



Sustainability

Our Environmental, Social, and Governance principles and Commitment



Our Commitment to ESG Excellence

At FSG, we recognize our responsibility to contribute positively to the world around us. The Environmental, Social, and Governance principles are at the core of our business practices.

We have defined five focus areas as part of our sustainability strategy:

- » Carbon footprint reduction
- » Circularity & waste reduction
- » Green innovation in aviation
- » Health, Safety and Well-being
- » Business Ethics and Compliance

The FSG sustainability strategy supports the following United Nations Sustainable development goals





Environmental



Carbon footprint reduction

We continuously work to minimize our carbon footprint by adopting cleaner energy sources and reducing our energy consumption. We collaborate with suppliers to source sustainable materials and components, ensuring responsible resource utilization.

Our commitments for 2024 are:

- » Conduct Greenhouse gas emissions inventory.
- » Set up a Supply Chain sustainability assessment.
- » Organize GHG Emissions Reduction Audit of our sites.

Our targets will be defined after the base-line assessments.

Some examples of what we do already:

- » Our La Grange-USA site will be fully powered with solar electricity by 2024.
- » Our Schiphol-NL site operates using 100% green electricity.
- » Our Woensdrecht-NL site has inaugurated a sustainable wide-body hangar.
- » Our lease car policy in the Netherlands is electric for all new vehicles.
- » All our sites are ISO 14001 certified for environmental management systems (EMS).
- » Our three sites in the Netherlands are certified under the European Energy Directive (EED).





Environmental



Circularity & waste reduction

We embrace the circular economy model by repairing components. Our aircraft maintenance and refurbishment programs extend the life of existing assets, reducing waste and promoting circularity. Our waste management focusses on reducing the overall waste and maximizing re-use of all waste.

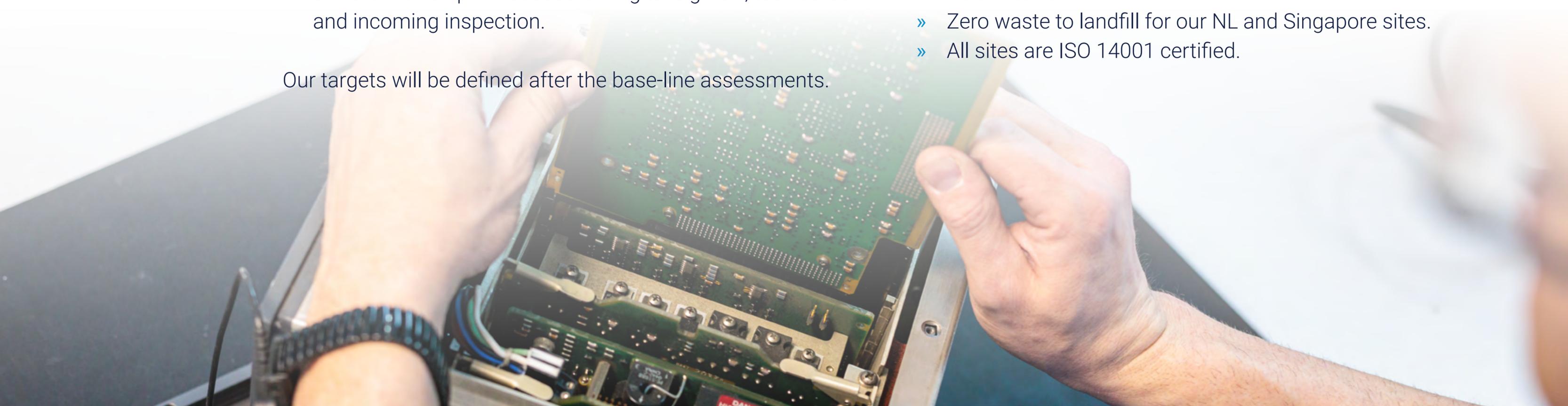
Our commitments for 2024 are:

- » Deploy framework to measure and maximize repairability of components.
- » Partner with waste management providers to do a waste recycling assessment and identify opportunities.
- » Reduce paper through digitalization. Create the transformation plan focused on Digital sign-off, task-cards and incoming inspection.

Our targets will be defined after the base-line assessments.

Some examples of what we do already:

- » We are a frontrunner on the repair and reuse components without compromising safety.
- » We sustain a supply chain covering Used Serviceable Material (USM) to minimize our scrap-rate.
- » Clear reporting on waste output per site, including waste classification.
- » Zero waste to landfill for our NL and Singapore sites.
- » All sites are ISO 14001 certified.





Environmental



Green innovation

We have a role to play in contributing to a more sustainable aviation industry. We will contribute, mainly through partnerships, to help develop innovative ideas to enable cleaner propulsion technologies. Our R&D efforts also focus on exploring circular solutions for aviation components.

Our commitment is:

- » We are engaged in at least three green innovation programs per year.

Some examples of what we do already:

- » We work together with Elysian to support their effort to develop an electrical plane that can flight up to 800km with 90 passengers.
- » We work together with Fokker Next Gen, and sponsor the Technical University of Delft (TU Delft) Aerodelft team, to support their efforts to develop a liquid hydrogen propulsion plane.
- » We work together with TU Delft, National Aerospace Lab (NLR) and Specto to develop techniques to inspect and repair composite materials.

Our innovations such as LPV help reduce fuel burn.





Social Responsibility



Health, Safety and Well-being

Our employees are the company's greatest asset. The health, safety and well-being of our employees is primary focus in all we do. We celebrate diversity and promote an inclusive workplace where everyone feels valued and respected. Our ambition is zero injuries in the workplace.

Our commitments are:

- » To create leadership capacity to drive zero serious injuries.
- » To annually measure employee well-being through a Speak-up Survey.
- » To improve our diversity (male/female ratio) through inclusive recruitment.
- » To increase the representation of women at management levels to 22% by 2027 and 30% by 2030, compared to 13% in 2023.
- » All leaders are trained in inclusivity by 2025.
- » An equal pay assessment for all our sites by 2025.
- » All our sites are ISO 45001 certified by 2024.

Some examples of what we do already:

- » All staff receive regular safety training, are provided with the necessary personal protective equipment, and are encouraged to foster a culture where safety is everyone's responsibility.
- » The annual survey to measure employee well-being.
- » In 2023 a diversity charter was signed with the Dutch Industry associated FME thereby committing to its diversity and inclusion goals.





Governance



Business ethics and compliance

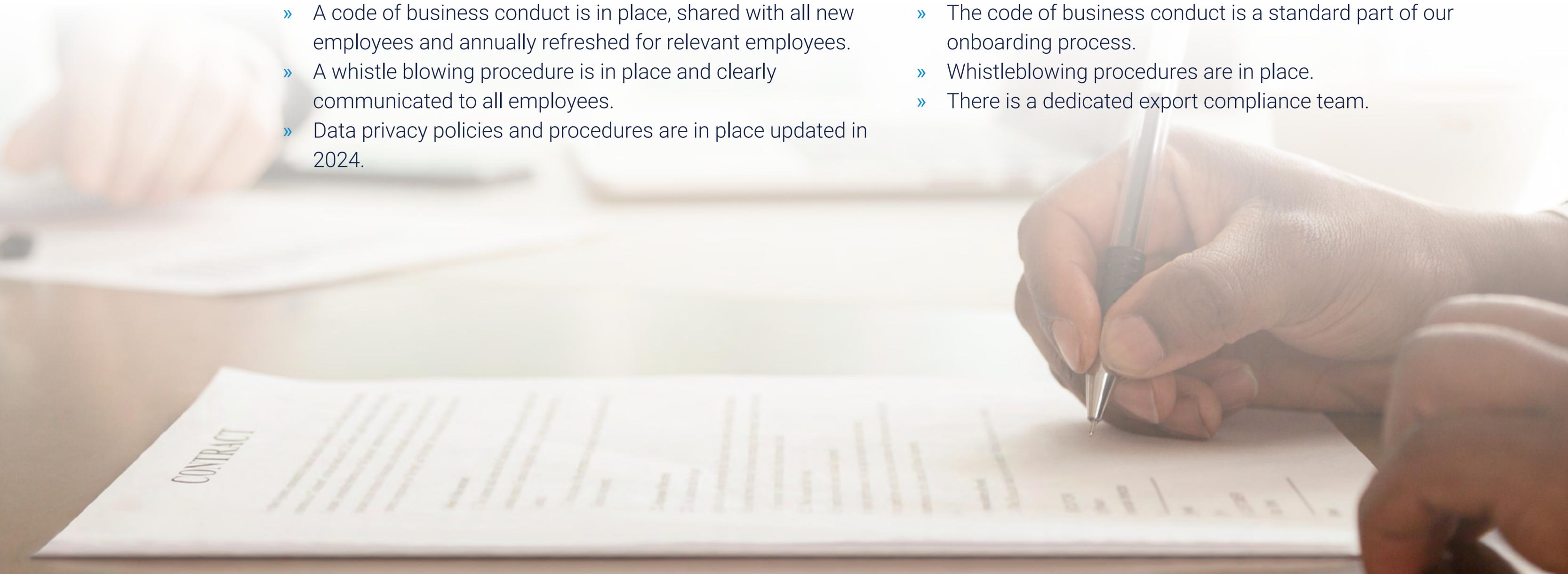
We adhere to the highest ethical standards in all our dealings. We ensure compliance to all relevant rules and regulations, including taxation. To ensure the right culture we have created a code of business conduct, with zero tolerance for bribery and corruption, and an effective whistle blowing procedure.

Our commitments are:

- » A code of business conduct is in place, shared with all new employees and annually refreshed for relevant employees.
- » A whistle blowing procedure is in place and clearly communicated to all employees.
- » Data privacy policies and procedures are in place updated in 2024.

Some examples of what we do already:

- » The code of business conduct is a standard part of our onboarding process.
- » Whistleblowing procedures are in place.
- » There is a dedicated export compliance team.





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About Fokker Services Group

Fokker Services Group is an independent aerospace service company with a global reach. Providing comprehensive solutions from its five facilities in Europe, Asia and the Americas, Fokker Services Group is a key partner for regional, narrow-body and wide-body platforms in the Commercial, VIP, Cargo and Defense markets. The organization offers a unique set of capabilities, products and services: 'Modifications & Engineering Services' for the latest technical solutions; 'Component Services' such as nose-to-tail programs, exchange services, and component repairs; 'Material Services' such as parts manufacturing, spares deliveries, and tear-downs; 'Airframe Services' for aircraft MRO including lease transitions and painting; and 'Aircraft Completion & Conversion Services' for Executive, VVIP and Special Mission aircraft upgrades.



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