



A Step Ahead

MOOG SUSTAINABILITY REPORT **AUGUST 2022**

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Sustainability icons used within this report are part of the United Nations Sustainable Development Goals framework.



Introduction



> A STEP AHEAD

What we do every day at Moog results in breakthroughs like the successful landing of NASA's Mars Rover, faster bullet trains, electric propulsion for autonomous flight, and advances in defense systems and lifesaving medical equipment.

We trust and respect each other to create solutions to meet our customers' most complex technical challenges and, in the process, deliver returns our stakeholders expect.

As a developer of advanced motion control products, we believe in momentum and our shared responsibility to protect people and the planet now and for generations to come.

Welcome to our first Sustainability Report. Within these pages, we are highlighting the way we conduct business, how we treat our employees and the positive impact we have on communities.

Our team, led by Hamish Ferguson, Director of sustainability and environmental, social and governance (ESG), will help us step forward in our journey.

We are already moving together in the right direction and proud of our employees' focus on environmental well-being and engagement in communities where we work. In the pages ahead, we will share those topics we feel are most important today. That is only part of our sustainability story. In the near future, you will hear more about our plans to build sustainability into every aspect of our business based on international standards.

“Our values – rooted in trust, respect, integrity and collaboration – lay the foundation for Moog's commitment to sustainability.”



JOHN SCANNELL
Chairman and CEO, Moog Inc.

> MORE SUSTAINABLE STEPS

Sustainability is about how we transform the world today for a better tomorrow.

This first report includes examples of Moog projects to reduce waste, switch to renewable power sources and inspire our employees to make more sustainable decisions.

You will see how our corporate culture and commitment to a more inclusive, equitable world is reflected in our work environment, supply chain and community support around the globe.

We are serious about sustainability and recognize we have much more to do. Currently we are assessing our environmental, social and governance impact in 96 locations across 25 countries.

Among other areas, we are evaluating our direct and indirect greenhouse emissions, how we operate and our effect on stakeholders. This latest available data will help us establish a baseline and set ambitious sustainability goals across the business. We look forward to disclosing more information in future reports.

“ We are serious about sustainability, and are establishing a baseline for our ambitious goals you’ll hear about soon. ”

OUR VALUES

Trust is a Must

Competence is King

We Try Harder

We’re All in This Together

It’s My Job

We Look for Solutions,
Not Someone to Blame

Communication is Crucial

Formality Doesn’t Help

We Have to Be Adaptable
and Ready to Change

Performance and Commitment
Should be Rewarded

Work Should be an
Enjoyable Experience

Your Personal Life is Important



HAMISH FERGUSON
Director of Sustainability and ESG

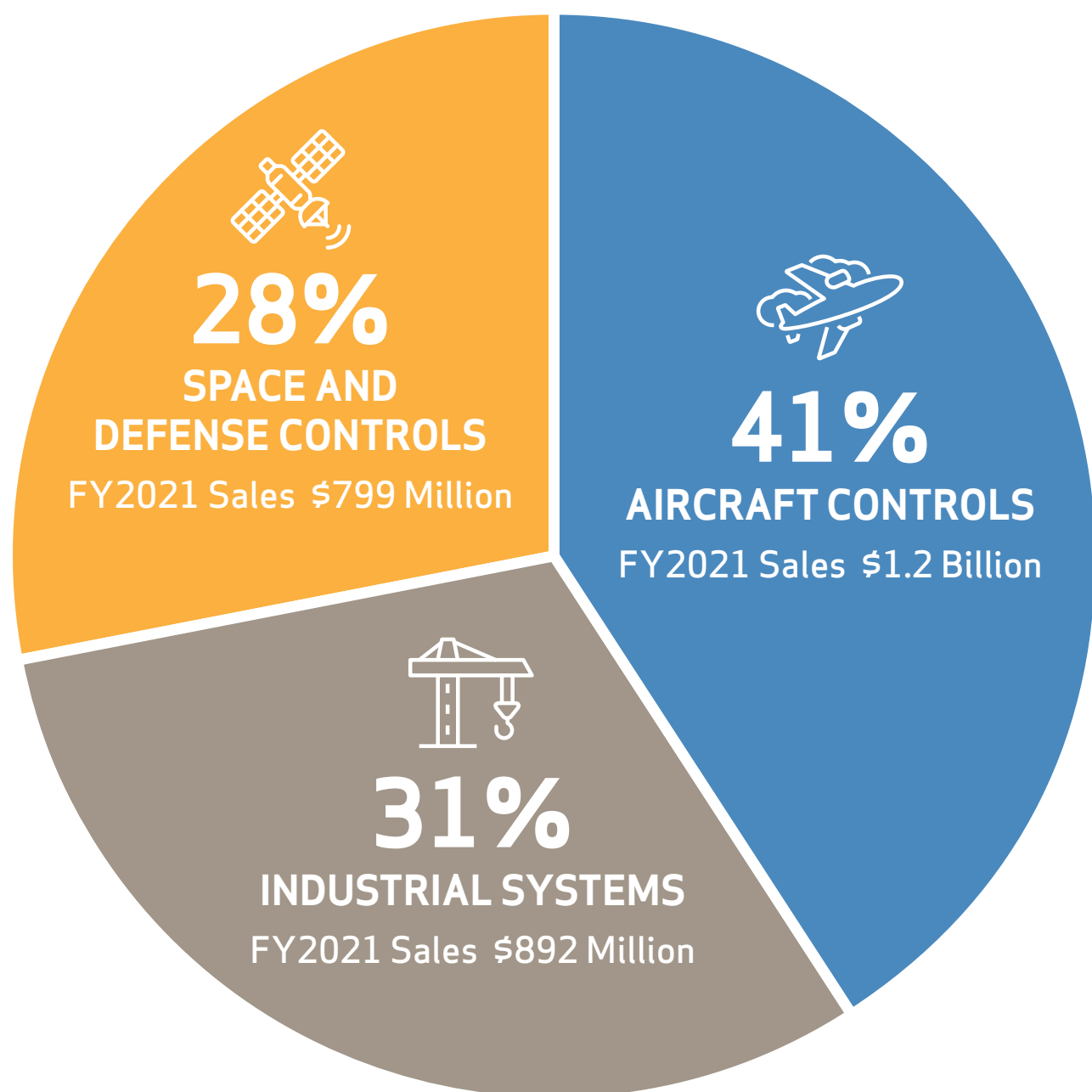
> MOOG AT A GLANCE



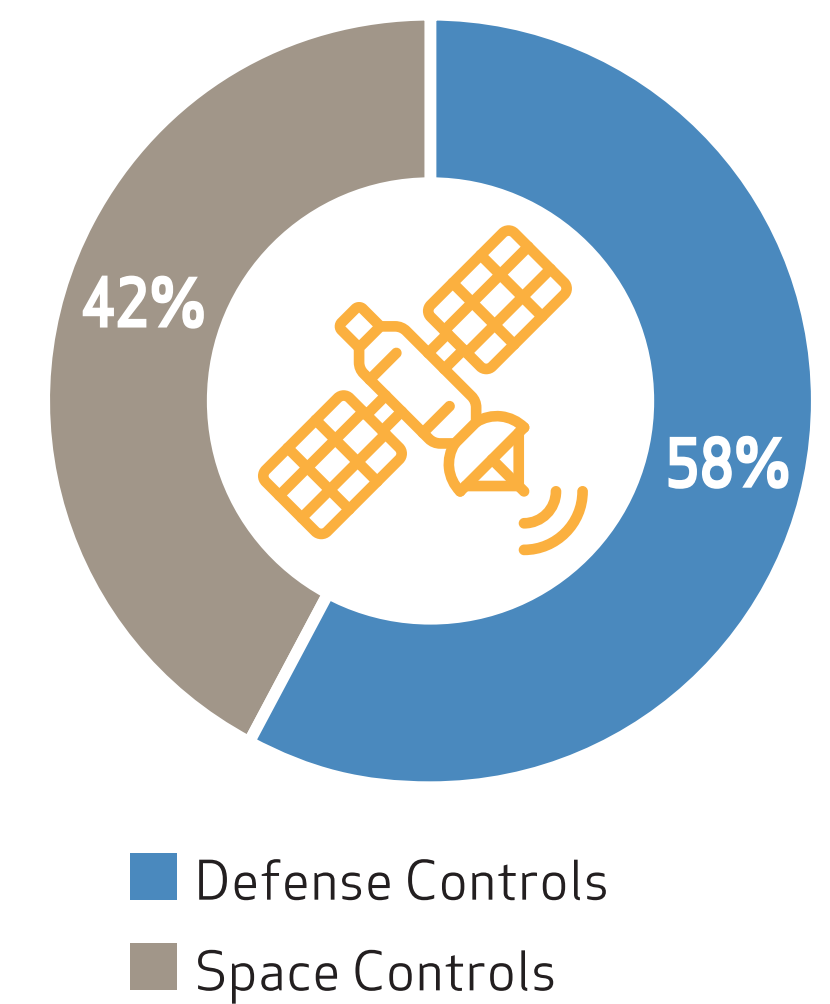
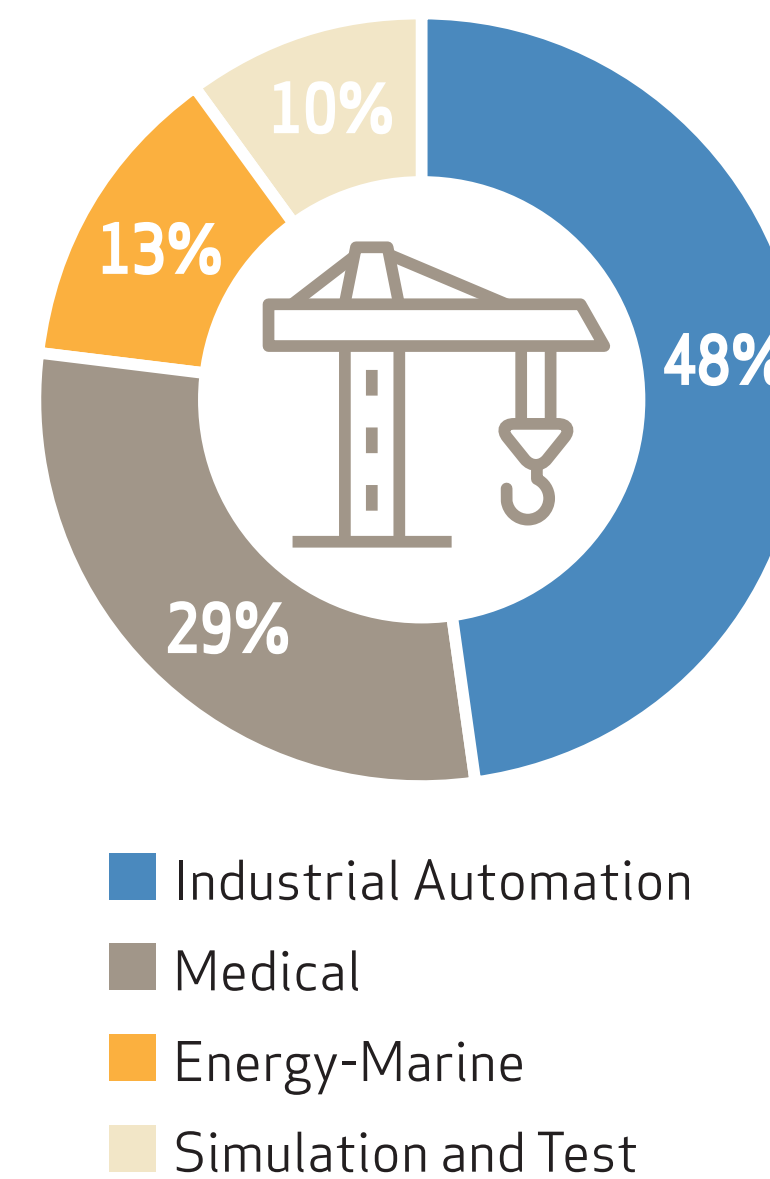
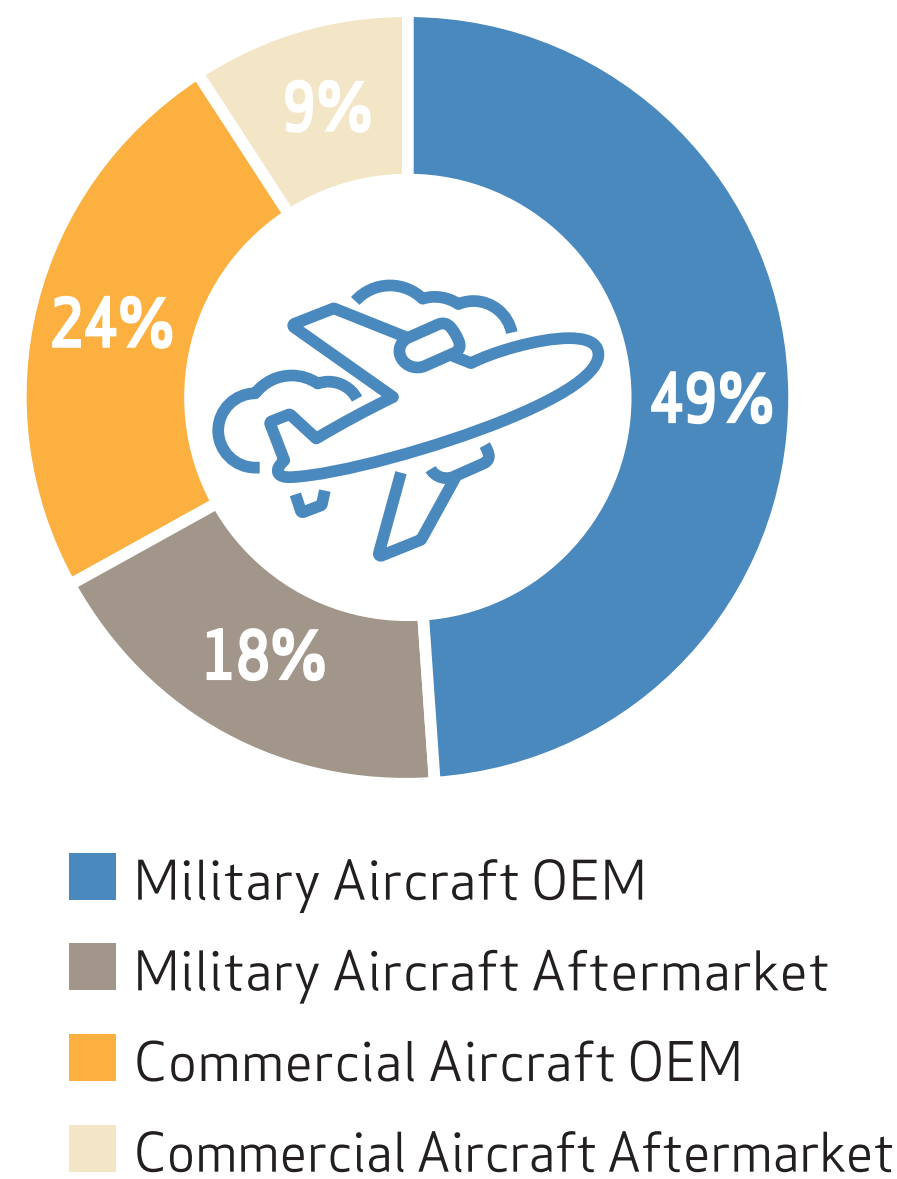
World leader in high-performance motion controls for mission-critical applications

<p>1951 Founded by Bill Moog</p>	<p>Approximately 14,000 Employees</p>	<p>\$2.9 B FY 2021 Revenue</p>	<p>70 YEARS Controls Heritage</p>	<p>25 Countries</p>
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FY 21 REVENUE



BUSINESS SEGMENTS





> STAKEHOLDERS IN SUSTAINABILITY

When we are in step with our stakeholders, we move quickly and broaden our reach to create a better world. Our approach to stakeholder engagement is strategic, inclusive, transparent and based on our core values.

Examples that demonstrate our commitment to sustainability include:

- > **Promote diversity, equity and inclusion** within our workforce, workplace and supply chain.
 - **Creation of employee resource groups** supporting Black employees, women and gender equality.
 - **Contracts with small, disadvantaged, veteran-owned, women- and minority-owned businesses** through our diverse suppliers program.
- > **Ensure ethical behavior** with regular training, audits and policy updates.
- > **Encourage and facilitate employee involvement** and donations within the communities where we work.
- > **Meet regularly with investors** to discuss our markets, programs, opportunities and potential risks.



> SUSTAINABLE INNOVATION

Customers depend on Moog for solutions that address their own sustainability goals.

Our innovations in electrification, connectivity and autonomy are creating more efficient, environmentally friendly ways for customers to operate.

Examples include small aircraft systems that use electric propulsion and all-electric construction equipment with semi-autonomous driving capability.

For over 70 years, Moog has invested in the long-term to create next-generation products and technologies where performance is critical, and the cost of failure is high.



Developed, owned and operated by our innovation engineering team, Moog's SureFly® S250 vehicle is a two-seat, all-electric, multi-rotor vehicle that can fly manned or unmanned using eight independent electric propulsion motors as its flight controls. The vehicle will be modified to a hybrid electric power system for the U.S. Air Force's technology (AFWERX) incubator. Possible future applications of the technology include battlefield resupply and casualty evacuation, humanitarian disaster responses and distributed logistics.



Moog supplies actuation components and systems to the world's leading aircraft manufacturers. Investments in research and development have led to many of Moog's largest programs that will still be in service decades from now.

> SUSTAINABLE INNOVATION



Bobcat contacted Moog's innovation team to design components for an all-electric compact loader prototype. The concept vehicle is proving that electric solutions can replace traditional hydraulics and diesel power on some construction vehicle models.

As electrification in the automotive industry becomes more popular and an environmental imperative, suppliers to the construction industry are looking

to develop their own zero-emission construction equipment. Electric-powered vehicles reduce emissions, jobsite noise and operate better than traditionally powered equipment.

Moog can supply the electric industrial maximum dynamic servo motors, electromechanical actuators, servo drives and controllers to move the tracks and bucket, offering precise positioning in any construction project environment.

The right combination of controls and electronics will someday allow traditional machine owners to digitally tune their equipment, achieving in days what some equipment owners spend years trying to accomplish with mechanical adjustments.

“ Moog promotes innovation and collaboration in everything we do. Employees are valued and trusted to operate with a high level of independence. Here, everyone's ideas are encouraged and supported. Moog is genuinely a great place to work. ”

– UDAY SHET
Facility Engineer, Maintenance
Industrial Group, India



Machine Utilization

Work Center	7 Day	90 Day
K18157 - #689	90.36%	91.66%
K18176 - #3892	0%	0%
K18391 - #878	0.94%	0.58%
K29095 - #126	4.27%	1.44%
K29147 - #573	31.85%	36.22%
RA1008 - #142	8.04%	18.51%
RA1174 - #138	21.92%	23.46%
RA2175 - #139	27.25%	32.25%
RA2176 - #140	58.47%	50.61%
RA2177 - #141	55.93%	35.89%
RA2177 - #143	56.61%	47.36%
RA3185 - #144	14.27%	25.08%
RA3185 - #146	13.88%	9.49%
RA3186 - #145	49.84%	39.44%
RB1142 - #564	6.37%	15.06%
RB1393 - #874	23.28%	17.37%
RB2159 - #576	44.45%	50.65%
RB2159 - #0579	71.5%	73.47%
RB2160 - #0579	68.71%	72.96%
RB2161 - #581	73.11%	60.08%
RB2187 - #10001	53.16%	40.78%
RB2188 - #10002	14.29%	32.35%
RB3006 - #554	10.14%	9.81%
RB3140 - #576	45.24%	30.59%
RB3141 - #563	11.05%	19.22%



MOOG
AIRCRAFT GROUP

Governance

5 GENDER EQUALITY

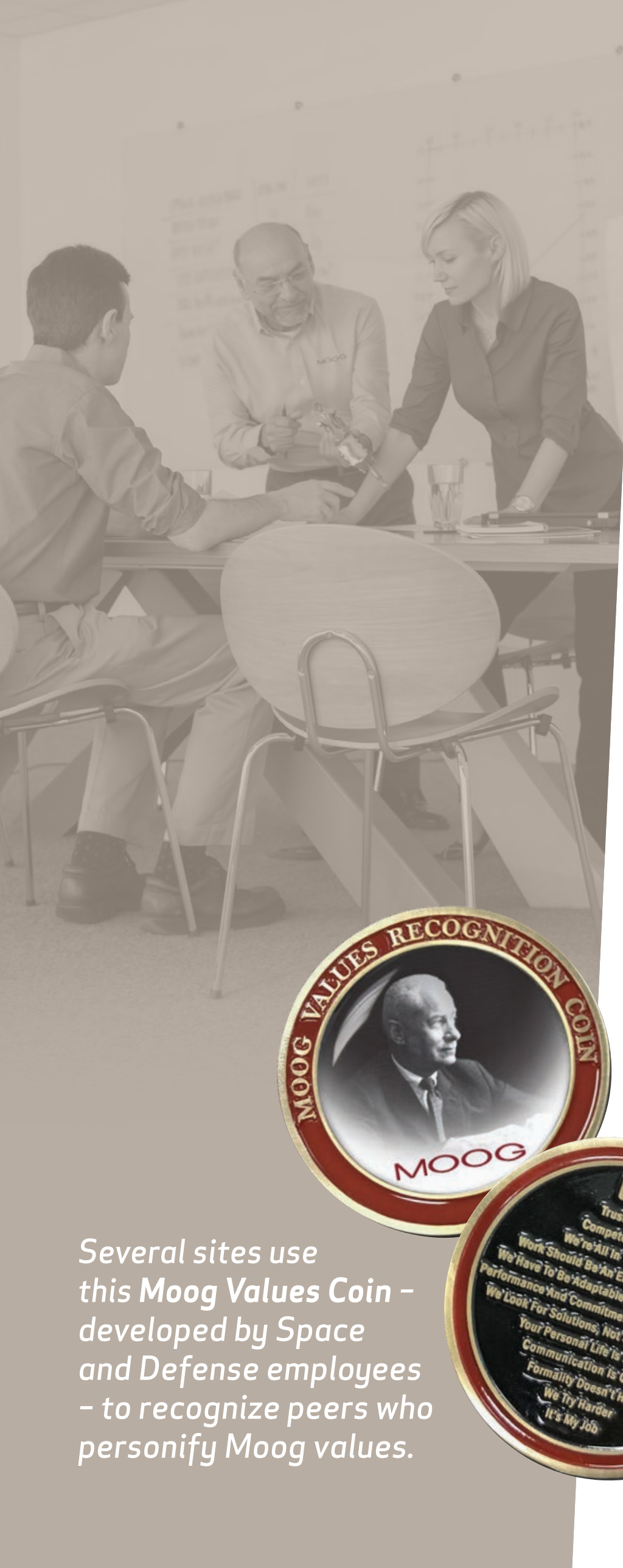


8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE





> CULTURE AND VALUES

A CULTURE LIKE NO OTHER

Right from the beginning, our culture and values have been a step ahead of the times.

Early in his career, our founder experienced how it felt to be managed, directed and controlled. When he founded our company in 1951, Bill Moog decided to create a place where people enjoyed work; a warm, family-like environment where everyone was free to exercise creativity and initiative and take pride in their performance.

Moog believed “work can be a rewarding and satisfying experience for everyone in an atmosphere of mutual trust and confidence.” This philosophy continues to contribute to our success. Don’t take our word for it. See what our employees have to say.

A SHARED SENSE OF PURPOSE

At Moog, we value trust, respect, integrity and collaboration in everything we do. We strive to maintain an environment where our 13,000 employees feel comfortable being themselves and contributing their ideas. Moog’s leadership team helps us sustain our successful culture by focusing on strategies to attract and retain the best talent. For information on our culture and values, please visit <https://www.moog.com/content/dam/moog/literature/about-us/English-Culture-Values-Book.pdf>.

Several sites use this Moog Values Coin – developed by Space and Defense employees – to recognize peers who personify Moog values.

“Three generations and seven members of our family have worked at the Moog Rekofa factory in Antweiler, Germany. It’s a family tradition for over 50 years.”

“What a culture shock to learn I didn’t need to use the formality of sir and ma’am. We’re on a first-name basis at Moog India, and this welcoming environment helped me overcome my shyness and make friends across Moog.”

“My manager encouraged me to accept an engineer position as a career opportunity even though my departure would make his job more challenging.”

“ It’s nice to be part of such an inclusive community in which an immigrant from Vietnam can now be an engineer, working alongside others to develop technology for humankind. ”

– PHUONG VU
Global Process Manager,
Product Support, Torrance

> OPERATING RESPONSIBLY

SETTING THE HIGHEST STANDARD

We believe strong corporate governance – based on trust, leadership, ethical practices, responsible oversight and accountability – is key to our sustainability efforts. Our board of directors oversees our business, policies and practices to ensure the highest standard of professional conduct.

Moog's executive leadership team sets direction and oversees every aspect of the business from developing strategy to establishing current and future priorities. The team regularly reviews the company's sustainability priorities and progress.

For information, please visit <https://www.moog.com/investors/corporate-governance-guidelines.html>.

DOING THE RIGHT THING

At Moog, we expect everyone to follow the spirit and letter of the law in every country in which we do business. We respect human rights and support programs and policies

that promote fair and equitable wages and working conditions and prohibit child labor, forced labor and human trafficking. You can review Moog's Human Rights Commitment at <https://www.moog.com/investors/esg/human-rights-commitment.html>.

Our corporate policies also address privacy, trade compliance, procurement integrity, responsible use of company assets, pay transparency and equal opportunity, among other matters.

Moog has strict policies concerning illegal or unethical behavior like conflict of interest, insider trading, corruption, bribery, harassment in all forms, discrimination, financial abuses and more. We monitor and update our Statement of Business Ethics, in accordance with U.S. and international laws, and provide regular ethics training to employees in 10 languages.

Without fear of retaliation, employees can call our round-the-clock hotline for

confidential, anonymous reporting of violations, abuses or concerns. In fiscal year 2021, 10 of the 11 occasions Moog employees used the hotline involved Human Resources (HR) matters, which HR management resolved. This compares with 15 calls in fiscal year 2020 and 24 calls in fiscal year 2019. In addition, as a U.S. government contractor, Moog prominently posts the number for the Inspector General's Fraud, Waste and Abuse Hotline.

TRUSTED SECURITY MEASURES

Protecting the information and privacy of our stakeholders is a responsibility we take very seriously. We have multiple, companywide programs in place – supported by our chief financial officer and chief technology officer – to mitigate the risk of a security breach. In addition, the board of directors oversees security matters and employees receive regular training on phishing and other cybersecurity issues.



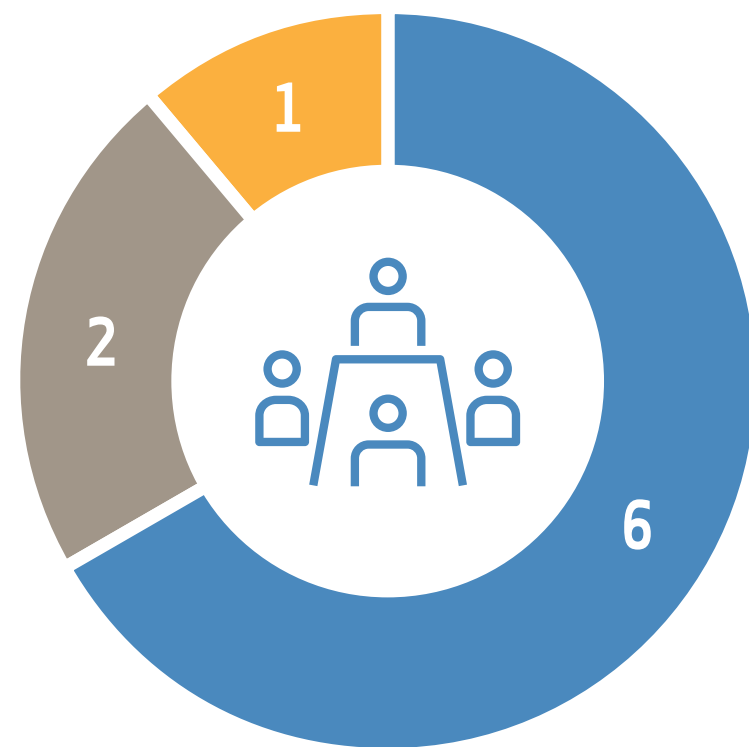
> MANAGING RISKS

The Moog board of directors has oversight responsibility for assessing and mitigating risks associated with operating in highly competitive, technical industries that affect lives. We address emerging ethics, environmental, social and cybersecurity topics, regulatory and legal issues as well as compliance with changing employment practices. Our goal is to promote a culture of compliance which identifies and reduces risks across the enterprise.

BOARD OF DIRECTORS

Women and diverse board members represent one-third of the board of directors.

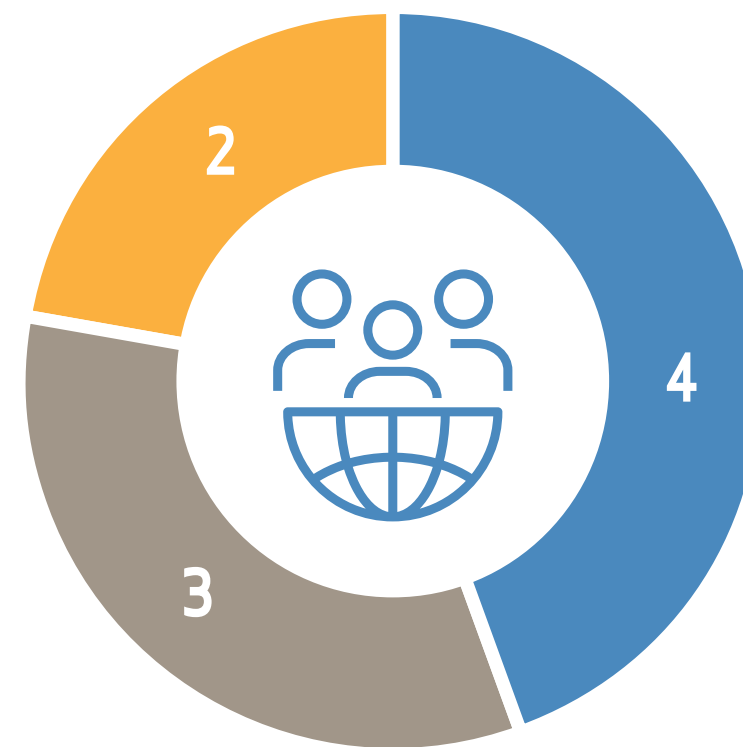
Board Independence



- Independent
- Non-Independent
- Management

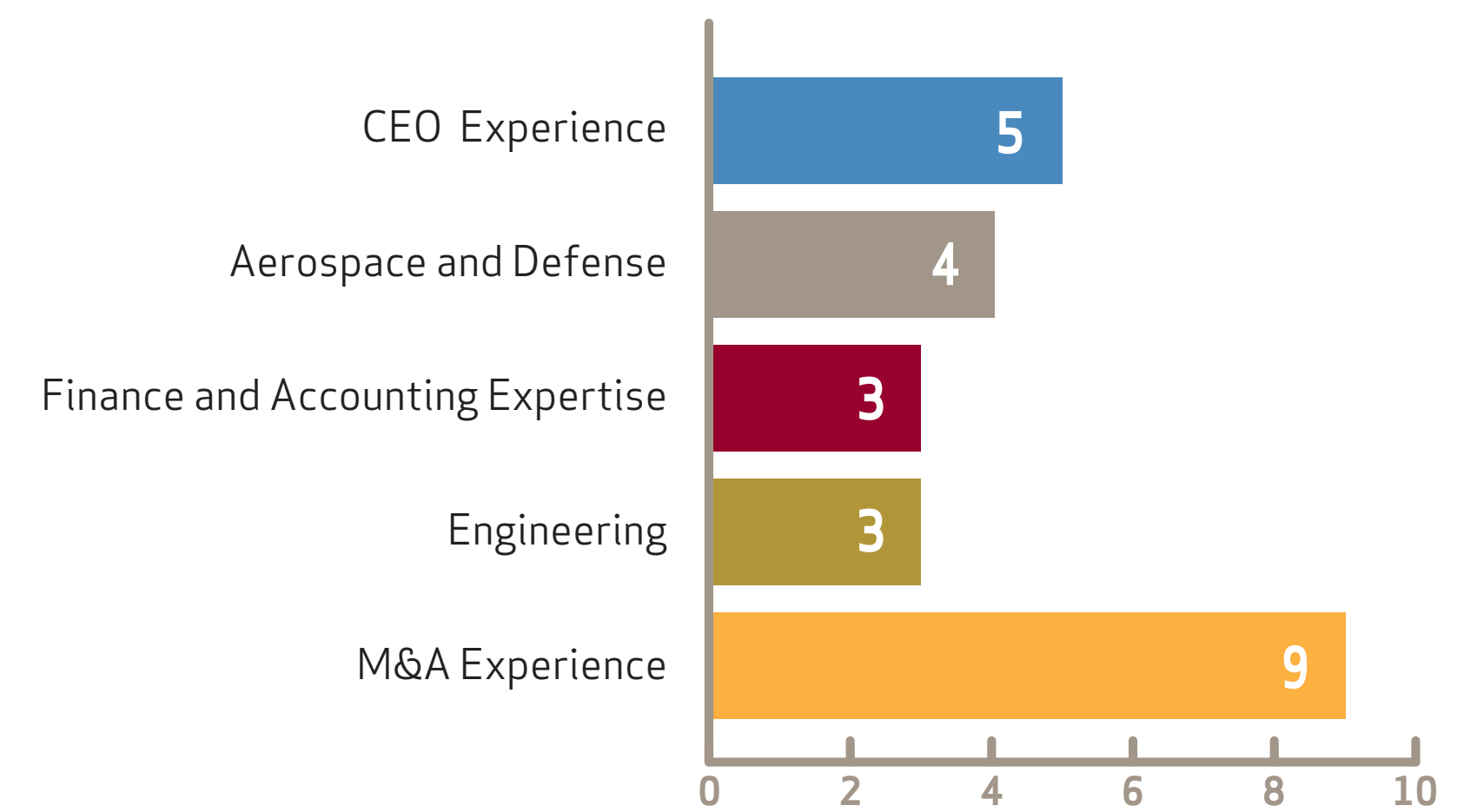
Excluding the executive committee, all board committee members are independent

Board Tenure



- Under 7 years served
- 7 to 12 years served
- 13+ years served

Director Experience





Environmental



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



> A MORAL OBLIGATION

WE'RE ALL IN THIS TOGETHER

We believe protecting our environment is everyone's business.

As a company that designs and manufactures advanced motion control products, we rely heavily on valuable resources including energy, water and raw materials. It is our moral obligation to be good stewards of natural resources with environmentally responsible operations. We require Moog sites to comply with our corporate environmental standards and governmental regulations in areas such as water discharges, emissions, chemical or hazardous products, waste management and more.

TAKING A BIGGER STEP

To continue improving our environmental performance and stewardship, we recognize the need to move beyond compliance. We are completing an environmental impact assessment of our global operations to establish a baseline for our long-term strategy. Based on this data, we will set goals for creating a positive environmental impact.

“Moog empowers all employees to make a positive impact on our world, inside and outside our business. I am excited about what we are achieving together.”

– MYRIAM ARMER
Contracts Specialist, Tewkesbury, U.K.

> ACCOLADES



Moog Costa Rica, certified since 2017 as carbon neutral, received 6 stars, the top ranking, in the Blue Flag certification program for sustainability. Companies are ranked for their climate change actions.



Moog Cork received the Ibec National Environmental Award for cleaning up and beautifying a local industrial area, village and nearby beach on Global Earth Day. The award honors Irish companies for innovation, financial savings and environmental concerns.



Moog Tewkesbury was named a runner-up in the sustainability category for the MakeUK 2019 Manufacturing Awards. The site was recognized for environmental initiatives including solar panels on its industrial building and a reduction of single-use plastics onsite.

> SUSTAINABLE DECISIONS

RENEWABLE ENERGY

- › **Projects are underway** in the United Kingdom, the United States and Germany to make a positive impact on **reducing emissions**.
- › **Solar panels** at our Tewkesbury, U.K. industrial site have reduced that building's electricity-based carbon emissions by over 40%.
- › **Energy recovery ventilators and LED lighting** in our Christiansburg, Virginia location cut carbon emissions in the mechanical and lighting systems by 27% and 67%, respectively.
- › **Smart LED lighting** in Moog production and office areas worldwide contributes significant energy savings. For example, LED lighting in our Wolverhampton (England) site alone saves over 13,000-kilowatt hours of electricity every year.
- › Moog Torrance in California **tracks emissions, electricity use and savings**.

WASTE REDUCTION

- › **Reusable drinkware** has significantly reduced waste at our sites worldwide. In Tewkesbury alone, we eliminated the use and waste of 330,000 plastic cups each year.
- › By **composting biodegradable waste**, our Costa Rica facility has reduced food-based emissions by 85%.

ENVIRONMENTAL PROTECTION

- › By 2023, Moog expects to **double the number of Electric Vehicle charging stations** at Moog worldwide.
- › **Employees set up beehives** to save endangered bees in East Aurora, New York thanks to the leadership of a Space and Defense Group engineer.
- › To support local biodiversity, **employees installed 20 bird feeders** at our Wolverhampton site.



Social

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

> PRIORITIZING OUR PEOPLE

EMPOWERING AND ENCOURAGING EMPLOYEES

We prioritize our people in every step we take at Moog.

Moog empowers and encourages innovation, collaboration and contributions by all employees. We provide a safe, diverse and inclusive environment, fair pay and progressive benefits, recognition, caring support and an equal opportunity at every stage of employment.

MANAGING THROUGH A PANDEMIC

We are proud of how our company and people adapted during the second year of the global pandemic, and deeply mourn the employees lost to COVID-19.

In 2021, we continued to ensure new health and safety requirements did not impact us in meeting our customers' essential needs.

We supported work-at-home options for many employees, developed additional employee safety policies and educational materials and reconfigured our production environments to maintain proper social distancing.

Other pandemic support, based on our corporate values, included:

- › Time-off and salary continuation benefits to employees affected by COVID-19.
- › Added benefits to help employees cope with personal challenges such as childcare, eldercare, health care and schooling.
- › Onsite immunization clinics.
- › Training programs and support groups to balance changing work and personal requirements.

“ My favorite part about working at Moog is the opportunity for professional growth. There are endless ways you can develop your skills, and not just in your own department. There are no defined limits of what your role is, and if you feel confident in trying something new, your team will support you every step of the way. ”

- ALLISON KNOX
Product Engineer,
Aircraft Group, Torrance

> PRIORITIZING OUR PEOPLE

A RIGHT FIT FOR EVERYONE

Moog is taking deliberate steps to become more diverse, equitable and inclusive.

We want to cultivate an inclusive environment that's the right fit for every person in it – a workplace where our employees feel secure to bring their authentic selves to work every day to serve our customers, partners, shareholders and communities.

Diversity, equity and inclusion is part of our growth strategy. Steps to build a stronger foundation for this meaningful work include:

- > **Conducted a variety of learning programs** to help employees understand different experiences and the role we all must play in creating an inclusive, welcoming environment at Moog.
- > **Created employee resource groups** to support Black employees, women and gender equality. These company-sponsored, employee-led groups are open to all employees and are designed to:
 - Support professional development.
 - Develop programs that lead to broader understanding.
 - Represent Moog in our community.
 - Help us attract and hire qualified, diverse talent.

“Moog is a perfect combination of a big company with a small company feel. Everywhere I go, no matter what I do, someone is always willing to help, train or mentor me.”

– MATTHEW LINDER
*Chief Engineer of Electronics,
 Aircraft Group, Torrance*



> PRIORITIZING OUR PEOPLE

ATTRACTING THE BEST TALENT

We are always on the move to find new employees to join the Moog team.

Moog connects with top talent through employee referrals and our ongoing relationships with trade schools, world-class universities, professional associations and industry groups. In 2021, we hired 1,348 new, regular employees worldwide.

Our company also inspires the next generation to work with us. Our internship programs welcomed 121 college students in 2021. In addition, eligible children of Moog employees can participate in our college scholarship and summer jobs programs. It isn't unusual to meet a second- or third-generation employee at Moog.

KEEPING THE BEST TALENT

What we do to retain employees reflects our commitment to make Moog an even better place to work.

As part of our "we're all in this together" culture, we offer employees an opportunity to share in Moog's future growth and success through our Employee Share Purchase Plan. In 2021, 71% of Moog's employees had access to purchase Moog stock.

We focus on the entire employee experience from fair pay, progressive benefits, financial support for learning and development opportunities and recognition to health and well-being. Our total package allows employees and their loved ones to live healthier, more secure lives. For example, we offer onsite, Family Wellness Centers at multiple locations, an InLife Services Employee Assistance Program and an InHealth wellness program for employees and their families.

Providing personal growth and fulfilling career opportunities is not only important to employee retention; it is part of our heritage. Employees are encouraged to take responsibility for their own development and create learning plans that fit their needs.

To meet employees' development goals, we offer tools including Achieve@Moog, which helps identify employees' strengths, gaps and next career steps, and Learn@Moog, a state-of-the-art, online training resource. Moog's Leadership and Emerging Leadership Programs prepare a global cross-section of talent for leadership roles across the company.

> PRIORITIZING OUR PEOPLE

A DEDICATION TO ENVIRONMENTAL HEALTH AND SAFETY

We believe in continuous improvement and taking every necessary step to ensure a healthy, safe work environment.

Moog invests in a culture of environmental health and safety to protect our employees, customers, suppliers, communities and the environment. We comply with all applicable environmental, health and safety rules and continue to expand our leadership, training resources and approaches to provide what our employees need to perform their work safely and efficiently.

For example, we recently introduced new camera screening systems. If a person enters a certain area while equipment is running, the cameras detect movement and immediately shut down the equipment. This new safety control allows us to operate our equipment without bulky, machine safety guards and keeps our employees safe if they accidentally walk near a hazard zone.

We also have integrated all our sites onto a single digital platform with simplified reporting and invested in new software to provide up-to-date health and safety information.

“ Since I’ve been with Moog, I’ve seen the company’s priority in providing a safe and healthy work environment for all employees. Safety is not a requirement, it is a lifestyle. ”

– SOFIA PANIAGUA
EHS Engineer, Costa Rica

> CUSTOMER EXPERIENCE

SOLVING COMPLEX TECHNICAL CHALLENGES

Our customers trust us to solve their toughest problems, from the depths of the oceans to the farthest reaches of our solar system.

Every day, we design and manufacture the most advanced motion control products for aerospace, defense, industrial and medical applications. We are a leading supplier of flight control systems, both military and commercial. Our technologies help protect those who defend our freedom and can be found in solutions as diverse as wind turbines and flight simulators. Moog products were used to put astronauts in space and, more recently, land NASA's Rover on the surface of Mars.

We are proud of our innovation, safety record, superior quality management system and reputation for precision products. When lives depend on it, our customers expect no less from us. We regularly cooperate with foreign authorities, the U.S. Federal Aviation Administration and the National Transportation Safety Board about safety efforts.

“ I have gained invaluable engineering experience working on test systems for commercial and military flight patterns.”

- A test equipment engineering intern, United Kingdom



The pandemic required Moog to drastically ramp up manufacturing and expedite delivery of medical components for breathing assist products and enteral feeding and intravenous fluid pumps for our customers in hospitals and clinics. Moog supplies the entire air blower, both motor and integrated fan, for oxygen concentrators and ventilators.

> CUSTOMER EXPERIENCE

PROVIDING ROUND-THE-CLOCK SUPPORT

Moog offers the latest enhancements and support for our products over the life cycle of a platform, from idea conception and design to aftermarkets. Grounded aircraft needing spare parts can be costly for an airline, freight operator or business jet owner. Moog interacts with customers over 5,000 times a month to provide 24/7 Aircraft on Ground service for commercial aircraft and sustainability and depot support for military aircraft.



As the Original Equipment Manufacturer for many of the legacy F-15 flight control components, Moog routinely provides spare parts, repairs and overhaul services that support the U.S. Air Force and the various international end-users who fly the F-15 aircraft.

WHO DO WE SERVE?

Examples of customers across our three operating segments:



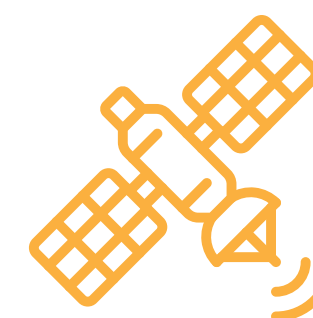
Aircraft Controls

Boeing, Lockheed Martin, Airbus, Northrup Grumman, Raytheon Technologies, Japan Aerospace, General Dynamics, Honeywell, BAE Systems Aerospace, Bombardier and the U.S. Government



Industrial Systems

McKesson, Phillips Healthcare, CAE, Nutricia, Integrated Medical Systems, Flight Safety, Mitsubishi Power, TurboChef Technologies, MacArtney and Nestle



Space and Defense Controls

Lockheed Martin, Northrup Grumman, Raytheon, Boeing, General Dynamics, Aerojet Rocketdyne, United Launch Alliance, Raytheon Technologies, L3Harris Technologies and the U.S. Government

➤ SUPPLY CHAIN AND SUPPLIER DIVERSITY

OUR SOURCING STRATEGY

Suppliers play a critical role in Moog's ability to produce products that perform in the most difficult environmental conditions and meet stringent regulatory and industry standards.

Lives depend on our open, fair and responsible sourcing strategy. As a result, Moog's supplier selection process, quality and management system and oversight ensure we work with suppliers who match our expectations, ethical business practices and high standards.

We regularly audit our supplier base for adherence to Moog's health and safety, ethics, human and labor rights and anti-bribery policies as well as environmental regulations associated with manufacturing processes. Moog communicates our expectations to suppliers concerning intellectual property, data privacy and cybersecurity, export trade compliance and more.

LOCAL, DIVERSE SUPPLIERS

Our focus on diversity and sustainability across our supply chain leads to job creation, community development and economic growth in communities where we work. We continue to expand our supply chain by contracting with small, disadvantaged, veteran-owned, women- and minority-owned businesses through our diverse suppliers program. Our small and diverse business partners help support innovation across all customer programs on a global scale.

For more information, please visit <https://www.moog.com/suppliers.html>.

> COMMUNITY INVESTMENT

GOOD CORPORATE CITIZENSHIP

For decades, our employees have quietly, and independently, supported the local communities where they live and work.

Several years ago, we created Moog's Corporate Social and Environmental Responsibility (CSER) Program to concentrate on making a more deliberate, measurable difference around the globe. The Community Investment section of this report highlights sustainability initiatives by our CSER Council and Ambassador Network of employee volunteers and some of the recognition we have received. To learn more, please visit [Moog.com/sustainability](https://www.moog.com/sustainability).

MOOG
Responsibility
in Motion 

STRENGTHENING LOCAL COMMUNITIES

At Moog, we have always stepped up to support the communities where we operate.

We dedicate our time, talents and financial resources to strengthen communities, especially in rural areas where many of our facilities are located. In the past three years, we have invested approximately \$5 million to support nonprofit organizations worldwide. In the coming year, we will be refining our community engagement strategy to build on the success of Moog's Social Responsibility in Motion Program.

Moog donates to charitable causes that contribute to United Nations Sustainability Goals, educational institutions in support of science, technology and engineering (STEM), service outreach organizations and more. In 2021, our U.S. and U.K. organizations created a pilot, "direct giving" program that allows employees to contribute funds and volunteer time to local charities they find meaningful.





> COMMUNITY INVESTMENT

GIVING BACK FOR A BETTER WORLD

Here are ways we invest in communities around the world:



RELIEF EFFORTS

> **The company donated \$100,000 to the United Nations High Commission for Refugees**, a global organization mobilizing resources to respond to the crisis created by the war in Ukraine.



> **Moog India partnered with eight charitable organizations to donate \$150,000 for COVID-19 relief efforts**, including medical equipment, hospital beds and more for charity hospitals and health care centers. In addition, Moog India sponsored 300 cataract surgeries through a local charity and donated to a number of nonprofit organizations supporting underserved children with disabilities.



> **Moog donated \$100,000 toward relief efforts, and employees volunteered with cleanup** following flash floods in Germany in 2021 that devastated communities and affected several Moog employees.



➤ COMMUNITY INVESTMENT

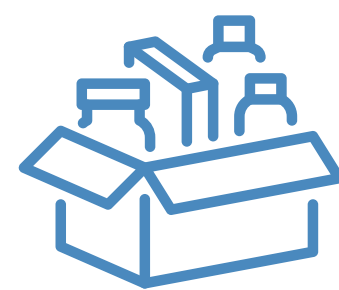
GIVING BACK FOR A BETTER WORLD

Here are ways we invest in communities around the world:



VOLUNTEERISM

➤ **Employees from Moog Japan volunteered at the Tokyo 2020 Paralympics** in roles ranging from field setup to press operations.



➤ **Moog Singapore employees delivered bread** to senior citizens in various locations around Singapore.



➤ **Employees in Torrance, California crocheted hats** for the American Heart Association's "Little Hats, Big Hearts" program.



➤ **Moog India Technology Center built and donated experimental test equipment** for students at Kongu Engineering College to learn about aircraft control systems.

➤ **Employees from the East Aurora, New York location volunteer with the Providence Farm Collective**, a nonprofit community and incubator farm where underserved populations – like immigrants and migrants – grow fresh, affordable food. Moog provided funding for farm equipment.

> LOOKING TO THE FUTURE

Over the next 12 months, Moog plans to take these steps on our sustainability journey:



> **Deploy software globally to capture data about emissions, waste and water** in all countries and facilities where we operate.



> **Establish a baseline for our ESG metrics** across the company in 25 countries.



> **Disclose our sustainability impact** using standards set by the Sustainability Accounting Standards Board to prepare for Global Reporting Initiative and Task Force on Climate-Related Financial Disclosures.



> **Publish a supplemental Sustainability Report.**

> **Conduct 4 pilot carbon reduction projects** at manufacturing sites.



> **Set goals** for Moog's companywide ESG metrics.



> Disclosure

DISCLOSURE REGARDING FORWARD-LOOKING STATEMENTS

Information included or incorporated by reference in this report that does not consist of historical facts, including statements accompanied by or containing words such as *may*, *will*, *should*, *believes*, *expects*, *expected*, *intends*, *plans*, *projects*, *approximate*, *estimates*, *predicts*, *potential*, *outlook*, *forecast*, *anticipates*, *presume*, and *assume*, are forward-looking statements. Such forward-looking statements are made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995.

These statements are not guarantees of future performance and are subject to several factors, risks and uncertainties, the impact or occurrence of which could cause actual results to differ materially from the expected results described in the forward-looking statements.

New factors, risks and uncertainties may emerge from time to time that may affect the forward-looking statements made herein. Given these factors, risks and uncertainties, investors should not place undue reliance on forward-looking statements as predictive of future results. We disclaim any obligation to update the forward-looking statements made in this report, except as required by law.



> Appendix

For your reference, here are links included within the report.

Moog Corporate Governance

<https://www.moog.com/investors/corporate-governance-guidelines.html>

Moog Culture

<https://www.moog.com/content/dam/moog/literature/about-us/English-Culture-Values-Book.pdf>

Moog's Human Rights Commitment

<https://www.moog.com/investors/esg/human-rights-commitment.html>

Moog's Supplier Program

<https://www.moog.com/suppliers.html>

Moog Sustainability

[Moog.com/sustainability](https://www.moog.com/sustainability)



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For more information, please visit [Moog.com/sustainability](https://www.moog.com/sustainability).