



2025 Corporate Sustainability Report

primeflight.com/sustainability



Three Sugar Creek Center Blvd., Suite 450 | Sugar Land, TX 77478

What's Inside

About This Report **04**

Our ESG Strategy **06**

People **12**

Planet **19**

Policy **25**

Appendices **27**

Looking Ahead **36**



Welcome

At PrimeFlight, operational excellence and sustainability are inseparable. Every day, our teams support a wide range of customers around the world in environments where safety, reliability, and consistency matter most. Our responsibility extends beyond delivering exceptional service—it includes operating with integrity, investing in our people, protecting the environment, and strengthening the communities where we work.

Throughout 2025, we continued making meaningful progress by embedding sustainability into the way we operate. ESG is integrated into our business strategy, decision-making, and daily operations. This approach allows us to create lasting value for our customers while building a stronger, more resilient organization.

This year, we achieved several important milestones. We strengthened our sustainability governance, advanced our performance in EcoVadis across both PrimeFlight and Skytanking, expanded our focus on responsible procurement, and continued aligning our operations with the principles of the United Nations Global Compact. We also launched our Advancing Women in Leadership initiative, an important step toward developing a stronger and more diverse leadership pipeline across our global organization.

Operational excellence remained at the heart of everything we do. In 2025, our teams completed more than 200,000 quality, safety, and operational audits through our Prime Audits platform. These audits provide real-time visibility into our operations, enabling us to identify opportunities, reduce risk, improve compliance, and continuously raise the standard of service we provide to our customers.

Innovation also continued to drive our progress. Across PrimeFlight, Garsite, and Skytanking, we invested in technologies, equipment, and processes that improve efficiency while supporting our long-term environmental goals. From electrified ground support equipment to digital quality systems and enhanced reporting capabilities, we are building a more sustainable future through practical, measurable improvements.

None of this progress would be possible without the dedication of our employees. Their professionalism, commitment to safety, and passion for continuous improvement define who we are as an organization.

As we look to the future, we remain committed to responsible growth, transparent governance, and operational excellence. Sustainability is not simply a destination, it is an ongoing commitment to improving how we serve our customers, support our people, and strengthen the aviation industry for generations to come.

Charlotte Cheatham

Executive Vice President & Chief Operating Officer

About this Report

This report presents the environmental, social, and governance (ESG) performance of the PrimeFlight group of companies for the 2025 calendar year, covering the period from January 1 to December 31, 2025. It constitutes PrimeFlight's annual Communication on Progress (CoP) submission to the United Nations Global Compact, demonstrating our continued commitment to its Ten Principles in the areas of Human Rights, Labor, Environment, and Anti-Corruption.

PrimeFlight and its subsidiaries provide a wide range of aviation services and equipment manufacturing across a global footprint. ESG-related data, progress, and commitments are consolidated across PrimeFlight and its subsidiaries for the year of 2025, which included:



PrimeFlight Aviation Services

PrimeFlight Aviation Services is a global provider of ground handling, fueling, cargo handling, GSE maintenance, security, and passenger assistance services at commercial airports



Prime Appearance

Prime Appearance specializes in delivering a full suite of aircraft appearance services, including exterior detailing, polishing, waxing, brightwork, and paint protection, as well as interior detailing, leather care, and fabric protection services to customers in the general aviation industry



Garsite

Garsite engineers and manufactures high-performance fueling and ground service equipment, including both gas-powered and electric equipment



Skytanking

Skytanking provides a full range of aviation fueling services including, into-plane fueling, aviation fuel storage and hydrant management, investment in aviation fuel facilities at airports, technical service agreements, and engineering services across a global footprint

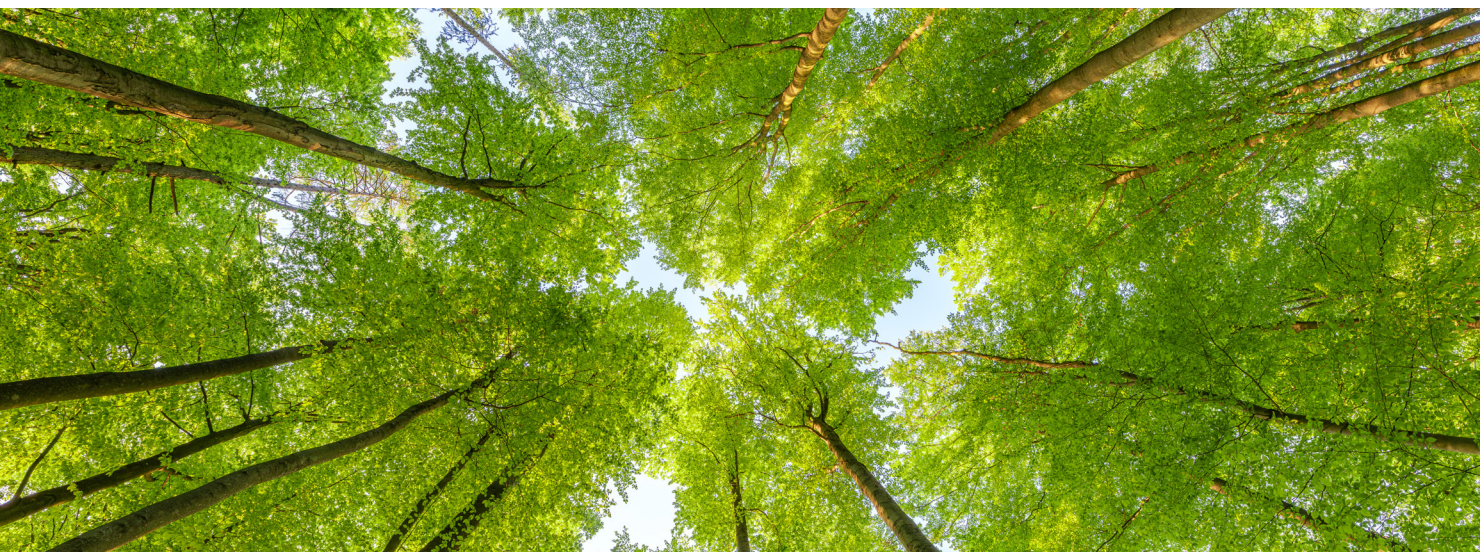
This report reflects the PrimeFlight group's ongoing commitment to sustainable operations and responsible growth. Where possible, data and performance indicators align with leading sustainability frameworks, including the Sustainability Accounting Standards Board (SASB) for Air Freight & Logistics and Airport Services, the Global Reporting Initiative (GRI), and the United Nations Global Compact (UNGC) principles.

Please note that Skytanking data is reported separately within this report to reflect their different operating environment and requirements as a global fueling company.

"Where possible, data and performance indicators align with leading sustainability frameworks"



United Nations
Global Compact



Our Sustainability Strategy

PrimeFlight's sustainability strategy is built around four pillars:



Responsible Governance

We promote accountability through strong governance, ethical business practices, transparent reporting, and responsible decision-making that supports sustainable long-term growth.



Innovation & Industry Leadership

We partner with customers and invest in new technologies to improve aviation services, advance sustainability, and help shape the future of our industry.



Operational Excellence

Quality, safety, and continuous improvement are embedded throughout our operations. Data-driven insights and over **200,000** annual audits help us deliver consistent, reliable service across our global network.



Engaging Our People

Our people are our greatest strength. We invest in employee development, safety, leadership, and an inclusive culture where every individual has the opportunity to grow and succeed.

Leadership & Governance

At PrimeFlight, sustainability is governed through a structured and accountable committee model designed to embed ESG principles into the core of our business strategy and daily operations.

The Sustainability Committee formally oversees, guides, and evaluates our environmental, social, and governance (ESG) practices. This cross-functional group brings together representatives from operations, safety, HR, communications, engineering, and executive leadership to ensure coordinated action across all business units and divisions.

Purpose and Oversight

The committee's purpose is to support PrimeFlight's sustainable growth by reviewing and enhancing ESG related programs, policies, and impacts. Our approach is benchmarked against global standards, including the United Nations Global Compact, to promote integrity, transparency, and continuous improvement.

The committee meets regularly, with scheduled agendas and reports progress to executive leadership, ultimately overseen by the Chief Operating Officer. Each quarter, updates are shared with the Board of Directors, providing visibility into strategic ESG issues and performance against our goals.

Membership and Collaboration

The committee includes:

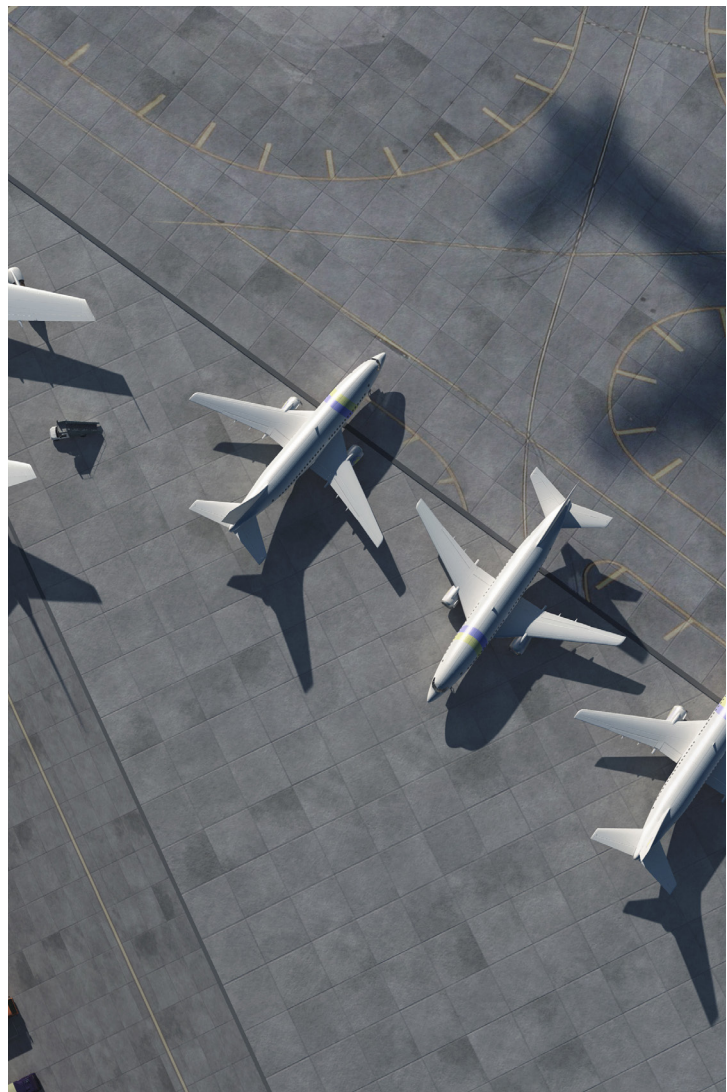
- Core project team members from safety, operations, and executive leadership
- Interdependent contributors from our Garsite and Skytanking teams
- Support personnel from communications, HR, and senior leadership
- External advisors who offer subject matter expertise and independent perspective

This integrated governance structure enables PrimeFlight to remain agile in addressing emerging ESG challenges while driving continuous improvement through accountability and collaboration.

Roles and Responsibilities

Under the leadership of a dedicated Project Manager, the committee is responsible for:

- Defining and reviewing material ESG issues in collaboration with key stakeholders
- Establishing and tracking Key Performance Indicators (KPIs) for ESG performance
- Monitoring enterprise risk related to sustainability, including climate resilience and continuity planning
- Advising executive leadership on ESG strategies that create long-term business value
- Communicating sustainability successes and initiatives to internal and external stakeholders
- Ensuring ESG policies and practices align with our business strategy and protect our brand



Operational Excellence

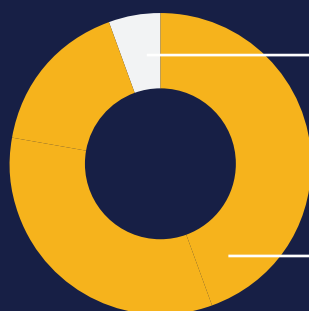
Through our proprietary Prime Audit platform, we completed more than **200,000** internal audits, looking at over **4.7 million data-points**, allowing real-time identification of safety risks and quality issues. The system's data insights are helping to drive accountability, improve compliance, and prevent incidents.

203,368

Audits Submitted in 2025

4,759,800

Observations Recorded



156,33 Non-Compliant Observations

4,603,467 Compliant Observations

95%

Compliance Score

Engaging our People

At PrimeFlight, safety is a shared responsibility and a core part of who we are. To strengthen our commitment, we hosted our annual Safety Days this year from November 11 to 13. This three-day event was an opportunity for every team member to *Pause for a Second* to focus on staying *Primed for Safety*. During Safety Days, our teams participated in hands-on activities, team discussions, and interactive learning focused on preventing incidents, identifying risks, and building safer habits. Key topics included equipment safety, human factors, risk management, and staying safe in adverse weather.

Safety week provided all locations an opportunity to briefly stop and reassess local HSSE culture. Investing in time and tools to cultivate a strong safety culture and encourage self-reflection improves our safety mindset throughout the business.

Safety Days included a wide range of activities focused on each business unit and service line, including:

- Safety huddles and meetings to promote discussions and participation
- Third-party HSSE training and presentations
- Leadership mentoring
- Customer participation



Innovation & Industry Leadership

Innovation is one of the ways PrimeFlight transforms sustainability goals into practical operational solutions. Through Garsite, our aviation fueling and ground support equipment manufacturer, we continue to design and manufacture equipment that improves safety, increases operational efficiency, and helps customers reduce their environmental impact.

In 2025, Garsite expanded its portfolio of ground support equipment, with the introduction of a new towing tractor design showcased at the NBAA Business Aviation Convention & Exhibition (NBAA-BACE) in Las Vegas, NV.

Designed with safety, reliability, durability, and operational efficiency in mind, this new piece of equipment reflects Garsite's continued investment in technologies that support the evolving needs of airports, airlines, and ground handlers.

Garsite also continues to advance electric aircraft refueling solutions, including electric hydrant dispensers that help reduce emissions, lower maintenance requirements, and decrease ramp noise while maintaining the performance and reliability required in demanding airport environments.

Together, these innovations are now supporting customers across North America, Europe, South America, the Caribbean, and Southeast Asia.

By combining engineering expertise with operational experience, PrimeFlight and Garsite continue to develop practical innovations that improve environmental performance while strengthening safety, reliability, and operational excellence throughout the aviation industry.



“By combining engineering expertise with operational experience, PrimeFlight and Garsite continue to develop practical innovations that improve environmental performance while strengthening safety, reliability, and operational excellence throughout the aviation industry.”

Performance at a Glance

To support transparency and accountability, the table below summarizes the key performance indicators (KPIs) we track across our Human Rights & Labor, Environmental, and Governance pillars. These KPIs are directly aligned with our material topics and reflect measurable progress toward our sustainability goals.

They also reflect PrimeFlight’s commitment to the United Nations Global Compact (UNGC), aligning with the Ten Principles across Human Rights, Labor, Environment, and Anti-Corruption. These indicators help us track performance in implementing ethical, inclusive, and sustainable business practices.

Full definitions and performance data for this reporting period are provided in the Appendix.

SUSTAINABILITY TOPIC	KEY PERFORMANCE INDICATORS (KPIs)
Human Rights & Labor Aligned with UNGC Principles 1–6	% of workforce covered by human rights policy - Number of confirmed human rights violations % of suppliers audited for labor practices - Speak Up reports related to labor concerns
Environment Aligned with UNGC Principles 7–9	- Total Scope 1 Emissions (tCO2) - Total Scope 2 Emissions (tCO2) - Scope 1 Emissions by FTE - Scope 2 Emissions by FTE - Fuel Spill Rate (per 1,000 operations) - Number of Environmental Incidents
Anti-Corruption & Governance Aligned with UNGC Principle 10	% of suppliers signed to Code of Conduct - Third Party Assessments - ISO-Certified Locations - Data Privacy & Cybersecurity Training Completion

Industry Recognition

EcoVadis Recognition in 2025

In 2025, PrimeFlight completed its third annual EcoVadis sustainability assessment, improving 9% in the Environmental category over its 2024 score and earning the EcoVadis Committed badge. This recognition reflects the growing maturity of PrimeFlight's ESG programs and places us in line with—or ahead of—many of our largest industry peers.

Separately, Skytanking, was evaluated through its own independent EcoVadis assessment, improved nine points overall, earning a Bronze Medal, placing it in the top 35% of companies globally. This rating reflects Skytanking's strong performance in the areas of environmental stewardship, labor and human rights, ethics, and sustainable procurement. This achievement underscores its operational sustainability leadership within our industry.

Together, these achievements reflect continual steps forward in embedding ESG excellence across the PrimeFlight network.



Renewed United Nations Global Compact Commitments

PrimeFlight renewed its signatory of the UN Global Compact, committing to its Ten Principles in the areas of human rights, labor, environment, and anti-corruption. This action reinforces our alignment with global standards and enhances our ESG transparency.

Joint Inspection Group Recognition Awards

All Skytanking-operated locations undergo annual inspections by the Joint Inspection Group (JIG), the internationally recognized standard for aviation fuel quality and operational safety. In 2025, 13 of these locations were recognized through JIG's Sustainable Performance Awards and Improvement Performance Awards, reflecting their outstanding commitment to health, safety, security, environmental performance, operational excellence, and continuous improvement.

The recognized locations include London, Munich, Stansted, Düsseldorf, Belfast, Melbourne, Valencia, Brussels, Frankfurt, Vienna, Adelaide, Sydney, and our joint venture, North Air. JIG's recognition program honors locations that demonstrate exceptional performance based on inspection results, sustained compliance, and continuous improvement in HSSE practices.

These awards reflect the dedication of our frontline employees and reinforce PrimeFlight's commitment to maintaining the highest operational and safety standards across our global fueling network.



ISO Certification Continued Expansion

Skytanking continued adding new certified locations to its ISO 14001, ISO 45001, and ISO 9001 certifications. This increased Skytanking's total number of certified sites from 16 to 55, enhancing the company's system-wide commitment to quality, environmental management, and occupational safety.

IndianOil Skytanking (IOSL) Gets Safety and Service Recognition

IndianOil Skytanking participated in and won the first prize in Safety (Uttam Suraksha Puraskar) by National Safety Council, Karnataka Chapter. The award was given after a rigorous evaluation process including presentation of HSSE achievements for the last two years to a jury panel. IndianOil Skytanking's Mumbai location was awarded with its fifth Safe Tech Award in 2025 for Best Employee Training & Safety Awareness Excellence. The team also participated in and won first prize in the GSE Safety and Innovation workshop conducted by Bangalore International Airport, presenting its brake interlock systems.

Finally, IndianOil Skytanking was proud to be recognized as the Wings India Best Service Provider for Fuel Services. This is the fourth consecutive time earning this honor, reflecting their unwavering commitment to safety, reliability and operational excellence across all Indian airports.



People

Health, Safety & Human Potential

At PrimeFlight, our people are the foundation of our operational excellence efforts. With over 18,000 team members working across more than 250 airport locations globally, we are deeply committed to providing a safe, inclusive, and empowering work environment.

In 2025, we recorded more than 25 million OSHA-reportable hours worked, reflecting the scale of our operations and the importance of our safety culture.

PrimeFlight by the Numbers



Industry Recognized OSHA Metrics

We track performance through industry-recognized OSHA metrics. *These figures do not include our Skytanking operations.*

0 Fatalities

3.29 DART Rate (Days Away, Restricted, or Transferred)

426 Total DART Claims

4.40 RIR (Recordable Incident Rate)

14,876 DART (Total Days Away From Work)



Workforce Composition & Engagement

Our team is diverse, distributed, and united by our shared values of Integrity, Motivation, Passion, Accountability, Commitment, and Trust.

18,448 Total Employees

25.92M Hours Worked

33.9% Gender Ratio (All Employees)

26.5% Gender Ratio (Admin/Leadership Employees)

258 Organic Net New Hires

107.1% Turnover Rate

Health, Safety & Human Potential

At PrimeFlight, protecting our people is fundamental to who we are. Safety, respect, and ethical conduct are not simply compliance requirements—they are core values that shape our culture and guide every decision we make. We believe a sustainable business begins with creating an environment where employees feel safe, supported, respected, and empowered to succeed.

Our commitment extends beyond workplace safety to protecting internationally recognized human rights, promoting fair labor practices, fostering an inclusive workplace, and ensuring every employee has the opportunity to thrive. Across our global operations, we strive to maintain workplaces where every individual is treated with dignity and respect, ethical behavior is expected, and accountability is embraced.

PrimeFlight's policies governing workplace safety, human rights, equal employment opportunity, anti-discrimination and harassment, ethics, compliance, and environmental responsibility establish consistent expectations across our organization and extend to our suppliers, contractors, and business partners through our Supplier Expectations program. These standards are reinforced through employee training, leadership engagement, and our confidential Speak Up reporting program, which encourages employees to raise concerns without fear of retaliation.

Nothing is more important than ensuring every employee returns home safely each day, so our safety culture is built on proactive risk management, comprehensive training, operational audits, leadership engagement, data-driven performance monitoring, and continuous investment in modern equipment and safety infrastructure. By identifying hazards before incidents occur and empowering employees to take ownership of safety, we strengthen our operations while protecting the health and well-being of our employees, contractors, customers, and business partners.

PrimeFlight is committed to respecting internationally recognized human rights, the core labor standards established by the International Labour Organization (ILO) and supports the principles of the United Nations Global Compact. Human rights considerations are integrated into our governance, operational practices, procurement activities, supplier assessments, and employee training programs. Our approach focuses on identifying and mitigating potential risks while continuously strengthening due diligence, supplier oversight, and performance monitoring across our global operations.

Our human rights program includes:

- Protection against discrimination, harassment, forced labor, and child labor
- Respect for freedom of association and collective bargaining, consistent with applicable laws
- Confidential reporting and independent grievance mechanisms
- Supplier expectations covering labor rights, workplace safety, ethics, environmental stewardship, and governance
- Ongoing human rights awareness training

As our organization continues to grow, we remain committed to strengthening our safety culture, expanding human rights due diligence, enhancing supplier oversight, and continuously improving programs that support a safe, ethical, and inclusive workplace.

Gender Diversity

Building a diverse workforce and developing inclusive leadership teams are essential to PrimeFlight's long-term success. We believe that a variety of backgrounds, experiences, and perspectives strengthens decision-making, encourages innovation, and enables us to better serve our customers and communities.

As our organization continues to grow, we remain committed to creating equitable opportunities for career advancement at every level. Through targeted leadership development, mentorship, succession planning, and talent development initiatives, we are working to strengthen representation across our global workforce while ensuring every employee has the opportunity to reach their full potential.

In 2025, women represented 33.9% of our global workforce and 26.5% of leadership positions across the PrimeFlight group of companies, an increase from 22.2% in 2024. This progress reflects our continued investment in developing diverse talent and expanding leadership opportunities across the organization. While we recognize there is more work to do, these results demonstrate meaningful momentum and reinforce our commitment to building a leadership team that reflects the talent, perspectives, and communities we serve.

The launch of our Advancing Women in Leadership initiative marks an important step in our commitment to developing a strong and diverse leadership pipeline that reflects the talent, perspectives, and communities we serve.



“At PrimeFlight, we strive to invest in women who will shape the future of aviation.”

Building Tomorrow's Aviation Leaders

PrimeFlight believes that building a stronger aviation industry begins with investing in its people. In 2025, Regional Vice President Erica Brown represented PrimeFlight at the Second Annual She SOARS – Women in Aviation Summit, hosted by the Airport Minority Advisory Council (AMAC) in partnership with Hartsfield–Jackson Atlanta International Airport. The summit brought together aviation leaders from across the industry to discuss leadership development, mentorship, workforce challenges, and strategies for increasing opportunities for women in aviation.

Erica's participation reflects PrimeFlight's commitment to developing leaders who not only drive operational excellence within our organization but also contribute to advancing the aviation industry as a whole. Throughout the conference, participants engaged in discussions focused on building inclusive leadership cultures, expanding professional networks, and preparing the next generation of aviation professionals.

The experience also supported the continued development of PrimeFlight's Advancing Women in Leadership initiative, a cross-functional program established under the Sustainability Committee to strengthen leadership pathways, mentorship opportunities, succession planning, and career development for women throughout our organization.

By participating in industry forums such as She SOARS, PrimeFlight continues to bring new perspectives, best practices, and innovative ideas back to our organization while reinforcing our commitment to creating opportunities for current and future leaders.

Celebrating Industry Recognition

In 2025, Camila Renee Martínez Santamaría, Regional Supervisor for PrimeFlight Mexico, was recognized as one of the 100 Most Influential Women in Aviation.

Her recognition reflects the dedication, professionalism, and leadership demonstrated by PrimeFlight employees every day across our global operations.

Camila's achievement represents more than an individual accomplishment—it demonstrates the impact that investing in people can have across the aviation industry. Her leadership continues to inspire future leaders throughout PrimeFlight while reinforcing our commitment to creating opportunities where talented employees can grow, lead, and succeed.



Keeping Our Ramps Safe—Together

At PrimeFlight, environmental responsibility often begins with the small actions our employees take every day. In 2025, members of our Baltimore/Washington International (BWI) team joined American Airlines in a Foreign Object Debris (FOD) Walk, reinforcing our shared commitment to maintaining a safe, clean, and efficient operating environment.

What began as a 20-minute cleanup quickly evolved into a friendly competition as employees from both organizations worked together to remove debris from the ramp. Beyond collecting litter, the event highlighted the importance of collaboration in reducing Foreign Object Debris—one of the aviation industry's most



preventable operational and safety risks.

The enthusiasm and teamwork demonstrated by the PrimeFlight team left a lasting impression on American Airlines' local leadership and reflected the culture that defines our operations: safety, accountability, and pride in our work.

Events like these reinforce that sustainability is not limited to large-scale initiatives. It is demonstrated every day through actions that protect our employees, support our airline partners, reduce environmental impact, and help ensure the safe movement of aircraft and passengers.

Every piece of debris removed contributed to a safer ramp, a cleaner workplace, and stronger partnership with our customer.

Enhancing Well-Being

Employee well-being is a foundational element of a thriving workforce and a resilient organization. Across the PrimeFlight group, we are committed to cultivating a workplace that supports personal and professional growth, protects employee rights, and aligns with global sustainability principles, including the United Nations Global Compact.

This commitment is reflected in a suite of core policies that promote safety, inclusion, and ethical behavior across all locations:

- Safety
- Equality, Inclusion, and Diversity
- Group Compliance
- Fair Competition and Anti-Trust
- Anti-Discrimination and Harassment

These policies are brought to life through targeted training programs that raise awareness of employee rights and responsibilities, reinforce a respectful and inclusive culture, and encourage continuous development.

"Developing leaders isn't simply about filling tomorrow's positions—it is about creating an organization where every employee has the opportunity to reach their full potential."

Training is delivered through PrimeAcademy, our digital learning platform powered by Absorb, which ensures consistent access to relevant and engaging content. In 2025, we continued to expand training modules to further support topics such as sustainability practices, ethical decision-making, and workplace wellness—enhancing employee engagement and empowering team members to contribute meaningfully to our ESG goals.

Employee Engagement and Recognition

Our IMPACT platform, powered by Reward Gateway, enhances connection, motivation, and recognition. The system, used within our Cargo Handling and Prime Appearance teams, enables:

- Peer-to-peer recognition through customizable e-cards
- Manager-led monetary awards for standout performance
- A real-time Recognition Wall that celebrates achievements company-wide
- Blog-style updates featuring employee spotlights, reminders, and announcements
- Wellness resources including nutrition tips, fitness videos, and financial tools

Accessible via desktop and mobile, IMPACT is helping to create a culture of appreciation, motivation, and visibility across our geographically dispersed teams.

We also continue to recognize employee milestones through OC Tanner, which automates and personalizes service anniversaries and birthdays with printed yearbooks, plaques, and manager prompts.

Circle of Excellence continued to recognize and reward top-performing employees across PrimeFlight in 2025. The program celebrates exceptional leadership, operational performance, safety, and customer service while reinforcing our commitment to recognizing the individuals who drive continuous improvement throughout our network. By acknowledging outstanding achievements, the Circle of Excellence helps foster a culture where excellence is celebrated, innovation is encouraged, and employees are inspired to reach their full potential.

Camp IMPACT Brings Recognition to Life

Recognition is most meaningful when it creates opportunities for employees to connect, celebrate, and build stronger teams. During the summer of 2025, PrimeFlight Cargo stations celebrated Camp IMPACT, a company-wide employee appreciation event inspired by our values which spell IMPACT.

Throughout the month, employees participated in cookouts, team-building activities, games, raffles, and recognition ceremonies designed to celebrate their contributions while strengthening relationships across our cargo operations. The events provided an opportunity for leaders to recognize outstanding performance, reinforce our culture of appreciation, and thank employees for their commitment to safety, operational excellence, and customer service.

Camp IMPACT demonstrates that employee recognition extends beyond digital tools. By bringing teams together through shared experiences, PrimeFlight continues to foster an engaged workforce where employees feel valued, connected, and proud of the work they do every day.



"IMPACT is helping to create a culture of appreciation, motivation, and visibility across our geographically dispersed teams."

Respecting Human Rights & Fair Labor Practices

As a signatory of the UN Global Compact, PrimeFlight is committed to upholding and promoting the Universal Declaration of Human Rights and the International Labor Organization's (ILO) core labor standards. We support the Ten Principles of the UN Global Compact, especially those relating to Human Rights and Labor, and embed them throughout our operations, culture, and supplier expectations.

We maintain a zero-tolerance approach to modern slavery, forced labor, child labor, and human trafficking. All suppliers are required to adhere to our Third-Party Code of Conduct, which includes clear provisions regarding human rights, fair working conditions, and ethical business practices.

To further our commitment, PrimeFlight actively engages in awareness and prevention efforts related to human trafficking. Each year, we recognize #WearBlueDay, National Human Trafficking Awareness Day, on January 11. This observance aligns with our broader human rights agenda and allows us to spotlight the critical role the aviation industry plays in combating human trafficking.

Through training modules hosted in PrimeAcademy, shift briefings, and employee engagement, we help our teams identify signs of human trafficking and understand local reporting protocols. Our zero-tolerance policy extends to all employees, contractors, and suppliers, and we continue to promote education, vigilance, and advocacy throughout our operations.

Freedom of Association and Collective Bargaining

We recognize and respect the right of all employees to freely associate, form or join unions, and engage in collective bargaining in accordance with local laws and international labor standards.

Open communication and engagement between employees and management are foundational to building a fair and transparent workplace. Across our global operations, we do not restrict or discourage participation in representative bodies.

In line with this commitment, our updated Supplier Expectations explicitly require vendors and partners to support workers' rights to freedom of association.

In 2025 we took the following key human rights actions:

- Expanded out Fair Labor & Human Rights Policy
- Audited suppliers on our Supplier Expectations Policy put in action in 2024 to include explicit clauses on labor rights, safe working conditions, and grievance mechanisms
- Expanded deployment of accessibility tools and digital equity software, including multilingual translation, for our global workforce
- Continued reinforcement of human rights clauses in supplier contracts, including modern slavery and forced labor protections

Planned future initiatives include rolling out formal bias and ethics training modules and exploring inclusive hiring programs aligned with global best practices.

To ensure transparency and accountability, we investigate all reports submitted via our Speak Up platform and disclose progress in our annual ESG metrics. We are proud to report that no cases of modern slavery or human trafficking were identified in our operations or supplier audits during the reporting period.

Looking Ahead

We believe that employee experience is a core driver of operational success. As we grow, our focus remains on building a workforce that is safe, engaged, empowered, and equipped for the future. In 2026, we are committed to:

- Expanding employee survey participation
- Introducing new reporting on KPIs tracking inclusion, recognition, and development
- Expanding our Advancing Women in Leadership initiative

Planet



Protecting our Planet

At PrimeFlight, protecting the environment begins with operating responsibly. Every improvement in efficiency, every investment in innovative equipment, and every operational decision has the potential to reduce environmental impact while strengthening the safe, reliable service we provide to our customers.

Environmental stewardship is embedded throughout our operations. From modernizing our ground support equipment

and improving fleet efficiency to supporting global sustainability initiatives and strengthening environmental governance, we continue to pursue practical solutions that reduce our environmental footprint while supporting long-term business resilience.

Working across our global operations—including Garsite, Skytanking, and PrimeFlight service lines—we leverage innovation, engineering expertise, and

operational excellence to reduce emissions, conserve resources, and improve environmental performance. As we continue to grow, we remain focused on delivering measurable environmental progress through continuous improvement, responsible investment, and collaboration with our employees, customers, suppliers, and industry partners.

Fleet Modernization & Electrification

PrimeFlight continues investing in fuel-efficient technologies and practices to reduce its carbon emissions. In 2025 PrimeFlight optimized Turkish operations by integrating 11 electric hydrant fuel dispensers into their fleet.

Of the 302 motorized assets within the European ground operations fleet, 84 were electric at year-end, representing 27.8% of the fleet. A proportion of these electric assets were introduced during the year through the ongoing fleet renewal program.

Across PrimeFlight stations in Europe, more than 60% of baggage tractors are electric. Compared with diesel-powered equivalents, electric baggage tractors can help reduce on-site diesel use, tailpipe emissions and operational noise, subject to charging availability and local operating conditions.

When procuring new ground support equipment (GSE) for our operations, electric alternatives are assessed alongside conventional options where they are operationally suitable and commercially viable. This approach supports the gradual transition towards a lower-emission fleet, while recognizing that technical, infrastructure and operational constraints may affect deployment decisions.

Through centralized GSE asset management, we seek to maximize the utilization, redeployment and useful life of existing equipment before purchasing new assets. This approach can reduce unnecessary procurement, extend asset life, and help avoid waste associated with premature replacement.



INITIATIVE	2025 STATUS	SUSTAINABILITY RELEVANCE
Electric hydrant dispensers in Turkey	11 electric hydrant fuel dispensers were integrated into the fleet	Supports reduction of direct fuel use and local operational emissions where the airport infrastructure supports its efficient use
PrimeFlight GSE optimization in Europe	84 of 302 motorized assets were electric at year-end, representing 27.8% of the GSE fleet	Supports lower on-site diesel use, reduced tailpipe emissions and lower operational noise
Electric baggage tractors	More than 60% of baggage tractors across PrimeFlight our Europe stations were electric	Supports local air-quality and noise-reduction benefits, subject to charging availability and operating conditions



Green House Gas Emissions

PrimeFlight continued to strengthen its greenhouse gas (GHG) reporting capabilities in 2025 by expanding the collection and analysis of Scope 1 (direct emissions) and Scope 2 (indirect emissions from purchased electricity) data across our operations. As our business continues to grow through both organic expansion and acquisitions, improving the quality, consistency, and completeness of our emissions data remains a key priority.

The increase in Scope 1 emissions reflects the continued expansion of PrimeFlight’s operations, including business growth, acquisitions, and the expansion of fuel-intensive aviation services such as aircraft fueling, ground handling, GSE maintenance, and aircraft appearance services. These activities rely on company-operated vehicles and equipment that directly consume fuel, increasing Scope 1 emissions as our business grows. Additionally, 2025 represents a more comprehensive emissions inventory as we expanded and improved enterprise-wide data collection and reporting, providing a stronger baseline for measuring future performance.

While total greenhouse gas emissions increased modestly during the reporting period, this growth reflects the continued expansion of our operations. Importantly, Scope 2 emissions intensity (tCO₂/FTE) declined year over year, demonstrating improved

operational efficiency and reinforcing our commitment to reducing the carbon intensity of our business.

Across our global operations, we continue to invest in initiatives that support lower-emission operations, including fleet electrification, utilizing energy-efficient equipment, optimized asset utilization, preventive maintenance programs, and data-driven operational improvements. These efforts improve operational efficiency while helping reduce emissions as we continue to meet the growing needs of our customers.

Skytanking delivered strong environmental performance in 2025, reducing both total Scope 1 and Scope 2 emissions, while further lowering Scope 1 and Scope 2 emissions intensity per full-time equivalent (FTE) despite continued business growth. This progress reflects the company’s ongoing investment in electric vehicles, improved energy efficiency, and operational optimization.

Reducing emissions intensity while supporting continued growth remains a key component of PrimeFlight’s long-term sustainability strategy. As our emissions inventory continues to mature, we will further expand reporting coverage, integrate newly acquired operations, improve data quality, and identify additional opportunities to reduce our environmental footprint across our global network.

2025 DATA

SCOPE	EMISSIONS SOURCE	2024 EMISSIONS (tCO ₂)	2025 EMISSIONS (tCO ₂)	EMISSIONS INTENSITY (tCO ₂ /FTE)
Scope 1	Mobile + Stationary Fuels	29,352.30	32,317.24	3.4
Scope 2	Purchased Electricity	7,030.1	4,617.99	0.5
Total		36,382.4	36,935.22	3.9

Harnessing Solar Energy at Garsite

As part of Garsite's continued commitment to modernization and sustainability, our primary manufacturing facility in Barranquilla, Colombia began a significant upgrade to its on-site solar energy system during 2025. The investment reflects our long-term strategy of incorporating renewable energy into our operations while improving the efficiency and resilience of our manufacturing facilities.

The expanded solar installation provides clean, renewable electricity to support daily production activities, reducing reliance on conventional energy sources and lowering the facility's environmental footprint. By generating more of its own power, Garsite is building a more resilient operation while supporting PrimeFlight's broader environmental objectives.

The Barranquilla facility serves as Garsite's manufacturing hub for Latin America and the international markets it serves, producing aircraft refuelers, hydrant dispensers, and ground support equipment for customers around the world. Investments in renewable energy help ensure that future growth is supported by more sustainable manufacturing practices while reinforcing Garsite's position as an innovative global leader in aviation fueling and ground support equipment.

This project represents one of many investments across the PrimeFlight family focused on reducing environmental impact through operational improvements. As we continue expanding our sustainability initiatives, renewable energy projects such as the Garsite solar upgrade demonstrate how thoughtful infrastructure investments can deliver long-term environmental and operational benefits.

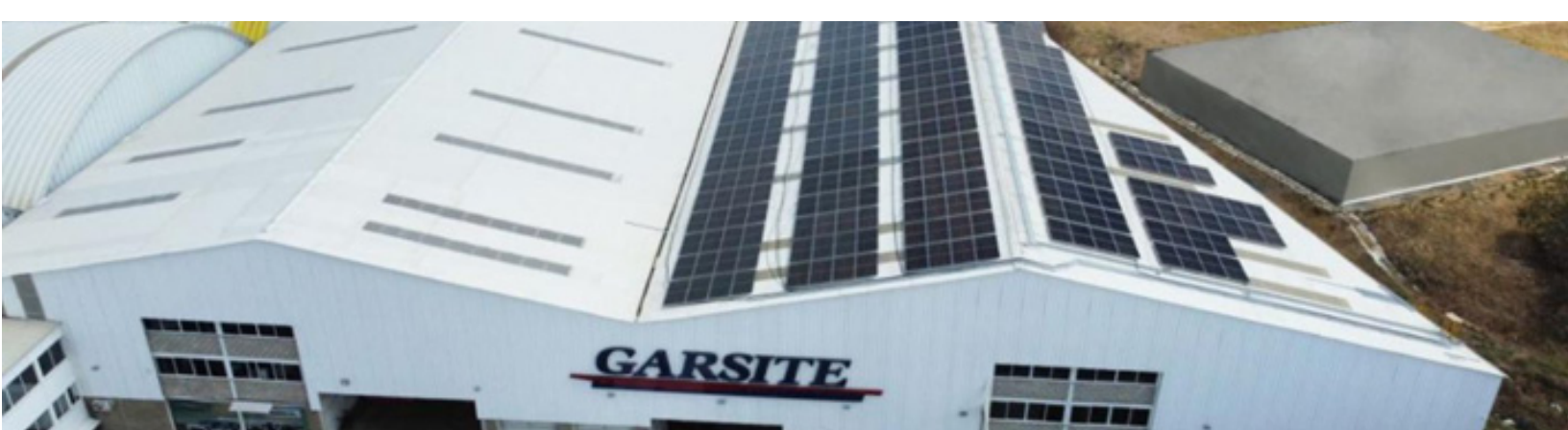
Water & Waste Management

PrimeFlight is committed to responsible water stewardship and waste management across our global operations. As a service provider operating primarily within leased airport facilities, our direct control over utility infrastructure is often limited, with water consumption and waste services typically managed by airport authorities or facility landlords. While this presents challenges in collecting comprehensive, site-level environmental data, we continue to strengthen our reporting capabilities and engagement with our infrastructure partners.

Throughout 2025, we expanded collaboration with airport operators and facility managers to improve access to utility and waste information, explore shared sustainability reporting opportunities, and encourage greater transparency through future lease agreements and operational partnerships. These efforts support our long-term objective of developing more comprehensive environmental performance metrics across our global network.

Several businesses within the PrimeFlight family have already implemented water and waste management practices that will help guide broader deployment across the organization. Skytanking continues to demonstrate strong environmental stewardship through several initiatives, including:

- Optimizing water consumption through conservation and efficiency measures
- Preventing contamination of waterways through the safe handling and disposal of hazardous materials
- Expanding opportunities for water recycling and reuse where operationally feasible
- Promoting responsible waste segregation and recycling through employee training and awareness



Skytanking Continued to Reduce Waste Generation in 2025

WASTE KPI (TONNES)	2024	2025
Hazardous waste	720.83	564.29
Industrial waste	177.47	188.08
Recycled waste	581.73	451.32
Total waste	898.30	752.37

Overall waste generation declined by approximately 16% year over year, driven primarily by a significant reduction in hazardous waste volumes. While recycled waste volumes also decreased, this reflects lower overall waste generation rather than reduced recycling efforts.

As our sustainability program continues to mature, we intend to build upon these best practices across additional business units, improve environmental data collection, and establish a more comprehensive group-wide water and waste management strategy aligned with stakeholder expectations and our long-term environmental objectives.

Preventing Spills & Protecting Groundwater

Handling fuel and chemicals across hundreds of airport environments carries inherent environmental risk. Our teams are trained in spill prevention, response, and reporting, and we monitor spill data closely to drive improvements.

In 2025, our at fault fuel spill incident rate was:

- 0.026 spills per 1,000 fueling operations
- 84.6% of fuel spills classified as minor with no environmental harm

Deicing-related spills accounted for less than 1% of our total environmental incidents in 2025. This exceptionally low rate reflects the effectiveness of our teams in managing deicing operations with precision and environmental care. Through robust training, clear protocols, and continuous oversight, we’ve built a strong culture of spill prevention that protects both airport infrastructure and local groundwater resources.

This data-driven approach allows us to focus resources where they have the greatest impact— improving procedures, equipment standards, and employee training in frontline operations. Our Prime Audit and Intelx SMS systems play a central role in capturing spill data and closing the loop on follow-up actions.

Supporting Biodiversity

PrimeFlight recognizes that environmental stewardship extends beyond our own operations. Through our UK uniform supplier, SMI, and its partnership with the Ecologi climate-action platform, 1,000 trees were planted on PrimeFlight’s behalf during 2025 to support ecosystem restoration and biodiversity. Initiatives like these complement our operational improvements and demonstrate our commitment to supporting broader environmental sustainability efforts both internally and through our procurement partners.

CERTIFICATE OF ACHIEVEMENTS

LIFE ON EARTH

Awarded to: PRIMEFLIGHT

Date: 01/05/26

Time period: CONTRACT/MOBILISATION

WATCH OUR FORESTS GROW IN REAL-TIME

SMI HAVE PLEDGED TO PLANT 50,000 BY THE END OF 2025

ON YOUR BEHALF, SMI HAVE PLANTED 1,000 TREES

THAT'S EQUIVALENT TO:

- 84 Green job opportunities hours created
- 10,000 Estimated KGCO₂e equivalent sequestered by trees over its first 20 years
- 105 Home carbon footprint offset

These trees will help remove carbon and other pollutants from the atmosphere over their lifespan.

Beyond climate impact, this work restores wildlife habitats, boosts biodiversity, and supports community-led efforts. Creating fair, sustainable livelihoods for local farmers and future generations.

HIGH ANDES

ETHIOPIA

KENYA

UGANDA

TANZANIA

MOZAMBIQUE

MADAGASCAR

Industry Commitments

In 2025, PrimeFlight reaffirmed its commitment to environmental stewardship by signing the National Business Aviation Association (NBAA) Sustainability Pledge. Through this commitment, we joined a growing community of aviation organizations dedicated to reducing the environmental impact of industry events and promoting responsible business practices.

The pledge encourages practical actions such as minimizing waste, conserving water and energy, reducing single-use materials, and making environmentally responsible decisions throughout NBAA events. While each individual action may seem small, their collective impact demonstrates how collaboration across the aviation industry can drive meaningful environmental progress.

By participating in initiatives like the NBAA Sustainability Pledge, PrimeFlight continues to support industry-wide efforts that align with our broader sustainability strategy and reinforce our commitment to protecting the environment through everyday operational decisions.



2025 PARTICIPANT

Our company is committed to upholding the Ten Principles of the **United Nations Global Compact**. Please refer to our **Communication on Progress**.

United Nations Global Compact

PrimeFlight proudly continued its participation in the United Nations Global Compact throughout 2025, reaffirming our commitment to the Ten Principles addressing human rights, labor, environmental responsibility, and anti-corruption.

More than a pledge, the UN Global Compact serves as a framework that guides our policies, governance, and decision-making, helping us operate responsibly while creating long-term value for our employees, customers, communities, and the aviation industry.



Policy

Ethics

Ethical conduct and integrity are essential to PrimeFlight. We are committed to complying with applicable laws, rules and regulations, as well as internal directives. Fair competition, anti-corruption, confidentiality, data protection and responsible use of company information are treated as core governance expectations.

POLICY & CONTROL	PURPOSE
Code of Conduct	Sets expectations for ethical and responsible behavior
Anti-Corruption Policy	Addresses bribery, improper payments, conflicts of interest and related misconduct
Fair Competition and Anti-Trust	Supports lawful and fair market conduct
Group Compliance	Provides guidance and escalation routes for compliance questions
Data Breach, Data Retention and Data Subject Request Procedures	Supports personal-data protection and privacy compliance
Information Security Management System	Supports the secure, reliable and resilient operation of IT and information assets

Anti-Corruption Performance

ANTI-CORRUPTION KPI	2024	2025	TARGET	COMMENTARY
Confirmed corruption cases	0	0	0	No confirmed cases reported
High-risk third parties screened	100%	100%	100% before onboarding	Done through sanctioned tools
Ethics or misconduct reports	0	0	Track and close	Report case volumes and outcomes where legally permissible
Corrective actions closed on time	0	0	>=95%	No cases of anti-corruption reported

Data Privacy and Cybersecurity

Information security is increasingly material to operational resilience and stakeholder trust. PrimeFlight procedures addressing asset management, information risk management, IT asset lifecycle, protection requirements, data breaches, data retention and data subject requests. Cybersecurity and data privacy training are reported as governance indicators. These include:

- Continue documenting information assets and protection requirements in line with ISO/IEC 27001 principles
- Maintain breach identification, escalation, and response procedures
- Track training completion and incident trends while respecting confidentiality and legal requirements
- Integrate cybersecurity resilience with business continuity and critical infrastructure obligations where applicable

Supplier Oversight

PrimeFlight's suppliers play a critical role in delivering safe, reliable, and responsible services. In 2025, we issued an updated Supplier Expectations document outlining our standards on labor rights, environmental practices, ethical

conduct, and data security. These expectations reinforce key principles, including:

- Prohibiting child labor and forced labor
- Upholding workplace health and safety
- Promoting environmental stewardship, including climate and emissions considerations
- Mandating business ethics and compliance with anti-corruption laws
- Protecting data privacy and proprietary information

To assess alignment, we conducted our second comprehensive supplier survey and initiated targeted audits. Key findings include:

- 25% of our suppliers were audited for ESG alignment and compliance
- 30% maintain ISO 9001 certification for quality management
- 4% maintain ISO 45001 certification for occupational health and safety
- 85% have written health and safety policies
- 70% have written ethics and anti-corruption policies
- 80% have written environmental policies

We continue to strengthen supplier engagement through risk-based assessments, ESG training opportunities, and deeper collaboration to improve transparency and responsible sourcing.

Cybersecurity and Data Protection

With aviation services increasingly relying on digital systems, cybersecurity and privacy remain top priorities for PrimeFlight. Our comprehensive Information Technology policies and procedures, updated in March 2025, guide how we secure critical infrastructure and protect sensitive data across our network.



Highlights from our cybersecurity program include:

- Mandatory multi-factor authentication (MFA) for critical systems and remote access
- Quarterly vulnerability scans and annual penetration testing
- Data classification protocols and regular encryption of sensitive information
- Ongoing compliance with CCPA/CPRA and global data protection standards
- Real-time intrusion detection and 24/7 monitoring across internal systems
- Strict vendor access policies and third-party risk assessments
- Mandatory security awareness training for all employees, with annual phishing simulations

Incident response procedures are clearly defined and tested annually, including full disaster recovery plans and continuity simulations. As part of our broader governance strategy, our cybersecurity framework supports resilience, data integrity, and operational continuity.

APPENDIX 1

CATEGORY	KPI	AREA	2024 VALUE	2025 VALUE	TARGET/ BENCHMARK	FRAMEWORK ALIGNMENT
Environment	Scope 1 Emissions (tCO ₂)	Global	29,352.3	32,317.24	Reduction YoY	SASB (IF-AL-110a.1), UNGC Principles 7 & 8
Environment	Scope 2 Emissions (tCO ₂)	Global	7,030.1	4,617.99	Reduction YoY	SASB (IF-AL-110a.1), UNGC Principles 7 & 8
Environment	Scope 1 Emissions per FTE (tCO ₂ /FTE)	Global	3.1	3.42	Reduction YoY	SASB (IF-AL-110a.1), UNGC Principle 8
Environment	Scope 2 Emissions per FTE (tCO ₂ /FTE)	Global	0.8	0.49	Reduction YoY	SASB (IF-AL-110a.1), UNGC Principle 8
Environment	Fuel Spill Rate (per 1,000 operations)	Global	0.0183	0.026	< Industry Avg.	SASB (IF-AL-540a.1), UNGC Principle 8
Environment	Number of Environmental Incidents	Global	129	117	< Prior Year	GRI 306-3, UNGC Principle 8
Social	Total Employees	Global	18,141	18,448	Track Growth	GRI 102-8
Social	Average Turnover Rate	Global	108.57	107.1%	< Industry Avg.	GRI 401-1, UNGC Principle 6
Social	Organic Net New Hires	Global	4,065	258	Track Growth	GRI 401-1, UNGC Principle 6
Social	Employees covered by Human Rights Policy	Global	100%	100%	Maintain 100% Coverage	UNGC Principles 1 & 2, SDG 8, 10
Social	Number of confirmed Human Rights Violations	Global	0	0	Maintain 0	UNGC Principles 1 & 2, SDG 8
Social	Number of Speak Up reports related to labor concerns	Global	0	0	Maintain 0	UNGC Principles 1 & 2, SDG 8
Social	% Female in Leadership	Global	22.2	26.5	Increase Year Over Year	GRI 405-1, UNGC Principle 6
Social	DART Rate (Days Away, Restricted, or Transferred)	PrimeFlight	3.19	3.29	< Industry Avg.	OSHA / GRI 403-2, UNGC Principle 3

CATEGORY	KPI	AREA	2024 VALUE	2025 VALUE	TARGET/ BENCHMARK	FRAMEWORK ALIGNMENT
Social	Recordable Incident Rate (RIR)	PrimeFlight	5.64	4.40	< Prior Year	OSHA / GRI 403-2, UNGC Principle 3
Social	DART Rate	Skytanking	2.3	2.5	< Prior Year	OSHA / GRI 403-2, UNGC Principle 3
Social	Recordable Incident Rate (RIR)	Skytanking	3.7	3.4	< Prior Year	OSHA / GRI 403-2, UNGC Principle 3
Social	Fatalities	Global	0	0	Maintain 0	OSHA / GRI 403-2, UNGC Principle 3
Social	Average Training Hours per Employee per Year	Global	9	9	Maintain or Improve	GRI 404-1, UNGC Principle 6
Social	Employee Satisfaction (Good or Very Good)	PrimeFlight	34%	26%	>35% by 2026	Internal Benchmark, UNGC Principle 6
Social	Employee Survey Participation Rate	PrimeFlight	34%	42%	>25% by 2026	Internal Benchmark, UNGC Principle 6
Governance	Internal Audits Completed	PrimeFlight	120,000	203,368	Maintain or Increase	Internal / SASB (IF-AL-000.A), UNGC Principle 10
Governance	EcoVadis Score Improvement	PrimeFlight	Committed Badge	Committed Badge	Maintain or Improve	EcoVadis, UNGC Principles 1-10
Governance	EcoVadis Score Improvement	Skytanking	Bronze Badge	Bronze Badge	Maintain or Improve	EcoVadis, UNGC Principles 1-10
Governance	Suppliers Audited for ESG Compliance	Global	20%	20%	Maintain or Improve	GRI 308-1, 414-1, UNGC Principles 1-6 & 10
Governance	ISO-Certified Locations	Skytanking	16	55	Increase coverage	ISO 9001/14001/45001, UNGC Principles 7-9
Governance	Data Privacy & Cybersecurity Training Completion	Global	100%	100%	Maintain 100%	Internal / CCPA / CPRA, UNGC Principle 10

Appendix 2: *Who We Are*

The PrimeFlight group of companies provides a wide range of aviation support services, equipment manufacturing, and operational solutions to airports, airlines, and aviation partners across a global footprint. From the ramp to the runway—and from the terminal to the manufacturing floor—we are committed to delivering safe, reliable, and efficient service at scale.

We combine our deep operational expertise with specialized support in fueling, ground handling, cargo handling, equipment maintenance, aircraft appearance, and ground service equipment (GSE) manufacturing. We are proud that each of our service lines plays a distinct role in meeting the evolving needs of the aviation industry while contributing to our shared ESG strategy.



ABOVE WING SERVICES

Security Services, Passenger Support, BSO Management, Wheelchair Services, Aircraft Appearance Services and more



BELOW WING SERVICES

Ground Handling, Deicing, Fueling, Cargo Handling, Bussing, Water/Lav Services, and more



MAINTENANCE SUPPORT

Maintenance Support for GSE, ULD, Fueling Equipment, Facilities, Jet Bridges, Baggage Handling Systems, and more



Subsidiaries in 2025



From aircraft exterior cleaning, polishing, waxing, and brightwork to meticulous aircraft interior detailing, all work is accomplished to the exacting standards of our customers using processes and materials specifically approved for aircraft detailing.

With locations across the US, we operate at more than 200 airports. We support a wide range of customers including aircraft owners, managed fleets, fractionals, OEMs, MROs, and more.

Our wide range of aircraft and facility appearance services includes:

- Interior Detailing
- Provisioning & Flight Department Support Services
- Leather Conditioning
- Fabric Protection
- Commissary Support
- Carpet Cleaning & Extraction
- Exterior Detailing
- Paint Protection Services
- Brightwork Buff & Polish
- Strip & Polish Deice Boots
- Facility Maintenance Services

Since 1952, Garsite has been an industry leader in aircraft refueling equipment and hydrant dispensers. We have worked with a wide range of customers around the globe from major in-to-plane fueling companies, and oil companies, to airlines, freight distribution companies, and fuel marketers. Garsite refuelers and aviation fueling systems are currently in service at nearly every major U.S. airport as well as being in use in over 80 countries around the world.

Garsite is a manufacturer and global supplier of a wide range of aircraft refueling equipment, ranging in size from 750 gallons (2,800 liters) to 15,000 gallons (57,000 liters), including new and refurbished refuelers, bowsers, hydrant dispensers with flow rates up to 1,200 GPM or 4,500 LPM, hydrant carts, fueling ladders, fueling skids and above ground storage solutions, floating suctions, aviation fueling modules, and ground service equipment. Ground service equipment includes water and lav carts and trucks, bobtails, catering trucks, towing tractors, and more.

Progress, a Garsite company, has manufactured truck-mounted equipment used in the refined fuel, heating oil, and liquid waste industries, specializing in vacuum and fuel delivery trucks, since 1922.





Skytanking provides a full range of aviation fueling services including into-plane fuelling, aviation fuel storage, hydrant management, investment in aviation fuel facilities at airports, and TSA and engineering support across a global footprint.

Investment Projects

Skytanking is not only an operator of jet-fuel storage and hydrant systems, it also invests to provide airports with aviation fuel facilities that meet all international standards.

Storage & Hydrant Management

Skytanking operates airport fuel storage and hydrant systems owned by oil companies, airlines, airports, or Skytanking itself, managing jet-fuel facilities in more than 90 airports worldwide. We currently support large storage and hydrant systems at international airports such as Munich, Delhi, and Brussels, as well as at smaller regional airports like Durban.

Engineering Services

Skytanking has a team of engineers based in Brussels who are experts in all aspects of jet-fuel storage and hydrant engineering. They can assist airports, airlines, and oil companies with fuel facility engineering from initial concept to start-up.

TSA Services

We have a dedicated in-house team of experts in aviation fuel handling and quality control, representing Skytanking within JIG, IATA and EI. They are helping to safeguard the highest quality of fuel by developing standards and inspecting operations.

We have leveraged this expertise, offering Technical Service Agreement (TSA) services globally since 1993. Our team has extensive experience in operations, engineering, and training, offering TSA agreements that include:

- Access to our operations manuals and task breakdowns
- Airport facilities inspections
- Train-the-trainer programs
- Consultancy and engineering support

Our Reach

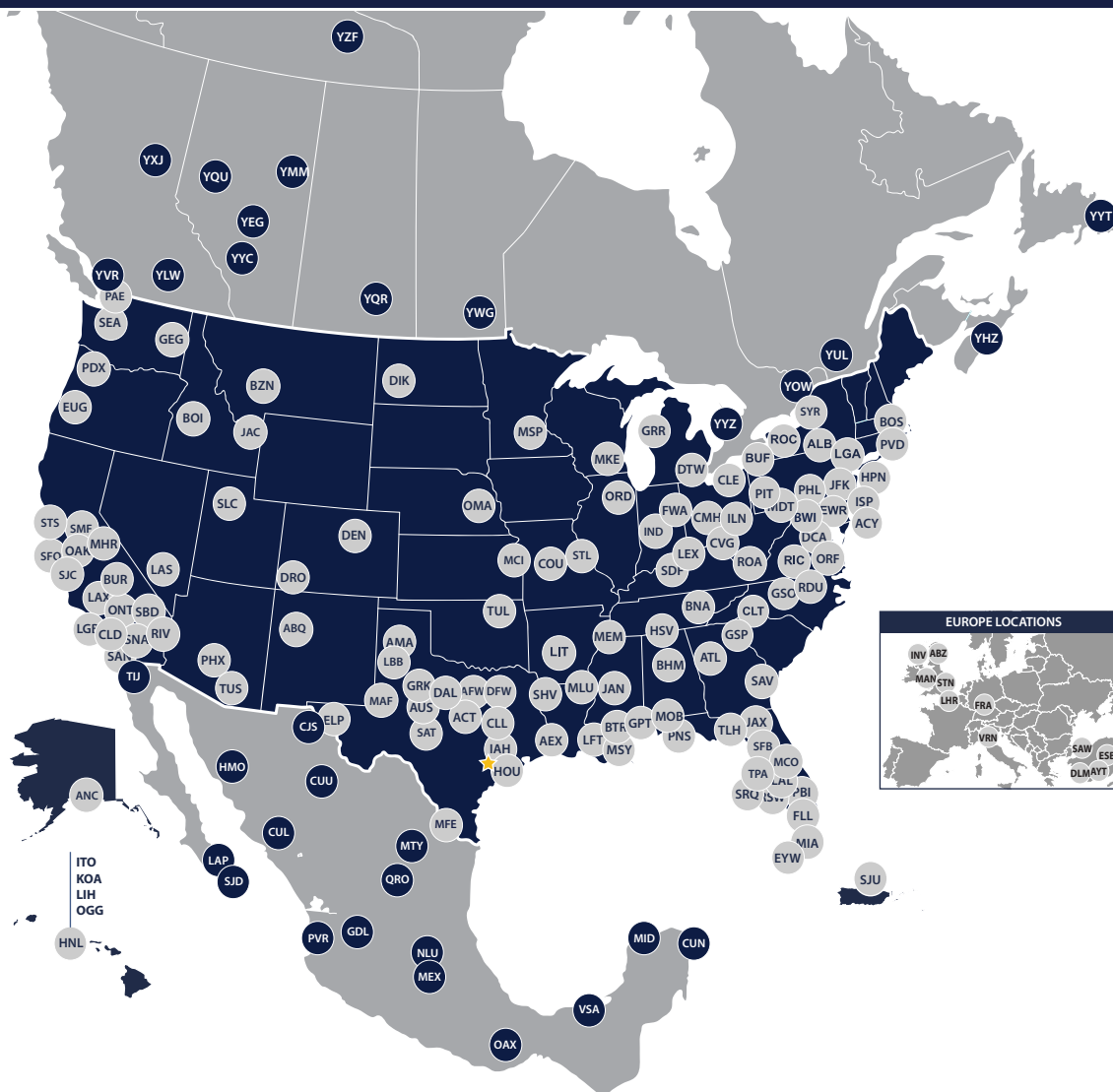
PrimeFlight and its subsidiaries operate at over 250 airport locations globally, supported by a workforce of over 18,000 team members.

Our manufacturing footprint includes engineering, refurbishment, and production facilities in Kansas, Florida, and Ohio within the US, and from our manufacturing facility located within the Free Trade Zone of Barranquilla, Colombia. Together, these facilities support the aviation industry's need for high-quality fueling and GSE solutions.

Skytanking operates at over 120 airports in more than 16 countries, across Europe, Asia, Africa, and Australia.

As we continue to expand, we do so with a focus on operational integrity, safety, and sustainability—ensuring each new operation and location reflects the values and expectations of the PrimeFlight brand.

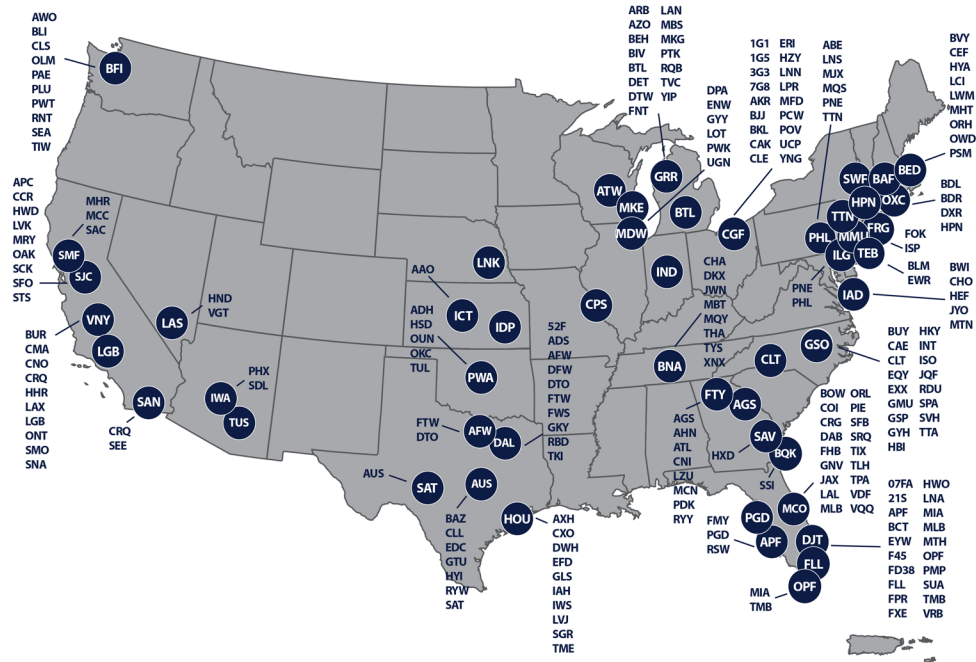
Our PrimeFlight footprint can be seen below, now with its brand extending to Europe.



Subsidiary Reach in 2025

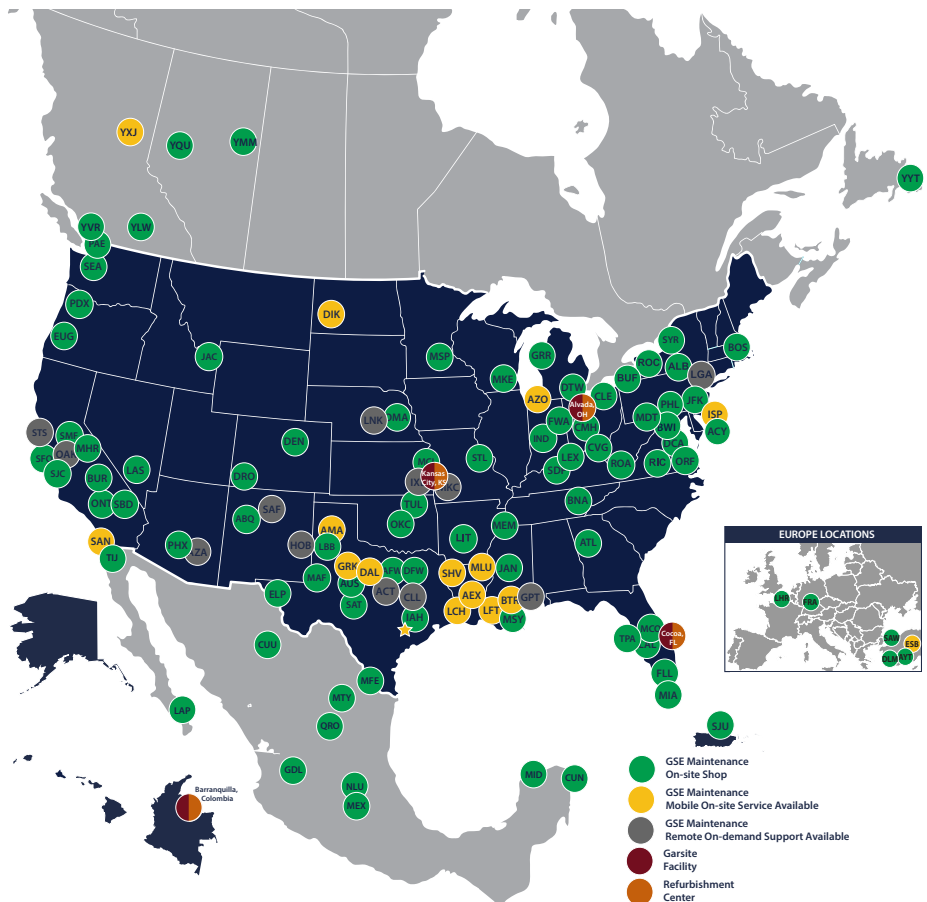


Prime Appearance grew in 2025 to cover more than 200 airports across the US.



GARSITE

Garsite operates out of four manufacturing and refurbishment facilities, and is supported by PrimeFlight's network of more than 80 airport maintenance shops, with reach to an additional 20 airports through its mobile operations.





*Skytanking operates at more than **120 airports** across **16 countries**, refueling more than **44 million** gallons of fuel per year. This equates to refueling more than **2 million** aircraft each year or **4 fuelings per minute**. The company operates more than **90 tank farms** and manages **16 hydrant systems** across the globe.*

GERMANY

Berlin (BER)
Cologne (CGN)
Düsseldorf (DUS)
Frankfurt (FRA)
Munich (MUC)
Stuttgart (STR)

AUSTRIA

Vienna (VIE)

SWITZERLAND

Zurich (ZRH)

LUXEMBOURG

Luxembourg (LUX)

FRANCE

Paris (CDG)
Paris (ORY)

SPAIN

Barcelona (BCN)
Valencia (VLC)
Malaga (AGP)
Mallorca (PMI)
Lleida (ILD)

BELGIUM

Brussels (BRU)

DENMARK

Copenhagen (CPH)

NORWAY

Oslo (OSL)

NETHERLANDS

Amsterdam (AMS)

UK

Aberdeen (ABZ)
Belfast (BFS)
Belfast City (BHD)
Bristol (BRS)

Chester (CED)
Derby (DRB)
Edinburgh (EDI)
East Midlands (EMA)
Glasgow (GLA)
Prestwick (PIK)
Inverness (INV)
Kirkwall (KOI)
London Heathrow (LHR)
London Gatwick (LGW)
London Stansted (STN)
Manchester (MAN)
Stornoway (SYV)
Sumburgh (LSI)

ISRAEL

Tel Aviv (TLV)

AUSTRALIA

Adelaide (ADL)
Melbourne (MEL)
Sydney (SYD)
Western Sydney (WSI)

TURKEY

Adana (ADA)
Ankara (ESB)
Antalya (AYT)
Bodrum (BJV)
Gazipasa Antalya (GZP)
Aydin (CII)
Balıkesir Edremit (EDO)
Dalaman (DLM)
Diyarbakir (DIY)
Eskisehir (AOE)
Gaziantep (GZT)
Hatay (HTY)
Isparta (ISE)
Istanbul Sabiha Gökçen (SAW)
Izmir (ADB)
Kayseri (ASR)
Milas-Bodrum (BJV)
Nevşehir (NAV)

Samsun-Çarşamba (SZF)
Tekirdag-Çorlu (TEQ)
Trabzon (TZX)
Usak (USQ)

SOUTH AFRICA

Cape Town (CPT)
Durban (DUR)
Johannesburg (JNB)

INDIA

Ayodhya (AYJ)
Bangalore (BLR)
Barapani (Shillong) (SHL)
Bathinda (BUP)
Barapani (SHL)
Belgaum (IXG)
Bhuj (BHJ)
Bilaspur (PAB)
Bhubaneswar (BBI)
Chennai (MAA)
Cooch Behar (COH)
Colaba (CLB)
Dabolim (GOI) – IOCL/HPC
Dehradun (DED)
Delhi (DEL)
Deoghar (DGH)
Dharbhanga (DBR)
Dimapur (DMU)
Gwalior (GWL)
Halwara Air Force Base (HWR)
Holongi (HGI)
Hosur (HSR)
Jabalur (JLR)
Jagdalpur (JGB)
Jharsuguda (JRG)
Kadapa (CDP)
Khajuraho (HJR)
Keshod (IXK)
Kishanganj (KQH)

Kolhapur (KLH)
Kolkata (CCU)
Kullu (KUU)
Kurnool (KJB)
Leh (IXL)
Lilabari (IXI)
Ludhiana (LUH)
Mumbai (BOM)
Pantnagar (PGH)
INS Parundu (VORM)
Pasighat (IXT)
Pithoragarh (NNS)
Puducherry (PNY)
Pune (PNQ)
Raipur (RPR)
Rajahmundry (RJA)
Ratnagiri (RTC)
Rourkela (RRK)
Shimla (SLV)
Shirdi (SAG)
Sindhudurg (SDW)
Tezu (TEI)
Sukatikhata (RUP)
Thoise (VI57)
Tirupati (TIR)
Trichy (TRZ)
Tuticorin (TCR)
Udaipur (UDR)

Understanding our Culture

At PrimeFlight, our culture is built on the foundation of respect, integrity, accountability, and operational excellence. Across all business segments, we share a common belief: the way we work matters as much as the results we achieve. Whether on the ramp, in the hangar, or in the boardroom, our values guide our decisions, shape our actions, and define how we treat one another.

We believe that aviation services have the power to connect people, strengthen communities, and drive progress, and our culture is the engine behind that impact.

Mission

Our mission is to create value for all stakeholders through our unwavering commitment to positively IMPACT our customers, employees, the environment, and the communities we serve.

Values

Our values spell the word IMPACT, weaving them through not just our mission, but everything we do as a company.

- Integrity
- Motivation
- Passion
- Accountability
- Commitment
- Trust

Who we **IMPACT** every day

CUSTOMERS

Provide consistent exceptional service and uncompromising safety to ensure a seamless experience across all locations. Create relationships with our customers centered around trust, reliability and loyalty.

STAKEHOLDERS

Achieve profitability to meet our investors' expectations to encourage continued financial support.

EMPLOYEES

Create a safe, positive and thriving working environment in which opportunity and advancement are not only possible but encouraged. Provide ample resources and training to encourage individual development and success. Motivate and engage employees through opportunities and recognition.

ENVIRONMENT

Operate in a manner that respects and protects the environment.

COMMUNITY

Support the communities in which we serve through charitable giving and volunteerism. Be active members of the local community.

Looking Ahead



To a More Sustainable Future

The progress made in 2025 has strengthened the foundation for the next phase of PrimeFlight's sustainability journey. As our organization continues to grow, we remain focused on integrating environmental, social, and governance principles into the way we operate, make decisions, and create long-term value for our customers, employees, and stakeholders.

Our priorities for the coming year will build on the momentum established throughout 2025. We will continue enhancing the quality and transparency of our ESG reporting, expanding environmental performance initiatives, strengthening governance

and accountability, and investing in the development of our people. We also remain committed to working alongside our customers, suppliers, and industry partners to advance practical, measurable solutions that support a more sustainable aviation industry.

In 2026 and beyond, we will:

- Continue improving ESG reporting quality, transparency, and data maturity
- Advance initiatives that improve operational efficiency and reduce environmental impact
- Expand employee development, leadership, and engagement programs

- Strengthen supplier and customer collaboration to support shared sustainability objectives
- Maintain alignment with evolving regulatory requirements and leading ESG frameworks

While we are proud of the progress reflected in this report, we recognize that sustainability is a journey of continuous improvement. By combining innovation, operational excellence, and the dedication of our employees, PrimeFlight will continue building a more resilient, responsible, and sustainable organization for the future.

Thank You

Learn more about our sustainability initiatives at www.primeflight.com/sustainability

PHONE

+1 281.942.6800

E-MAIL

info@primeflight.com

ADDRESS

3 Sugar Creek Center Blvd.
Suite 450
Sugar Land, TX 77478

