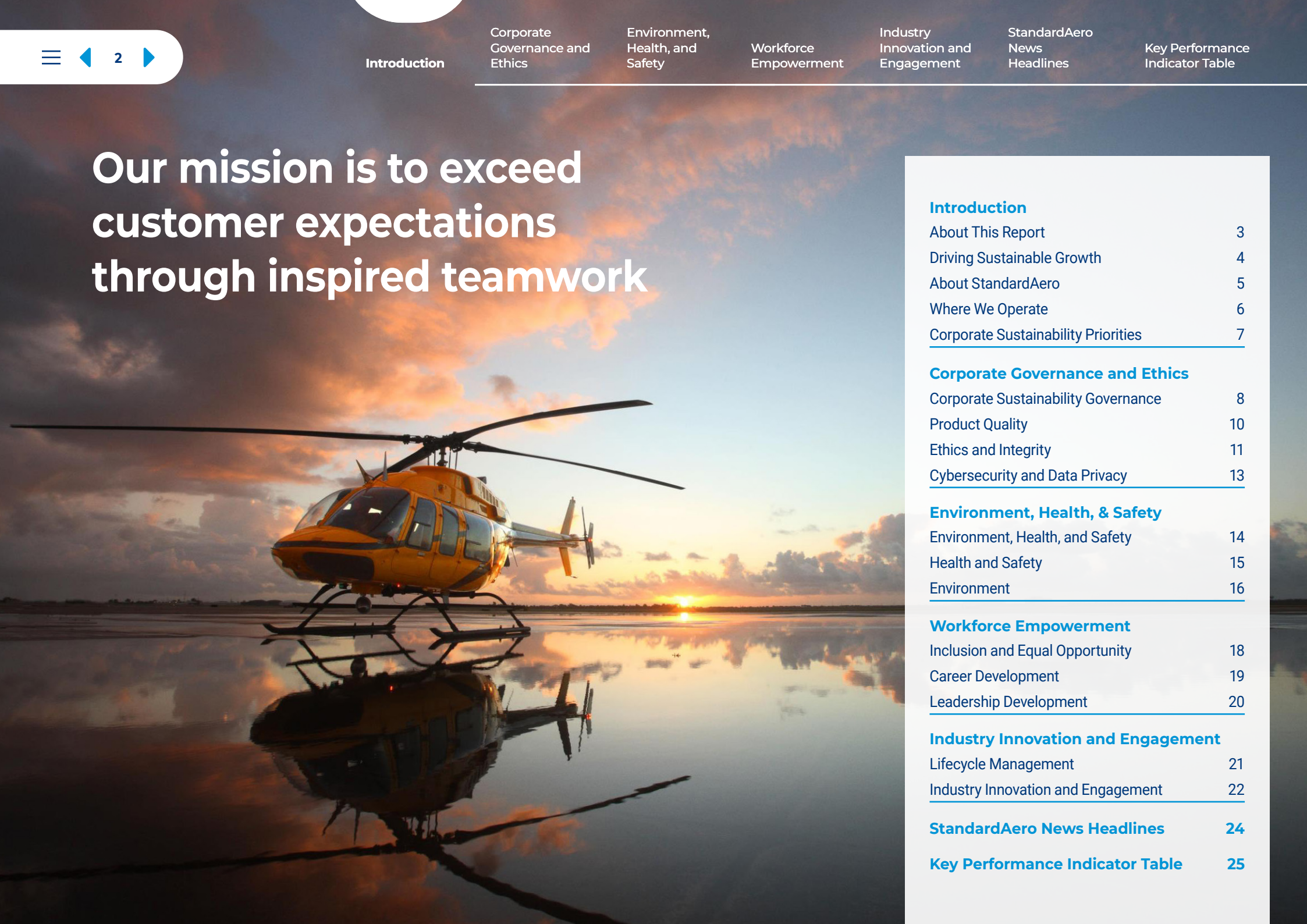
CORPORATE SUSTAINABILITY REPORT

2025

Our mission is to exceed customer expectations through inspired teamwork



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About This Report

This 2025 Corporate Sustainability Report describes StandardAero's progress and performance in calendar year 2024 to maintain and advance activities that contribute to the sustainability of our business. These activities are aligned with our Vision, Mission, and Values to deliver exceptional aerospace services and exceed customer expectations.

This voluntary report was prepared with reference to the International Financial Reporting Standards (IFRS) Foundation and its Sustainability Accounting Standards Board (SASB) standards for the aerospace and defense industry. These sector-specific standards are designed to reveal sustainability factors most likely to impact the financial condition and/or operating performance of companies in our industry.

OUR VISION
IS TO DELIVER EXCEPTIONAL AEROSPACE SERVICES POWERING OUR CUSTOMERS' MISSIONS WORLDWIDE.

OUR MISSION
IS TO EXCEED CUSTOMER EXPECTATIONS THROUGH INSPIRED TEAMWORK.

OUR VALUES

Integrity
Is widely trusted, honest and credible. Demonstrates strong moral and ethical principles and values. Does the right thing.

Safety and Sustainability
Commits to staying safe and healthy in the workplace. Focuses on contributing to a more sustainable environment.

Quality and Service
Strives to the highest standards of product and service quality. Seeks to exceed customer expectations and deliver on schedule.

Accountability and Dependability
Owns and accepts responsibility for actions and outcomes. Can be relied on to do what is required both on time and accurately.

Teamwork and Communication
Works collaboratively with team members, embracing diverse viewpoints. Keeps an open dialog to drive outstanding results.

Continuous Improvement and Innovation
Seeks out ways to constantly raise the Standard and improve work. Looks for new ways to do things differently and better.

StandardAero

Driving Sustainable Growth

“We are a team of dedicated professionals committed to driving sustainable growth for shareholders, customers, employees and suppliers.”

Russell Ford
Chairman & CEO

At StandardAero, our vision is to deliver exceptional aftermarket services for commercial, military and business aviation end markets. We believe that we command a leading reputation that is based upon our strong track record of safety, reliability and operational performance built over our more than 100 years of successful operations in the aerospace aftermarket.

We are a team of dedicated professionals focused on driving sustainable growth for shareholders, customers, employees and suppliers. Our approach to sustainability is driven by continuous improvement in the areas of quality and flight safety, human health and safety, environmental management, ethics and integrity, employee engagement and inclusion, and data security.

Details about each of these topics are included in this year’s report and I’m excited to share this progress with you!

We are counting successes such as exceeding our targets for safety, and realizing hard cost savings of $1.3M from the implementation of GreenERmro™ projects that reduce energy, water, and waste across the enterprise. Among other highlights, we’re focused on product quality and flight safety, investing in training and development programs, and recognizing our employees for the great work they do.

For example, our Van Nuys team demonstrated their community commitment during the recent Los Angeles fires when a Canadian CL-415 water bomber was struck by an illegally operating drone. Determined not to let the mission-critical “Super Scooper” craft be sidelined, the StandardAero team jumped into action. They pro-actively offered their services and then worked double time through the weekend to repair extensive damage to get the craft back in the air and fighting fires to protect life and property.

This is but one example of the important role we play, and why we focus on driving operational ownership and accountability for our sustainability priorities at work and in the community. On behalf of the StandardAero Board of Directors and the Corporate Sustainability Committee, I am proud to lead such an inspiring team and to champion the priorities in this year’s report.

About StandardAero

One of the World's Leading Independent MROs

StandardAero is a leading, independent, pure-play provider of aerospace engine Maintenance, Repair, Overhaul (MRO) services for fixed- and rotary-wing aircraft, serving the commercial, military and business aviation end-markets. StandardAero provides a comprehensive suite of critical, value-added aftermarket solutions, including engine and engine component MRO, on-wing and field service support, aviation asset management and engineering solutions.

StandardAero achieved annual revenues exceeding $5.2 billion (USD) in 2024 and employs nearly 8,000 professional, administrative, and technical employees working in over 50 operating locations in 12 countries including strategically located repair shops and regional service and support centers all across the globe. The company is authorized and licensed to provide services to engines and aircraft from world leading Original Equipment Manufacturers (OEM). StandardAero is an NYSE listed company trading under the ticker symbol SARO.

annual revenues exceeding

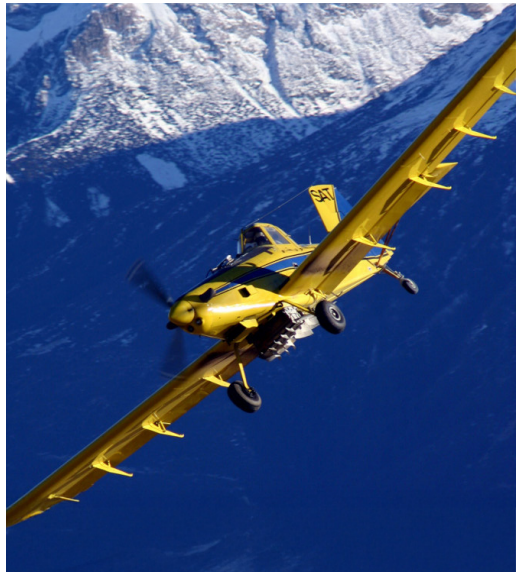
$5.2 billion (USD)

employees

~7,700

operating locations

50+



Where We Operate

Over 50 operating locations worldwide

Canada

- Calgary, AB
- Langley, BC
- Richmond, BC
- St. Johns, NL
- Summerside, PEI
- Winnipeg, MB

Europe

- Almondbank-Perth, UK
- Cork, Ireland
- Farnborough, UK
- Fleetlands-Gosport, UK
- Gonesse, France
- Prahova, Romania
- Woensdrecht, Netherlands

USA

- Augusta, GA
- Broomfield, CO
- Cincinnati, OH
- Concord, NC
- DFW Airport, TX
- Fort Myers, FL
- Grapevine, TX
- Hialeah, FL
- Hillsboro, OH
- Houston, TX
- Kansas City, MO
- Maryville, TN
- Miami, FL
- Miramar, FL
- New London, NC
- Opa Locka, FL
- Palm City, FL
- Pensacola/Navarre, FL
- Phoenix, AZ
- Pittsburgh, PA
- San Antonio, TX
- Scottsdale, AZ – HQ
- Springfield, IL
- St. Louis, MO
- St. Paul, MN
- Stockton, CA
- Van Nuys, CA
- West Palm Beach, FL

Asia

Singapore

South America

- Belo Horizonte, Brazil

Africa

- Johannesburg, South Africa
- Nairobi, Kenya

Australia

- Brisbane, Australia
- Richmond, Australia

Corporate Sustainability Priorities

- Product Quality and Flight Safety
- Employee Health and Safety
- Greenhouse Gas (GHG) Emissions
- Ethical Business Conduct
- Data Security
- Workforce Inclusivity
- Employee and Community Engagement
- Supplier Management
- Energy, Water, and Waste Management

This Corporate Sustainability Report describes our approach to sustainability and the management of and continuous improvement in the topics that we, with our stakeholders, consider significant to our business. StandardAero's sustainability priorities are informed through the direct engagements we have with key external stakeholders (such as investors, customers, and industry associations) and through the impacts our business operations have with our workforce and the communities where we operate. Based on these engagements and building from an assessment that was conducted in 2022, the topics that StandardAero prioritizes as those with the potential for the most impact are:

- Product Quality and Flight Safety
- Employee Health and Safety
- Greenhouse Gas (GHG) Emissions
- Ethical Business Conduct

The responsive and proactive actions we take to mitigate current and future risks to sustainability in the aerospace and aviation industries may change overtime, however the success of our business will always rest on product quality and flight safety, workforce health and safety, and the highest standards of ethical conduct. Our corporate sustainability approach reflects the importance of these items along with addressing energy and waste management, employee engagement and inclusivity, data security, responsible sourcing and supply chain management, and community engagement.

Key Progress in 2024

Our focus is on continual improvement across these priorities. As such, in 2024, we made progress by reducing direct operational (Scope 1+2) GHG emissions by 23% against our goal to achieve a 45% reduction by the year 2030, and the ambition to reach net-zero carbon by 2050. We recognize that ours and the global aerospace and aviation industry's goals to achieve net zero carbon by 2050 will require improvements in aircraft and engine efficiency, optimized flight management, the use of low carbon energy and aviation fuels, and new, innovative, alternative propulsion solutions to address residual emissions, including from global supply chains.

Operational Scope 1+2 GHG Reduction

↓23%

Number of Quality Management System Continuous Improvement Projects

111

Total Recordable Incident Rate

.8

50% better than Bureau of Labor Statistics code for aerospace products and parts manufacturing

Corporate Sustainability Governance

We believe corporate sustainability is an integral component of our business strategy and long-term direction at StandardAero. Our corporate sustainability governance framework is designed to support effective oversight, accountability, and to drive continuous improvement across our business domains.

The StandardAero Board of Directors (Board) holds ultimate oversight of our sustainability strategy and performance. The Board receives regular updates on key corporate sustainability issues, emerging risks, and progress against sustainability goals. The Board-level Nominating and Corporate Governance Committee plays an important role in monitoring corporate sustainability related risks and periodically reviews, and provides oversight with respect to StandardAero's strategy, initiatives, policies.

The Corporate Sustainability Committee (CSC), chaired by the Enterprise Vice President of EHS & Sustainability, is comprised of the executive leadership team (ELT) and is directly accountable for integrating sustainability into operational and strategic decision-making. The CSC is cross-functional and includes leaders from operations, legal, human resources, quality, data security, business development, communications, and environment, health, and safety (EHS). The CSC reviews and monitors risks and opportunities for employees, data, financial and natural resources, climate change, regulatory compliance, and supply chain resilience. In collaboration with the Board, this Committee supports alignment between corporate sustainability initiatives and overall business risk management.

The CSC also works closely with the Operations Link, which is comprised of business division Presidents who are accountable for championing sustainability priorities at the division-level. Functional networks comprised of managers and staff help to implement day-to-day tactics and projects to meet sustainability priorities and targets.

Risk Management Integration

Sustainability risks are embedded into StandardAero's Enterprise Risk Management framework. Environmental risks such as air emissions, energy use, and waste are assessed alongside traditional operational and financial risks. We aim to evaluate regulatory requirements and changes, stakeholder expectations, and climate-related risks to inform investment, operational, and reporting strategies.

Scenario planning and assessments inform our prioritization of corporate sustainability topics. We leverage data analytics and internal audits to track performance and identify areas for improvement. Our risk mitigation strategies include continuous improvement initiatives, employee training and engagement, and supplier utilization underpinned by responsible sourcing and ethical practices.

Continuous Improvement and Transparency

We are committed to transparency in reporting and aligning our disclosures with recognized frameworks such as the Task Force on Climate-related Financial Disclosures (TCFD) and the Sustainability Accounting Standards Board (SASB). Regular stakeholder engagement and internal reviews ensure our governance practices remain robust and our actions are responsive to evolving expectations.

Through strong governance, clear accountability, and integrated risk management, StandardAero remains focused on advancing corporate sustainability across our business while creating long-term value for stakeholders.

Corporate Sustainability Governance

"Corporate Sustainability is leading with integrity while building a future where performance and the planet thrive."

Brian Skrobarcek,
Enterprise VP of EHS&S

Board of Directors

- Ultimate oversight of strategy, value drivers, and performance
- Resource approval for strategy execution
- Commercial market and investor risk and opportunities

Board-level Nominating & Governance Committee

- Monitors and reviews strategy
- Comprised of two board members and a third member designated by majority owner

Corporate Sustainability Committee

- Cross-functional team comprised of all executive leadership
- Enterprise authority for sustainability architecture, direction, and performance
- Chaired by Enterprise Vice President of Environmental, Health, Safety & Sustainability
- Works closely with Operations Link and Functional Networks

Corporate Sustainability Operations Link

- Comprised of business division Presidents
- Accountable for championing sustainability priorities at the business division-level and regularly measuring performance

Functional Networks

- Comprised of managers representing all functions at StandardAero
- Implement day-to-day tactics and projects to meet sustainability priorities and targets

Product Quality

StandardAero's Quality Management Policy includes quality and flight safety objectives to:

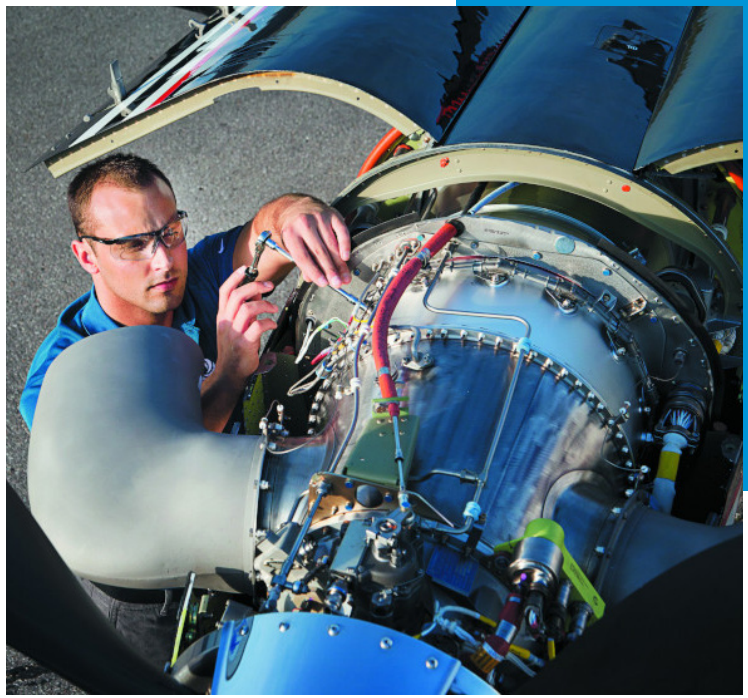
1. Improve Customer Satisfaction;
2. Reduce Cost of Poor Quality;
3. Monitor and Reduce Flight Safety Risks; and,
4. Promote Continual Improvement.

These objectives are cascaded to StandardAero's business units, corporate functional groups, operational teams, and all employees through policies, procedures, work instructions, technical manuals, shop orders, specifications, blueprints and more that constitute our Quality Management System (QMS). The QMS is a comprehensive and standardized approach for meeting all customer and regulatory requirements and providing a safe and reliable product.

QMS documentation accurately reflects the work performed and is controlled by procedures to reduce variation and error and increase operational consistency. Employees are trained to stop and speak up if instructions are unclear. Every employee affects the achievement of our quality objectives, which are measured by key performance indicators such as First Time Pass, controllable non-conformance, cost of poor quality, and turnaround time. These elements of the QMS are used to identify, prioritize, and reduce risk within operations:

- New Product Introduction
- First Article Inspection
- Internal / External Audit Programs
- Peer Assessment reviews
- Flight Safety Review Board meetings
- Root cause identifiers to facilitate consistent corrective actions that can be shared across the enterprise
- Quality Alerts
- Corrective Action Review Board
- Quality Improvement Plans
- We also undertake independent audits and reviews of identified high risk QMS elements and have ISO 9001 and AS9110 certifications for 21 locations.

In 2024, we completed 111 continuous improvement projects under our QMS to improve customer satisfaction and reduce costs. These projects are eligible for the True Blue Continuous Improvement Award, which is a quarterly and annual team award with individual financial recognition for projects that reduce processing and business-value waste of all types. Seventeen (17) quarterly True Blue and five (5) annual team awards, including one award directly from the CEO, were handed out in 2024.



"We are honored by the trust our customers have placed in us over the decades, and we remain steadfast in our mission to deliver the highest level of service excellence. Our team is excited about the future and the opportunities that lie ahead as the aviation industry continues to grow."

Chris Bodine, Vice President and General Manager of StandardAero's Augusta Service Center

Ethics and Integrity

StandardAero is passionate about doing business the right way and adhering to applicable laws and regulations. Our employees are trained that ethics and integrity are everyone's responsibility. Our Code of Ethics (Code) articulates our expectations for ethical behavior and how we treat people and resolve challenges to enable long-term success.

Ethics Program

Our Code of Ethics is the centerpiece of our Ethics Program. The Code is intended to help our employees understand their personal and professional obligations in supporting StandardAero's vision and values, and serve as a guide when they are faced with ethical decisions. The Code covers topics including but not limited to conflicts of interest; anti-corruption, bribery and improper payments; protecting the environment and the health and safety of our employees; workplace harassment; fair employment practices; and equal access to opportunity. All employees are briefed on the Code periodically.

The Code also outlines ways in which individuals can report illegal or unethical behavior. These resources include: leadership, HR, our Corporate Ethics Director (who can be contacted via e-mail at Ethics@StandardAero.com), our MyVoice anonymous reporting Hotline (available toll-free at 1–866–727–4714 or online at www.standardaero.ethicspoint.com) and Internal Legal Counsel.

StandardAero's Whistleblower Policy encourages our staff, customers and business partners to report any concerns related to the direct activities or the supply chains of StandardAero using one of these reporting resources. Procedures outlined in the policy make it easy for workers to make disclosures, without fear of retaliation.

StandardAero endeavors to work with suppliers, vendors, contractors, and other external parties that share our focus on ethics, integrity, and compliance with applicable laws. Contractors, consultants and agents are required to act consistently with the Code when acting on our behalf. Suppliers doing business with StandardAero also adhere to our Supplier Code of Conduct.

Trade Compliance

Trade and export control laws affect the release of goods, services and technology across national borders. Many government agencies and bodies in the jurisdictions in which StandardAero operates issue regulations to support compliance with export laws, including economic sanctions on various countries. StandardAero is focused on complying with applicable trade laws and regulations where we conduct business, including embargoed countries and trade restrictions implemented by the U.S., the EU, and other regulators and countries.

StandardAero's Global Export Compliance Program was established so that we have the proper authorizations in place to provide services to international customers and provides processes and guidance to our internal operations so that we carry out full compliance with relevant export compliance laws and regulations.

Human Rights and Modern Slavery Statement

StandardAero's employees shall respect and uphold the principle of universal human rights and treat all workers (including contractors) with dignity and respect, remain receptive to various opinions, promote equal opportunity for all, and foster an inclusive and ethical culture. We are focused on respecting international human rights principles including the United Nations Guiding Principles on Business and Human Rights (UNGP), the International Bill of Human Rights, and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

We have a zero-tolerance approach to the abuse of human rights and we are focused on acting ethically and with integrity in all our business dealings and relationships and to investing in, implementing, and enforcing effective systems and controls to safeguard against forced labor and adverse human rights impacts. We do not tolerate any form of forced labor, child labor, or human trafficking within our direct operations, and we expect our suppliers to adhere to the same high standards. Our dedication to combat modern slavery and promote inclusion aligns with our broader mission to be a responsible corporate citizen. We understand that these are not just

responsibilities, but also integral elements that contribute to our long-term success.

The StandardAero Modern Slavery Statement is in accordance with the U.K. Modern Slavery Act and EU Forced Labour Regulation and updated in 2024 in conformance with the Australian Modern Slavery Act and Forced Labour in Canadian Supply Chains Law. Our Modern Slavery Act Statement and due diligence process align with the definition of "forced labour" as stated in the ILO conventions and cover coercive labor practices, including work from any person under the menace of any penalty and for which the said person has not offered her/himself voluntarily, or as a means of coercion, discipline or discrimination.

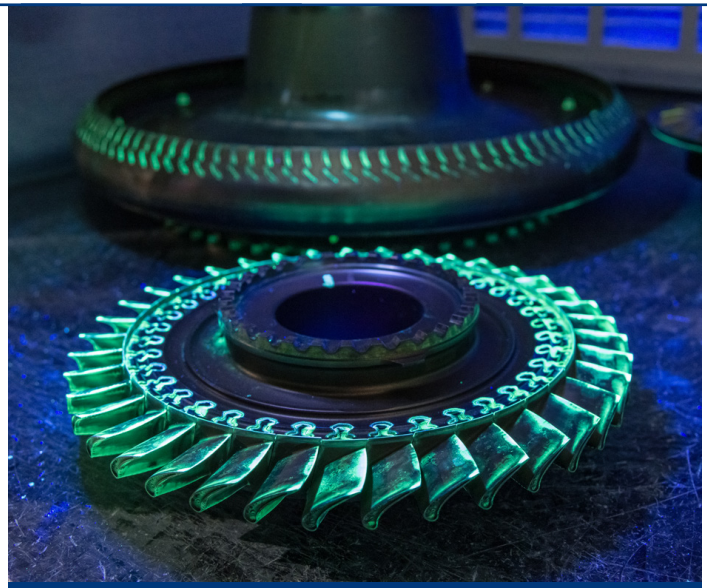
We believe that slavery and human trafficking have no place in our supply chains. Our procurement practices and the internal due diligence processes of evaluating and managing suppliers and vendors establishes accountability standards and compliance expectations with respect to mitigating the risks of all forms of forced labor and human trafficking and slavery in supply chains. In doing so, StandardAero believes it complies with all relevant laws such as the Uyghur Forced Labor Prevention Act (UFLPA) and the U.S. Federal Acquisition Regulation Parts 52.222–50 and 52.222–56.

Responsible Supply Chain

We require and expect our suppliers to uphold the highest standards of conduct and ethical behavior. We expect our suppliers to obey the laws that require them to treat workers fairly, provide a safe and healthy work environment, and protect environmental quality. Our Supplier Code of Conduct encourages suppliers to do the right thing by clearly stating the actions and behaviors expected of them when engaging with our business. For more information about Doing Business with StandardAero, our Supplier Code of Conduct, and our Purchasing Terms and Conditions, please see our Supplier Portal.

Specialty Metals and Conflict Minerals Statement

StandardAero communicates its expectation that suppliers are required to adhere to all applicable laws and regulations, including, but not limited to, those pertaining to the purchase and acquisition of specialty metals and "conflict free" minerals and materials. Because StandardAero is an MRO operator and does not source conflict minerals or 3TG (i.e., tin, tantalum, tungsten, and gold) directly from smelters or suppliers, engagement with our suppliers and adherence to the Supplier Code of Conduct and Contracting Terms and Conditions are fundamental elements of our supplier compliance program. In furtherance of our goal of utilizing "conflict free" materials, we implement sourcing and procurement practices defined by the OEM specifications, government-issued requirements, and due diligence processes informed by the OECD Due Diligence Guidance for Responsible Business Conduct among other industry best practices.



Aviation Supply Chain Integrity Coalition

We believe collective action by industry stakeholders is essential to prevent unapproved parts from entering the supply chain. In February 2024, StandardAero and other global aerospace industry leaders formed the Aviation Supply Chain Integrity Coalition to recommend actions the industry can take to prevent unapproved propulsion parts from entering the supply chain and to strengthen the overall integrity and safety of the supply chain. Together, the aerospace industry can mitigate current risk and anticipate future challenges, supporting the continued safety and trust of the global aviation community.

Cybersecurity and Data Privacy

StandardAero developed and implemented a cybersecurity risk management program intended to protect the confidentiality, integrity, and availability of the company's critical systems and information. The cybersecurity risk management program includes a cybersecurity incident response plan.

The organization's cybersecurity program is informed by industry standards and industry-recognized practices, such as the NIST Cybersecurity Framework, ISO 27001, and CIS Controls. The company use such industry standards and practices as a guide to help identify, assess, and manage cybersecurity risks relevant to the business. This helps StandardAero align with the specific requirements of diverse regulatory environments and industry benchmarks without compromising on security or efficiency.

StandardAero's cybersecurity risk management program is integrated into the overall enterprise risk management program, and shares common methodologies, reporting channels and governance processes that apply across the enterprise risk management program to other legal, compliance, strategic, operational, and financial risk areas.

Environment, Health, and Safety

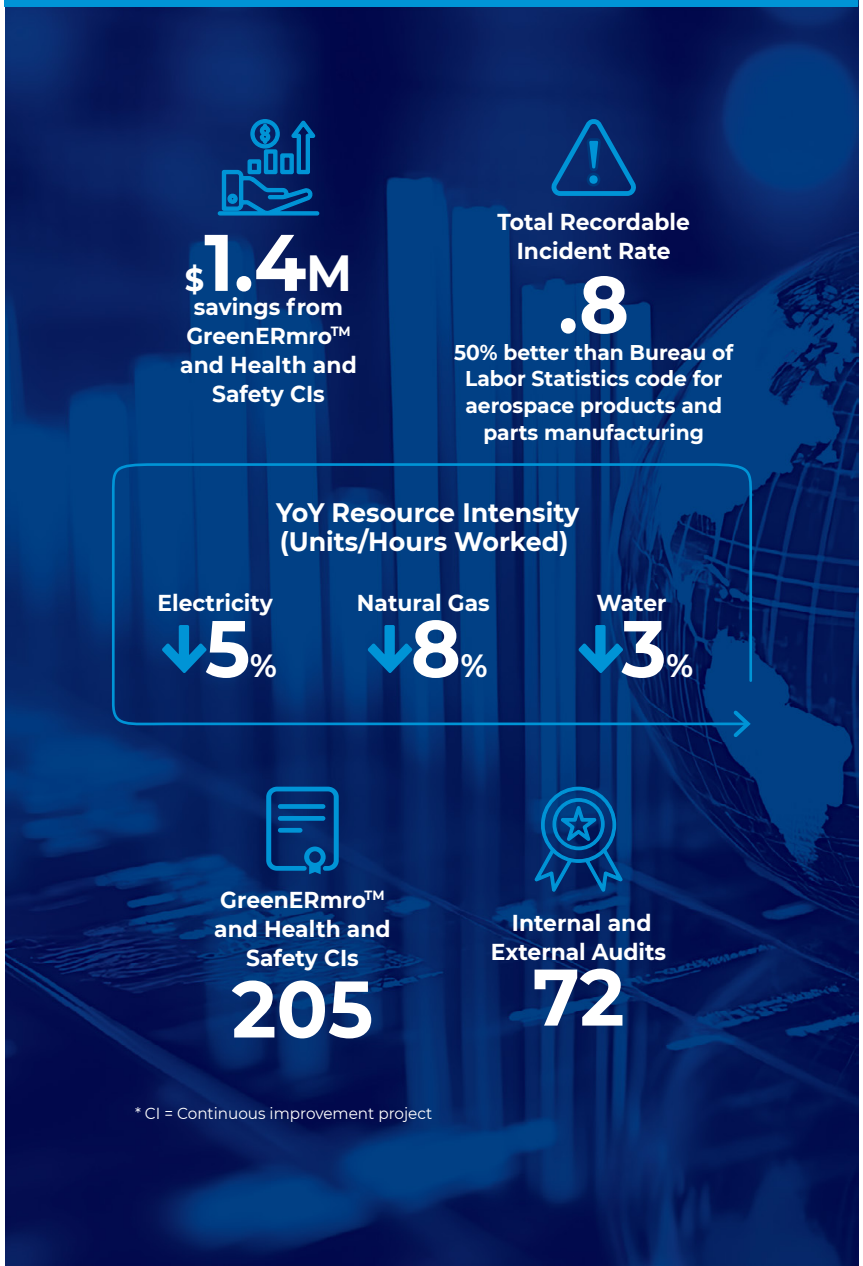
As we work to meet the increasing demand for aircraft aftermarket services, it is essential to prioritize the well-being of both people and the environment. We employ structured management systems to identify, address, and monitor environmental, health, and safety risks and opportunities. This approach supports compliance with regulations, reduces environmental impact through efficient resource use, and enhances workplace safety by minimizing hazards. Our focus on continual improvement aims to create a safer and more sustainable environment for our employees and the communities we serve.

We aim to increase the number of sites with third-party verified management systems certifications yearly. As of 2024, twenty-two (22) sites have met the standards set by the International Organization for Standardization (ISO) and verified by a third-party certification body, achieving ISO 14001:2015 for environmental management systems. Additionally, three (3) sites have obtained ISO 45001:2018 certification for occupational health and safety. We conduct regular management system reviews to discuss risks, opportunities, and overall performance. Achieving ISO certification demonstrates our focus on environmental responsibility and sustainable practices.

ISO 45001 BUREAU VERITAS Certification

ISO 14001:2015 BUREAU VERITAS Certification

KEY INDICATORS OF OUR PERFORMANCE IN 2024



Health and Safety

Our Health and Safety Management System (HSMS) comprises 20 key elements. These elements are operationalized through a network of policies, procedures, work instructions, and forms overseen by our dedicated EHS staff. These staff, who are trained and certified, play a pivotal role at the corporate, division, and site levels. They are empowered to cultivate a robust culture where everyone is encouraged to advocate for health and safety. EHS staff collaborate closely with other functions, such as quality, engineering, and facilities, to prevent workplace injuries and support regulatory compliance. Their responsibilities include assessing high-risk operational hazards, conducting job safety and root cause analyses, implementing engineering controls, identifying proper personal protective equipment, and planning for emergencies.

These are some additional element highlights:

Element 4: Employee Involvement is a crucial aspect of our health and safety culture. We actively encourage our employees to participate in site health and safety. To recognize their contributions, we award Stop for Safety Coins to those who identify and take action to reduce quality, flight safety, and environmental, health, and safety risks.

In 2024, we awarded 134 Stop for Safety Coins to our dedicated employees and contractors.

Our leadership plays a key role in reinforcing our Life Preserving Standards. They do this through monthly leadership emails and intranet stories that provide timely reminders and tips for seasonal safety and safety at work. These communications, which are informed by site-level suggestions and examples, cover a range of safety topics. In 2024, these included fire safety, distracted driving, machine guarding, situational awareness, preventing slips, trips, and falls and many more.

Element 20: Program Evaluation
This involves reviewing the HSMS and implementing continuous improvement opportunities.

In 2024, two-hundred-and-five (205) CI projects were completed for environment, health, and safety.

Element 7: Health and Safety Training
Our procedure for training helps to provide employees with the knowledge and skills needed to perform their work safely and in compliance with regulatory requirements.

New employees receive on-site environment, health and safety training and a Life Preserving Standard training featuring our CEO as well as ongoing EHS training tailored to individual job functions and overseen by EHS managers representing our sites.

In 2024, we expanded training to include more observation and feedback and behavior-based safety approaches to address the human factors that contribute to workplace incidents as well as near-miss reporting.

Environment

The environmental objectives in our Management System Policy are to minimize pollution to the global environment and to manage environmental aspects to wisely use resources, reduce negative environmental impact, and limit risk. Our environmental management system approach incudes:
1) identification and ranking of environmental aspects;

2) maintenance of controls to minimize potential environmental impacts;

3) methods for measuring impacts;

4) an evaluation program to review operations in accordance with contractual, system, and jurisdictional EHS requirements; and,

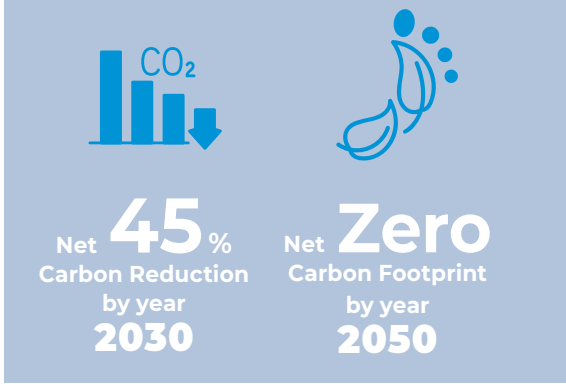
5) continuous improvement projects to reduce environmental impacts.

Environmental aspects are identified at the site-level and ranked consistently using a central system that measures risk scores before and after control measures. Expansive air quality and waste profile inventories are managed and reported internally and to regulators. Projects to reduce environmental impacts from StandardAero's activities, products, and services are driven by our continuous improvement program, GreenERmro™, which focuses on reducing energy, water, and waste and associated costs.

Greenhouse Gas Emissions and GreenERmro™

Corporate and site-level environmental targets for energy, water, and waste reduction are established yearly, and progress is reviewed in monthly management reviews with operations and other senior leaders. These tactical targets and projects are key to meeting our goal to reduce greenhouse gas emissions by 45% by 2030, which is guided by our decarbonization roadmap. The roadmap identifies and prioritizes projects that address the drivers of carbon emissions across StandardAero sites. Compared to 2019, we have reduced Scope 1&2 GHG emissions by 23%. We also expanded our Scope 3 indirect emissions inventory in 2024.

Our GreenERmro™ initiative promotes and measures continuous improvement projects related to energy, water, and waste, which reduce the impact of significant activities across our inventory and help us achieve our tactical targets and public goal to reduce greenhouse gas emissions. Periodically, the GreenERmro™ network comprised of cross-functional staff and leaders convene to drive projects forward and to learn from each other regarding high-level goals, site-level targets, and overcoming barriers to implementing projects.

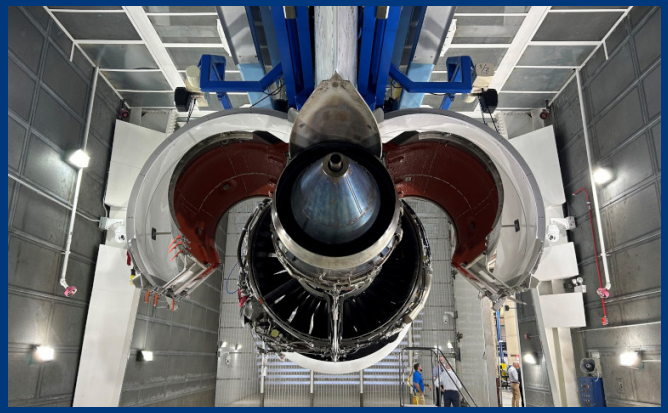


In 2024, 99 GreenERmro™ continuous improvement projects were completed that are estimated to avoid $1.3M annually. Implementing improvement projects in alignment with our decarbonization roadmap is our primary method for managing greenhouse gas emissions and climate-related risk.

Examples of continuous improvement projects completed in 2024 include lighting, HVAC, building envelope, and compressed air system optimizations; production overprocessing and test cell fuel use reductions as well as several projects to reduce and recycle hazardous waste and water.

GreenERmro™ Project Highlights

Engine Test Cell Efficiency and Sustainable Aviation Fuel (SAF)- Engines cannot be returned to service until they are tested. The fuel burned in this process is a significant source of cost and greenhouse gas emissions for StandardAero. In 2024, our GreenERmro™ Test Facilities Engineering Team continued to implement an efficiency roadmap to measure key performance metrics and reduce test cell operating time and engine reprocessing. The result was a ~7% reduction in actual vs expected test cell fuel consumption.



We are also evaluating the use of SAF for select test applications and in jurisdictions with SAF use mandates as it continues to undergo rigorous testing for technical and safety standards for OEM engine platforms. SAF's attributes as a "drop-in" fuel blend can allow StandardAero to use the same fuel supply and jet test cell infrastructure. The use of SAF, in concert with a mix of new technologies including propulsion and flight management systems, the use of advanced materials, and aircraft design can play a role in enabling net zero carbon for air transportation by 2050.

Water Conservation and Hazardous Waste Reduction

The Environmental Protection Agency recognized our site in Phoenix, AZ, for developing a metal bearing rinse water reuse system for plating processes. This system conserved ~4,000,000 gallons of water, totaling $55,000 in annual water cost savings. The project also reduced hazardous waste by ~10,000 pounds. and landfill shipments by 75% in 2024.

Emerald Award

The GreenERmro™ Emerald Award is an employee engagement performance program that drives action and creates awareness about our environmental goals and projects. Each year we recognize a team with a trophy and monetary award for outstanding contributions to environmental sustainability. Our site in Summerside, PEI

earned the Emerald Award in 2024 for completing eight GreenERmro™ projects, saving more than $500K, year-over-year reductions in electricity, fuel, water & waste, an employee Earth Day e-waste event, and more!

Renewable Energy

As part of our energy procurement hedging strategy, we entered into a new contract for 100% renewable energy in Dallas, TX, bringing our contracted amount of renewable energy across the globe to more than 19,500 megawatt hours (MWh) in 2024. For our greenhouse gas inventory, this means a reduction in emissions equivalent to the carbon sequestered by an estimated 13,000 acres of U.S. forests in one year (according to the EPA Greenhouse Gas Equivalencies Calculator), across the contractual periods.

ENERGY STAR®

In 2024, we became an EPA ENERGY STAR® program partner. This collaboration is significant because it will help us to improve our energy management practices, reduce costs, and simultaneously contribute to protecting the environment by leveraging ENERGY STAR tools and lessons learned from fellow partners.

ENERGY STAR PARTNER

Inclusion and Equal Opportunity

At StandardAero, we recognize that our success is driven by the collective contributions of our employees. A collaborative, inclusive workplace fosters innovation, creativity, and operational excellence, so that we remain a leader in the aviation and aerospace industry.

We are focused on maintaining a culture where every employee feels valued, respected, and empowered to contribute. Our approach to inclusion is grounded in:

- Cultivating a workplace where different perspectives are welcomed and collaboration thrives.
- Providing training and resources to develop strong leadership, teamwork, and inclusive environments.
- Partnering with industry groups, schools, and community organizations to promote careers in aviation and aerospace.
- Maintaining fair and competitive compensation practices that support pay equity across roles and levels.

As outlined in our Employee Handbook, we uphold policies that reflect our commitment to fairness and equal opportunity. StandardAero does not discriminate in employment decisions based on race, color, religion, national origin, sex (including pregnancy and related conditions, sexual orientation, or gender identity), age, disability, or genetic information. Our policies align with all applicable laws and reinforce our dedication to fostering an environment of respect and opportunity for all employees.

Career Development

The MRO business is highly specialized and competitive, and workforce management is critical to our success. We are focused on a friendly, receptive, and transparent culture and creating an environment where employees can thrive. Our approach allows us to retain top professionals who share our dedication to quality and innovation.

Early Career Partnerships

We believe that building a strong talent pipeline starts with meaningful, long-term partnerships. Through our early career initiatives, we don't just recruit the best talent—we invest in students by offering valuable career development opportunities.

From interactive info sessions and class visits to hands-on training and resume reviews, we are focused on equipping the next generation with the skills and insights they need to succeed in the aviation MRO industry. By fostering these connections early, we create a steady flow of top-tier talent while giving back to the communities that shape the future of our workforce.

In 2024, we participated in 146 early career events and engagements and partnered with 57 different schools.

We prioritize skills training so that our team remains at the forefront of industry advancements and regulatory standards. Through comprehensive learning development plans and hands-on technical training and classroom-style learning opportunities, we equip our employees with the expertise they need to deliver exceptional results and remain at the forefront of industry advancements and regulatory standards.

2024 Early Career Partnership Highlights:

- Established the **Part 147 Maintenance Technician School in Maryville, TN**, in partnership with Blount County economic development partners and Pellissippi State Community College, offering an Associate of Applied Science in Aviation Maintenance Technology. We also donated training equipment with help from Breeze Airways.

- Established a partnership with the **U.S. Aviation Academy in Denton, TX** to offer graduates of the Aircraft and Powerplant Mechanic Training Program access to job opportunities and a streamlined transition from education to a successful career in aviation maintenance.

- Became an executive sponsor and member of the advisory board of the Airframe and Powerplant Certification from **Hallmark University, San Antonio, TX's College of Aeronautics**, offering mentorship, leadership and career advancement opportunities such as job fairs, conducting on-site interviews, and providing facility tours.

- Launched an aircraft maintenance apprenticeship program with the **South Hampshire College's CEMAST group in the United Kingdom**, offering opportunities for future aeronautical engineering technicians.

Leadership Development

We offer our employees opportunities to learn new skills and advance in their careers to become leaders who can inspire and motivate teams to effectively communicate and execute company strategies. We invest in leadership development programs because they improve employee engagement and productivity and drive better business outcomes all-around.

F.L.E.E.T
FRONTLINE LEADERSHIP ENGAGEMENT & EXECUTION TRAINING

The F.L.E.E.T. leadership program is for frontline production leaders in critical operations and focuses on skills in communication, feedback, and collaborative problem solving.

ASCEND
EQUIPPING LEADERS TO TAKE FLIGHT

ASCEND offers advanced training in team management, cross-functional collaboration, and business strategy. Participants engage in interactive workshops, executive coaching sessions, and real-world case studies to enhance their leadership capabilities and drive organizational success.

SOAR
SKILLS FOR STRATEGIC LEADERSHIP

SOAR is a program for senior leaders to refine executive-level skills such as strategic visioning, change management, and enterprise leadership. Through project mentorship from top executives and tailored leadership assessments, senior leaders gain the tools necessary to navigate complex business challenges and inspire high-performing teams.

W2W

Complementing these programs, our Wing 2 Wing (W2W) leadership fireside chats provide employees with direct access to senior executives. These informal yet impactful discussions offer valuable insights into leadership journeys, career growth, and industry trends. Employees can engage in meaningful conversations, ask questions, and gain inspiration from leaders' experiences.

Notable Milestones

280+
Leadership Program Participants

200+
Leaders engaged in each W2W session

Key leadership topics reviewed:

- A Culture of Development
- Teamwork and Communication
- Digital Transformation and Leadership

Lifecycle Management

We believe our Engine Health Monitoring services are essential for the expedited delivery of critical components, thereby averting prolonged downtimes and supporting adherence to Airworthiness Directives and other safety and quality compliance timelines.

StandardAero's services extend the useful life of an aircraft. MRO solutions such as implementing recycling processes, a philosophy of repair versus replace, developing data-driven reliability improvement tools, and optimizing maintenance schedules are all aimed at minimizing waste and maximizing the aircraft's lifecycle.

The 4 R's of circular principles– repair, reuse, remanufacture, and recycle – applied to our operations brings benefits to our customers, as well as society as a whole. Parts repair and refurbishment along with materials recycling help to foster a quick return to service and minimize the need for producing new parts. Moreover, it reduces the lifecycle carbon footprint associated with the production and transportation of new components. These measures, aligned with broader sustainability goals, drive cost efficiencies and exemplify our focus on improving the sustainability of our business.

Airworthiness Directives aim to address safety issues with specific aircraft or components, often requiring immediate actions such as inspections, repairs, modifications, or replacements to support the aircraft's safe operation.

Industry Innovation and Engagement

StandardAero aims to support products and systems that accelerate and enable sustainable aviation. We routinely engage with industry associations, leading R&D and OEM companies and make investments to provide services for these advanced products.

StandardAero is the first independent LEAP Premier MRO in the Americas allowing us to provide LEAP engine services to airline operators worldwide. The LEAP engine is CFM International's newest generation single-aisle aircraft engine. This next generation engine provides up to 20 percent less fuel consumption and lower carbon emissions, as well as a significant improvement in noise compared to previous engines. Throughout 2024, we made substantial investments in our facilities, equipment, and tooling to support the LEAP engine, which allowed us to induct our first customer engines in July 2024 and complete test cell correlation, thus setting the stage for full-production readiness.

In 2024, we entered into a teaming agreement with Boom Supersonic to expand our relationship to include new production Symphony engine assembly and testing in addition to our continued support of the engine design and future provision of engine MRO services to operators of its Overture aircraft. Boom's Overture is the first commercial airplane designed for net-zero carbon operations and able to operate on 100% SAF. Boom aims to achieve net-zero carbon emissions by 2025.

We are also positioning ourselves to provide maintenance program design, product manufacturing, and maintenance service solutions to AERALIS, Ampaire, magniX, and ZeroAvia as they develop and certify their lower emissions aircraft and products. We believe these companies are major innovators in the hybridelectric, battery-electric, and hydrogen-electric propulsion space. We make it a top priority to keep up on all the latest technologies, which we believe is an important reason for why aviation customers keep coming back to us.

We are helping industry's progression to a safer, responsible, and sustainable aviation ecosystem. Industry's ambition to include sustainability into its core philosophy is manifest in the development of new aviation and mobility technologies, eco-efficient operations, expanding the use of SAF, and the reduction of GHG emissions and air pollutants. Collaboration across the value chain will be instrumental to achieve these ambitions while maintaining quality and safety standards. Participation at industry events and air shows magnifies our voice in helping the aviation and aerospace industries to promote quality, safety, and sustainability.

Industry Innovation and Engagement

At the 2024 Marrakech Airshow, Guillaume Limouzy (below), from StandardAero, spoke on a panel about developing sustainable strategies to tackle the challenges faced by the aviation industry.

StandardAero is a member company supporting the following industry associations:

The International Air Transport Association
IATA is the trade association for the world's airlines, representing some 340 airlines – including many of our customers – and helping to formulate industry policy on critical aviation issues.

General Aviation Manufacturers Association
StandardAero and GAMA share a similar position to advance the interests of the MRO industry, including to improve efficiency and mitigate our industry's impact on the environment.

European Regions Airline Association
ERA represents the interests of more than 55 airlines and 150 + associate members - including many of our customers - before Europe's major regulatory bodies, governments and legislators.

Aerospace Industry Association
AIA is dedicated to helping its 300 member companies improve the safety of air transportation, make America more secure, fuel exploration, drive innovation, and ensure a vibrant industrial base.

Aerospace Industry Association of Canada
StandardAero and AIAC share a similar position to advance the interests of the aerospace and aviation industry, including to improve efficiency and achieve emissions reductions and net-zero targets.

ADS is the UK trade association advancing leadership in the aerospace, defence, security and space industries to enable prosperity and clean, secure growth.

Aircraft Fleet Recycling Association
StandardAero's partnership with AFRA strengthens our focus on a greener future, as we collaborate with industry leaders to drive sustainability in aircraft end-of-service management.

2024 StandardAero News Headlines

Visit our media center to access these stories.

- Selected by US-Bangla Airlines for PW127M MRO Services
- Partnered with SpiceJet for 737–8 MAX Return to Service
- Selected by Brazilian Air Force for A-29 Super Tuc ano Engine Support
- Received Indian DGCA Approval for PW127M MRO Services
- Jim Williams Honored with FAA's Charles Taylor Award
- Celebrated 4,000th GE CF34 Engine MRO Workscope
- Completed LEAP-1A Test Cell Correlation, Offering PRSV Capability
- Marked 10th Anniversary of Singapore Overhaul Facility
- Provides LEAP-1A PRSV Support to Icelandic Carrier PLAY Airlines
- Renews Pinnacle Air Network Engine Service Agreement
- Celebrates 50 Years of Supporting Pratt & Whitney JT15D Turbofan Engine
- Celebrated 25th Anniversary of Van Nuys Aircraft Service Center
- Provides LEAP-1B Support to Corendon Airlines
- Celebrates 40 Years of Supporting PW100 Turboprop Engine
- Marked 50th Anniversary of Augusta, GA Facility
- Acquired Aero Turbine to Expand Military MRO C apabilities
- Reached 500th PW300 Engine Service Event at Gosport Facility
- Announced 80,500 Sq. Ft. Hangar Expansion at Augusta Facility
- Won Best Engine Overhaul in Top Shop Awards
- Delivered 12,000th Auxiliary Power Unit at Maryville Facility
- Ramped Up CFM56–7B MRO at DFW International Airport
- Named Authorized Starlink Dealer for Business Aircraft Operators
- Awarded T56 Series IV Engine Maintenance License
- Completed CFM LEAP Engine Stand-Up, Inducted CTEM Shop Visits
- Expanded Rolls-Royce M250 Helicopter Engine MRO Leadership
- Entered 40th Year Supporting Airbus Helicopter Components
- Began Light Helicopter Autopilot Installations
- Completed Winnipeg Site Setup for PW200 Helicopter MRO
- Received CAAC Certification for RB211–535 MRO Services
- Delivered 200th Rolls-Royce RB211–535 Engine for Boeing 757 Operators
- Selected to Support U.S. Navy T56–427A Engine
- Signed CFM LEAP-1A Support Agreement with Avianca
- Completed San Antonio Test Cell Correlation for LEAP-1B
- Celebrated 60 Years of Supporting Pratt & Whitney PT6A Engine
- Marked 1,000th CFM56–7B Shop Visit as DFW Facility Nears Completion
- Honored with 2024 Mirage Award by Australian Military Aviation Authority
- Kim Ernzen Joins as Chief Operating Officer

Key Performance Indicator Table

Pillar	Key Issue	KPI	SASB Aerospace & Defense Sector Code	Unit of Measure	CY24 Data
Environment	GHG emissions	Scope 1 GHG emissions		MT/CO_2-e	44,332
		Scope 2 GHG emissions		MT/CO_2-e	41,101
		Scope 3 GHG emissions		MT/CO_2-e	909,626
	Energy	Total Energy Consumption	RT-AE-130.a1	kWh	325,022,860
		Total Electricity Consumption	RT-AE-130.a1	kWh	139,647,804
		Total Renewable Electricity Consumption	RT-AE-130.a1	kWh, %	11,052,758 3.4
		Total Annual Jet Fuel Consumption		liters	10,001,393
	Waste	Total Amount of Waste Generated (Industrial)		Metric Tons (T)	5,047
		Total Amount Hazardous Waste	RT-AE-150.a1	T	2,921
		% of Waste Recycled	RT-AE-150.a2	%	20
		Number and Quantity of Reportable Spills	RT-AE-150.a2	# / kg	1 65
	E-Waste	% of Total E-Waste Disposed (Certified E-Waste or Approved Donation)		%	100
	Water	Total Water Withdrawals		Kiloliters	309,118
Social	Health & Safety	Total Recordable Incident Rate (TRIR)		#	.8
		Days Away, Restricted, Transfer (DART)		#	.5
		Fatalities		#	0
	Employee Engagement	Total Full Time Employees (FTEs)		#	7,700
		Annual Voluntary Turnover Rate		%	10
Governance	Product Quality & Safety	Number of Recalls Issued	RT-AE-250.a1	#	2
		Number of Counterfeit Parts Detected, % Avoided	RT-AE-250.a2	#	0
		Amount of Monetary Losses as a Result of Legal Proceedings Associated with Product Safety	RT-AE-250.a4	#	see 2024 Form 10-K, Item 3
	Cybersecurity	Number of Data Breaches	RT-AE-230.a1	#	see 2024 Form 10-K, Item 1C
	Ethics, Anti-bribery & corruption	Amount of Monetary Losses as a Result of Legal Proceedings and Fines Associated with Corruption, Bribery, and/or Illicit Trade	RT-AE-510.a1	$US	see 2024 Form 10-K, Item 3
		Revenue from Countries Ranked “E” or “F” per Transparency International’s Government Defense Anti-Corruption Index	RT-AE-510.a2	$US	E: 125,460,962 F: 79,312,710
	Business Ethics	Percentage of Employees Trained Annually on the Code of Conduct		%	94

StandardAero

Where to Find Us:
@standardaero

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