TENAX AEROSPACE VALUES



VISION To be the premier provider of special mission aviation solutions including aircraft, equipment and services; supporting the U.S. Government, Defense and Civilian customers; recognized for the quality, performance, value, and service we deliver.

VALUES In realizing our vision, we will conduct our business in a principled manner and embrace the following standards:

- Be an exceptional corporate citizen in our industry and our communities;
- Adhere to the highest HSE (Health, Safety and Environmental) and ethical standards;
- Be a fair and responsible employer;
- Be a fair and supportive customer for our suppliers; and
- Obey the law and all regulations that apply to us.

PEOPLE Tenax believes the only way to provide exceptional solutions, quality and service to the customer is through exceptional people. To achieve this, the Company must:

- Hire the best talent we can find and recognize recruiting as a key component of our success;
- Strive to be an Employer of Choice for employees;
- Reward employees based on their performance and the performance of the Company;
- Encourage and reward behavior consistent with our Values and our Code of Conduct;
- Invest in people and their development through training, annual reviews and regular feedback;
- Provide a nurturing and secure work environment; and
- Develop and maintain a distinctive style and high level of pride among the employees.

CULTURE The Tenax culture and brand is determined by the daily decisions and the behaviors of its employees. Here is how we expect our employees to conduct themselves:

- QUALITY Get it right the first-time and on-time; Do things "right" and avoid defaulting to "easy".
- CUSTOMER FIRST MINDSET Customers are our lifeblood – we look for ways to make them feel special – it's about doing things FOR rather than TO our customers.
- BIAS FOR ACTION Make decisions thoughtfully but quickly and act upon them without delay.
- RISK-TAKING/BEING ENTREPRENEURIAL A fear of failure will not stop us from pursuing opportunities with an attractive risk/reward profile.
- ANTICIPATION We look around corners to get a head start on risks and opportunities; being early to situations is half the battle.
- CREATIVITY Differentiated customer solutions require different ways of thinking and creative problem-solving; we constantly assess if there are new and better ways to conduct our business.
- TEAMWORK Our business is a team sport; we recognize that coordination of the team is crucial and we can only accomplish our mission by working together and supporting one another.
- TRANSPARENCY Open communication is a must and we readily share information across our company; we run toward problems and "don't hide the ball."
- OWNERSHIP We own our outcomes and expect to be held accountable – Ifs, buts and maybes are not part of our vocabulary.
- INTEGRITY Treat others the way you would like to be treated (this includes company resources).

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