

## COMMITMENT TO THE SUSTAINABLE DEVELOPMENT GOALS OF THE UNITED NATIONS

The Sustainable Development Goals of the United Nations (SDGs) are fundamental to our business model. Each of these goals is part of our philosophy, and we contribute in all areas. Below are the SDGs where our contribution is substantial, and where we claim a proactive role as a global company. These have been identified by our management and our global ESG team.





## GOOD HEALTH AND WELL-BEING

*Ensure healthy lives and promote well-being for all, at all ages.*

We are dedicated to the limited and safe use of hazardous substances, ensuring the safety of our employees and the environment. Prioritizing workable work is central to our values, encompassing work-life balance, quality of work, and employee autonomy. To support this, we are actively reviewing our presence policy to align with best practices and enhance flexibility. By fostering a safe, balanced, and adaptable workplace, we aim to empower our employees and drive sustainable growth.



## QUALITY EDUCATION

*Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.*

We support national and international training projects to enhance industry skills. We are revitalizing collaborations with schools, colleges, and universities through initiatives like the Aerospace Machining Academy. Our projects include creating internships, assisting research feasibility studies, offering train-the-trainer programs for teachers, and organizing educational visits and demonstrations. These efforts aim to bridge the gap between education and industry, fostering a skilled workforce for the future.



## GENDER EQUALITY

*Achieving gender equality and empowering women and girls.*

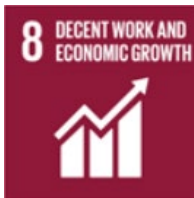
We stand for diversity, inclusion and equality. We promote gender equality by offering appealing career opportunities through our employment and workplace policies. We strongly support women's empowerment and improve the gender balance in STEM-related positions and leadership positions. At Montana Aerospace, there is a zero-tolerance policy for any kind of gender-based discrimination.



## AFFORDABLE AND CLEAN ENERGY

*Ensure access to affordable, reliable, sustainable and modern energy for all.*

We prioritize sustainable travel by using electric and plug-in hybrid vehicles and installing charging stations. We actively track our energy consumption through key performance indicators (KPIs) and implement a policy with clear reduction targets. Additionally, we monitor and understand our climate impact, including our CO2 footprint, ensuring we take informed steps toward minimizing our environmental impact. By integrating these practices, we commit to a greener, more sustainable future.



## DECENT WORK AND ECONOMIC GROWTH

*Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.*

At Asco, workable work is a priority. We emphasize a balanced work-life, high-quality work, and employee autonomy. Our telework policy supports flexibility, and we encourage de-connection to maintain well-being. Additionally, we are reviewing our existing presence policy to ensure it aligns with these values, fostering a supportive and adaptable work environment. By prioritizing these aspects, we aim to create a workplace where employees can thrive and perform at their best.



## INDUSTRY, INNOVATION AND INFRASTRUCTURE

*Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.*

At Asco, we integrate information on sustainability into our yearly report on Montana Aerospace level and communicate through a dedicated sustainability report. Sustainability criteria are crucial in our decision-making process, influencing both our investments and research and innovation (R&I) projects. By prioritizing sustainable practices, we ensure that our growth aligns with our commitment to environmental responsibility and long-term viability. This approach reflects our dedication to transparency and accountability, fostering trust among our stakeholders.



## REDUCED INEQUALITY

*Reduce inequality within and among countries.*

We know that our diverse workforce is a major asset. We ensure a workplace where everyone is treated equally, irrespective of race, ethnicity, gender, sexual orientation or religion. Our People Policy and Code of Conduct prohibit any form of harassment, discrimination or indecent working conditions and lay down our principles and values.



## SUSTAINABLE CITIES AND COMMUNITIES

*Make cities and human settlements inclusive, safe, resilient, and sustainable.*

We foster a healthy, cooperative relationship with neighboring companies through regular meetings, benefiting both our business and the environment. We consciously support the local social economy, collaborating with sheltered workstations. Additionally, we promote sustainable travel by installing open-source electric vehicle (EV) charging stations. These initiatives reflect our commitment to community engagement, sustainability, and social responsibility, ensuring we positively impact our surroundings while driving our mission forward.



## RESPONSIBLE CONSUMPTION AND PRODUCTION

*Ensure sustainable consumption and production patterns.*

We integrate sustainability into our supplier selection process, ensuring that our partners align with our environmental values. We encourage our employees to use environmentally responsible products whenever possible, promoting a culture of sustainability within our organization. Additionally, we are committed to the limited and safe use of hazardous substances, implementing new surface treatments to enhance safety and environmental protection. These initiatives reflect our dedication to reducing our environmental footprint and fostering a sustainable future.



## CLIMATE ACTION

*Take urgent action to combat climate change and its impacts by regulating emissions and promoting developments in renewable energy.*

Our organization diligently monitors energy consumption through KPIs, supported by a robust policy aimed at achieving reduction targets. The Coolant Project in our facility in Germany exemplifies our commitment to sustainability by focusing on reducing coolant usage and therefore water usage, minimizing waste generation, and enhancing hygiene practices. By implementing innovative strategies and technologies, we strive to optimize operational efficiency while preserving environmental integrity. This initiative not only aligns with our corporate responsibility goals but also underscores our dedication to continuous improvement in resource management.



## LIFE BELOW WATER

*Conserve and sustainably use the oceans, seas and marine resources for sustainable development.*

We aim to raise awareness about the vulnerability and pollution of water ecosystems. Enhancing the quality of rainwater monitoring in our facilities in Germany and Belgium is pivotal to safeguarding these vital resources. By implementing rigorous monitoring protocols, we strive to mitigate environmental risks and promote sustainable water management practices for a healthier planet.



## LIFE ON LAND

*Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.*

In our commitment to lessen our climate impact, we're implementing concrete strategies. Firstly, we've established a key performance indicator (KPI) to monitor waste generation, factoring in production fluctuations. Our goal is to reduce waste produced per CNC hour by over 3% from 2023 to 2024. Additionally, we're enhancing waste sorting practices to improve accuracy, aiming to decrease incorrectly sorted waste from 20% in 2023 to just 15% by 2024. These initiatives underscore our dedication to sustainable operations and environmental stewardship, ensuring that every step we take contributes positively towards a greener future.



## PEACE, JUSTICE AND STRONG INSTITUTIONS

*Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.*

We are committed to building strong, collaborative ties with neighboring companies through regular meetings. These interactions are designed to cultivate a supportive environment that not only benefits our company but also enhances our collective impact on the environment. Furthermore, we are dedicated to transparency in our sustainability efforts by integrating detailed information into our annual report. This ensures that our stakeholders are informed about our sustainable practices and progress.



## PARTNERSHIPS FOR THE GOALS

*Strengthen the means of implementation and revitalize the global partnership for sustainable development.*

We are participating as an associated partner in the Aerospace-X project with special attention to sustainability by focusing on their existing carbon footprint as well as in their approach towards lifecycle analysis. Aerospace-X is a consortium of 30 companies, associations and research institutes of which Airbus Operations GmbH is taking the lead. The "Aerospace-X" consortium intends to establish an open, collaborative data network for the global aviation industry. This is intended to transform the currently not consistently digital supply chain landscape into a new end-to-end ecosystem with partners and to enable a new form of collaborative value creation.