

Code of Conduct



2025 CHAIRMAN'S MESSAGE

Dear teammates,

As we embark on the next chapter of the Loar story, I want to say a heartfelt thank you to you, our 1500 mates, for all your contributions.

We recently announced strong 2024 financial results, and a put option to acquire 100% shares of LMB Fans & Motors. In April of 2024, Loar Holdings completed our initial public offering, and we now trade on the New York Stock Exchange under the symbol "LOAR".

While the success of the IPO is validation that the work we are putting into building Loar is worth it -

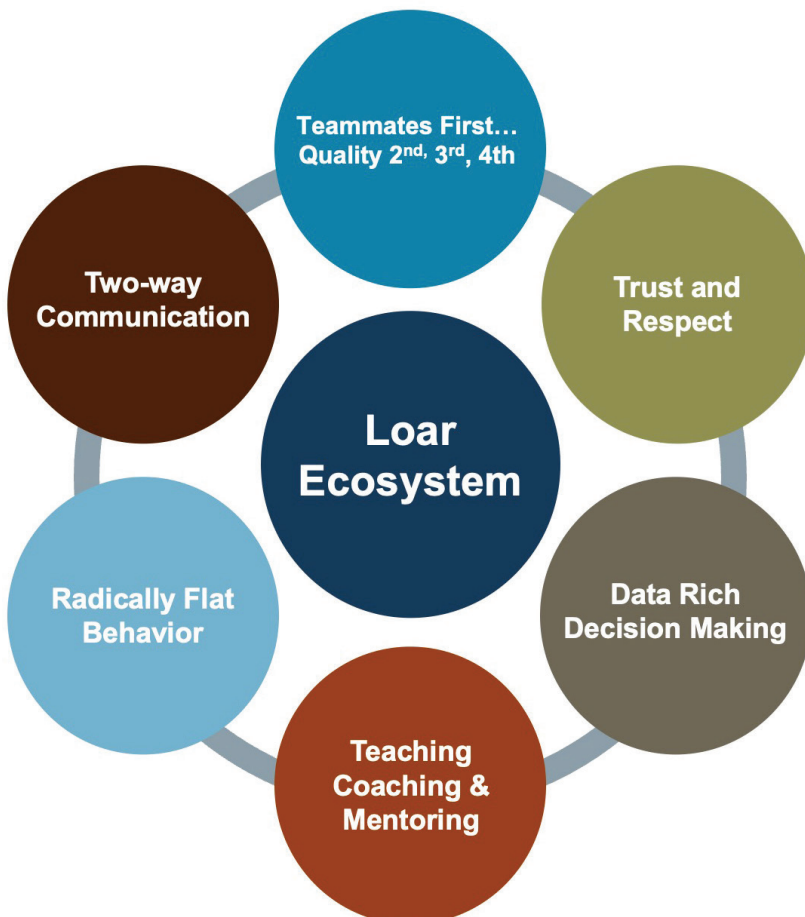
going public is just one step in our journey. This journey is unique to us – unique to Loar – and it requires our continued commitment to our core values of integrity, trust, and respect.

Together we will ensure that Loar continues to be a forward-thinking company where talented people with a growth mindset can thrive and prosper.

2024 was the most successful year in Loar's 13-year history.

While most people will view this statement as being solely about our financial success, that is not the full story. Yes - we did set record results in sales and Adjusted EBITDA. However, what also comes to my mind is that our team continues to get stronger, and we are making an impact. As I said last year, our team of 1500 mates is key to our success and "readying talent" is a critical value driver. Developing and attracting great talent and building a high-performance culture across all business units is rooted in our DNA and will continue to fuel our growth.

Furthermore, as we become more intentional about the development and recruitment of talent within each Loar company, we must also become greater stewards of our culture. Loar is a collection of the minds, hearts, and enduring spirit of our 1500 mates, and it is important that we have the right people on our team, and that we all hold true to Loar's core values of integrity, trust and respect. ***Go team!!***



Loar has had an impressive growth rate.

Again, most people will hear this statement and focus on our 13-year sales and EBITDA compounded annual growth rates. While I always get goose bumps when I speak about our historical growth rates, I am equally excited about the expanded capabilities, the highly talented teams and the opportunistic environment we are creating as our portfolio grows.

As we continue to add companies to the Loar family we are seeing more collaborations which are accelerating product innovation, driving business development and creating new career opportunities for our mates. One of our latest collaborations is on ice protection system automation. The project brings together cross-functional teams from 4 Loar companies – Safe Flight, Applied Avionics, CAV and SMR. The combination of Safe Flight's ice detection technology, Applied Avionics' system controls and CAV and SMR's ice protection capabilities is a great example of how we can successfully leverage technology and talent across our company to drive innovation. Successful completion of this project could make Loar the first company to provide an automated ice protection system for general aviation aircraft and would be a significant step in improving pilot safety.

At Loar, we are embracing the art of the possible and I am looking forward to seeing what our teams tackle next. ***Stay tuned!!***

While I know that financial reward is what most folks think about, I believe that creating opportunities for talented people to grow and develop is just as important. One of those talented individuals is Maya Berlin who was recently promoted to Director of Operations Finance.

Maya started her Loar career with Hydra, where she has had various roles and responsibilities across Operations, Sales and Supply Chain. In her new role as Director of Operations Finance, she will have the opportunity to work with multiple business units to help bridge the gap between Operations and Finance. She will fill an integral role within the newly created Finance Operations team led by Jon Falcone, Director of Finance & Corporate Controller. I am excited for both Maya and Jon, and I thank them for their hard work and dedication.



Dirkson R. Charles
CEO & Executive
Co-Chairman
Founder

In closing, I want to reiterate my commitment to building a business that is agile, entrepreneurial and creates opportunities for our mates. With the IPO, we now have increased access to capital to acquire new businesses, product lines, technology and infrastructure. I am also pleased to announce that we will be rolling out a plan that will offer our mates an opportunity to own Loar stock and share in the financial rewards of Loar's success,

13 years, 17 businesses, and 1500 employees strong - we are just getting started and I know that together we will accomplish great things.

LET'S GO!

LOAR GROUP MISSION & VISION

A LAUNCH PLATFORM FOR AEROSPACE COMPONENTS

At Loar, the key to our success comes from carefully listening to our customers and understanding where our skills and acquisition strategy can fill unique gaps within the aerospace and defense supply chain.

By fulfilling our customers' needs through engineered products, operational excellence and sound financial leadership all wrapped in an unwavering commitment to quality assurance, we create long-term sustainable value for our customers and shareholders.

Beginning in 2012 the group set out to create something special by:

- Understanding the gaps or dissatisfaction in the supply chain
 - Provides focus for next acquisition or investment
- Identifying and acting on acquisitions that can improve supply chain
 - Adding tools to solve customer problems
- Adding talent, capital equipment and performance metrics
 - Driving costs out and improving the quality of performance
- Loar will continue to provide greater value at lower costs for its customers, while ensuring a SAFE and rewarding environment for our colleagues

OUR VALUE DRIVERS

A dark blue circle containing a large, light blue letter 'L'.

Launch New Products

- Developing profitable new business is key to our growth and longevity

A brown circle containing a large, light brown letter 'O'.

Optimize Productivity

- Steadily improve our operations, processes and cost structure

An olive green circle containing a large, light olive green letter 'A'.

Achieve Value Pricing

- A customized approach that optimizes the value that your products, services and people offer your customers

A dark brown circle containing a large, light brown letter 'R'.

Ready Talent

- Developing employees and bringing in new talent is key to a robust succession plan

CONTENTS

5	Introduction
6	How to Speak Up
7	Our Speak Up Policy
8	Making Ethical Decisions
10	Health & Safety
11	Respect for Each Other
12	Employee Engagement & Enablement
13	Q&A: Working Together
14	Bribery & Corruption
15	Conflict of Interest
16	Fair Competition & Fair Dealing
17	Modern Slavery / Conflict Minerals
18	Export Controls and Sanctions
19	Respecting Data Privacy and Confidentiality
20	Working with Our Customers, Suppliers and Partners
21	Q&A: Conducting Our Business
22	Quality & Continuous Improvement
23	Accuracy and Integrity in Business Records
24	The Environment
25	Safeguarding Our Assets
26	Media & Communication
27	Corporate Opportunities
28	Q&A: Conducting Our Business

INTRODUCTION

1. WHY IS THE CODE IMPORTANT?

Our Code provides the principles that we expect all our people to follow while working for us. We expect everyone to familiarize themselves with it and to apply it while working.

Alongside the Code we have our values, supporting policies and guidelines to make sure that we understand how the principles should be applied in everyday working situations.

In each section of the Code you will find a reference to relevant policies and guidance. If you have difficulties in finding support please speak to your manager, Human Resources, or the Legal team.

Everyone should comply, both in letter and spirit, with all applicable laws, rules and regulations in the cities, states and countries in which we operate.

2. WHO DOES THE CODE APPLY TO?

The Code of Conduct applies to all Loar employees, Officers and Directors; regardless of whether you are a temporary or permanent employee.

We ask that our suppliers, subcontractors, consultants and other third parties apply the principles of this Code or work to their own similar standards.

The Code will be periodically reviewed and updated. The latest version of this Code can be found on the Loar Group website or obtained from your manager or Legal.

We welcome your feedback on the content of the Code. To provide feedback please email ehargreaves@loargroup.com, or pass your feedback on to your local HR team.

3. BREACHES OF THE CODE

If you are in breach of the Code, disciplinary action may be taken. This could include termination of your employment.

If a breach of the Code leads to a criminal prosecution, we will support the relevant authorities in their action.

4. WILL I RECEIVE TRAINING ON THE CODE?

Everyone is expected to complete regular Code of Conduct training. This will be either an on-line training module or face-to-face sessions. A record of your training will be kept by the Company.

5. YOUR COMMITMENT TO THE CODE

As part of your training you will be asked to confirm that you have read, understood, and are committed to upholding the principles of the Code.

HOW TO SPEAK UP

SHARED RESPONSIBILITY

It is the responsibility of everyone to uphold relevant laws and the principles in this Code and we must each take responsibility for raising issues and concerns we have.

If you become aware that a law may have been broken or that anyone is breaching the principles set out in this Code, then we would like you to feel confident that you are able to Speak Up.

Ignorance of the law is no excuse, so if you have any concerns, please seek guidance from our Legal team or email report@loargroup.com.

We hope you will feel comfortable raising issues with your manager or your site's Human Resources or Finance teams or via email to report@loargroup.com. Everyone is expected to cooperate in any internal investigation or misconduct.

Loar Group also has an external, independent reporting service available to you to raise issues anonymously. The service is a website built and housed on NAVEX Global's EthicsPoint secure server.

The confidential independent website is www.loargroup.ethicspoint.com. There is also a toll-free phone number for your use. For USA locations the NAVEX Global Toll-free hotline is 1-844-672-9334.

Employees of SCHROTH Safety Products may also report concerns through the following link: [Whistleblower System](#)

However you choose to report, we will treat every issue seriously and will follow up accordingly.

We would like everyone to feel empowered to ask a question or raise a concern at any time.

OUR SPEAK UP POLICY

YOU HAVE A VOICE

At Loar we believe our values and integrity are some of our most valuable assets.

Each and every employee is a steward of this belief and is charged to protect this culture of transparency and integrity every day. If any employee observes or suspects any improper behavior, or behavior that violates Loar's Code of Business Ethics and Conduct or any violation, or potential violation, of any laws, regulations, policies, or procedures we encourage and expect them to immediately notify the Legal Department or call the NAVEX Global hotline.

The hotline is a confidential number for reporting any potential violations of laws, regulations, policies or procedures on an anonymous basis, if desired. The purpose of this hotline is to ensure the timely identification and resolution of all issues that may adversely affect employees, customers or the organization. All disclosures, whether to the Legal Department or through the hotline, will be thoroughly investigated, and no adverse action or retaliation will occur against an individual for bringing a good faith report of a violation or potential violation of this policy to light.

REPORTING CONTACT INFORMATION

Legal Department: report@loargroup.com

NAVEX Global Toll-free Hotline: 1-844-672-9334

Confidential Website: www.loargroup.ethicspoint.com

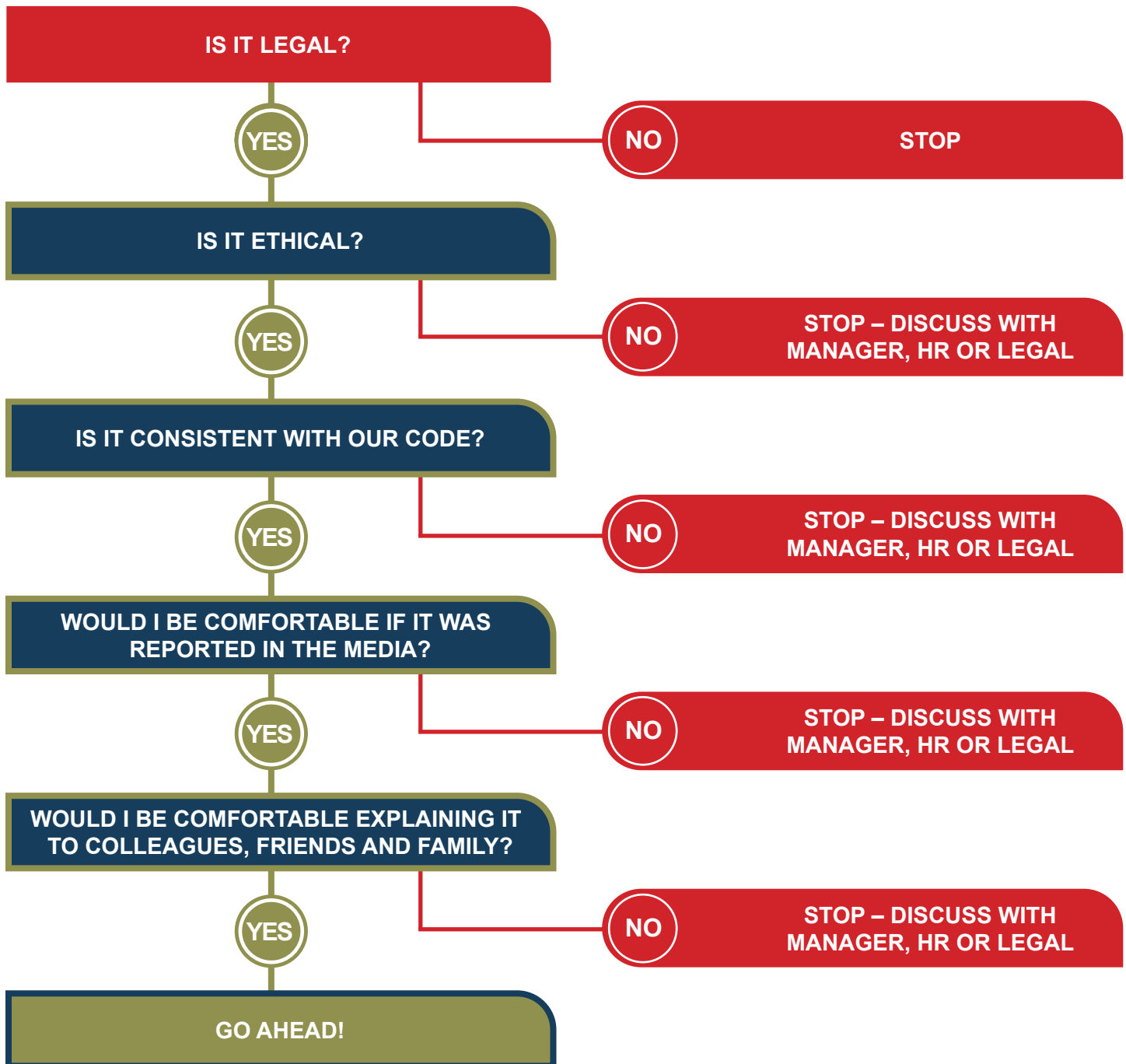
MAKING ETHICAL DECISIONS USING THE CODE

MAKING ETHICAL DECISIONS USING THE CODE

Most of the time we will know what to do to ensure we do the right thing. However occasionally we may be faced with a new situation.

By following the decision tree on the following page, we can ensure we stay within the Loar principles and values set out in our Code.

WHEN FACED WITH A DECISION: **PAUSE... THINK**



FINISH

HEALTH & SAFETY

OUR PRINCIPLE:

We expect everyone to help maintain a safe and healthy work environment with no injuries or work-related ill health.

WHAT WE DO:

- We set high standards for your HS&E behavior and expect others to do the same
- We make sure you understand and follow the HS&E requirements for your role
- We seek support from the HS&E team if required
- We stop work if you think it is unsafe to you or others
- We intervene if you are concerned that health or safety is being compromised
- We ensure you understand the risks associated with your work and take all necessary precautions for as long as the job lasts
- We act responsibly at all times – we do not tolerate the possession, distribution or use of drugs or alcohol in the workplace
- We secure our sites, so safety is not compromised
- We report and actively learn from incidents, including near misses

WHAT WE DON'T DO:

- We don't put ourselves or others at risk from our behavior
- We don't wait for someone else to report safety concerns
- We don't compromise our safety standards to meet deadlines or to save money
- We don't keep quiet

WHERE TO GO FOR HELP:

- Health and Safety Policies
- Local Policies/Regulations
- EHS Managers

RESPECT FOR EACH OTHER

OUR PRINCIPLE:

We treat each other with respect, valuing diversity. We promote an inclusive workplace in which we help each other develop and grow.

WHAT WE DO:

- We are open, honest, and courteous to everyone we meet in the course of business
- We recruit, select, develop, and promote people on merit, using an objective criteria based on qualifications, skills, and experience
- We value diversity and promote equal opportunities in the workplace
- We support and encourage our people to achieve the right balance between work and home life
- We speak up if we see or hear of behavior, we consider to be inappropriate
- We value our colleagues' opinions, listen to what they have to say and seek feedback from them to develop as individuals and improve how we work

WHAT WE DON'T DO:

- We do not tolerate bullying, harassment, or unlawful discrimination
- We do not engage in sexual harassment including unwanted physical contact, expressions, gestures, comments, or invitations
- We do not behave in a disrespectful, intimidating, offensive or malicious way or make jokes which may offend others
- We do not exclude others from projects, discussions, and opportunities due to their race, color, gender, religion, age, sexual orientation, marital status, disability, or any other characteristic that is protected by law

WHERE TO GO FOR HELP:

- Local Policies and Regulations
- HR Department

EMPLOYEE ENGAGEMENT & ENABLEMENT

OUR PRINCIPLE:

We are committed to creating an environment where everyone can perform to the best of their ability and be recognized for high performance.

WHAT WE DO:

- We engage and encourage our people to think of improvements to business and welcome constructive feedback
- We assess performance objectives fairly and consistently
- We invest in training, education, and development to improve the skills of our employees and capability of the business
- We participate in the performance management process
- We actively manage under performance constructively
- We resolve disputes fairly
- We ensure our teams know what is expected of them and talk to them regularly about the contribution they are making. We think about how our decisions and actions effect our teams and make sure they have the help and support they need

WHAT WE DON'T DO:

- We don't grumble and complain but do nothing about a poor situation, we speak up to get it fixed
- We don't avoid difficult conversations
- We don't talk about people negatively behind their back

WHERE TO GO FOR HELP:

- HR Team

Q&A: WORKING TOGETHER

A member of my team has a complaint, what should I do?

You should seek to resolve the complaint or grievance as soon as possible. If you need help to do so you can either talk to your manager or to the HR team, who can provide guidance.

I am under a lot of pressure to meet my targets this quarter, but I am aware my team is fatigued, can I continue to tell them to work harder?

As a manager it is your responsibility to set demanding targets and improve performance. However, continued pressure on a fatigued team without understanding and addressing the root cause of the fatigue can feel like bullying and harassment, which will not be tolerated. Work with your team to identify the factors that may be holding them back. If team members aren't performing, then seek to help and guide them to achieve more. HR may be able to provide strategies you can adopt to achieve this.

I am putting together a project team and I know the time commitment will be great, can I not invite people who are carers or who might need to look after children – as we will need to work late into the evening?

Studies have shown that diverse teams with a mixture of skills, perspectives and experience are more effective and yield better results. Do not make assumptions about people's ability to participate. Be flexible in your approach and prepared to work around peoples' other commitments.

A colleague keeps making jokes about a member of the team, it started off as banter but now I feel uncomfortable about the situation.

It is important that everyone feels comfortable and respected at work. If you feel able approach the joker, explain that their jokes are making you feel uncomfortable and may be having a detrimental effect on the team member. If you are not satisfied with their response, then raise it with your supervisor or with HR.

BRIBERY AND CORRUPTION

OUR PRINCIPLE:

We have zero tolerance of bribery and corruption. We do not offer, promise, give, or accept bribes or kickbacks in any form whether directly or through a third party.

When we give or accept gifts, hospitality, or entertainment we ensure we do so within the rules set by Loar.

WHAT WE DO:

- We only offer or accept gifts and hospitality allowed under our policies and procedures
- We seek permission from the appropriate person before we commit Loar to any expense
- We report all incidents or suspicions of bribery
- We only work with intermediaries, such as agents, distributors or resellers who have been authorized
- We ensure that all sponsorship and donations are properly approved

WHAT WE DON'T DO:

- We never offer or accept gifts, hospitality or entertainment which exceed the limits set out in our Gifts and Hospitality Policy or which are of an improper nature
- We never accept gifts, hospitality, or entertainment on behalf of a colleague, friend, or family member
- We never offer gifts, hospitality, or entertainment to a colleague, friend, or family member of someone we are or want to do business with
- We do not make facilitation payments, even if they are legal in some countries
- We do not use corporate funds for political donations

WHERE TO GO FOR HELP:

- Loar Group Code of Business Ethics and Conduct
- Local Policies and Regulations
- Ask your Supervisor, Legal or Finance Teams

CONFLICT OF INTEREST

OUR PRINCIPLE:

We avoid conflicts of interest in our business dealings, but if they occur, we manage them transparently.

WHAT WE DO:

- We act and behave in the Company's best interest and not based on personal relationships or benefits
- We avoid situations where personal activities and relationships conflict, or appear to conflict, with the Company's interests
- We report any potential conflict of interest to a responsible manager as soon as we become aware of it
- We discuss with our manager any personal or professional relationships that could impair our ability to make a fair or objective decision
- We ensure any conflicts are managed and recorded
- We comply with any applicable laws or regulations in relation to the employment or engagement of current or former military and civilian government personnel

WHAT WE DON'T DO:

- We do not encourage, engage in, or facilitate insider dealing or use any non-public information about our business or other companies in the buying or selling of shares, other securities, or financial instruments for personal gain. Nor do we pass this information on to others
- We do not place business with a firm owned or controlled by an employee of Loar or their family unless authorized in advanced
- We do not have a substantial interest in a company which is or is likely to be a competitor, customer, or supplier of Loar unless authorized in advanced
- We do not put ourselves in the position of hiring or supervising a family member or close personal friend, including someone we are romantically involved with

WHERE TO GO FOR HELP:

- Loar Group Code of Business Ethics and Conduct
- Ask your Supervisor, Legal or Finance Teams

FAIR COMPETITION & FAIR DEALING

OUR PRINCIPLE:

We believe in open and fair competition.

We conduct business in an honest and transparent manner.

We comply with competition and antitrust laws and regulations.

WHAT WE DO:

- We report any suspicions or allegations of anti-competitive behavior to Legal
- We always seek advice from Legal if we are unsure whether we can ask for or disclose information
- We are careful about what we share at trade fairs, industry events, conferences, with our customers and third-party supply chain
- We adhere to principles of fair competition in the purchase of products and services by selecting suppliers based exclusively on normal commercial considerations, such as quality, cost, availability, service, and reputation, and not on the receipt of special favors
- We strive to deal fairly with our customers, service providers, supplier, competitors, business partners, and employees.

WHAT WE DON'T DO:

- We do not make formal or informal agreements with competitors which relate to price fixing, bid rigging, market allocation and arrangements to limit supply – these are illegal!
- We do not share commercially sensitive information with competitors such as pricing increases or reductions, ongoing bids, terms and conditions of sale, market share, costs, or profit margins
- We do not change our pricing based on “intel” from competitors
- We do not seek competitive advantages through illegal or unethical business practices
- We do not take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts of any other unfair dealing practice

WHERE TO GO FOR HELP:

- Loar Group Fair Competition Policy
- Legal Team

MODERN SLAVERY/ CONFLICT MINERALS

OUR PRINCIPLE:

We do everything we can to prevent modern slavery, child labor or forced labor within our own organization and that of our supply chain.

WHAT WE DO:

- We are aware of the risks around modern slavery, child labor or forced labor within our own business and our supply chain
- We report any suspected incidents or concerns to Legal, HR or via the NAVEX Global hotline
- We consider the risks within our supply chain as part of our procurement process and we walk away if we are not satisfied with a supplier's responses
- We ethically source our supplies, including minerals from reputable organizations

WHAT WE DON'T DO:

- We never look the other way or think someone else will raise the concern

WHERE TO GO FOR HELP:

- Loar Group Code of Business Ethics and Conduct
- Loar Group Conflict Mineral Policy
- HR Team
- Legal Team

EXPORT CONTROLS AND SANCTIONS

OUR PRINCIPLE:

We respect and follow all applicable trade sanctions, export controls, and import laws, knowing that some of our goods are subject to legal restrictions.

WHAT WE DO:

- We comply with applicable export and import laws and regulations
- We check for national and international sanctions and embargoes when doing business with individuals and companies overseas
- We ensure we understand what the rules are and if in doubt we ask!
- We are alert for suspicious enquiries from individuals or organizations attempting to gain access to our products which may be denied to them sanctions or embargoes
- We make sure all duties, levies and tax obligations are satisfied, and that terms and conditions of any import or export authorizations are complied with and that any necessary import or export declarations are made including those to the Customers Authority and the point of exit/entry

WHAT WE DON'T DO:

- We do not try to get around or “turn a blind eye” to sanctions or export controls

WHERE TO GO FOR HELP:

- Export Control Laws and Regulations
- Trade Sanction Guidance
- Legal Team

RESPECTING DATA PRIVACY AND CONFIDENTIALITY

OUR PRINCIPLE:

We respect the data privacy, proprietary information, and confidentiality of others, including our employees, customers, suppliers, partners, and anyone else we come across during our business.

We act with integrity, following applicable laws, regulations, and company policies in protecting confidential information including commercial, personal, and sensitive data.

WHAT WE DO:

- We maintain the confidentiality of information entrusted to us by the Company, our customers, suppliers or partners, except when disclosure is expressly authorized, required, or permitted by law
- We make sure we have the right permissions before we use or share data
- We think twice before we save, share, or destroy data
- We ask ourselves whether we would want that data known about us
- We talk to our manager or Legal if we have concerns about how information is secured, processed, or shared
- When doing due diligence on a potential acquisition company we do not ask for data we are not entitled to

WHAT WE DON'T DO:

- We do not obtain competitive intelligence by illegal or unethical means
- We do not try to access information that is not required for our legitimate business purposes
- If we find we have access to files which are not relevant to our role – we tell IT immediately
- We do not ask for or accept confidential, proprietary or trade secret information that a person is not authorized to share

WHERE TO GO FOR HELP:

- Supervisor
- Local Data Protection Policies
- HR Team

WORKING WITH OUR CUSTOMERS, SUPPLIERS AND PARTNERS

OUR PRINCIPLE:

We act with integrity and are trustworthy in all our dealings with customers, suppliers and other third parties. We seek to build mutually beneficial relationships based on integrity and transparency.

WHAT WE DO:

- We build and maintain high levels of customer satisfaction by continuously seeking to improve quality, delivery, responsiveness, and reliability
- We communicate clearly and honestly; however, we take care not to breach confidential obligations
- We make sure information we disclose is accurate and current
- We ensure we pick our suppliers based on merit
- We follow all quality and safety management procedures to ensure our products are of excellent quality
- We deal with concerns or complaints, quickly and with courtesy, finding mutually acceptable practical solutions where possible
- We take appropriate steps if the actions of our suppliers or partners are not in line with this Code

WHAT WE DON'T DO:

- We do not leave customers waiting or try to pass their complaints on to others
- We do not ignore feedback

WHERE TO GO FOR HELP:

- Supervisor
- Supplier Guidance/Code of Conduct
- Loar Group Code of Business Ethics and Conduct
- Loar Group Fair Competition Policy
- Quality Procedures
- Legal Team
- Local EHS, Quality Teams

Q&A: CONDUCTING OUR BUSINESS

I suspect that one of our suppliers is using child labor – when I was in their factory the other week some of their workers looked really young – what should I do?

You should raise this with your supervisor and with the manager responsible for the supplier. We are committed to ensuring none of our suppliers unlawfully exploit their workforce.

I am aware we supply to other subsidiaries in Loar Group, but we also supply to their competitors. One of my colleagues has asked if I can let them know what prices we are selling to others – can I tell him?

No, a regulatory authority is likely to conclude that your colleague will use this information to inform their own pricing decisions. If you are unsure whether you should share pricing information across competitors please speak to the Legal team, who will help you navigate this complex area.

At a recent trade fair, I overheard two competitors sharing details of their profit margin on a particular product line. The information could be really useful – can I share it with my boss?

No, a regulatory authority may conclude that they shared this information to tacitly align prices, if you share this with your boss you are tempting him to do the same – even though he was not in the original conversation. If you are unsure whether you should share pricing information across competitors please speak to the Legal team, who will help you navigate this complex area.

QUALITY AND CONTINUOUS IMPROVEMENT

OUR PRINCIPLE:

We recognize that the quality and efficiency of our products and services are essential to us retaining our reputation and growing as a business.

We are committed to continuously improving by effective teamwork and complying with agreed processes across our group, with our support functions and throughout our geographies.

WHAT WE DO:

- We take responsibility for our part in delivering high quality products that meet our customers' requirements
- We follow quality management procedures to ensure the integrity of our products and services
- We take action to address any concerns about quality issues
- We report incidents and near misses so that any potential product safety or quality issues can be addressed
- We actively identify ways to improve what we do, and we are not afraid to speak up to suggest improvements to the way we work

WHAT WE DON'T DO:

- We do not take risks or become complacent when working; we do not cut corners to save time or costs
- We do not ignore potential or actual product safety risks or wait for someone else to speak up

WHERE TO GO FOR HELP:

- Supervisor
- Local Quality Policies
- Executive Team/GMs

ACCURACY AND INTEGRITY IN BUSINESS RECORDS

OUR PRINCIPLE:

We are committed to keeping accurate, and complete records and ensuring integrity in our business records.

WHAT WE DO:

- We maintain accurate and complete records in our business dealings, especially when they relate to our producing our accounts or maintaining our inventory
- We act in accordance with the law and applicable technical and professional rules and standards
- We prepare our financial records in a timely manner, representing the facts accurately and completely
- We maintain a rigorous system of financial, operational and compliance controls
- We maintain an effective system of risk management, understanding that we all own risk
- We comply with all Delegated Authority Levels for the approval of financial and other business decisions
- We comply with the Group Tax policies in relation to tax matters and when dealing with Tax Authorities
- We report any suspicions of fraud we have – either to our Supervisor, Legal or HR or via the Hot Line

WHAT WE DON'T DO:

- We understand that fraud is a criminal offence which will not be tolerated, and we don't look the other way if we think a colleague is not behaving as they should
- We do not over report the hours we have worked, under report our breaks, or falsify records to make us look good
- We do not falsify data or deliberately mislead to make ourselves or our products look better than they are (e.g. financial, safety, environmental, HR or quality results)

WHERE TO GO FOR HELP:

- | | |
|--------------------------------|------------------|
| • Supervisor | • Tax Team |
| • Finance Rules | • Internal Audit |
| • Tax Policies | • Legal Team |
| • Delegated Authorities Levels | • Executive Team |
| • Reporting Standards | • Group Finance |

THE ENVIRONMENT

OUR PRINCIPLE:

We act responsibility towards the environment, minimizing any negative impact and working for a sustainable future.

WHAT WE DO:

- We measure our environmental impact relating to energy, water, and natural resources
- We manage our resources and disposal of waste responsibly, controlling our emissions
- We comply with environmental regulations and monitor our performance
- Encourage all employees, contractors, and suppliers to support our efforts to work sustainably and protect the environment

WHAT WE DON'T DO:

- We don't exceed legal or regulatory emission targets
- We don't act irresponsibly when disposing of waste

WHERE TO GO FOR HELP:

- Your EH&S person
- Your EVP
- Legal

SAFEGUARDING OUR ASSETS

OUR PRINCIPLE:

We protect our company property and use it responsibly.

WHAT WE DO:

- We protect our company assets and property and ensure that our intellectual property is kept securely
- We use all company assets appropriately for Loar business
- We use the company's technology and internet appropriately to ensure these systems are protected from external threats
- We save our work regularly and lock our computers if we leave our workspace
- We do not access, copy, store or transmit any information or data considered to be offensive, obscene, or inappropriate
- We ensure that any personal use of company assets is within approved limits
- We seek guidance from Legal or our patent agents before we share details around intellectual property, particularly if we are attending conferences, trade shows and the like

WHAT WE DON'T DO:

- We don't use company property for personal gain or without asking approval
- We do not try to circumvent IT security controls or get around encryption

WHERE TO GO FOR HELP:

- Supervisor
- IT Policy
- IT Business Partners
- Legal Team

MEDIA AND COMMUNICATION

OUR PRINCIPLE:

We protect our brand and look to build our reputation.

WHAT WE DO:

- We work with the media to help them understand our business
- We use care and good judgment when speaking about our business or people, even when not in the workplace
- We involve our corporate communications team (CEO and Manager Business Development) in any external posts we want to make about the business, our customers or supply chain

WHAT WE DON'T DO:

- We do not make misleading statements
- We do not talk to the media without involving our Communications team and if necessary Legal team
- We do not make vulgar, obscene, threatening, intimating, harassing, libelous, discriminatory, or derogative comments about Loar, our colleagues, suppliers, customers or any third party ever but especially not on social media

WHERE TO GO FOR HELP:

- Loar Corporate

CORPORATE OPPORTUNITIES²

OUR PRINCIPLE:

We protect our company property and use it responsibly.

WHAT WE DO:

- We ensure that potential opportunities found through the Company are offered to the Company first
- We discuss with our supervisors when it is unclear whether an opportunity is for personal or Company benefit
- We report all incidents or suspicions of employees personally (or for the benefit of friends or family members) taking opportunities discovered through the Company

WHAT WE DON'T DO:

- We do not take a business opportunity that is discovered using corporate property, information, or position, unless the Company has already been offered the opportunity and turned it down
- We do not compete with the Company for opportunities directly or indirectly

WHERE TO GO FOR HELP:

- Loar Group Code of Business Ethics and Conduct
- Ask your Supervisor or Legal Team

² Note to Company: The Corporate Opportunities section should be included if Loar lists on NYSE. Not required if Loar lists on Nasdaq. We recommend including at this time even though no decision has been made on the exchange.

Q&A: CONDUCTING OUR BUSINESS

I have been asked by my manager to move costs to another cost center where we have not spent so much, is that ok – after all it's all in our budget?

No, it would create a false position and would not allow management to see the true picture. Costs must only be reallocated when there is a sound business reason to do so and Loar's Controller agrees to this change.

I could record in a particular way that would improve the business metrics but its not the preferred way for the company. What should I record?

You need to record accurately and in line with Company guidance.

We are under a lot of pressure to get product out of the door, I know my colleagues are cutting out certain processes to speed up production.

We are committed to ensuring that everyone that works for Loar goes home safe and that the products we create are of good quality. Safety and quality procedures must never be cut. If you feel unable to speak to your supervisor, you must speak to your manager, you must go to their manager, your EVP, other Loar Corporate member or call the Hotline to report this.

Can I browse the internet on my work computer in my own time – my kids have taken mine?

Our IT systems are there to conduct our business only, however, a minimal amount of personal use is acceptable if you are unable to access a personal device due to your location on a business premises or travelling on company business, for example, arranging medical appointments or dealing with emergencies. You must not visit prohibited or illegal websites or seek to access offensive or inappropriate material.

We are in the middle of conducting due diligence on a company we want to buy. I want to ask questions around their profit margins – after all if we don't buy the target then at least we will have some good intelligence for when we compete with the new owners?

You may not ask for this and if someone volunteers it you must stop them and close the conversation down. The general rule is that if you receive competitive pricing information which is not publicly available, do not use it and contact Legal for guidance.

When I was in a sales meeting the customer had competitive data in their file. It would be useful to know what the competitor was charging. When they left the room, I was tempted to look at it – I didn't. Did I do the right thing?

Yes, you did. However, tempting to have looked it would have been illegal, opening up Loar and yourself to prosecution for breach of antitrust or competition law.

I have not managed to work through my team's performance reviews or assess their pay increases this year but I should get chance in the hotel next week as I am traveling – can I transfer the data to a memory stick just in case I lose it when working on the hotel network?

No. While your motives are good, additional care should be taken with personal data and this should not be put onto removable media unless authorized by Corporate IT. If in doubt about what can be downloaded look at the IT security policy.



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