

Advancing Aerospace Sustainability with Precision & Purpose

AERO ACCESSORIES

2025 ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT

OUR PRIORITIES & COMMITMENTS

At Aero Accessories, we recognize that true leadership means more than operational excellence—it requires a firm commitment to advancing sustainable development and responsible corporate citizenship. We are committed to integrating Environmental, Social, and Governance (ESG) principles into the very fabric of our business to create lasting value for our customers, employees, communities, and the environment.

THE JOURNEY AHEAD

As we reflect on our progress, we will continue to elevate our ESG commitments, embedding sustainability into product innovation, operational excellence, and stakeholder value creation.

Together, we will repair more than just aerospace components—we will repair the pathways to a sustainable future.





KEY ACHIEVEMENTS OF 2024

Responsible Growth

Aero Accessories achieved notable progress including improved enhanced waste diversion efforts, expanded workforce development initiatives, strengthened compliance practices and a continued focus on ethical business conduct.

MISSION

Delivering exceptional, forward-thinking aerospace component repair solutions that enhance aircraft safety, performance, and reliability.

VALUES

We are guided by a core set of values that define who we are: integrity in every action, quality in every solution and respect for people and communities.

PRESENCE

Supporting owners and operators of flight equipment with MRO services across a broad array of aircraft components, leveraging expert technicians, superior engineering capabilities and innovative solutions with commitment to quality.



ESG STRATEGY



Resource Efficiency
Emissions Reduction
Sustainable Repair Practices



Employee Health & Safety
Workforce Development
Diversity, Equity & Inclusion



Ethical Business Conduct
Regulatory Compliance
Rich Management

OUR LEADERSHIP, OUR RESPONSIBILITY

Our leadership team drives the company's strategic direction with a clear focus on operational excellence, sustainability, and stakeholder value. Our Board of Directors provides independent oversight, ensuring ESG considerations are integrated into business decisions and long-term planning. Through regular engagement and accountability at the highest levels, we remain committed to responsible growth and ethical conduct.

Engaging with our stakeholders is a cornerstone of our ESG commitment. We maintain open, transparent, and proactive communication with all groups that impact or are impacted by our operations.

PARTNERING WITH OUR STAKEHOLDERS

ENVIRONMENTAL PERFORMANCE

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.



SOCIAL RESPONSIBILITY



Community & Industry Engagement

Proud sponsor of industry-wide golf tournaments supporting nonprofit organizations, and active participant in aviation-focused soccer events fostering teamwork.



Employee Appreciation & Inclusion

Promoting employee well-being and inclusion with regular team events, women-only initiatives, and annual celebrations honoring our workforce.



Workforce 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.

GOVERNANCE & ETHICS

Safeguarding Compliance & Ethics

- We maintain rigorous compliance with aviation regulations through robust policies, internal audits, and ongoing employee training.

Ethics & Integrity

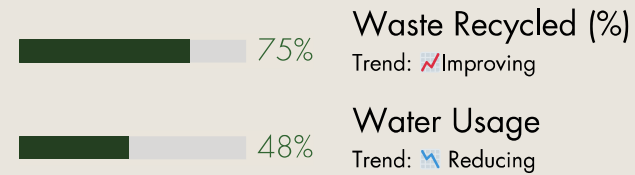
- We enforce a zero-tolerance stance on corruption, supported by secure whistleblower channels.

Data Protection

- Our cybersecurity framework, enhanced by KnowBe4 training, ensures the protection of sensitive data with continuous threat monitoring.

ESG Metrics DASHBOARD

Environmental



Social



Governance





FUTURE GOALS & COMMITMENTS

- **1 Year:** Reduce energy use by 10% and achieve full employee ESG training.
- **3 Years:** Cut emissions by 25% and build innovation partnerships.
- **5 Years:** Integrate advanced green technologies, and lead in sustainable aerospace repair.
- **Innovating for a Greener Future:** Ongoing R&D focused on low-impact materials, advanced recycling, and renewable energy integration.

THANK YOU



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