

October 16, 2023

Team Member Driven ESG Development Initiative – Three \$1,000 value Rewards Available

We are excited to introduce our Team Member Driven ESG Development Initiative, a commitment to advancing Environmental, Social, and Governance (ESG) principles within our organization. In this document, we will provide an overview of ESG, explain why we are undertaking this initiative, and outline the next steps for our journey towards a more sustainable and responsible future.

What is ESG?

ESG stands for Environmental, Social, and Governance, and it represents a set of criteria used to evaluate a company's impact on society and the environment, as well as its corporate governance practices. Here is a brief explanation of each component:

- **Environmental:** This refers to a company's efforts to reduce its environmental footprint, including initiatives related to climate change, resource conservation, pollution prevention, and sustainability.
- **Social:** This aspect focuses on how a company manages its relationships with employees, customers, suppliers, communities, and other stakeholders. It encompasses issues like diversity and inclusion, labor practices, human rights, and community engagement.
- **Governance:** Governance relates to the structure and behavior of an organization's leadership and management. It includes areas such as board composition, executive compensation, transparency, and ethical business practices.

Why We Are Doing It?

Our commitment to the Team Member Driven ESG Development Initiative reflects our dedication to being a responsible and sustainable organization. By creating opportunities for our Team Members to share ideas on sustainable practices, we can evaluate our operations with the purpose to introduce improvements that will benefit the communities we operate in. Here are some key reasons why we are embarking on this journey:

1. **Social Responsibility:** We believe that as a collective, we have a responsibility to contribute positively to the well-being of society and the environment.
2. **Team Member Engagement:** We recognize that our Team Members are passionate about social and environmental causes. This initiative empowers our Team Members to actively participate in shaping our ESG program.
3. **Attract the Best:** Companies that prioritize ESG are more likely to attract socially conscious investors, customers, and partners, enhancing our long-term market presence.

4. **Risk Mitigation:** Addressing ESG issues helps us identify and mitigate risks related to regulatory compliance, reputation, and operational disruptions.

Next Steps

As part of the Team Member Driven ESG Development Initiative, we encourage every Team Member to get involved. Here are the next steps:

1. **Awareness and Education:** We will provide resources and training to help you understand ESG principles and their relevance to our business.
2. **Idea Generation:** We invite you to share your ideas and concerns related to ESG through WorkTango. Your input is valuable. All qualified submissions will receive a ballot to be entered in 40 draws of 5000 WorkTango points (\$50 value).
3. **Idea Evaluation:** We will establish an ESG action team composed of Team Members from diverse backgrounds and departments to review and evaluate the submissions received. The top 3 selected submissions from Team Members to move to EA's implementation planning, will earn grand prizes of 100, 000 WorkTango points (\$1000 value).
4. **Implementation:** Our ESG action teams will execute selected ESG initiatives according to the established plans.
5. **Measurement and Reporting:** We will implement systems to track our progress and regularly report on our ESG performance.

Thank you for your commitment to making Executive Aviation a more responsible and sustainable organization. Together, we can make a positive impact on our world.