



CHC

Heli-One
Excellence in Helicopter
Maintenance Services

Sustainability Statement

1 May 2024 - 30 Apr 2025

Our Vision

Be the global leader in vertical aviation by delivering safe, reliable, sustainable services to support our customers' journey and success.

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Introduction

At CHC Helicopter, sustainability is a responsibility that shapes how we operate, innovate, and support our employees, customers, and the communities in which we operate. This Sustainability Statement outlines our progress over the financial period from May 1, 2024, to April 30, 2025, and reaffirms our commitment to driving positive environmental and social impact across the aviation industry.

Operating in diverse regions worldwide, we understand the critical role we play in reducing aviation's environmental footprint while maintaining the highest standards of safety and reliability. As an industry leader, we are dedicated to implementing meaningful strategies that contribute to long-term sustainability.

Over the past year, we have strengthened our ESG approach, deepening our focus on measurable outcomes, data transparency, and responsible business practices. Our sustainability efforts are centered on three key pillars: taking care of our people, taking care of our business, and taking care of the environment. As we continue this journey, we remain committed to innovation, collaboration, and continuous improvement in pursuit of a more resilient and sustainable future.

CEO Statement



Tom Burke,
Chief Executive Officer

I am pleased to present CHC's second Sustainability Statement. As we continue our commitment to transparency and accountability, this report reflects the progress we have made over the past year in integrating ESG principles into our organization and strategy.

Building on our foundation, we have strengthened our approach to sustainability, addressing challenges while seizing new opportunities for positive impact. This statement reaffirms our dedication to responsible growth and serves as an invitation for continued dialogue with our stakeholders.

Sustainability is a continuous journey, and we remain focused on driving meaningful change. We appreciate the collaboration and support of our partners as we work toward a more sustainable and resilient future.

Who we are.

CHC Helicopter is a trusted and reliable offshore transportation partner enabling energy customers to safely reach beyond boundaries to explore and develop in some of the world's most isolated, deep-water sites. We have decades of experience flying people to and from offshore platforms, vessels, and windfarms in challenging conditions in the remotest environments.

For more than five decades, CHC has been providing Search and Rescue (SAR) in challenging and hostile environments – from remote, perilous, and extreme terrains to offshore rescues in the towering swells of the Arctic Circle and the North Sea, the vast Atlantic Ocean, the cyclone-prone tropical waters of the Timor Sea, both sides of the Indian Ocean, and the Caspian Sea.

Heli-One is the world's largest helicopter support company, specializing in maintenance, repair, and overhaul. Through our global team of experts and strategic partners we deliver comprehensive and innovative solutions that maximize safety, optimize mission readiness and reduce total cost of ownership.

We have the global footprint and local operational knowledge to support our customers quickly, safely, and efficiently anywhere in the world.



45 Locations



106 Aircraft



2636 Employees

Our Contribution to the Sustainable Development Goals

SUSTAINABLE DEVELOPMENT GOALS

As part of Agenda 2030, the United Nations identified 17 Sustainable Development Goals (SDGs) to address the World's most pressing issues and provide a global roadmap for a future where everyone can flourish.

At CHC, our core values of Accountability, Collaboration, Care, Integrity, and Excellence were developed to underpin everything we do to protect and support our business, people, and the planet. They are intended to serve as the foundation of our CHC culture and provide guidance for our decision-making.



Accountability

Take pride and ownership of our actions and results



Collaboration

Work together with transparency and trust to drive continuous improvement



Care

Create a safe and sustainable environment for all



Integrity

Do what is right and foster a culture of respect



Excellence

Prioritize quality services and setting industry standards

Our corporate strategy will focus on where we can make the most significant impact. CHC has selected five SDGs and will align our sustainability key performance indicators to:

- Promoting Health and Wellbeing (3)
- Gender Equality (5)
- Decent Work and Economic Growth (8),
- Responsible Consumption and Production (12) and
- Climate Action (13)



SDG 5: Gender equality

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.

- 29.5% of woman in management positions.
- 6.36% of woman in flight crew and engineering roles
- Hosted 150+ woman from across our global organization for meaningful discussions on their experiences, challenges, and achievements in the aviation industry.

SDG 12: Responsible consumption and production

12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

- Annual Sustainability Statement published.
- Voluntary disclosure through CDP and EcoVadis

SDG 3: Good health and wellbeing

3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.

- Employee Assistance Programs (EAP) provided to support employees' and their immediate families mental health and well-being.

3.5 Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol.

- A comprehensive Drug and Alcohol Policy is supported by dedicated assistance programs

SDG 8: Decent work and economic growth

8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

- Engineering apprenticeship programs and graduate internships operate across the organization.
- Hosted our second Next Generation Day at the 2024 CHC Safety & Quality Summit, empowering future safety leaders with leadership networking, HFACS training, and a platform to share safety ideas.

SDG 13: Climate Action

13.2 Integrate climate change measures into national policies, strategies, and planning.

- Cycle to work schemes and EV charging available for employees at several sites.
- Sustainable Aviation Fuel (SAF) available at selected locations onshore and offshore.

ESG Committee

In FY25, CHC took a key step forward in our sustainability journey by committing to establish a stand-alone ESG Committee at the senior leadership level. Chaired by our CEO, this committee will play a pivotal role in embedding ESG principles into our corporate strategy and decision-making.

The ESG Committee will be fully established in FY26, with its inaugural meeting scheduled for Q2 FY26. The ESG Committee will oversee the company's sustainability initiatives, set key priorities, and ensure alignment with global best practices. Comprising senior leaders from across the organization, the committee provides governance, accountability, and direction on critical ESG topics, including environmental impact reduction, social responsibility, and ethical business practices.

By embedding ESG oversight at the highest levels of leadership, we aim to drive meaningful progress, enhance transparency, and foster a culture of continuous improvement. This governance structure ensures that sustainability remains a core focus as we work towards a more responsible and resilient future.

Sustainability Strategy

Our sustainability strategy integrates ESG principles, focusing on environmental responsibility, social impact, and strong governance. We aim to reduce our carbon footprint through utilizing renewable sources, supporting our employees and communities, and upholding ethical practices for long-term resilience.

Taking Care of our People	Taking Care of our Business	Taking Care of our Environment
<p>We are dedicated to our purpose of getting our customers where they need to be, when they need to be there, anywhere in the world – safely and reliably, while caring for our colleagues and communities.</p> <ul style="list-style-type: none"> • Safety is the first consideration in all our activities. • We support charitable causes that reflect our values and are important to our employees. 	<p>We are committed to operating our business in an ethical, lawful, and responsible manner.</p> <ul style="list-style-type: none"> • We ensure integrity and effective compliance, when engaging with our stakeholders. • We grow our business by building on existing and new customer relationships. 	<p>We endeavour to operate in the most efficient and environmentally friendly way possible, minimising emissions and our carbon impact.</p> <ul style="list-style-type: none"> • We aim to achieve zero reportable environmental events as defined by local legislation. • We operate an Environmental Management System that is ISO 14001 compliant.

Our Progress, Achievements and Targets

We continue to take great strides forward in ESG. Achievements and initiatives across Environment, Social and Governance in FY25 include:



Sustainability Accounting Standards Board (SASB) Index

SASB Standards identify the set of ESG issues most relevant to financial performance and enterprise value for 77 industries. The table below outlines the relevant sustainability disclosure topics and metrics for the Airlines, Air Freight & Logistics, and Oil & Gas Services sectors. It includes the applicable topic metrics, where available, along with references to sections within this report where further detailed information can be found.

TOPIC	METRIC	UNIT OF MEASURE	CODE	FY25
Greenhouse Gas Emissions	Gross global Scope 1 emissions	Metric tons (t) CO-e	TR-AL-110a.1	108,115
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Not applicable	TR-AL-110a.2	Page 29
	(1) Total fuel consumed, (2) percentage alternative and (3) percentage sustainable	Gigajoules (GJ), Percentage (%)	TR-AL-110a.3	(1)340,082 (2) 0.66 (3) 0.0
Labour Practices	Percentage of active workforce covered under collective bargaining agreements	Percentage (%)	TR-AL-310a.1	72.4%
	(1) Number of work stoppages and (2) total days idle	Number, Days idle	TR-AL-310a.2	(1) Zero (2) Zero
Competitive Behaviour	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behaviour regulations	Presentation currency (\$USD)	TR-AL-520a.1	\$0
Accident & Safety Management	Description of implementation and outcomes of a Safety Management System	Not applicable	TR-AL-540a.1	Page 21
	Number of aviation accidents	Number	TR-AL-540a.2	Zero
	Number of governmental enforcement actions of aviation safety regulations	Number	TR-AL-540a.3	Zero
	Number of road accidents and incidents	Number	TR-AF-540a.3	Zero
Employee Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Rate	TR-AF-320a.1	(1) 0.95 (2a) 0.00 (2b) 0.00
Business Ethics & Payments Transparency	Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Presentation currency (\$USD)	EM-SV-510a.1	\$0.00
	Description of the management system for prevention of corruption and bribery throughout the value chain	Not applicable	EM-SV-510a.2	Page 27

Progress against targets in 2023-2024 Sustainability Report

ACTION ITEM	UPDATE
<p>Improve monitoring of training and development across all business units and global operations - for example, management and safety training programmes.</p>	<p>CHC has partnered with a safety training specialist company to deliver enhanced safety training in FY25 which will continue into FY26.</p> <p>Frontline Management training has been subject to review during FY25 and a program has been identified to be rolled out to all our People Leaders within the organisation during FY26 which will provide our leaders with the necessary skills to enhance their existing skills set.</p>
<p>Continue to foster an inclusive and diverse workforce through our recruitment and retention policies</p>	<p>CHC remains committed to fostering diversity and inclusion by regularly reviewing its recruitment, onboarding, and offboarding practices. Ongoing monitoring of workforce composition ensures that our policies support a diverse and inclusive organizational culture.</p>
<p>Expand our health and fitness allowances to cover more of our international operations</p>	<p>While we have expanded our health and fitness allowances across some of our international operations, the broader rollout has been incorporated into a wider initiative focused on enhancing employee benefits globally.</p> <p>This approach allows us to deliver more comprehensive and consistent support for employee wellbeing across all regions, aligned with our long-term people strategy.</p>
<p>Review how we interact with our supply chain to ensure our suppliers are held to the highest levels of accountability regarding human rights, anti-bribery, and corruption.</p>	<p>We have reviewed our direct and indirect supply chain to identify areas of potential higher risk exposure. Where we considered a greater risk may be present, we conducted a survey of our value chain requesting information relating to their behaviours with regards to working conditions and respect for human rights, anti-bribery, and corruption.</p>
<p>Enhance internal stakeholder awareness of our climate risks and opportunities.</p>	<p>We recognise the importance of ensuring our internal teams are well-informed about climate-related risks and opportunities facing our business. While this work is still underway, we are committed to completing it in FY26 through dedicated initiatives aimed at building awareness and understanding across the organisation.</p>

ACTION ITEM	UPDATE
Continue to drive industry-wide improvements to operational safety and quality by hosting another Annual Safety & Quality Summit in 2024.	18 th CHC Safety & Quality Summit took place in Vancouver, Canada 12 th – 14 th November 2024. Next summit 11th – 13th November 2025
Report progress on Scope 1 and 2 emissions following the FY23 global baseline data	Scope 1 and Scope 2 emissions continue to be captured and reported. Voluntary disclosure through CDP.
Work with our SAF supplier to offer Sustainable Aviation Fuel across more of our operations, including offshore facilities.	CHC is able to provide SAF at selected onshore and offshore locations as a customer option. Where SAF is not currently available, we continue to work with our SAF supplier to provide alternative proposals.
Wherever possible, move to renewable energy sources to supply our electricity	Our operational base in Norwich, UK has purchased solar panels for the hangar roof. Installation is scheduled for FY26. As existing energy contracts reach their end, we are actively evaluating and prioritizing renewable options.
Review our main sources of waste and establish plans to reduce waste	Waste management standard has been reviewed and updated.
Revise our procurement policy including reviewing existing policies to reflect changes in organizational priorities, industry standards, and emerging sustainability challenges.	A revised Sustainable Procurement Policy has been drafted and is currently under internal review for final approval and implementation.

Voluntary Disclosures

Carbon Disclosure Project (CDP)

CDP is a global environmental reporting platform that enables organizations to disclose their climate-related data, strategies, and risks. Through CDP, CHC provide detailed information on our greenhouse gas emissions, climate-related governance, and efforts to mitigate environmental impact. CDP's annual reporting is an essential tool for measuring and benchmarking progress toward environmental sustainability, helping us understand our role in the global effort to combat climate change. It also provides transparency to our customers, and other stakeholders about how CHC are addressing climate-related challenges.

Over the past five years of CDP reporting, we have made foundational progress in disclosing climate-related data and understanding our environmental impacts. While our efforts have allowed us to share key insights into our climate practices, we recognize that there are areas where further development is needed. As we continue our reporting journey, we remain focused on assessing and evolving our approach to ensure we are effectively addressing climate-related risks and opportunities.



EcoVadis

EcoVadis is a leading sustainability ratings platform that evaluates companies' environmental, social, and governance (ESG) practices. It provides a comprehensive assessment of a company's sustainability performance across a range of criteria, including environmental impact, labour practices, ethics, and sustainable procurement.

CHC demonstrates its commitment to transparency and responsible business practices by disclosing our sustainability data through EcoVadis. EcoVadis ratings are widely recognized by customers, investors, and supply chain partners as a benchmark for sustainability performance, helping organizations build trust and strengthen relationships with stakeholders. Through this disclosure, CHC aims to enhance its sustainability efforts and align with global best practices in ESG.

Stakeholder Engagement

In FY25, CHC maintained active and meaningful engagement with our diverse stakeholder groups. Through continuous dialogue, targeted surveys, and participation in industry events and forums, we gained valuable insights to inform our sustainability strategy, guide our actions, and strengthen long-term relationships. We remain committed to evolving these engagements to foster trust, transparency, and shared value.



EMPLOYEES

- Global and local town hall meetings
- Departmental meetings
- CHC Connect team
- Employee surveys
- Internal website
- Social media
- CHC Safety & Quality Summit
- Safety Standdowns



CUSTOMERS

- Customer meetings
- Customer audits
- Industry events
- Corporate website
- Social media
- CHC Safety & Quality Summit
- Industry groups and forums



COMMUNITIES

- Local outreach programs
- Corporate giving initiatives
- Corporate website
- Social media
- Volunteerism



REGULATORS

- Regulator meetings
- Regulator Audits
- CHC Safety & Quality Summit
- Industry groups and forums



INSURERS

- Insurer meetings
- CHC Safety & Quality Summit



INVESTORS

- Investor meetings
- Corporate website
- Social Media



SUPPLIERS

- Supplier meetings
- Supplier audits
- Industry shows
- Surveys
- Industry groups and forums

Taking Care of Our People

UN SDG Links: Promoting Health and Wellbeing (3), Gender Equality (5) and Decent Work and Economic Growth (8)

CHC are committed to creating an environment where everyone feels safe, respected, and empowered to thrive. This commitment goes beyond business, it reflects our responsibility to contribute to a healthier, fairer, and more sustainable world. By promoting health and well-being (UN SDG 3), advancing gender equality (UN SDG 5), and supporting decent work and economic growth (UN SDG 8), we are building a culture that takes care of our people.

We champion inclusive workplaces, prioritize mental and physical wellness, and invest in fair, meaningful employment opportunities, ensuring that our continued progress is one that is positive and supportive for every individual connected to CHC.

Health and Safety

CHC prides itself on having a positive attitude towards safety. Where injuries have occurred, we have proactively managed each case to ensure the most positive outcome for staff members involved.

Through proactive training, robust safety protocols, and a culture of continuous improvement, we've experienced zero fatalities, reduced workplace injuries and maintained our focus on safety in our daily operations. Our commitment to the wellbeing of every employee drives our success and strengthens our foundation for sustainable growth. These improvements reflect our dedication to our company values of excellence and care and our responsibility to ensure every colleague returns home safely each day.

In FY25, our LTIR rate was 0.20 per 200,000 hours worked, a 48% reduction compared to FY24 with an overall reduction in lost days worked of 41%.

Recognition and Engagement Initiatives

At CHC, fostering a culture of recognition is a key driver of employee engagement, retention, and organizational performance. Our *Elevate* program serves as a cornerstone of this effort, inspiring positive behaviours aligned with our core values: Accountability, Collaboration, Care, Integrity, and Excellence.

Elevate: Tiered Recognition Program

The Elevate program features a three-tiered award structure designed to acknowledge and celebrate employee achievements that embody our values:

- **Director/VP Award:** Presented to employees who demonstrate exceptional dedication by going above and beyond their typical responsibilities on a specific project or task.
- **Senior Leadership Team (SLT) Award:** Recognizes outstanding achievements that have a notable positive impact on the business.
- **CEO Award:** Honours extraordinary accomplishments that create a significant and lasting impact on CHC's operations or strategy.

Peer-to-Peer Recognition

Our Peer-to-Peer initiative empowers employees to recognise the contributions of their colleagues across all levels of the organization. Whether it is excellence in daily responsibilities, outstanding performance on a project, or consistent demonstration of CHC values, this initiative reinforces our culture of mutual respect and collaboration. It enables our global workforce to celebrate and highlight the efforts that drive collective success.

Our Elevate Award Program saw an increase of over 83% in employee awards issued in FY25 compared to last year, recognizing a significantly greater number of team members for their outstanding contributions to the company.

Elevate Award Program	FY25 Awards	% Male	% Female
CEO Award	9	44%	56%
SLT	88	63%	37%
Director/VP	91	72%	28%
Peer to Peer	155	67%	33%



CHC Connect Team and Survey

CHC Connect team collaborate across our organisation to strengthen the ongoing wellbeing and engagement of our people and business.

The team's role is:

- To enhance internal communication, streamline initiatives and foster a cohesive work environment.
- Pulse check on work environment to promote continued improvement.
- Improve employee experience, improving workplace culture.

CHC Connect is made up of employees from around the world. The group is run by employees, for employees.



In FY25, we ran a global employee survey to benchmark how day-to-day experiences have moved – positively or negatively since the last survey conducted in 2023.

The results showed:

- Over 50% of our employees responded to the survey, up from 42% in 2023.
- Positive year-on-year changes in sentiment were recorded relating to:
 - Team member's feeling they are able to perform their jobs to a high standard because of co-worker, direct manager or supervisor feedback and support.
 - Understanding the future strategy of CHC.
 - There being opportunities for growth within the organisation.

As a result of the survey actions taken have included:

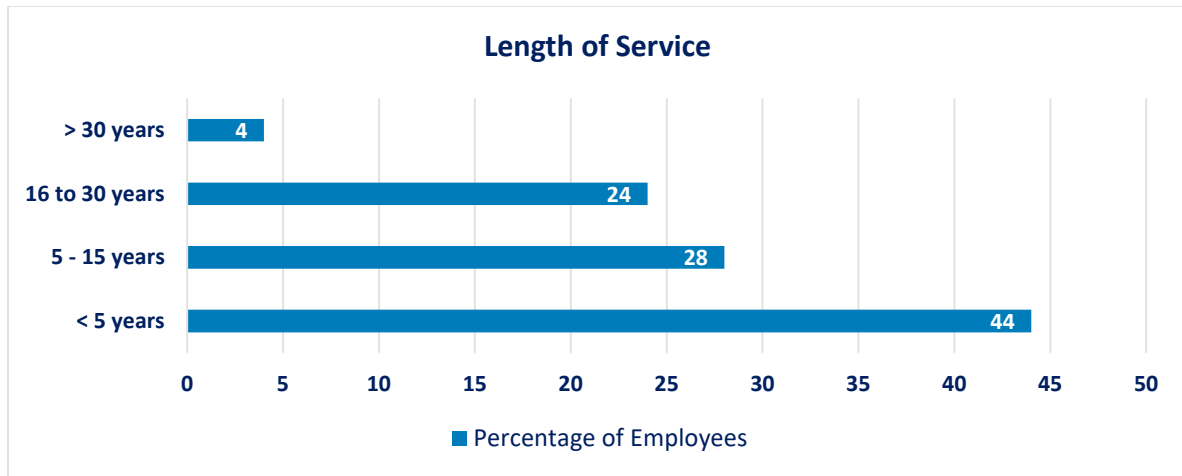
- Increase the cadence of communications from the leadership team, and across geographies and departments.
- Develop cultural initiatives to reinforce our company values, as well as recognise individual performance and team successes locally and globally.
- Create feedback mechanisms within regions and across departments globally to inform collective actions we are taking as One CHC.

Employee surveys offer valuable insights that drive continuous improvement, enhance workplace culture, and ultimately lead to better employee experiences. By actively listening to our team, we ensure that every voice contributes to shaping a stronger, more responsive organization. We are grateful to be individuals who responded and proud to highlight how our commitment to employee feedback supports the exceptional service we strive to deliver every day.

Length of Service

A diverse range of employee tenure is a key strength for any organization, and our company is proud to reflect this in our workforce. With 44% of employees having joined within the last five years, we benefit from a continuous infusion of fresh perspectives, innovation, and adaptability. These newer team members bring with them the latest industry knowledge and a strong enthusiasm for growth, helping to keep our practices modern and responsive to evolving market demands.

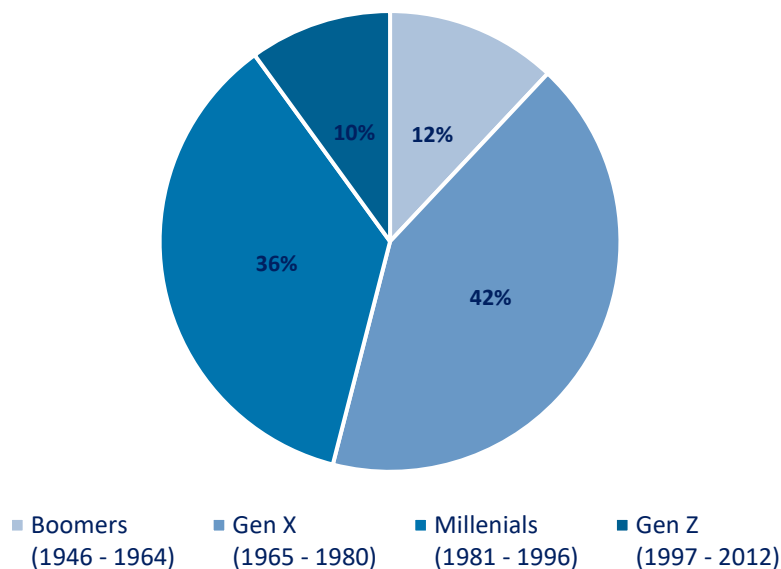
At the same time, the 52% of employees with 5 to 30 years of service represent a deeply rooted foundation of experience and continuity. Their long-term commitment ensures that organisational knowledge is preserved and shared across generations, promoting stability and a strong internal culture. The additional 4% of staff with over 30 years of service exemplifies exceptional dedication and serves as a testament to our supportive work environment. This balance of tenure across the organization reinforces our long-term sustainability, blending innovation with experience to drive enduring success.



Employee Generational Cohorts

At the heart of CHC is our workforce, each individual bringing unique strengths to our operations. Our teams are comprised of various generational cohorts. This blend creates an environment where our experienced colleagues share invaluable knowledge, while younger employees bring fresh perspectives. Together, they form a dynamic workforce that supports our mission to deliver safe, reliable, and sustainable services to our customers.

Percentage of Employees by Generation Cohorts



This generational balance supports our commitment to nurture new talent through apprenticeship and internship programs. These programs offer young people a chance to learn from experienced colleagues while contributing their own ideas to meaningful projects.

Apprenticeships and Internships

Our aircraft engineering apprenticeship and graduate internship programmes have delivered measurable benefits across the organisation, supporting both talent development and workforce diversity. By equipping early-career talent with real-world experience and hands-on training, we have built a pipeline of skilled professionals who are ready to contribute to CHC.

Importantly, these programmes are also helping us build a more inclusive workforce. We are proud that 14% of our engineering apprentices are women. While there is still much room for improvement, this reflects our ongoing commitment to encouraging gender diversity in technical roles.

Former apprentices and interns have progressed into permanent roles across engineering, operations, and support functions, bringing with them innovative ideas and a deep understanding of our company's standards and values.

Beyond individual development, these programmes have strengthened our culture of continuous learning and innovation. Teams benefit from the energy, curiosity, and adaptability that young professionals bring, while experienced employees take pride in mentoring the next generation. The result is a more connected, forward-thinking workforce that reflects our commitment to sustainable growth and long-term excellence in the aviation industry.

Value Diversity

We believe diversity is not just something to be acknowledged, it's something to be celebrated. Our strength lies in the unique perspectives, backgrounds, and experiences of the people who make up our organization. By fostering an inclusive culture where everyone feels valued, we create space for innovation, collaboration, and growth.

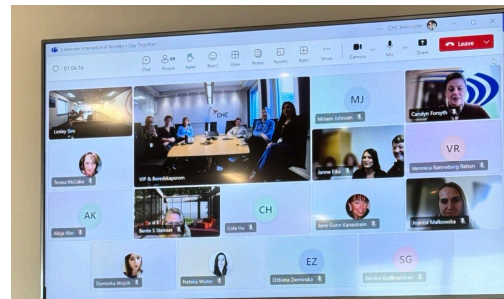
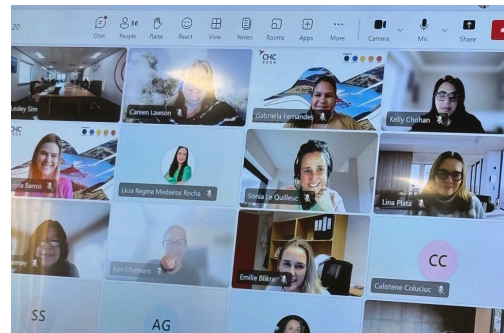
Some of our teams recently hosted a Cultural Appreciation event, a celebration of the many backgrounds and traditions that make up our workplace. Everyone was encouraged to bring something meaningful that reflected their culture, whether it was traditional food, drinks, or an item that shared a story of their heritage. The event created a space for connection, learning, and mutual respect, reminding us that our differences are not just welcomed, they are a vital part of who we are.



Celebrating Women in Aviation

At CHC, we proudly celebrated International Women's Day by honoring the achievements and contributions of women across our global workforce. This year's theme inspired meaningful conversations about equity, representation, and the importance of creating inclusive pathways for women in every facet of our operations. Through company-wide events we recognized the woman shaping the future of aviation and reaffirmed our commitment to fostering a diverse, supportive, and empowering environment where all can thrive.

Our CEO and General Counsel & Head of Human Resources joined the discussions to listen, recognize and celebrate the women of CHC for their exceptional contributions.



Rochelle Callaghan, Flight Operations Manager at CHC Helicopter Australia, was nominated for Female Aviation Leader – Large Business in the Australian Aviation Awards 2024.

Since joining CHC in 2011 as a Resource Scheduler, Rochelle has played a leading part in the growth of the business in Australia.

Today, Rochelle plays a critical role in headcount management, recruitment, and relationship building with our frontline teams in Australia. Her passion and dedication to her role and our business makes her a fantastic role model who exemplifies our core values: accountability, collaboration, care, integrity, and excellence.

Take Your Child to Work Day

Some of our business units and facilities held a *Bring Your Child to Work Day*, offering employees the opportunity to share their professional world with their children in a fun, engaging environment. Designed to inspire the next generation, the event includes interactive activities, hands-on learning sessions, and age-appropriate insights into the diverse roles within our organization. From office tours to creative workshops, children get a behind-the-scenes look at what their parents do every day while discovering the values of teamwork, innovation, and community that define our company culture.



Taking Care of Our Business

UN SDG Links: Promoting Health and Wellbeing (3), Gender Equality (5), Decent Work and Economic Growth (8), Responsible Consumption and Production (12) and Climate Action (13)

Safety Management System

At the core of our operational integrity is a fully integrated Safety Management System (SMS), developed in alignment with the four components of the UN's ICAO framework for an SMS, Annex 19.

Our SMS is foundational to our sustainability strategy and supports our commitment to ensuring the safety of our employees, operations, and the communities in which we operate.

CHC's SMS brings a significant and unique advantage to our operations with harmonised and standardised procedures across all our global business units and MRO facilities. We actively pursue continuous advancement of our SMS to strengthen safety performance. This reflects our proactive and data-driven approach to identifying and addressing safety risks, as well as our mature feedback and reporting systems that continuously inform and refine our safety practices.

Our SMS includes the four ICAO-defined components:

- **Safety Policy** – A formal commitment by leadership to maintain and continuously improve safety performance, supported by documented safety objectives and clear accountability at all levels of the organization.
- **Safety Risk Management** – A systematic process for hazard identification, risk assessment, and implementation of effective mitigation strategies, embedded across our operational decision-making processes.
- **Safety Assurance** – Ongoing monitoring, auditing, and performance analysis to verify the effectiveness of safety controls and to identify emerging safety concerns.
- **Safety Promotion** – A robust program of training, communication, and continuous learning designed to foster a proactive safety culture across all levels of the organization.

Our SMS undergoes regular internal and external assessments to ensure continued effectiveness. In FY25, CHC was audited 124 times by external bodies including national aviation regulators and customers to confirm conformance with legislation, contractual obligations and industry best practice, the outcomes of which reinforce the strength of our current systems and controls.

Safety Reporting

CHC understands the critical nature of effective SMS information management and utilize a bespoke reporting tool. The same system is in use across CHC's global operations, which affords visibility of events and (potential) hazards that may be applicable to the wider group.

In FY25, CHC launched our new reporting mobile app designed to make safety reporting faster, easier, and more accessible for events and potential hazards. The app allows all employees to:

- **Instantly Report:** Quickly log safety reports, near misses, or incidents in real time.
- **Attach Photos:** Attach photos from mobile devices for clearer documentation of safety concerns.

- Log Reports Offline: With the app's offline functionality, reporters can continue to contribute to our safety efforts no matter where they are.

As part of our commitment to transparency and continuous improvement, we track and report on safety outcomes. In FY25:

- We identified 92 medium / high risk and potentially hazardous situations across our operations.
- Of these, 62% were mitigated through corrective actions, preventive measures, and/or changes in operational procedures. The outstanding 38% are currently under review, with mitigation plans in development and targeted for resolution within the next reporting cycle.

Continuous Line Operations Safety Audits (C-LOSA)

Continuous-LOSA is a proactive, non-punitive safety management tool designed to identify and mitigate operational risks through confidential observation of normal flight operations. C-LOSA focuses on the behaviors and performance of flight crew personnel in real-time working environments.

C-LOSA is conducted by trained observers who collect data on routine tasks and interactions without interfering in operations. The goal is to gather valuable safety insights related to human factors, procedural adherence, communication, teamwork, and operational challenges.

C-LOSA is a part of the CHC Flight Standards Operational Oversight Programme, and it is distinct from, but complementary to, other continuous proactive and reactive safety programmes such as flight data monitoring (FDM), SMS reporting, and flight standards assessments.

Key characteristics of C-LOSA include:

- Confidentiality: Data collected is de-identified to protect individual privacy and encourage honest participation.
- Voluntary Participation: Observations rely on cooperation and are not used for disciplinary actions.
- Data-Driven Insights: Findings are analyzed to identify trends, systemic issues, and areas for improvement.
- Safety Enhancement: Actionable recommendations support continuous improvement in safety culture and operational procedures.

LOSA 'proactively' identifies system safety and flight crew performance strengths and weaknesses using threat and error management (TEM) as its safety measure. In LOSA, all data are samples of activities in normal operations. The data may include reportable events, but there will also be some 'near events' and, importantly, a majority of well-managed, successful flights.

The C-LOSA program has been a major advancement in identifying Threats and Errors in our worldwide operations. It has been the key driver for significant updates to our standard operating procedures. In addition, the LOSA Collaborative offers CHC a unique opportunity to benchmark threat and error management performance with other operators in the LOSA registry.

CHC LOSA Highlights:

- Fully compliant to ICAO Doc 9864 LOSA principles

- Substantial experience with LOSA: five x snapshot LOSA since 2016, including SAR trials.
- First Helicopter Operator to conduct Continuous LOSA
- Strong collaboration with The LOSA Collective for software and benchmarking
- Tasks being issued to all CHC Business Units and CHC Flight Standards team.

By embedding C-LOSA within our Safety Management System (SMS), CHC has enhanced our situational awareness, reduced risk exposure, and supported a learning-oriented safety culture.

Flight Data Monitoring (FDM)

Flight Data Monitoring (FDM) is a proactive safety program that involves systematic collection, analysis, and interpretation of data recorded during routine flight operations. The primary objective of FDM is to enhance operational safety by identifying trends, detecting deviations from standard procedures, and uncovering potential safety risks before they lead to incidents.

CHC's FDM program leverages data from onboard aircraft systems to monitor a wide range of operational parameters, such as aircraft performance, pilot inputs, and adherence to standard operating procedures (SOPs). This data is analyzed post-flight to assess operational practices and identify areas for improvement.

Key benefits of CHC's FDM program include:

- **Early Detection of Safety Risks:** Identifies unsafe trends and precursors to incidents that may not be visible through traditional reporting mechanisms.
- **Continuous Improvement:** Supports data-driven decision-making and targeted interventions to enhance training, procedures, and overall safety.
- **Regulatory Compliance:** Aligns with regulatory requirements for proactive safety management within an SMS.
- **Confidential:** Encourages open reporting in an environment focused on organizational learning.
- **Comprehensive Analysis:** Detailed analysis for every event
- **3D animation:** Enables enhanced event understanding.

In 2024, the CHC flight data monitoring program:

- Analyzed 73,792 flights.
- Generated 25,553 events, leading to
- 1555 flight actions, resulting in
- 607 flight crew contacts



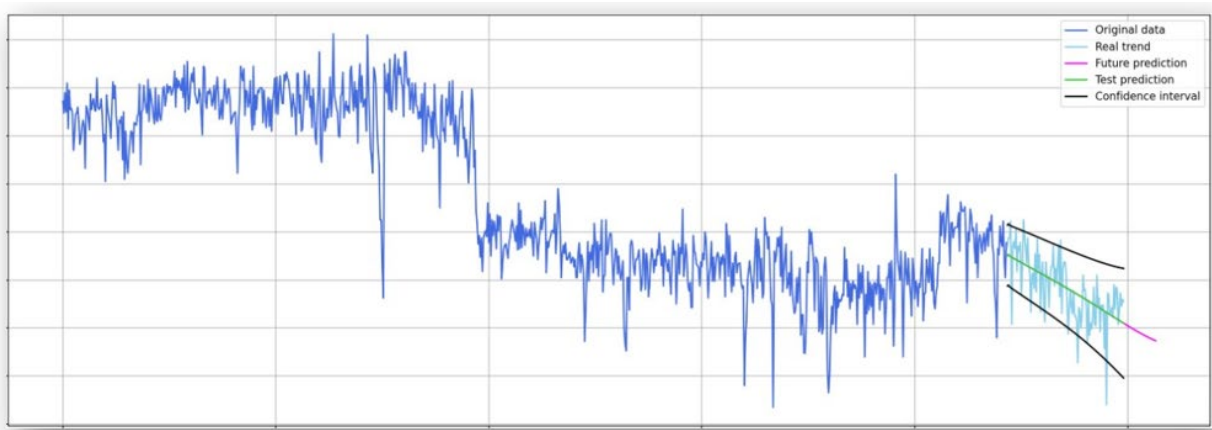
Engine Trend Monitoring

In FY25, CHC entered into an agreement with ITP Aero to implement the DigitAI Aero™ platform across our fleet of helicopter engines, marking a significant milestone in our commitment to innovation and sustainability. As the only rotary wing operator currently adopting AI-powered engine health monitoring, this partnership strengthens our longstanding maintenance collaboration with ITP Aero while positioning us at the forefront of digital aviation technology.

DigitAI Aero™ enables full-flight engine diagnostics through a powerful big data solution, processing more than 6 million data points per flight hour for the AW189, over 3 million for the S-92, and 1 million for the AW139. This data-driven approach provides daily, AI-enhanced diagnostic insights using tools specifically tailored for the S-92 and AW139, enabling early identification of potential engine issues.

The platform's advanced capabilities allow us to anticipate Aircraft on Ground (AOG) scenarios months in advance by forecasting future values of key engine health parameters. By leveraging complete flight data instead of limited snapshots, and integrating engine event data for enhanced accuracy, DigitAI Aero™ offers a transformative approach to engine maintenance. The system also includes a real-time AI agent for interactive diagnostics and information retrieval, connecting directly to the DigitAI Aero™ web portal to identify aircraft at risk of exceeding operational thresholds.

This intelligent, proactive system not only improves operational efficiency but also contributes to our sustainability goals by reducing unnecessary maintenance interventions, minimizing downtime, and cutting operating costs. Through rapid troubleshooting and targeted corrective action plans, we ensure a faster return to service, reinforcing CHC's commitment to a safe and efficient operation.



Incident Management and Emergency Preparedness

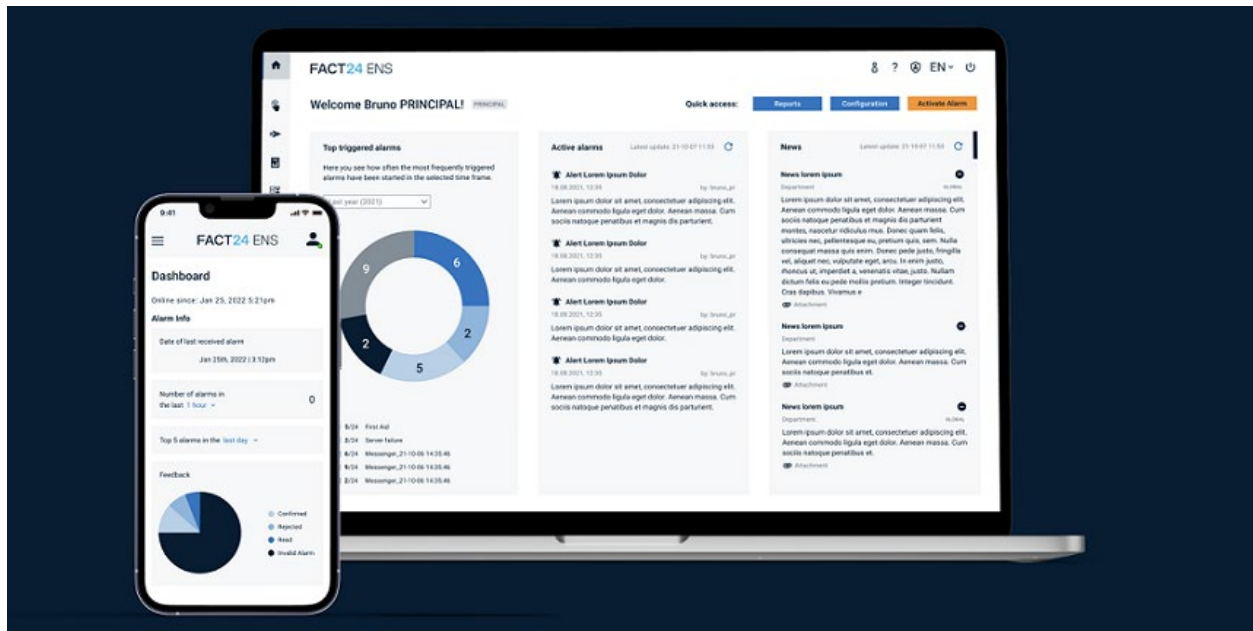
As part of our continued commitment to enhancing operational resilience and ensuring the safety of our people and assets, we have implemented a new software system to streamline and strengthen our emergency response management.

ENS+: provides the ability to alert response teams and stakeholders of a situation that is affecting the business. The multiple alert channels with two-way communication ensures there is a record of who has received the communication and who is able to respond as part of the incident management team. The conference call solution enables a group of stakeholders or responders to discuss a situation within a matter of minutes.

CIM: is an incident / crisis management system that is comprised of several elements designed to help manage information when responding to an incident. Each element has its own part to play in aiding the response, the modules work together to form a seamless platform on which teams can collaborate, share information, and ensure that a full record is kept.

By digitizing and automating key emergency protocols, the system not only improves response times but also enhances data accuracy and post-incident analysis.

This initiative reflects our proactive approach to risk management and aligns with our broader sustainability goals by promoting a safe, responsive, and accountable organizational culture.



CHC Safety & Quality Summit

Embedding safety into our culture is essential to sustaining our business and supporting the wider aviation industry. Through collaboration and shared learning, we continue to drive safety performance and promote industry best practice. This commitment is exemplified at our annual not-for-profit CHC Safety & Quality Summit, which remains a cornerstone of our global safety engagement efforts.

In 2024, the Summit took place over three days in Vancouver, welcoming delegates from 137 organizations across the industry. This year's agenda reflected the drive behind our theme—Accelerate 2025: Building Safety Momentum—focusing on the actions we must take today to deliver a safer, more sustainable industry tomorrow. Key topics included:

- Strategic investments to enhance safety, reliability, and fleet availability.
- Managing an intergenerational workforce and fostering inclusive team dynamics
- Engaging stakeholders to elevate and transform safety culture.

- Research on recovering from yaw control issues—identified as one of the top three causes of helicopter incidents.
- Integrating technology to mitigate risks both pre-flight and in-flight

These sessions provided practical insights and tools to help organizations accelerate safety improvements and build long-term resilience across operations.

The Summit featured 24 individual breakout sessions and three general sessions—covering a range of safety topics and emerging technologies. We also offered targeted training courses, including instruction on Human Factors Analysis and Classification Systems (HFACS), delivered to 70 participants seeking deeper knowledge on risk mitigation and operational excellence.

Now in its second year, our Next Generation Day continued to provide a platform for aspiring industry safety leaders to engage with the future of safety management. In 2024, we welcomed 13 emerging professionals, who participated in workshops focused on career development, explored modern approaches to safety leadership, and networked with our Senior Leadership Team. Each participant was also offered a place on the HFACS course to strengthen their understanding of risk mitigation and operational effectiveness. This initiative remains a key part of our strategy to support emerging talent and foster a sustainable, safety-focused workforce for the future.

The Safety & Quality Summit continues to be a driving force in advancing industry-wide safety culture, facilitating learning, innovation, and progress that aligns with our long-term sustainability and operational goals.



Prevention of Corruption and Bribery

At CHC Helicopter, we are committed to conducting business ethically, transparently, and with integrity. Our approach and structures for the prevention of corruption and bribery ensure that all aspects of our operations, including those across our value chain, are free from corrupt practices.

The system is based on a robust framework that includes clear policies, processes, and controls aimed at identifying, preventing, and addressing any potential risks of corruption or bribery. These policies include CHC's Code of Business Conduct, Ethics, and Integrity, CHC's Anti-Corruption Policy, CHC's Third Party Due Diligence Policy, and CHC's Compliance and Ethics Hotline Policy. This framework is integral to our corporate governance and is continuously reviewed to ensure its effectiveness in a rapidly evolving business environment.

Key Elements of our Anti-Corruption Framework are:

1. Code of Conduct and additional compliance Policies:
 - Our Code of Business Conduct, Ethics and Integrity explicitly prohibits any form of bribery or corruption, both within the organization and in dealings with external stakeholders, including suppliers, contractors, and business partners.
 - We have a comprehensive anti-corruption policy that outlines our commitment to maintaining a zero-tolerance approach to bribery, detailing acceptable and unacceptable behaviours and the consequences of violations. Additional policies that directly mitigate risks associated with corruption and bribery include CHC's Third Party Due Diligence Policy and CHC's Compliance and Ethics Hotline Policy.
2. Due Diligence:
 - Audits and risk assessments are conducted to ensure compliance with our policies and procedures, identify potential corruption and bribery risks across our operations and supply chain.
 - We perform thorough due diligence when engaging with third parties, ensuring that our suppliers, partners, and contractors adhere to the same ethical standards as ourselves.
3. Training and Awareness:
 - We provide regular training to employees to raise awareness of anti-corruption laws, internal policies, and the potential consequences of bribery and corruption.
 - Training ensures that employees at all levels understand the risks associated with corruption and are equipped to recognize and report any potential misconduct.
4. Reporting Mechanisms:
 - We have established anonymous channels for employees, business partners, and stakeholders to report any concerns or suspicions related to bribery or corruption without fear of retaliation.
 - All reports are taken seriously, investigated thoroughly, and addressed promptly to ensure accountability.

5. Enforcement and Disciplinary Actions:

- Any employee or third-party found to be in violation of our policies faces strict disciplinary actions, up to and including termination of employment or termination of contracts with external partners.
- We ensure that our enforcement mechanisms are transparent, fair, and consistent, reinforcing our commitment to maintaining integrity in all our operations.

6. Continuous Improvement:

- We are committed to continually improving our anti-corruption and anti-bribery practices, regularly reviewing our policies, training programs, and reporting systems to address emerging risks.
- We actively engage with external stakeholders, including industry groups and regulators, to stay aligned with best practices and evolving legal requirements.

By implementing this comprehensive structure, we ensure that corruption and bribery are effectively prevented at every level of our organization and throughout our value chain. This commitment is central to maintaining the trust of our stakeholders, safeguarding our reputation, and contributing to a fair and transparent business environment.

Taking Care of Our Environment

UN SDG Links: Responsible Consumption and Production (12), Climate Action (13)

The aviation industry contributes approximately 2% to global CO₂ emissions¹. CHC plays a critical role in decarbonization. We endeavor to operate in the most efficient and environmentally friendly way possible, minimizing emissions and our carbon impact.

Our FY25 CO₂e emissions were:

- Scope 1: 108,115 tCO₂e
- Scope 2: 1,882 tCO₂e

Scope 1 Strategy

As a global aviation company, CHC recognizes the critical importance of addressing its greenhouse gas (GHG) emissions. In accordance with the SASB Technical Protocol and the GHG Protocol Corporate Standard, this strategy outlines our approach to managing Scope 1 emissions, emitted directly from our operations.

In 2023, we established our baseline year for Scope 1 emissions. Against this baseline, we have set an ambitious long-term goal: to achieve net-zero Scope 1 GHG emissions by 2050. This absolute reduction target aligns with the global aviation sector's climate ambitions and the Paris Agreement's goal of limiting warming to well below 2°C.

While we recognize that aviation presents unique decarbonization challenges, particularly due to current technological and fuel limitations, our strategy prioritizes near- and mid-term investments that will position us to meet our 2050 objective.

To reach our target, we are implementing several approaches that includes operational optimization, fleet modernization, the use of sustainable aviation fuel (SAF), and participation in global market-based mechanisms.

We recognize several risks that may affect the pace and scale of our emissions reduction. These include the limited global supply of SAF, infrastructure gaps at certain airports, potential delays in new aircraft deliveries, and evolving regulatory requirements in different jurisdictions.

Our GHG emissions reduction target applies to all revenue-generating operations under our operational control. Ground operations, facilities, and leased assets under our operational boundary are also included. We review our organizational and operational boundaries annually and adjust in line with GHG Protocol guidance, disclosing any material changes.

CHC is committed to achieving net-zero Scope 1 emissions by 2050 through a pragmatic and accountable strategy that evolves with technological progress and regulatory change. By focusing on absolute emissions reductions, we aim to lead the offshore aviation industry toward a lower-carbon future while continuing to serve our customer with safety, reliability, and sustainability at the core of our mission.

¹ <https://www.iea.org/energy-system/transport/aviation>

Sustainability Award

The CHC Brazil team were proud to achieve the highest score among air taxi participants by the Brazilian National Civil Aviation Authority in their highly respected 2023 Sustentar Programme.

Our vision is to be a global leader in offshore aviation by delivering safe, reliable, and sustainable services. This award acknowledges the significant strides we are making towards realising our ambitions.



Sustainable Aviation Fuel (SAF)

Sustainable aviation fuels are vital if aviation is going to be able to reach net zero by 2050. CHC continue to influence aircraft and engine manufacturers to develop new, lower carbon-emitting helicopters. While all these innovations have the potential over the longer term to reduce and possibly eliminate the need for traditional aviation fuels, these are not likely to reach commercial production within ten to twenty years. This means sustainable aviation fuels that replace fossil-based fuels are vital to reducing emissions.

SAF must have the same qualities and characteristics as conventional jet fuel in order to substitute it. This is important to ensure that manufacturers do not have to redesign engines or aircraft.

Practically, SAF is produced in a bio-refinery and then can be blended up to the maximum certified blending limit. At present, the key criteria for industry is the ability of the SAF to be dropped in to conventional jet fuel, with a maximum limit of 50% of the blend. Upon release from blending the fuel is certified and from this point is regarded as conventional Jet A1 kerosene.

CHC is able to provide SAF at selected onshore and offshore locations as a customer option. Where SAF is not currently available, we continue to work with our SAF supplier to provide alternative proposals.

In FY25, CHC customers saved over 700 tCO₂e using SAF on their contracted flights.

Reportable Environmental Spills

Environmental spills can have serious consequences, including harm to ecosystems, regulatory penalties, and damage to a company's reputation. These incidents often involve the release of hazardous substances into the air, water, or soil, and can result from equipment failure, human error, or inadequate safety protocols. For CHC, preventing spills is a critical aspect of responsible operations and sustainability efforts.

In FY25, we continued with our proud record of zero reportable environmental spills. This achievement reflects our strong commitment to environmental stewardship, rigorous safety standards, and proactive risk management. Through regular training, routine maintenance, and a culture of accountability, we ensure that our operations are not only efficient but also environmentally sound.

Emissions Trading Scheme

The EU and UK Emissions Trading Schemes (ETS) are aimed at reducing greenhouse gas emissions by placing a price on carbon for high-emitting sectors, including aviation.

Eligible CHC operations are required to monitor, report, and verify their CO₂ emissions annually. Emission reports must be independently verified by an accredited third-party body to ensure accuracy, transparency, and compliance with regulatory standards. ETS allows operators to claim emissions reductions through the use of Sustainable Aviation Fuel (SAF), provided that the SAF meets approved sustainability criteria and the related emissions savings are independently certified.

This mechanism supports credible decarbonization efforts while reinforcing corporate accountability and alignment with climate targets.

The verified emissions figure for 2024 was:

- 42,686 tCO₂ (including the 659.304 tCO₂ SAF reduction claim)

Carbon Offsetting

Carbon offsetting is a practical way for businesses to take responsibility for their environmental footprint. It involves compensating for the greenhouse gas emissions a company produces by investing in projects that reduce or remove an equivalent amount of carbon dioxide from the atmosphere.

For CHC, it is not yet feasible to completely eliminate all carbon emissions. Carbon offsetting offers a short-term solution: whilst we continue to work to reduce our direct emissions. They can support projects that help mitigate the effects of climate change elsewhere. This dual approach aligns environmental stewardship with operational realities and supports a transition to a more sustainable future.

Incorporating carbon offsetting into a broader sustainability strategy also demonstrates our commitment to climate action. Done transparently and as part of a verified program, carbon offsetting can be a credible step toward carbon neutrality and long-term corporate responsibility.

Our CHC Brazil operation purchased 'Mumbuca Verde' through a partnership with Codemar to offset 33 tCO₂e. We obtained certification seals for investing in sustainable practices. This initiative directly supports environmental sustainability through local offsetting projects.

For residual emissions, CHC can, on behalf of our customers, purchase internationally-certified carbon offsets to reduce net carbon in the atmosphere with initiatives that include:

- clean cookstoves and drinking water.
- afforestation.
- wind energy investments; and
- methane reduction strategies.

ISO 14001 Certification

Our environmental management system has held ISO standard certification for numerous years demonstrating compliance with the requirements of ISO 14001:2015.

This system is designed to manage the risks occurring from:

- air transport of people, freight and the associated support and maintenance.
- the provision of Search and Rescue Helicopter Service.
- design and development activities related to aircraft. Base and Workshop maintenance of helicopters and components. Logistic support activities to the aviation industry.

CHC is audited by independent assurance companies through a programme of continuing assessment that audits the environmental management systems including processes and procedures and tests the effectiveness of the system relating to the ISO requirements.

56% of our Business Units hold ISO 14001:2015 certification. The Business Units that currently do have formal certification are compliant with the requirements of the ISO standard due to standardized policies and procedures throughout the organisation.



Taking Care of Our Communities

Flooding Support

In 2024, Brazil's southern state of Rio Grande do Sul experienced its most devastating floods in recorded history, affecting over 90% of the state and displacing nearly 600,000 people. These record-breaking floods ravaged local communities, leaving behind widespread destruction.

CHC Brazil supported the emergency response during this crisis, taking swift action to deliver vital emergency aid.

Over the course of ten days, team members voluntarily flew 11 missions, coordinated by our long-term customer, Petrobras, to provide essential supplies. The missions transported a total of 23 tonnes of medicines, food, drinking water, blankets, and hospital supplies to the frontline emergency response teams.



Cyclone Deployments

In early 2025, Australia faced two severe weather events; Cyclone Zelia and Cyclone Alfred, which called for urgent and coordinated emergency responses.

When Cyclone Zelia, a Category 4 storm, struck the Pilbara region of Western Australia in mid-February, our helicopter crew, in close collaboration with our customer, mobilised swiftly in the early morning. Their ability to adapt to changing conditions and respond to evolving client needs was a testament to their professionalism and agility.

Just weeks later, Cyclone Alfred impacted Southeast Queensland and the North Coast of New South Wales. In response, one of our aircraft and its crew were deployed at the request of the NSW State Emergency Service, providing critical support over a five-day period.

These rapid response missions underscore our unwavering commitment to community resilience and disaster support. We are proud of the dedication shown by our flight crews, engineers, and support personnel, whose efforts ensured the timely preparation and deployment of our aircraft.

These tragedies underscore the urgent need for comprehensive environmental stewardship and climate resilience strategies to mitigate the impact of such extreme weather events in the future.



Get in Touch

We are committed to maintaining transparency on our progress and cultivating robust and open relationships with our stakeholders. Your feedback on any aspect of our work is not only valued but warmly welcomed. Please contact us at: sustainability@chcheli.com

Disclaimer

This sustainability statement is intended to comply with the general principles, laws, rules and regulations related to environmental, social, governance, sustainability, and corporate responsibility (together “ESG”). However, please be aware that ESG standards and regulatory requirements may vary significantly across different jurisdictions. As such, depending on your country of residence or incorporation, there may be specific local requirements or standards that this statement does not fully address. We encourage you to consider your local requirements and your own ESG criteria and objectives when selecting products and services.

It should be noted that no universally accepted global framework (legal, regulatory, or otherwise) currently exists, nor is there a market consensus in terms of what constitutes a “green”, “sustainable”, “responsible”, “traditional”, or equivalent “ESG” investment, communication, product, or offering. Furthermore, no assurance can be given that such a universally accepted framework or consensus will develop over time. Although there have been regulatory efforts in certain jurisdictions to define such concepts, the legal and regulatory framework is still under development. Additionally, the current lack of common or harmonized definitions and labels regarding what is considered “green”, “ESG”, “sustainable”, “responsible”, and other similar criteria, or clear guidelines on what these monikers mean may result in different approaches being taken by different institutions.

Accordingly, CHC Group LLC and its subsidiaries make no assurance, warranty, or representation that its products or services will meet any or all expectations regarding “green”, “ESG”, “sustainable”, “responsible”, or other equivalently labelled objectives. Any such opinion, certification, review or validation issued in connection with CHC products or services is not, nor should be deemed to be, a recommendation by us or any opinion or certification provider, external verifier or any other person and there will be no recourse against CHC or its subsidiaries regarding the same. Prospective consumers, partners, and vendors of CHC must determine for themselves the relevance of any such opinion, certification, review, or validation and the information contained therein.