



SUSTAINABILITY STATEMENT 2025/26

TABLE OF CONTENTS

>	INTRODUCTION	01
>	ABOUT US	02
>	DELIVERING OUR PRODUCTS & SERVICES RESPONSIBLY	04
>	EMPOWERING OUR PEOPLE TO FLOURISH	05
>	BUILDING RELATIONSHIPS WITH PARTNERS	07
>	EMBEDDING A COMPLIANCE CULTURE	09
>	LOOKING AHEAD	10

INTRODUCTION

At Ontic, sustainability is not a stand-alone initiative – it is part of how we operate, grow and create long-term value, whilst underpinning our strategic priorities.

Over the past year, we have continued to review our approach to sustainability, building on some strong foundations already in place across the Group. From investing in our people and supporting the communities around us, to improving how we understand and manage our environmental impact, we believe we are making steady and meaningful progress.

During 2025 we undertook a review of our sustainability strategy with a view to developing a more structured and data-led approach to sustainability. Among other things, we reported our Scope 1 and 2 emissions as well as reporting climate-related financial disclosures for the first time (in our Annual Report for 2024). In addition, in collaboration with Ernst and Young (EY), we undertook a [high-level materiality assessment] to understand better both the views of some of our key stakeholders in relation to sustainability matters and the areas where we can seek to minimize our impact and drive the greatest change. Leveraging this work, during 2026 we will be launching an updated sustainability strategy in the coming months that brings greater alignment to our activities by aligning our sustainability strategy with our strategic objectives. This will help strengthen our accountability and set a clear direction for the future by setting key performance indicators and related targets.

We continue to believe that we can make the greatest positive impact by investing in and listening to our people. During 2025, our people-based initiatives included our award-winning early careers programs, expanded learning and development opportunities, and other initiatives aimed at supporting the wellbeing of our people. We believe that creating an environment where individuals and teams thrive leads to the long-term viability and sustainability of our business.

This statement reflects our ongoing commitment to continuous improvement, transparency and delivering sustainable value for our customers, colleagues and communities.

ABOUT US

Ontic is a leading manufacturer to the world's civil and military aircraft. By becoming the OEM to critical parts others originally developed, we provide continuity, availability and longevity to our customers' fleets, supporting them for a lifetime of flight.

Through our in-house manufacturing and engineering, MRO, spares, and AOG support, we ensure certified, safety-critical components remain available, compliant, and reliable across the full operational life of the aircraft we support.

We use our expertise and experience to reduce supply chain risk, improve production outputs and deliver for our customers, so they can keep their aircraft flying now and in the future.

Our people remain at the heart of our success. Through award winning Early Careers programs and continued investment in talent development, we are building the next generation of aerospace professionals while creating meaningful career pathways across the Group. The experiences of our apprentices and graduates demonstrate how these programs combine technical learning with practical, on-the-job development. One of our **Operations Apprentices** shared their experience of the program:

“As an apprentice in Ontic's Test Equipment Department, my role involves fault finding and investigating faulty test equipment. This includes working through drawings, understanding how equipment should operate, identifying what has gone wrong, and resolving and documenting the fault. The apprenticeship program has given me the opportunity to develop both my technical knowledge and wider skills. College pushes me to explore subjects in greater depth, while at work I have learned to manage my time between day-to-day responsibilities and apprenticeship work. I have also had opportunities to develop skills in other areas, including coding and additional training that can benefit both my development and the work I do.

One of the things I have enjoyed most is shadowing other Test Equipment Engineers during investigations. Seeing how different engineers approach faults and understanding their thought processes has allowed me to learn from their experience and apply this to my own investigations, helping me develop my own approach to fault finding.



Our graduate programs similarly provide opportunities for colleagues to develop broad experience across the business while taking on increasing levels of responsibility. One of our **Supply Chain Graduates** shared their experience of the program:

“ I started my journey at Ontic as a Supply Chain Graduate, working across different areas of the function and supporting activities including supplier performance, fulfilment, procurement and inventory improvement. As the program progressed, I was given the opportunity to take on increasing levels of responsibility. It became less about simply rotating through different areas and more about being given ownership of a task, delivering it and then moving on to the next challenge with greater responsibility.

Throughout the program, I gained experience across fulfilment, inventory reduction, strategic sourcing, supplier performance, project leadership and make-vs-buy initiatives. One of the biggest highlights was leading the implementation of a critical manufacturing process internally to secure supply, before establishing a new supplier and introducing a dual-source solution. This gave me the opportunity to work with different teams and suppliers, challenge how things had previously been done and take real ownership of delivering the right outcome for the business.

Towards the end of my graduate program, I moved into the Operational Excellence team, allowing me to broaden my experience further into wider business improvement and project leadership.

What I've enjoyed most is the level of trust and responsibility I've been given. Working with different teams and suppliers has given me a much better understanding of how different functions work together to deliver business objectives, while giving me the freedom to take ownership of problems, identify opportunities for improvement and progress to increasingly complex challenges as I've developed.

As we continue to grow, including the opening of new facilities, we remain focused on delivering long-term value to our customers, investing in our people and strengthening our position in the aerospace and defence sectors.

For further information about our business, please refer to our website, www.ontic.com.



DELIVERING OUR PRODUCTS & SERVICES IN A RESPONSIBLE WAY

At Ontic we recognize the important role we play within the aerospace ecosystem. By taking on licenses from our licensor partners, we help extend the life of aircraft platforms and the viability of our customers' fleets for a lifetime of flight.

Whilst noting our topmost priority will always be the safety of our products and people (by ensuring that our products are manufactured precisely to specification in a safe environment), we equally recognize our commitment to minimizing our impact on the environment in carrying out our operations.

During 2025 we continued to report on our Scope 1 and 2 emissions whilst also reporting climate-related financial disclosures for the first time. We also [seek to] send zero waste to landfill in our UK operations (except where prohibited by law or regulation) and closely monitor our water usage whilst also increasing awareness across the business.

Site-level initiatives, including facility refurbishments are also contributing to improved efficiency (by, for example, installing LED lighting where possible) and reduced environmental impact.

EMPOWERING OUR PEOPLE TO FLOURISH AT WORK

We recognize that our people are central to our long-term success. We are committed to creating an inclusive, supportive and high performing environment where every employee has the opportunity to grow, develop and contribute.

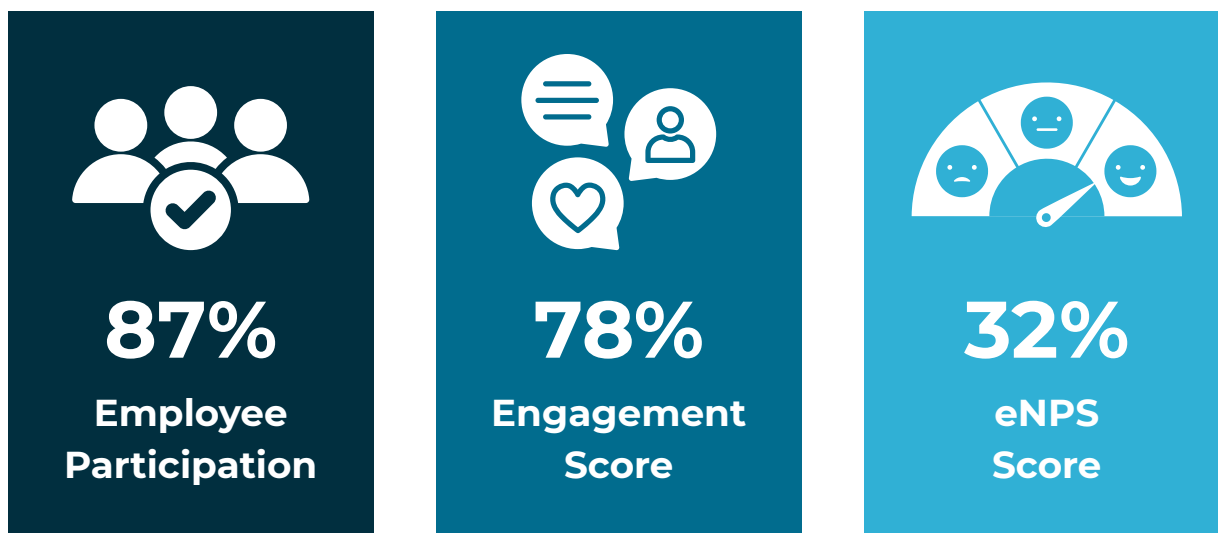
In 2025, we continued to invest in our people through structured development programs, leadership pathways and expanded learning opportunities. Nearly 300 employees progressed into new or promoted roles while we welcomed almost 400 new colleagues across the Group, thus strengthening our global capabilities.

Our Early Careers program remains a key focus and a source of pride. In 2025, Ontic was awarded Best Early Careers Strategy at the HR Excellence Awards and was shortlisted in the Early Careers category at the Personnel Today Awards. Our apprenticeship programs continued to evolve, with expanded training in both technical and life skills, supporting well-rounded development. We also celebrated our largest graduating cohort to date, with further apprentices progressing through their programs into 2026.

We continue to build future talent pipelines through initiatives such as the MRO (Maintenance, Repair and Overhaul) Academy, which provides new entry routes into the industry, and ongoing investment in leadership development through programs such as Ignition, which is designed to encourage and inspire the next generation of leaders in our business. Learning and development activity increased significantly during the year, with development hours rising by over 50% supported by enhanced global resources. The introduction of a new learning management system, launching in 2026 is expected to continue this trend.

We remain focused on building a culture where people feel engaged, valued and able to perform at their best.

Our 2025 WeThrive employee engagement survey saw strong participation, with over 1,400 employees taking part, representing approximately 87% of our workforce. Engagement scores increased to 78%, with employee net promoter score (eNPS) rising to 32% reflecting continued progress in how our people experience working at Ontic.



We continue to prioritize safety and wellbeing through our behavior-based safety program, SafeStart, ensuring safety remains front of mind across all sites.

Supporting employee wellbeing remains a key focus globally. In the US, initiatives included the introduction of a dedicated wellbeing budget, enabling access to subsidized and fully funded gym memberships, alongside increased awareness and education around available benefits, including retirement savings plans such as 401(k)s. These initiatives form part of our broader commitment to supporting the physical, financial and mental wellbeing of our people.

Communication and connection also remain a priority. Through our global intranet, regular all-hands sessions, and employee forums, we provide opportunities for colleagues to stay informed, share feedback and contribute to the direction of the business. Our Ovation Awards further reinforce our culture of recognition, with 255 nominations received in 2025 celebrating colleagues who embody our values.

BUILDING RELATIONSHIPS WITH OUR PARTNERS

As a key service provider to our licensors and customers, we strive to support them for a lifetime of flight.

We support our original equipment manufacturer (OEM) licensors by allowing them to free up floor space at their facilities and taking the responsibility of manufacturing high quality parts under license. This allows them to sustain and develop their own businesses safe in the knowledge that a trusted partner is manufacturing the licensed products to exact specifications.

During 2025 we signed a further 5 licenses with OEMs, bringing the total number of active licenses at Ontic to over 200. We also continued to engage with our customers and suppliers by, for example, conducting a Customer Satisfaction Survey and holding our inaugural supplier conference, in November and September 2025 respectively.

We are also proud of the role our people play in supporting the communities in which we operate.



In 2025, our UK employees took part in a range of initiatives that reflect our commitment to social impact and community engagement. This included participation in the **Cheltenham Half Marathon** and **Pretty Muddy**, where colleagues came together to raise funds for charitable causes, alongside our **Lions at Large** sponsorship and a number of community and charitable activities. Colleagues also supported local organizations through hands-on volunteering, including painting and refurbishment activities at **Swindon Village School** and **Aura's Dogs**.

Throughout the year, employees came together through a range of engagement activities, including our family day, sports day, golf afternoon and wreath-making event, as well as festive Santa and Buddy site visits. Our commitment to supporting the communities in which we operate extends across our global sites.

At our Chatsworth site in the US, colleagues raised \$15,191 for charitable causes during 2025 through a program of employee-led fundraising activities, including the site's annual Valentine's Day Flower Sale, March Madness fundraiser, Golf Outing and bake sales. Of the total raised, \$11,367 was donated to **Duke Children's Hospital** as part of the site's partnership with the organization. Colleagues also supported the wider community through initiatives including **Habitat for Humanity** and a **First Responders' Lunch**.

At our Creedmoor site, colleagues supported community and charitable initiatives during 2025 through activities including annual blood drives with **Children's Hospital Los Angeles (CHLA)** and **Wear Pink Day**. This activity has continued into 2026, with initiatives including a \$5,000 donation to CHLA alongside a further blood drive, a supply drive in support of the **LA Animal Shelter**.

Alongside their charitable and community activities, our US sites continue to create opportunities for colleagues to connect and engage with one another through a range of site-based events and activities. We also got involved in structured mentoring programs where we worked with sixth form students in the UK through a series of virtual sessions and in-person workshops, helping to build confidence, skills and career awareness.

In addition, we continue to strengthen connections beyond the workplace, such as hosting family days, creating opportunities for our employees and their families to engage with and take pride in the work we do.



EMBEDDING A COMPLIANCE CULTURE

Given the nature of our activities, compliance with applicable laws and regulations at all times is key to the long-term sustainability of our business.

During 2025 we hired a new Director of Global Compliance who brings with her decades of experience in handling compliance matters in the aerospace industry. We also continue to train all new joiners on our key compliance policies (including our Code of Business Ethics and Anti-Bribery and Corruption Policy) and we are currently reviewing and updating our policies and procedures before moving to a more regular compliance training program, which will include online refresher training on key topics several times a year.

During 2025, we also continued our focus on cyber-security by training and re-training our colleagues whilst also running “phishing” exercises to raise awareness of the methods potentially used by bad actors. We maintained our ISO-27001 rating across all of our sites whilst also adapting to the requirements required by CMMC2 in the United States. We believe that maintaining and implementing strict policies and procedures in relation to cyber-security matters are vital to the long-term sustainability of our business.



LOOKING AHEAD

As we look to the future, our focus is building a more integrated and impactful approach to sustainability across Ontic which aligns with our strategic priorities.

The launch of our new sustainability strategy in 2026 will mark an important step forward, bringing together our sustainability-related priorities under a clear and unified framework. This will enable us to set more defined targets, strengthen accountability and continue to deliver meaningful progress.

We remain committed to continuous improvement, working collaboratively across the Group and with our shareholders, licensors, customers, suppliers, colleagues and other stakeholders to ensure we are making a positive and lasting impact.

