



CORPORATE SOCIAL RESPONSIBILITY AT ONTIC

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GARETH'S MESSAGE



Gareth Hall, CEO

We are proud of our commitment to Corporate Social Responsibility at Ontic. We may be a global company, with parts on planes flying all across the world, but we're heavily invested in our local communities and believe that that's where we can really make a difference.

We play a vital part in the aerospace 'economic and eco-system.' Our whole business model helps keep planes in the air for longer which reduces the impact of them being scrapped. And our investment capital, coupled with the resources we can free up, enables OEMs to invest in supporting technological development - an important component of their own focus on ESG. Without us playing our part, the speed of change across the industry would be slower.

As well as this vital contribution, we want to be a good neighbor at all of our sites, minimizing our impact on local communities and the local environment, and giving back to them through various charity efforts as well as inspiring the next generation of Ontic employees.

Our employee led CSR teams are at the heart of our commitment. Our teams are fully empowered and the fact that a lot of our activities are driven by our people ensures that we really do care about the difference we're making in our local communities.

I'm so proud of the contribution we've made as a business to so many charities, communities and the environment, and I look forward to seeing how Ontic can continue to demonstrate our commitment to social responsibility as a business in the coming years.

A BIT ABOUT ONTIC

Ontic has invested in the future of established aircraft parts to the world's aerospace leaders for over 45 years. We started with 50 employees in Chatsworth, California.

Since then we've acquired more and more licenses and grown our expertise across the globe for both Maintenance Repair and Overhaul (MRO) work and as an OEM, expanding to seven sites across the US, the UK, and Singapore.

We now employ over 1100 people globally and are proud of our Early Careers Program that saw a 300% increase in the number of apprentices in our business in 2022 as well as the launch of an internship program in the US and ever strengthening links with local colleges.

As we envisage the future, Ontic is looking forward to continued growth and investment in established and non-core aircraft parts and services.

Through the acquisition of new licenses, established partnerships, investment in our employees, and a commitment to delivering great value to our customers, we will continue to be a globally-recognized and trusted leader in the aerospace and defense industry.

OUR VALUES

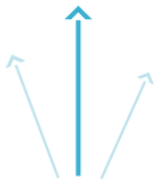
Our commitment to making a difference is in our DNA at Ontic. We always embrace the challenge and a commitment to CSR runs through all of our values.



A COMMON SENSE

We're a global family of specialists with a shared passion for precision.

- We care about each other, our communities and the environment, and we act with integrity.
- We strive for quality and always deliver high quality services and products.
- We collaborate and share our learning and knowledge to inspire the next generation of Team Ontic.



FREEDOM TO CHOOSE

We're challengers and innovators with the space to do things differently.

- We challenge the status quo and look for opportunities to do things differently.
- We innovate to solve difficult problems.
- We lead and are responsible and accountable for what we do.



CREATE THE OPPORTUNITY

We're change makers with a clear direction and a can do spirit.

- We look forward – we're playing our part in making the aviation industry more sustainable.
- We never stop – we're up for the challenge of making a difference.
- We deliver – we're always focusing on the outcome, and our impact on our communities.

SUPPORTING OUR LOCAL COMMUNITIES

Our site-led CSR teams have two main objectives - supporting local communities and bringing our teams together, having fun while doing it.

The local teams are given a local budget to help them organize fundraising activities and the company supports as required with extra funding, time off for organizing and participating in the events, raising sponsorship, and through our leaders visibly supporting the work.

Different sites prioritize different activities. In the UK, the teams choose two-three local charities annually and focus fundraising activities on these charities by running a series of events, competitions, and challenges. Our sites in the US both have long standing links with established charities, Light the Night in Creedmoor, and the Michael Hoefflin Foundation in Chatsworth.

Globally, in 2022 we raised over \$90,000 (USD) for our local charities.

As well as raising cash, all sites run regular food and toy drives for less privileged people in their local communities, and carry out volunteering activity on sites of local groups and schools to help improve the surroundings i.e. painting or gardening. We also run regular environmental projects such as tree-planting and beach clean-ups.

And on top of all this, we also have a global volunteering policy that gives everyone at Ontic one day a year of paid time off to volunteer. This can be through a company-led initiative or something an employee does in their spare time.

We also ask people to choose a charity when they make an employee referral and Ontic donates money to that charity on their behalf.



SUPPORTING OUR LOCAL COMMUNITIES

Here are some examples of our recent CSR activities!



Michael Hoefflin Foundation

Our team in California organize several fundraising activities each year for The Michael Hoefflin Foundation, a non-profit organization that assists local families who have children diagnosed with cancer. From sedate sponsored walks to the grueling Ragnar Race, if there's a way to raise money for this charity, Team Ontic are doing it!



Cancer charities

From Macmillan coffee mornings, to the Pretty Muddy races, turning Ontic Pink for Breast Cancer Awareness, and taking part in Movember, as a company we're committed to raising awareness and funds for some amazing cancer charities.



Supporting smaller charities

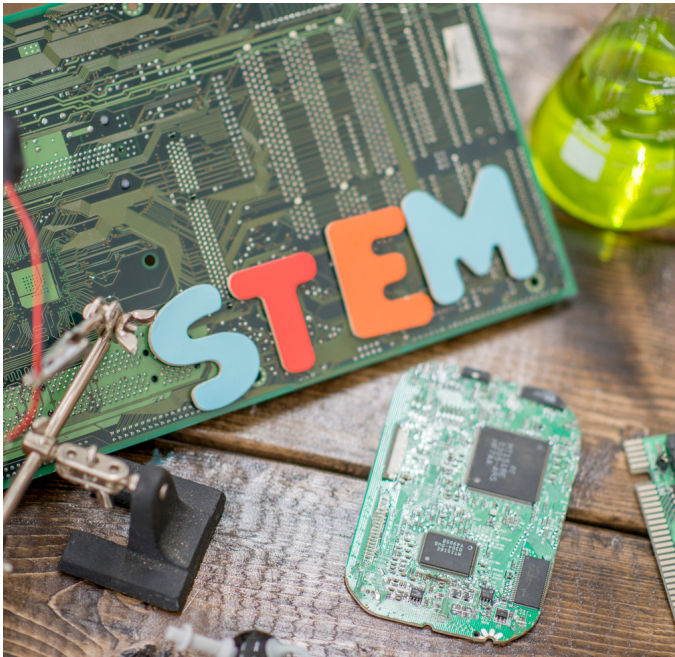
We don't just support national campaigns. We also regularly fundraise for smaller charities such as Aviva, a homeless shelter for women and children in the US and our local Air Ambulance Charity in the UK.



Collecting for those in need

We hold regular toy and food drives across our sites and our Senior Management Team in the UK worked with our local foodbank to give out supermarket vouchers to families in need.

SUPPORTING THE NEXT GENERATION



Showing the next generation why engineering, and aerospace specifically, is an industry of opportunity, is extremely important to Ontic. We take part in various outreach activities and programs to help encourage interest and show people who may not have thought of a career in Science, Technology, Engineering and Mathematics (STEM) how rewarding our industry can be.

We have an active STEM outreach program that includes school visits, conducting mock interviews, student mentorship, open days and tours, careers talks, and equipment donations – such as laptops – to ensure all young people have access to the tools they need to succeed. In 2022, we signed the Tomorrow's Engineers Code, committing to work towards common goals that increase the diversity and number of young people entering engineering careers.

We also get involved in change-making schemes such as the Million Makers challenge – a Prince's Trust initiative to support people aged 11-30 to transform their lives by developing the confidence and skills to live, learn and earn.

STEM careers are vital to our global economy and with the current skills shortage, we need to do all we can to encourage and inspire people who either aren't aware of the career options, or don't believe they have the right skills. The aerospace sector is filled with opportunity, career development, and exciting projects for everyone.

Our Early Careers program offers a variety of options to young people through apprenticeships, graduate schemes, internships, and work experience, dedicating resource to supporting young people at the start of their career journey as they develop personally and professionally.



