

Corporate Policy – Values and Responsibility

2025

Corporate Policy – Values and Responsibility

General | Guidelines

DIEHL
Aviation

At Diehl Aviation, we aim to secure our long-term success by preserving key corporate values and critical success factors—whether due to their strategic importance or specific requirements from our customers and legal regulations. To achieve this, we establish effective processes, define clear responsibilities, and set binding guidelines. This creates the foundation for sustainable trust and forward-looking corporate development.

This principle guides all our initiatives—from development and planning through the entire value chain, including procurement, manufacturing, and delivery of aircraft cabin equipment, mechanical and electrical systems, software products, and test devices for aviation and defense technology, as well as customer support.

As a company within the Diehl Group, we are committed to complying with applicable laws, regulations, standards, and other binding obligations, such as the Diehl Group Code of Conduct. Furthermore, we are dedicated to continuously improving all aspects of our management systems. We strive for the highest quality standards in our products, processes, and services to meet customer expectations and ensure long term business success. We aim to promote the health and well-being of our employees, ensure a safe and responsible working environment, and protect the environment from harmful impacts.

Business success can only be achieved in a healthy and stable ecological and social environment. Therefore, we pursue a holistic approach that integrates environmental topics such as energy and emissions, social issues such as occupational health and safety and human rights, as well as aspects of corporate governance into our thinking and actions.

The following guidelines form the foundation of this holistic approach:

Environment

1. Preventive Environmental Management

Potential impacts on the environment, health, and safety are analyzed and considered early in the planning of new activities, processes, and products.

2. Sustainable Product Development

Our products are designed to reduce environmental impact and health and safety risks during use and disposal, contributing to a more sustainable aviation industry.

3. Resource Conservation and Energy Efficiency

We rely on energy- and resource-efficient processes. Existing systems and processes are regularly reviewed for optimization potential. When procuring products, systems, components, and services, we consider energy efficiency where it affects energy performance. Waste prevention is prioritized, followed by reduction and recycling. Circular economy practices should reduce the use of primary raw materials where possible. Raw and auxiliary materials are used with consideration for environmental and health aspects.

4. Climate Protection and Emissions Management

Through an energy management system, we improve our energy efficiency. We aim to take a holistic view of our greenhouse gas emissions and reduce them sustainably.

5. Protection of Ecological Balance

We aim to continuously improve our local impact on biodiversity. Additionally, we monitor and reduce our water emissions, especially in regions with water scarcity.

Social

6. Occupational Safety and Health Protection

Our development and production processes are designed to minimize the burden on employees and the environment. Occupational health and environmental protection are leadership responsibilities. We promote the expertise of our employees, their sense of responsibility and the associated personal responsibility in these areas through training, instruction and information programmes.

7. Emergency and Fire Protection Management

Risks are regularly assessed to protect people and the environment in emergencies. Appropriate emergency measures are taken. Fire protection systems are maintained, employees are trained, and evacuation drills are conducted.

8. Employee Well-being and Diversity

We continuously promote the health, education, equality, and diversity of our employees. Personal responsibility and awareness are strengthened through clear measures.

9. Supply Chain and Social Responsibility

Our suppliers and service providers are required to comply with the legal standards in occupational health and environmental protection, which we review regularly. In addition, our suppliers and service providers are required to work in an energy-efficient manner and to use resources responsibly. We respect human rights due diligence obligations and promote responsible behaviour along our supply chain.

Corporate Governance

10. Transparent Communication

We maintain open and credible communication with employees, authorities, business partners, and the public.

Trustful communication and cooperation with employees are key elements of our business culture.

Sustainability topics are reported transparently.

11. Cooperation with Authorities

Our cooperation with authorities in occupational health and environmental protection is based on mutual trust.

Planned measures are coordinated and agreed upon together.

12. Leadership Responsibility

Managers are responsible for implementing ESG goals. They actively promote awareness of sustainable action, especially compliance within the company.

Corporate Policy Guidelines

General | [Guidelines](#)

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Management ensures that suitable environmentally and socially responsible procedures are applied according to the corporate policy guidelines and provides the necessary resources to achieve strategic and operational goals in these areas.

Internal and external audits are regularly conducted to monitor the implementation of the corporate policy.

The management of Diehl Aviation is regularly informed about the implementation of the corporate policy.

Adopted on September 19, 2025

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Thank you for your attention.

DIEHL AVIATION

Diehl Aviation is a division of Diehl Stiftung & Co. KG and combines all aviation activities of Diehl Group under one roof. In the aviation industry, Diehl Aviation – including Diehl Aerospace (a joint venture with Thales) – is a leading system supplier of aircraft system and cabin solutions. Diehl Aviation currently has about 5,250 employees. Its clients include leading aircraft manufacturers Airbus, Boeing, Bombardier, Embraer, military partners, manufacturers of eVTOL aircraft as well as airlines and operators of commercial and business aircraft worldwide.

www.diehl.com/aviation

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