

Social

Our people are our top priority.

At CDB Aviation, we recognise our staff members are critical to our business and we are committed to a people-first, inclusive workplace that provides the best environment for success.





121
staff members



55%

of team based
in **Europe**

41%

of team based
in **APAC**

4%

of team based
in **the Americas**



**CDB Aviation team gender
balance - % female**

49%

**Wider
Team**

45%

**Management
Team**

16 
Nationalities

200

staff hours
on CSR initiatives

100%

staff members
completed **ESG**
training on inniu



2,548

training hours
delivered



44%

of new hires in
2024 **were female**

Staff Wellbeing & Development

Why It Matters?

Aircraft leasing is a sector that requires a range of skills and expertise delivered through teamwork and a passion for the industry. Through a diverse and inclusive workplace, we draw upon many talents to help our business to succeed. We acknowledge this success with reward and opportunities for career development, while taking care of people's wellbeing.

Key Targets:

- Successful rollout and completion of inniu ESG training across the business
- CDB Aviation Graduate Programme established by end of 2025
- CDB Aviation Seconded Programme established by end of 2025

Our people are central to our business success and delivering on our mission. We are committed to helping them build long and fulfilling careers in an industry that helps connect people globally. We do this through an inclusive approach and by investing in our staff members' development and wellbeing.

Key Actions for 2025:

- Deliver ESG and diversity and inclusion training in line with the KPIs for our Sustainability Linked Loans
- Deliver CDB Aviation Graduate Programme for September 2025 intakes
- Introduce more AI focused training sessions to upskill in this exciting area



Teamwork and talent at the heart of our success

Staff Training And Career Development

Our Approach To Learning And Development

CDB Aviation believes its commitment to learning and continuous improvement delivers a competitive advantage in a global industry, while also providing a more enjoyable and rewarding workplace for our staff members. We believe our staff members want to be challenged and to have opportunities to grow in their careers.

Our Learning & Development strategy and programmes are designed to enable such an environment and to maximise the opportunities for personal and professional development. Through this investment in our people, we are making an investment in the future success of the company.

LIFT 2024 Workshop

In 2024, we expanded our flagship leadership development program, 'LIFT,' within CDB Aviation.



Team celebrating the moment of the workshop

Team's Visit To Frankfurt Hangar 901

The team gained valuable insights into the heavy aviation maintenance process by visiting the Frankfurt Hangar site. Through experiential learning, our staff members were provided with a deeper understanding and appreciation of the physical assets that our day-to-day work revolves around.



Our staff training and career development framework is built around five key initiatives. We describe each of these in turn to the right.



Dave Gribben,
LIFT



Anna Rowan,
LIFT



Rebekah James,
The Way We Speak



Terry Gleeson,
Specialisterne



1. ESG and DEI Training

As part of our sustainability agenda at CDB Aviation, we developed a strategy and put in place a series of initiatives that enable us to best assess and respond appropriately to a range of sustainability risks and opportunities. Through developing our ESG themes and topics, we are better placed to make business decisions and to implement our sustainability strategy.

A key part of delivering on our strategy is a well-informed staff who are fully versed in the latest developments in sustainability from the low carbon transition to diversity and inclusion. Under the terms of our Sustainability Linked Loan (SLL) agreement in 2023, our staff are required to undertake formal training on ESG and diversity and inclusion with a target of a 20% year-on-year increase in annual training.

Our staff member training is conducted through 'inniu', the eLearning platform from industry association Aircraft Leasing Ireland (ALI) and Irish State agency training provider Aviation Skillnet. We are pleased to confirm that all eligible staff members completed their inniu programmes by the end of 2024, which was in line with our KPI under the SLL.

In 2024, CDB Aviation made a further contribution to the initiative by leading the industry's working group in the production of inniu 2.0, which included new training modules and content on key ESG topics. (See full details on page 34).



2. LIFT

LIFT is our long-standing and trusted leadership programme for in-house leadership development, which is designed to build and enable greater depth to our leadership team across multiple areas of the business.

In 2024, we expanded LIFT to include staff members at VP and SVP levels, to better support the business in achieving some of our key objectives: communication, effectiveness, and efficiency. Staff members from diverse backgrounds and experience levels completed two LIFT workshops. In workshop 1, the programme was designed to enable each person to gain a deeper understanding of themselves and the steps required to support greater personal effectiveness. In workshop 2, each team member completed their own Insight Discovery psychometric assessment and engaged in numerous team exercises to better understand their personal leadership style and preferred way of working, and its impact on decision-making.

The two workshops aimed to empower a team that dares to lead change, build and sustain a high-performance culture, and achieve greater returns on cross-functional collaboration across the organisation.

With the success of the programme to date, we are excited to share that the LIFT programme will now also be delivered locally in Hong Kong in 2025 for our Asia Pacific team.



3. WheelsUp

In 2024, our WheelsUp programme continued to evolve, expanding its coverage on topics that align with our business strategies. WheelsUp is our tailored learning platform and educational resource for all staff members.

The Way We Speak:

This training session aimed to help participants distinguish between effective and ineffective speaking, and how to use presentation techniques. During this interactive session, attendees were engaged with Rebekah James, an Executive Consultant, ICF Transformative Coach, and Freelance Broadcaster based in Hong Kong, to evaluate what makes a great speaker and presenter. The session provided an insightful opportunity to refine speaking and presentation skills with expert guidance.

Explore Neurodiversity with Specialisterne:

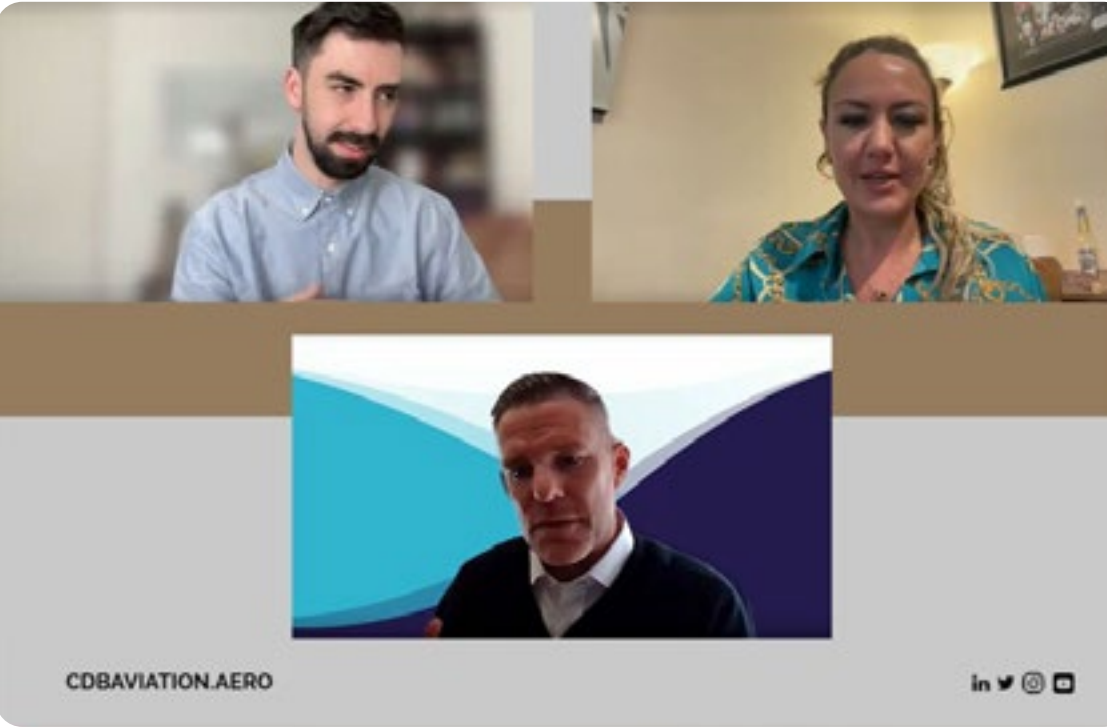
This training focused on understanding neurodiversity and its implications in the workplace. The agenda included topics such as defining neurodiversity, discussing disclosures, accommodations, inclusive language, and addressing unconscious bias. The session aimed to enhance understanding and foster inclusivity for neurodivergent individuals in professional environments.



The session was led by Terry Gleeson, the Business Development Manager at Specialisterne Ireland. Specialisterne is a global organisation with an 11-year presence in Ireland, specialising in recruiting and supporting neurodivergent individuals in employment. The firm collaborates with companies to create and maintain inclusive and diverse workplaces by providing training, workplace needs assessments, and in-work support.

Financial Wellbeing with Ask Paul:

This masterclass session was hosted to benefit attendees by providing a valuable foundational understanding of financial education across various life stages. The masterclass covered a range of financial topics, including day-to-day money management, medium and long-term investing, and pensions. It emphasised the importance of cashflow modelling and how financial decisions can significantly impact long-term outcomes.





Investing in our people through learning that builds leadership, awareness and impact



4. Educational Support Policy

CDB Aviation operates in an industry where staff members are highly skilled and have received advanced levels of formal education. Nevertheless, as a company we believe in the principle of lifelong education and attest to the benefits that further upskilling delivers for both the individual and the organisation. In 2024, we were proud to support an even broader range of further education initiatives, including third level studies, MBA programs, ISTAT courses, and industry-specific upskilling education across all of our offices. We are pleased that junior to midlevel staff members in particular are taking advantage of and benefitting from this support.



5. MS Training

CDB Aviation operates in a post-pandemic environment where there is a significant usage of Technology including the Microsoft suite of services and products. To help maximise the productivity of our workplace and working-from-home technology, we provide upskilling training to all staff members on Microsoft tools, updates and releases. As in previous years, our Summer School continued to retain its popularity and in 2024 we conducted 10 sessions on MS suite at advanced level with over 170 training hours achieved, up from 96 hours in the previous year.

CASE STUDY

Inniu: Aviation's Sustainability ELearning Platform

Inniu is a sustainability eLearning platform developed by the aviation industry in Ireland. The training platform provides its members with tools and knowledge to upskill quickly and supports member companies of Aircraft Leasing Ireland (ALI) who are committed to delivering on ALI's Sustainability Charter.

In 2024, inniu wanted to build on the progress made since its launch in the prior year which saw it attract over 5,000 registered members. CDB Aviation led a working group, collaborating with numerous industry experts and contributors for the production of inniu 2.0. The project was co-sponsored by ALI and Aviation Skillnet, who helped develop inniu, and was launched by Karl Griffin, Chairperson of ALI.

The project resulted in the addition of new bolt-on modules designed to offer an in-depth exploration of key topics for the aircraft leasing community such as an e-module dedicated to Sustainable

Aviation Fuel and an S module exploring Dimensions of Diversity.

CDB Aviation led on developing the new S module – Dimensions of Diversity. In this new module, we were delighted to have been joined by Pippa Halley of Halley Consulting, a leader in communication, culture, and change. The module covers various dimensions of diversity, unconscious bias, barriers to diversity, psychological safety, and actionable suggestions for building an inclusive workplace which are applicable to everyone within an organisation.

Pippa's session offered a comprehensive overview of the multifaceted nature of diversity. She began by exploring the different dimensions of diversity, including race, gender, age, disability, sexual orientation, and cultural background. Pippa emphasised the importance of recognising and valuing these differences to foster a more inclusive and dynamic work environment.

One of the key topics discussed was unconscious bias and its impact on decision-making and workplace interactions. Pippa provided practical strategies for identifying and mitigating these biases, encouraging participants to reflect on their own behaviours and assumptions.

Barriers to diversity were also addressed, with Pippa highlighting common obstacles such as stereotypes, discrimination, and lack of representation. She shared insights on how to overcome these barriers through targeted initiatives and inclusive policies.

Psychological safety was another critical area of focus. Pippa explained how creating a safe and supportive environment where employees feel comfortable expressing themselves is essential for fostering innovation and collaboration. She provided actionable suggestions for building psychological safety, such as promoting open communication, encouraging feedback, and demonstrating empathy.

The session concluded with a series of actionable suggestions for building an inclusive workplace. Pippa emphasised the importance of continuous learning and development, advocating for regular training sessions, mentorship programs, and diversity audits. She also encouraged leaders to lead by example, demonstrating their commitment to diversity and inclusion through their actions and decisions.



The second half of our Social module focused on the increasingly important area of neurodiversity. Barry Hennebry, CEO of Specialisterne Ireland, covered three key areas: employers' legal obligations to their neurodivergent staff, making disclosures, and providing workplace accommodations.

Barry emphasised the importance of understanding and respecting the unique needs of neurodivergent individuals. He highlighted that creating an inclusive workplace not only fulfils legal obligations, but also enhances overall team performance and innovation. Apart from examining theories, it also provided practical advice on how to foster an environment where neurodivergent employees can thrive, including strategies for effective communication, flexible work arrangements, and tailored support systems.

Specialisterne – Building Inclusive Workplaces

Specialisterne is dedicated to helping organisations build inclusive workplaces that leverage the strengths of neurodivergent individuals. This expertise in providing tailored solutions and training programs has made a significant impact on businesses worldwide, promoting diversity and inclusion at all levels.



*Pippa Halley,
Halley Consulting*



*Barry Hennebry, CEO of
Specialisterne Ireland*

CDB Aviation's Seconded Programme

Our Seconded Programme is designed to foster cross-functional collaboration and professional growth by encouraging employees to spend time in different parts of the business. This initiative not only broadens their skill sets and perspectives but also enhances overall organisational agility and innovation.

By promoting a culture of continuous learning and adaptability, the programme helps us build a more resilient and versatile workforce who develop a greater understanding of the business.

Additionally, it strengthens interdepartmental relationships and knowledge sharing, ultimately contributing to our long-term sustainability goals. The most frequent opportunity to implement this approach is covering a period of leave for another staff member.



“Completing an internal secondment and spending time with the Pricing team was an invaluable experience. It allowed me to gain a deeper understanding of our pricing strategies and how they impact our overall financial performance.”

The insights and skills I acquired have not only enhanced my role in Financial Planning & Analysis but also strengthened the collaboration between our departments.

Aisling O'Sullivan, VP Financial Planning & Analysis



“I'm thrilled to embark on a secondment to Pricing from my strategy role – a rare opportunity at the senior level to truly expand my range of skills.”

This experience not only allows me to deepen my expertise in a new discipline but also reinforces our commitment to continuous learning.

Embracing such challenges is essential for driving long-term value, and I'm excited to bring fresh insights back to our strategic initiatives.

Karel Vanoverbeke, VP New Aircraft Programs

Taking care of our people



Health And Safety

We operate in an industry where Health and Safety is front and centre. Accordingly, we regard the Health and Safety of our staff members as a non-negotiable priority for CDB Aviation.

Priority to this important area is overseen from the top down, our Health and Safety Statement is reviewed and updated each year and signed off by our CEO. Each new member of staff receives a briefing on safety procedures as part of their induction and onboarding training, while all staff members receive updated Health and Safety Statements. Staff members are encouraged to make suggestions to our Health and Safety Representative.

The company adheres with all relevant legislation in each of the regions in which we operate, in addition to monitoring and staying close to any new or pending legislation and / or regulations. We log any health and safety incident in our Health and Safety Report book with no incidents recorded during 2024, and none to date.

In 2024, we published our updated Health and Safety Policy, after its development in the previous year. We also continued to invest in Health and Safety related training for all staff members.

This included training on first aid, manual handling and extra training sessions for Fire Wardens.

Overall, we have eight current staff members trained and prepared in delivering First Aid, in addition to four designated Fire Wardens in our Dublin office.

In our Hong Kong office, we have a number of staff members who are trained in First Aid and as Fire Wardens. Fire drills are conducted to ensure staff members are familiar with the relevant procedures.

We conduct periodic assessments of workstation ergonomics for all staff members, both onsite and remotely to reflect our hybrid working policy.



Staff Benefits And Compensation

Compensation is directly linked to company performance and profitability. CDB Aviation operates in a global industry where there is competition for talent and we reward our staff members with fair and attractive remuneration, including a dimension of performance-driven compensation.

Staff members can participate in our company Group Pension scheme, Group Healthcare and Dental Scheme, for which cover may also be provided for their spouses and dependents. The company also provides Life and Disability Insurance to all staff members.

Caring for the physical, mental, and financial wellbeing of our staff members is also very important to us. We adopt a holistic approach to rewarding our staff members including developing initiatives to support their mental and physical as well as their financial wellbeing. In 2024, we held multiple sessions addressing each of these areas, as highlighted previously in our section on the WheelsUp programme. In addition, during Mental Health Awareness Month we hosted webinars with mental health organisations such as spunout.

The sessions with spunout focused on mental wellbeing and included a class on 'Staff wellbeing and resilience – Don't let busy become burnout', hosted by Dr Tara Logan Buckley which highlighted our emotional regulation system, practical tools in recognising burnout signs and how to take action early to prevent burnout from becoming chronic.

We also hosted a session on 'Supporting young people through exam stress & worry' with Dr Joseph Morning which focused on the steps young people can take if they are becoming overwhelmed with feelings of stress around their exams.



Performance Management

We are committed to enabling and supporting career opportunities and professional development and to support this we employ a Performance Appraisal Framework to provide a structured approach to career progression, in addition to its role in informing decisions around pay and reward. Remuneration and reward assessment includes annual KPIs, which are assessed quarterly and reviewed annually.

CASE STUDY

All Staff Company Offsite in Dublin

Our CDB Aviation All Staff Gathering in Dublin in June 2024 was a resounding success. It marked a fantastic opportunity to bring all colleagues, from all teams and all locations of the group together. For many, it was the very first time to meet one another in person because of Covid-19 era travel restrictions.

The weeklong gathering started with an engaging offsite day at the College Green Hotel. The day began with a warm welcome from our shareholder, Madam Ma, setting a positive tone for the event. The presence of several external speakers and team workshops ensured that the sessions were both informative and captivating. A definite highlight was the fireside chat with Stephen Kavanagh, non-executive director of CDB Aviation and former CEO of Aer Lingus, who shared insights from his vast experience of the aviation industry.

On Tuesday morning, staff gathered for a presentation on the latest trends in sustainability and ESG in the industry, which was timely following the launch of the CDB Aviation 2023 Sustainability Report the previous month.

A staff favourite of the offsite gathering was the Treasure Hunt in Dublin City Centre on Tuesday afternoon, which was followed by a delightful Irish culinary experience in the evening. Wednesday and Thursday were dedicated to meetings and training sessions within individual teams, providing a great opportunity for team discussions and interactions. High-quality coaching sessions were also available, focused on team interaction and communication flow, adding significant value to the day.

The grand finale was the much-anticipated Summer Party on Friday, which brought everyone together to celebrate the week's achievements.

The All Staff Gathering fostered a stronger sense of camaraderie within the team. It was a perfect blend of learning, collaboration, and fun, leaving everyone feeling motivated and connected towards our common values and business priorities.



Inclusive Workplace

Why It Matters?

CDB Aviation is fully committed to developing and maintaining a workplace environment which is informed by our core values of diversity and inclusion. Staff who live the company's core values and actively contribute to its growth will receive unwavering support for their professional development. We want to foster an environment where people feel they belong and are valued and acknowledged. We believe this also helps us attract and retain staff in a competitive global industry.

Key Targets:

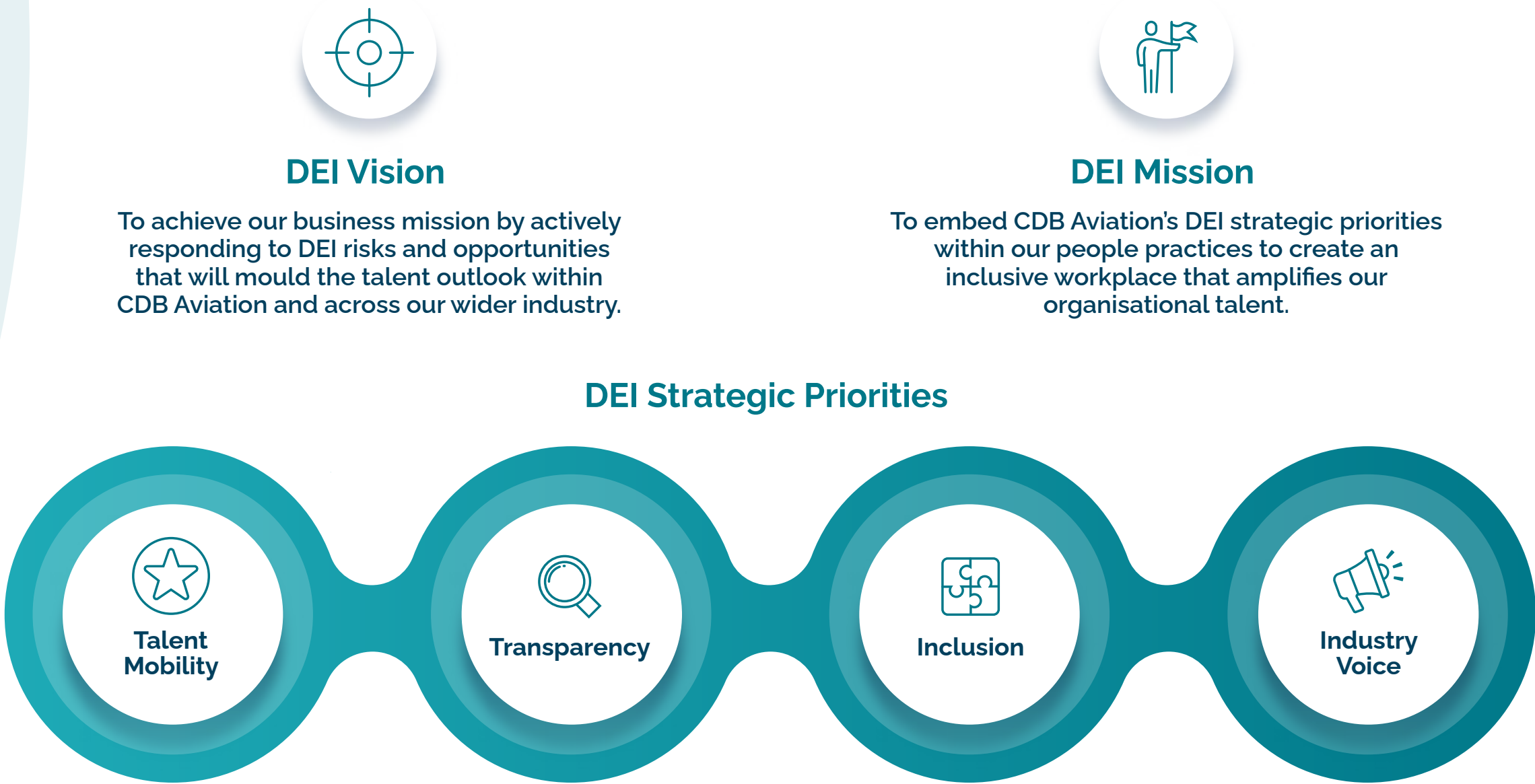
- Implement our diversity and inclusion programme
- Deliver diversity and inclusion training as set out under our Sustainability Linked Loan metrics in 2023
- Integrate diversity and inclusion objectives into senior management KPIs by end of 2025

Key Actions for 2025:

- Develop a three-year diversity and inclusion roadmap for the implementation of our diversity and inclusion framework
- Prepare diversity and inclusion objectives for senior management
- Continue to conduct companywide diversity and inclusion training through inniu 2.0 and various other initiatives

CDB Aviation is an equal opportunities employer and is committed to an equitable and fair workplace. Discrimination in any form is simply unacceptable and our processes are carefully designed and managed to ensure fairness is maintained across areas such as recruitment, employment, training, and in our terms and conditions of employment.

In 2024, our focus was on developing a roadmap that sets out how we will deliver our diversity and inclusion plan over the next few years. We describe the roadmap for each of the four strategic priorities below. In 2026, we will assess the progress made and identify next steps. This follows extensive work carried out in 2023 to establish a strategic plan and framework including Vision, Mission and a set of strategic priorities (see graphic below).





Talent Mobility

Talent mobility aims to ensure a future pipeline of diverse talent joining CDB Aviation, create clear and accessible career progression pathways and encourage current staff members to continuously upskill, enhance industry knowledge and equip themselves with the tools for success. Talent mobility may also boost staff retention and staff member satisfaction levels.

Talent Mobility: Actions	2024 Objective	2025 Objective
Launch Graduate Programme	<ul style="list-style-type: none">Plan & design graduate programme	<ul style="list-style-type: none">Launch and roll out graduate programme
Enhance career pathway	<ul style="list-style-type: none">Organisation redesign to streamline structure; enhancing collaboration	<ul style="list-style-type: none">Support secondments to provide holistic career development
Continuous learning as a cornerstone	<ul style="list-style-type: none">100% staff completion of inniu sustainability trainingExtend LIFT programme across the organisationContinue WheelsUp learning programmeMeet SLL KPI for diversity and inclusion and ESG training hours	<ul style="list-style-type: none">Launch inniu 2.0Complete extension of LIFT programme (2nd iteration)Artificial Intelligence literacy trainingMeet SLL KPI for training hours



Transparency

We view transparency as a strategic priority because we believe in being clear and open about our diversity and inclusion metrics and reporting honestly on our progress. Transparency helps build staff member confidence in the approach adopted by the organisation.

Transparency: Actions	2024 Objective	2025 Objective
Transparent, timely and accurate diversity and inclusion reporting	<ul style="list-style-type: none">Publish 2023 Sustainability Report, including diversity and inclusion dataEstablish baseline metrics & develop a strategic framework and roadmap	<ul style="list-style-type: none">Publish 2024 Sustainability Report, including diversity and inclusion dataReport on our Gender Pay Gap





Inclusion

We prioritise inclusion with the aim of creating an environment where staff members feel valued and included. At the same time, we seek to increase the representation of underrepresented groups in our workforce. Such an approach benefits talent attraction and improves team performance.

Industry voice: Actions	2024 Objective	2025 Objective
Foster an inclusive culture	<ul style="list-style-type: none">• Leverage diversity and inclusion best practice to promote inclusiveness	<ul style="list-style-type: none">• Host companywide offsite gathering• Deliver inclusiveness training via inniu 2.0
Promote diversity and inclusion driven recruitment practices	<ul style="list-style-type: none">• Deliver unconscious bias training• Streamline recruitment processes and deepen relationships with core recruitment partners	<ul style="list-style-type: none">• Deliver interview & Hiring Manager training• Ensure recruitment partners adopt diversity and inclusion-driven practices• Monitor hiring metrics



Industry Voice

Industry voice refers to CDB Aviation's active engagement with our industry on the topic of diversity and inclusion, including supporting ALI's objective to create greater diversity and more equal opportunities in aircraft leasing workplaces and within the wider aviation industry to help drive exceptional performance.

Industry voice: Actions	2024 Objective	2025 Objective
Promote the diversity and inclusion agenda at an industry level	<ul style="list-style-type: none">• Create an inniu 2.0 bolt-on module focused on the Dimensions of Diversity• Collaborate on mentorship programme with PropelHer	<ul style="list-style-type: none">• Support PropelHer Executive Leadership Programme 'Altitude'



Diversity And Inclusion Training

In 2024, CDB Aviation made significant progress in its commitment to diversity and inclusion training. One of the key developments was the production of related training content for inniu 2.0, designed to give a deeper dive into the topics that draw common attention within the aircraft leasing industry.

Additionally, CDB Aviation successfully achieved the training KPI associated with its Sustainability Linked Loan (SLL). This KPI aimed to increase the level of ESG and diversity and inclusion training for the workforce, reflecting the company's broader commitment to incorporating social targets into its sustainability strategy. In 2024, the company also carried out more interactive, in-person diversity and inclusion focused sessions, further enhancing the learning experience and promoting a more inclusive workplace culture. These efforts underscore CDB Aviation's dedication to managing its impact and maximising its influence within the industry, setting a strong example for sustainability leadership.

CASE STUDY

Leading On Diversity And Inclusion

Over the last several years, CDB Aviation has played a prominent role as a leading advocate for the diversity and inclusion agenda in the aviation industry. We are committed to continuing to use our influence to make further progress in this important area.

A key forum for our activities is PropelHer, the association of aviation leasing professionals who gather periodically to engage and share ideas, experiences and knowledge with the goal of supporting women in aviation. Each year, these meetings provide valuable networking and learning opportunities.

Another important forum for the diversity and inclusion agenda is provided by AWAR (Advancing Women in Aviation Roundtable), an international non-profit which provides thought leadership and networking events to support women leaders in the aviation industry. CDB Aviation sits on the board of AWAR and is an active participant in events.

Celebrating International Women's Day

We celebrated International Women's Day 2024 with an event featuring Dr. Kate Kirby, an Olympic sport psychologist.

The theme of the hybrid event was: 'The Psychology of High-Performing Teams: Insights from Sport to Business.'

Dr. Kirby has over a decade of experience working at the highest levels of sport and provides her expertise to various governing bodies, including the IRFU, Irish Sailing, Irish Rowing, Hockey Ireland, Tennis Ireland, Horse Sport Ireland, and numerous inter-county GAA teams. Her expertise in performance psychology, honed through her work with various sports governing bodies and her contributions to Team Ireland at the London and Rio Olympic Games, was evident throughout her presentation to CDB Aviation staff members.

Dr. Kirby's personal anecdotes, combined with her professional achievements, made her talk relatable and motivating. It was a perfect way to celebrate International Women's Day, highlighting the importance of psychological resilience and teamwork in achieving success.

In 2024, CDB Aviation continued its support for PropelHer and became an anchor sponsor of its inaugural Executive Leadership Programme named Altitude. The exciting new programme aims to develop women's leadership capabilities in the aviation industry, whilst building a powerful community of like-minded leaders.

Aimed at female professionals in the aircraft leasing or wider aviation industry, the programme is designed to empower, inspire and equip women with the skills and confidence to lead with impact. Altitude is tailored to the sector's unique challenges and opportunities and was launched in early 2025.

Also in 2024, CDB Aviation executives attended and spoke at a variety of industry events. In April, Virginia Walker, Senior Vice President of Transaction Legal at CDB Aviation, visited The Hong Kong Polytechnic University for a talk to students of an aviation marketing class. Sharing her personal insights, her valuable presentation helped give a deeper understanding to the students of what it is like to work in the industry, while her personal story of success and passion for the sector was much appreciated by the class. We hope the session inspired some of the students to pursue a career in the aviation industry, one which might even propel them to a career with CDB Aviation in the future.

In November, Ann-Marie Browne, CDB Aviation SVP & Team Lead of Pricing, was invited to speak on a panel on the topic of 'Aircraft Leasing – A High Growth Industry with Career Opportunities', which was hosted by the International Aerospace Womens Association in Dublin.

During the session, Ann-Marie shared her valuable insights on a range of areas within aircraft leasing. This included the technical, legal, trading, and asset management areas of the business, giving those in the audience an educational insight into what aircraft leasing is and the career opportunities available within the sector.

CDB Aviation was also centrally involved in hosting the Advancing Women in Aviation Roundtable (AWAR) Annual Leadership Luncheon in early 2025. The event addressed the theme of 'Authentic Leadership' and how it aligns to AWAR's mission to celebrate and support the advancement of women in the industry. This year also marked the organisation's 10th anniversary since inception. The event was very well attended by the AWAR community. Guest speakers included Caroline Farberger, a former CEO who now serves in the capacity of a Board Executive and investor, who spoke on the subject of diversity and inclusion. The event also marked the leadership within the aviation sector of both Julie Dickerson, CEO of Shannon Engine Support, or SES, and Jane O'Callaghan, a leading figure in the aviation sector for over three decades since starting in GPA in 1987.



*Dr. Kate Kirby,
Olympic Sport Psychologist*



Corporate Social Responsibility

Why It Matters?

At CDB Aviation, we want to be responsible stewards who are committed to supporting the communities near to where we live and work. We contribute time, talent and financial resources to a wide range of initiatives that benefit our communities, promote knowledge-sharing, shape the next generation of leaders, and support organisations that make a meaningful impact on the lives of our neighbours, colleagues, friends, families and communities.

Key Targets:

- Achieve 200 CSR staff member participation hours in 2025, a 30% increase on the prior year
- Deepen relationships with existing charity partners
- Sponsor two key CSR events in both Hong Kong and Dublin respectively in line with our CSR commitments

Key Actions for 2025:

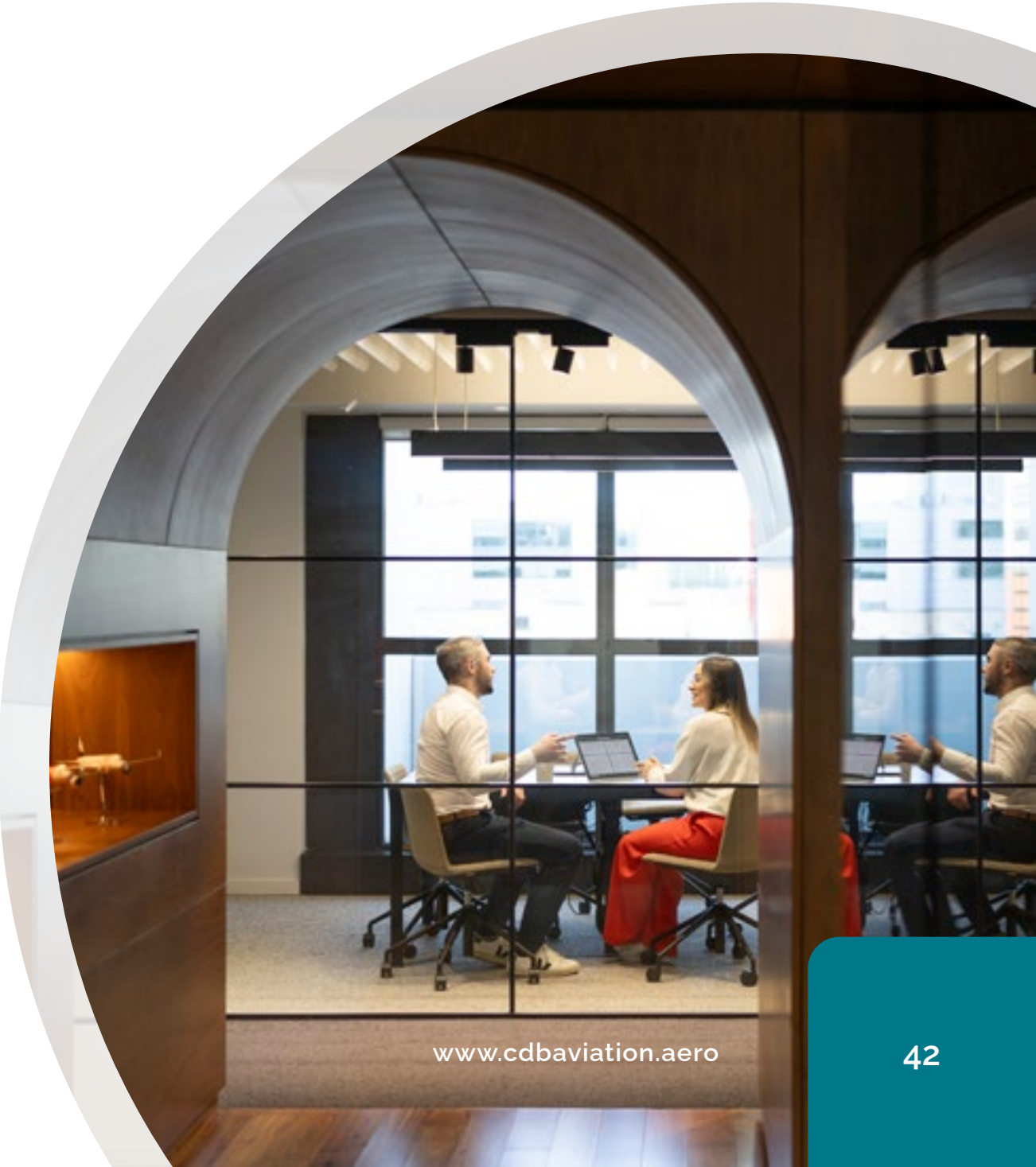
- Working with our industry partners to assist with a new CSR fundraiser for our strategic charity partner
- Develop a strategic partnership with Orbis Hong Kong and assist with CSR initiatives for that charity during 2025
- Grow our relationships with other charities we support in Ireland and Hong Kong, whilst encouraging a sense of commitment and participation among staff members to social responsibility
- Update the We Care section on the CDB Aviation website

CDB Aviation organises our Corporate Social Responsibility (CSR) activities through TOGETHER, our CSR programme which creates and manages a number of initiatives.

As a business, we have 121 staff members located across a number of geographies so it is important that the company maintains a sense of togetherness, commitment and social responsibility towards our local communities. This is achieved via TOGETHER, in which our staff members are encouraged to take ownership of individual programmes. These activities are overseen by our CSR committee, comprised of five staff members from different departments and regions of the company.

In 2024, through TOGETHER, we supported over 20 different charities, community organisations and deserving causes across the themes of early education, environment, healthcare and homelessness.

In addition, the CSR committee launched a new TOGETHER CSR intranet page which includes a collaboration area where staff members can share ideas and information on CSR activities including fundraising activities for various of our chosen charities and good causes.



CSR Activities

In 2024, the CSR committee supported a wide range of activities, including:

- 'Wear Pink' campaign for Breast Cancer awareness programme including hosting coffee morning across our three offices
- Ronald McDonald House Charities – Abseil Challenge
- Orbis – Blindfold dining experience, Orbis charity ball, Great Ethiopian Run, Dublin City Marathon
- Junior Achievement Ireland – Dragons' Den challenge
- Junior Achievement Hong Kong – Workplace Immersion

Evolving Our CSR programme In 2025

In 2025, we are developing our internal CSR engagement by expanding the We Care section of the CDB Aviation website to provide regular updates on our activities and planned events. Other objectives for 2025 include:

- Improve internal awareness of the TOGETHER programme by providing regular updates on future activities and recognising participation and achievement by staff members
- Work closely with our communications team to highlight staff participation on social media under the hashtag of #TOGETHER
- Encouraging companywide CSR initiatives that bring teams across all regions together

