaker Series. Through these channels, ATL is able to offer tuition funding, send students to industry conferences in order to broaden their exposure and experience, as well as support the initiative to host industry professionals on campus to meet and network with students.



The 2024-2025 Academic Year

- **3 scholarship recipients:**
 - **Ben Sorrentino (Junior)**
 - **Layla Ndiaye (Sophomore)**
 - **Ryan Norcia (Freshman)**
- **ATL supported Vaughn College speaker series**
- **Student Experience Fund: Over 50 students benefited throughout the academic year.**

ENVIRONMENTAL SOCIAL GOVERNANCE



GOVERNANCE INITIATIVES

ATL WEEKLY MEETINGS

Every week, ATL Team and our operating executives meet to review current and potential pipeline deals, to discuss current portfolio investments, sector updates and other company matters.

WEEKLY PARTNERS MEETINGS

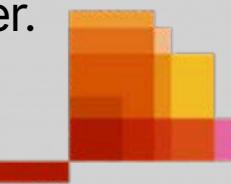
ATL Partners meet every week to discuss firm-related and portfolio-related matters

CYBERSECURITY

Cybersecurity Awareness training program. This program is designed to ATL members with necessary skills and knowledge to safely navigate the digital environment.

OUTSOURCED AUDITORS

We engaged a well-known auditor Pricewaterhouse Cooper.



GOVERNANCE INITIATIVES

INTERNAL TRAINING

ATL conducts an annual mandatory, in-person compliance training and leverages ComplianceAlpha to streamline risk and compliance management. In addition to compliance education, employees participated in a formal AI training course led by a professional instructor, covering tools such as Grok, CoPilot, ChatGPT, and Claude. The firm also engages Templar consultants to provide marketing and communication training, further supporting professional development and firmwide excellence.



ANNUAL OFFSITE

Each year, the ATL team and operating resources gather for an offsite to explore emerging focus sectors and discuss key market trends. In 2024, the Annual Offsite was hosted at Vaughn College, where ATL has built a rewarding and evolving relationship with the institution. This partnership reflects our shared commitment to learning, opportunity, and long-term impact.



LPAC MEETINGS

ATL hosts, on as per needed basis, Limited Partner Advisory Committee (“LPAC”) meetings to review fund performance and discuss portfolio matters with LPAC members.



PARTNERSHIPS

ATL holds a high standard by joining outside organizations that evaluate our commitment to ESG practices.



PORTFOLIO COMPANIES

PART 1 AERO ACCESSORIES



PART 2 ARRIVE LOGISTICS



PART 3 GLOBAL CRITICAL LOGISTICS (EXITED)



PART 4 LIGHTRIDGE SOLUTIONS

CURRENTLY KNOWN AS TRIDENT SOLUTIONS



PART 5 VALENCE SURFACE TECHNOLOGIES





For full ESG Report, please click [here](#)

ENVIRONMENTAL¹

-  **CHEMICAL WASTE MANAGEMENT:** UTILIZATION OF AN ADVANCED EVAPORATOR SYSTEM FOR CHEMICAL-RELATED WASTE, REDUCING LIQUID WASTE VOLUME AND RECYCLING RESIDUE RESPONSIBLY.
-  **RECYCLING PROGRAMS:** DEDICATED RECYCLING BINS FOR ALL CARDBOARD WASTE ACROSS OUR FACILITIES.
-  **ENERGY EFFICIENCY:** LED LIGHTING INSTALLED THROUGHOUT ALL LOCATIONS. AUTOMATED LIGHTING AND HVAC SCHEDULES ENSURE SYSTEMS ARE TURNED OFF AFTER BUSINESS HOURS TO CONSERVE ENERGY.
-  **WATER CONSERVATION:** IMPLEMENTED WATER-EFFICIENT EQUIPMENT IN MAINTENANCE OPERATIONS, REDUCING OVERALL WATER USAGE.
-  **EMISSION REDUCTION GOALS:** ACTIVELY PURSUING LOWER ENERGY CONSUMPTION AND REDUCED GREENHOUSE GAS EMISSIONS THROUGH OPERATIONAL EFFICIENCIES AND PLANNED EQUIPMENT UPGRADES.

SOCIAL¹

COMMUNITY & INDUSTRY ENGAGEMENT:
AERO ACCESORIES IS A PROUD SPONSOR OF INDUSTRY-WIDE GOLF TOURNAMENTS SUPPORTING NONPROFIT ORGANIZATIONS, AND ACTIVE PARTICIPANT IN AVIATION-FOCUSED SOCCER EVENTS FOSTERING TEAMWORK



EMPLOYEE APPRECIATION & INCLUSION:
WE ACHIEVE THIS BY PROMOTING EMPLOYEE WELL-BEING AND INCLUSION WITH REGULAR TEAM EVENTS, WOMEN-ONLY INITIATIVES, AND ANNUAL CELEBRATIONS HONORING OUR WORKFORCE.



FORCE DEVELOPMENT:
INVESTING IN WORKFORCE DEVELOPMENT THROUGH PARTNERSHIPS WITH LOCAL EDUCATIONAL INSTITUTIONS TO RECRUIT AND TRAIN THE NEXT GENERATION OF AEROSPACE TALENT.



HEALTH & SAFETY PROTOCOLS:
PRIORITIZING EMPLOYEE SAFETY THROUGH COMPREHENSIVE TRAINING, PROACTIVE RISK MITIGATION, AND CONTINUOUS IMPROVEMENT OF WORKPLACE CONDITIONS.

GOVERNANCE¹

- **SAFEGUARDING COMPLIANCE & ETHICS:** WE MAINTAIN RIGOROUS COMPLIANCE WITH AVIATION REGULATIONS THROUGH ROBUST POLICIES, INTERNAL AUDITS, AND ONGOING EMPLOYEE TRAINING.
- **ETHICS & INTEGRITY:** WE ENFORCE A ZERO-TOLERANCE STANCE ON CORRUPTION, SUPPORTED BY SECURE WHISTLEBLOWER CHANNELS.
- **DATA PROTECTION:** OUR CYBERSECURITY FRAMEWORK, ENHANCED BY KNOWBE4 TRAINING, ENSURES THE PROTECTION OF SENSITIVE DATA WITH CONTINUOUS THREAT MONITORING.





ARRIVE
LOGISTICS



For full ESG Report, please click [here](#)

ENVIRONMENTAL²

2023-2024 CUTTING EMISSIONS THROUGH DEADHEAD REDUCTION

THE ARRIVENOW TECHNOLOGY PLATFORM IS CRITICAL TO OUR DEADHEAD AND EMISSION REDUCTION EFFORTS. THROUGH OUR UNPARALLELED DATA SCIENCE AND MACHINE LEARNING CAPABILITIES, THE ARRIVENOW PROPRIETARY LOAD MATCHING ALGORITHM ENSURES SHIPMENTS TRAVEL ON TRUCKS RUNNING THE MOST EFFICIENT ROUTES POSSIBLE, DRASTICALLY REDUCING DEADHEAD AND, IN TURN, EMISSIONS. LOAD-MATCHING TECHNOLOGY IS ALSO AN ESSENTIAL PART OF OUR PRIVATE FLEET¹ AND COMMITTED CAPACITY² PROGRAMS, WHICH HELP REDUCE DEADHEAD AND THE RESULTING EMISSIONS. THE AMERICAN TRUCKING RESEARCH INSTITUTE'S (ATRI) 2024 ANALYSIS OF THE OPERATIONAL COSTS OF TRUCKING PROVIDES BENCHMARK AVERAGES FOR KEY FACTORS WE USE TO MEASURE THE SUCCESS OF THESE PROGRAMS.

- IN TOTAL, OUR DEADHEAD REDUCTION PROGRAMS HELPED KEEP 230 MILLION POUNDS OF CO₂ EMISSIONS FROM ENTERING THE ATMOSPHERE.
- BASED ON INDUSTRY AVERAGES, 16% OF CARRIER MILES ARE DEADHEAD; FOR LOADS BOOKED THROUGH ARRIVENOW, JUST 10% ARE DEADHEAD

ECOVADIS BRONZE RATING FOR SUSTAINABILITY - EcoVadis is a global platform that provides sustainability ratings for supply chain service providers to streamline the procurement process for sustainability-focused businesses.

EPA'S SMARTWAY PROGRAM

Participation in the EPA's SmartWay program enables Arrive to measure, track, and benchmark freight efficiency across its network, supporting data driven decision making and improved carrier selection while helping manage fuel costs and transportation related emissions.

RECYCLING PROGRAMS

We participate in corporate recycling programs to responsibly dispose of traditional materials like paper, plastic, and even exceptions like old furniture and e-waste, such as IT peripherals, monitors, computers, and more.

SOCIAL²

- **TOTAL REWARDS: EQUAL PAY, BENEFITS, AND OPPORTUNITY FOR EVERY EMPLOYEE**
- **EMPLOYEE WELLNESS AND WELL-BEING BENEFITS**
 - Insurance, Savings, Gym Discounts, One PAss, Calm app, real appeal, employee assistance program (EAP), pet insurance, additional benefits
-
- **PROFESSIONAL DEVELOPMENT**
 - Sales Training and certification programs : offer individuals the opportunity to study with experts to grow their industry knowledge and earn the certifications necessary to sell specialized modal services.
- **LEADERSHIP GROWTH PROGRAMS**
 - Leadership Explore Program gives motivated individuals the training and tools necessary to accelerate their careers, teaching concepts like leadership principles and competencies.
- **DIVERSITY, EQUITY, INCLUSION, AND BELONGING**
 - Employee Resource Groups (ERGs) - are voluntary, employee-led groups focused on building community, providing support, and contributing to personal and professional development in the workplace.
- **WORKPLACE AWARDS**
 - Arrive earned many culture and workplace excellence awards in 2024.
- **PHILANTHROPY AND COMMUNITY SERVICE**
 - Arrive supports over 20 organizations through philanthropic and volunteer efforts.

GOVERNANCE²

DATA SECURITY

- ARRIVE LOGISTICS IS COMMITTED TO PROTECTING OUR BUSINESS, CUSTOMERS AND CARRIERS FROM EVER-EVOLVING SECURITY THREATS. IN 2024, THAT INCLUDED PARTICIPATING IN A THIRD-PARTYRUN SOC 2 TYPE II AUDIT VALIDATING OUR DATA MANAGEMENT, SECURITY PROTOCOLS AND OPERATIONS. WE SUCCESSFULLY PASSED THE AUDIT, EARNING AN “UNQUALIFIED OPINION,” THE BEST POSSIBLE RESULT.

AUDIT AND FINANCE COMMITTEE

- PROVIDES INDEPENDENT OVERSIGHT OF FINANCIAL REPORTING, AUDITS, AND INTERNAL CONTROLS.
- REVIEWS AND RECOMMENDS UPDATES TO THE CODE OF BUSINESS CONDUCT AND ETHICS AND OVERSEES COMPLIANCE MATTERS, INCLUDING RELATED PARTY TRANSACTIONS AND FINANCIAL MISCONDUCT.
- OVERSEES THE FIRM’S RISK MANAGEMENT FRAMEWORK, INCLUDING CYBERSECURITY, DATA SECURITY, DISASTER RECOVERY, AND INSURANCE COVERAGE.
- RECEIVES EMPLOYEE FEEDBACK AND REPORTS THROUGH MULTIPLE CHANNELS, INCLUDING AN ANONYMOUS HOTLINE AND EMAIL, WITH MATTERS ESCALATED TO THE AUDIT COMMITTEE AS APPROPRIATE.

COMPENSATION COMMITTEE

- REVIEWS AND MAKES RECOMMENDATIONS TO THE BOARD REGARDING PERFORMANCE, BASE COMPENSATION, BONUS INCENTIVES, AND EQUITY-BASED COMPENSATION FOR EXECUTIVELEVELTEAM MEMBERS.
- REVIEWS AND RECOMMENDS TO THE BOARD EQUITY-BASED COMPENSATION AND EQUITY STRUCTURE AND DISTRIBUTION.
- REVIEWS AND APPROVES SIGNIFICANT CHANGES TO ARRIVE-SPONSORED EMPLOYEE HEALTH AND RETIREMENT PLANS, AS WELL AS ANY SIGNIFICANT CHANGES TO ARRIVE’S BONUS AND COMMISSION PLANS.



For full ESG Report, please click [here](#)



ENVIRONMENTAL³



- **RECYCLING EFFORTS:** EACH LIGHTRIDGE SOLUTIONS LOCATION PROVIDES RECYCLING CONTAINERS IN COMMON AREAS AS WELL AS SOME OFFICES, CUBICLES, AND KITCHEN AREAS. RECYCLING CONTAINERS ARE COLLECTED ON A WEEKLY CADENCE BY THE LOCAL RECYCLING SERVICES PROVIDER.



- **PAPERLESS INVOICES:** LIGHTRIDGE SOLUTIONS ASKS ALL VENDORS/SUBCONTRACTORS TO SUBMIT E-INVOICES ONLY, AS WELL AS AVOIDING PAPER STATEMENTS AND INVOICES WHEREVER POSSIBLE.



- **CARBON FOOTPRINT:** GEOST CONTINUED ITS PARTICIPATION IN A CARBON OFFSET PROGRAM THROUGH SUSTAINABLE TRAVEL INTERNATIONAL. IN 2024, GEOST OFFSET A TOTAL OF 129.03 METRIC TONS OF CO₂ FOR EMPLOYEE TRAVEL, THUS MAKING CORPORATE TRAVEL CARBON NEUTRAL FOR THE YEAR.



- **GROUP TRAVEL:** TRIDENT AND OPHIR CONTINUE TO PRIORITIZE NON-STOP DIRECT FLIGHTS FOR NECESSARY BUSINESS TRAVEL. CARPOOLING IS ALSO ENCOURAGED DURING BUSINESS TRAVEL TO REDUCE THE NUMBER OF RENTED VEHICLES.



- **TRAFFIC REDUCTION:** BIKE STANDS ARE PROVIDED AT GEOST AND OPHIR LOCATIONS TO ENCOURAGE EMPLOYEES TO BIKE TOWORK WHEN POSSIBLE.

SOCIAL³



- **DIVERSITY & INCLUSION:** MAINTAINED A SAFE, INCLUSIVE, AND DISCRIMINATION-FREE WORKPLACE WITH STRICT ANTI-HARASSMENT AND EQUAL OPPORTUNITY POLICIES.



- **COMMUNITY INVOLVEMENT AND CHARITABLE GIVING:** SUPPORTED LOCAL CAUSES THROUGH BLOOD DRIVES, FOOD AND TOY DONATIONS, EDUCATIONAL PARTNERSHIPS, EMPLOYEE DONATION MATCHING, AND ENVIRONMENTAL CLEAN-UP EVENTS BY PARTNERING WITH:
 - The University of Arizona, American Red Cross, Madison Robotics, Toys for Tots, ASPCA and others



- **HEALTH & WELLNESS:** OFFERED ON-SITE WELLNESS CLINICS, VACCINE VOUCHERS, AND PARTICIPATED IN HEALTH-FOCUSED FUNDRAISERS.



- **SAFETY COMMITMENT:** CONDUCTED REGULAR SAFETY TRAINING, DAILY BRIEFINGS, AND MAINTAINED RIGOROUS PROTOCOLS TAILORED TO EACH BUSINESS UNIT, INCLUDING CHEMICAL HANDLING, ROBOTICS, AND LASER SAFETY.

GOVERNANCE³



AS9100D CERTIFICATION: MAINTAINED ACTIVE CERTIFICATIONS AT TRIDENT, GEOST, AND OPHIR THROUGH ONGOING PROCESS IMPROVEMENT, DOCUMENTATION UPDATES, AND PERFORMANCE MONITORING.



- **REGULATORY COMPLIANCE:** REMAINED IN FULL COMPLIANCE WITH FAR, AS9100D, AND EXPORT CONTROL REGULATIONS ACROSS ALL BUSINESS UNITS.



- **SECURITY & CLASSIFIED INFORMATION:** REINFORCED SECURITY PRACTICES THROUGH EMPLOYEE TRAINING, INSIDER THREAT AWARENESS, PROPER CLASSIFIED MATERIAL HANDLING, AND ANNUAL SELF-INSPECTIONS.



- **CYBERSECURITY:** ADVANCED ENTERPRISE-WIDE CYBERSECURITY INITIATIVES, INCLUDING:
 - Standard tools, requirements, policies, procedures, education, and training available to all employees
 - Internal assessments including: compromise assessment, vulnerability assessment, NIST 800-171 assessment, penetration testing
 - Audits for Azure and Office 365
 - Continued efforts to maintain Cybersecurity Maturity Model Certification (CMMC)
 - Table top exercises completed within IT; plans to broaden to all executives in 2025
 - Playbooks for ransomware and compromised emails with steps for remediation, Phishing campaigns for all employees
 - Bag checks for employees leaving the office to check for classified information
 - External threat analysis brief to executive team and Insider Threat Program
 - Constant training to ensure LightRidge Solutions is up-to-date on industry standards and working towards all relevant certifications



For full ESG Report, please click [here](#)

ENVIRONMENTAL⁴

- Monitoring natural resource consumption and greenhouse gas emissions with a specific corporate reduction goal of 20% by 2030.
- Elimination, reduction, or substitution, where possible, of materials that have detrimental effects on human health and the environment.
- Preferential consideration for recycling or destruction of hazardous waste or processing byproducts. As an environmentally conscious organization, we are continuing to transition to environmentally friendly substitutes in our facilities.
- Eliminated a chromic acid anodizing process in our Lynwood, CA facility replacing it with non-chromated substitutes.
- Working together with our stakeholders on activities that promote environmental protection and stewardship.
- Source reclamation of spent materials and management of in-house processes to recycle wastewater for reuse.
- Improved inventory controls to ensure maximum utilization of time and temperature sensitive materials to reduce disposal of hazardous and excess material.
- Improved utilization of power during times of peak demand.
- Carbon Offset Certificate for offsetting 186 MT of CO2 emissions





- **EMPLOYEE ENGAGEMENT**

- conducted the 2024 Valence Employee Engagement Survey. Result is with participation dramatically increased with 92% of the population choosing to provide feedback, compared to 77% in 2023. Overall engagement increased from 67% to 68%.



- **HEALTH & SAFETY**

- Conduct Monthly Safety Committee meetings at each site
- All employees participate in biannual safety events aimed at education and identification of hazards.
- Valence has committed to significant investments in fire monitoring and automatic suppression systems at all facilities.
- Worker injury ratings were maintained well below industry standard. No fatalities.
- Valence received no major findings during OSHA and State worker safety agencies in 2024.
- Many sites also focus on the health and wellness of our employees through activities and awareness campaigns.



- **EQUAL OPPORTUNITY EMPLOYMENT**

- The company encourages open communication through an Open Door Policy and an anonymous integrity hotline, allowing employees to raise concerns without fear of retaliation.
- Valence upholds a Human Rights Policy aligned with international standards, including prohibitions on child labor, forced labor, human trafficking, and the use of conflict minerals.



- **REPORTING DEMOGRAPHIC METRICS DRIVES CHANGE**

- Gender Diversity with 60% Male and 40% Female employees

- **COMMUNITY ENGAGEMENT & CHARITABLE GIVING**

- Community outreach continued with support of local organizations for food drives to benefit those with food insecurities, toy drives for Christmas and other community specific

GOVERNANCE

4

CYBERSECURITY:



- In 2024-2025, Valence contracted a certified third-party to conduct cybersecurity audits of key corporate and site networks/systems and implement the Microsoft Government Cloud Community (GCCH) enclave to align with CMMC 2.0 requirement for securing Controlled Unclassified Information.
- Valence conducts the following monitoring and periodic assessments for its customers and employees:
 - Review and update Cyber policies and procedures
 - 24/7 monitoring of all internal and external network traffic
 - Third party network penetration test; Cyber Vulnerability and Threat scans
 - Employee Cyber education and training along with “Phishing” test
 - Annual Cyber Risk Assessment review and Incident Response Plan review

COMPLIANCE AND MANAGEMENT OPERATING SYSTEM



- Valence maintains compliance with regulatory and industry standards through a robust Management Operating System integrated with the AS9100 aerospace framework, supported by third-party audits and internal oversight.
- Compliance and continuous improvement are reinforced through regular executive and operating reviews, internal and external audits, and adherence to CUI, ITAR, EAR, and FAA requirements.
- Audit results are reviewed cross-site to promote accountability, share best practices, and ensure timely remediation, with all findings addressed through structured problem-solving processes.

GOVERNANCE & RISK MANAGEMENT



- Valence’s Board of Directors provides governance and risk oversight through regular meetings and dedicated Audit and Compensation Committees.
- Independent financial audits are overseen by the Audit Committee, with compensation programs reviewed through a formal committee process.

Important Disclosures:

This presentation ("Presentation") is provided for informational purposes only and is not intended as investment advice or an offer or sale of any security. Offerings are made only pursuant to a private offering memorandum. Statements in this Presentation are made as of the date of this Presentation unless stated otherwise. All information has been obtained from sources believed to be reliable and current, but accuracy cannot be guaranteed. References herein to specific sectors, companies, or investments are not to be considered a recommendation or solicitation for any such sector, company, or investment. Past performance is not a guarantee of future results. Projections or forward-looking statements contained in the Presentation are only estimates of future results or events that are based upon assumptions made at the time such projections or statements were developed or made. There can be no assurance that the results set forth in the projections or the events predicted will be attained, and actual results may be significantly different from the projections. Certain organizations and their trademarks are included herein to which ATL is a signatory, has guiding principles to which ATL aims to adhere, or which ATL otherwise looks to and/or supports with regard to various ESG standards. Inclusion does not indicate that such organizations have endorsed ATL, nor a guarantee that ATL will take any particular action with regard to ESG issues.

Case Studies: Unless otherwise stated, references to ESG initiatives, priorities or practices at portfolio companies are not intended to indicate that ATL has materially contributed to such actions and such initiatives, priorities, or practices are subject to change, even materially, over time. The selected investment examples, case studies and/or transaction summaries presented or referred to herein may not be representative of all transactions of a given type or of investments generally and are intended to be illustrative of the types of investments that have been made or may be made by ATL in employing ATL's investment strategies. It should not be assumed that a Fund will make equally successful or comparable investments in the future. Moreover, the actual investments to be made by a fund or any other future fund will be made under different market conditions from those investments presented or referenced in the Presentation and may differ substantially from the investments presented herein as a result of various factors, many of which will be outside of ATL's control.

ESG initiatives described in the Presentation are aspirational and not guarantees or promises that all or any such initiatives will be achieved. Statements about ESG initiatives or practices related to portfolio companies do not apply in every instance and depend on factors including, but not limited to, the relevance or implementation status of an ESG initiative to or within the portfolio company, the nature and/or extent of investment in, ownership of, control or influence exercised by ATL with respect to the portfolio company and other factors as determined by investment teams, corporate groups, asset management teams, portfolio operations teams, companies, investments, and/or businesses on a case by case basis. In addition, ATL may not pursue ESG initiatives for every portfolio company. Where ATL pursues ESG initiatives, there is no guarantee that ATL will successfully enhance long-term shareholder value and achieve financial returns. Applying ESG factors to investment decisions is generally qualitative and subjective by nature, and consequently there can be no assurance that any of the ESG initiatives described in the Presentation will exist in the future, will be completed as expected or at all, will reflect the beliefs or values of any particular investor, or will apply to or be implemented uniformly across ATL's business or across all portfolio companies. ATL's consideration of information and data voluntarily provided by a company or obtained via third-party reporting or sources, which could be incomplete, inaccurate or unavailable, could cause ATL to incorrectly assess the company's ESG practices and/or related risks and opportunities.