

Refreshing our Albany Values



Our values are the core pillars that support our vision and shape our culture. They define the way each of us work every day, our response to challenges along the way, and how we relate to each other, our customers, our partners, and our shareholders.

We prioritize **safety, accountability, integrity, respect, passion and innovation.**

Guided by our values, we focus on our customers and their needs as we provide exceptional solutions and achieve industry excellence in both highly engineered composite parts for the aerospace industry and custom-designed fabrics and belts.

Following are our refreshed values and their relation to our previous set of values:



• **SAFETY**



• **RESPECT**



• **ACCOUNTABILITY**



• **PASSION**



• **INTEGRITY**



• **INNOVATION**

Refreshed Values



Safety

Before all else, be safe.

At Albany, we put safety first at all times. We never compromise on safety to achieve our other objectives. For us, safety is a way of life, meaning we take personal responsibility for the safety of ourselves and those around us, both at work and at home.



Accountability

Own your actions, decisions and results.

At Albany, we take responsibility for our actions and their outcomes. We make our decisions based on sound, factual information. We look for all the facts, not just the ones that support our opinions. All of us are committed to delivering the best quality, the highest standards, and we stand behind our work and behavior. We do what we say we'll do.

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Integrity

Do what's right every time.

At Albany, we embrace uncompromising honesty and behave ethically and fairly. We are unwavering in our commitment to following the laws, regulations, standards and ethical practices everywhere we do business. Ethics and compliance play an integral part in our decision making and business operations.



Respect

Treat others as they want to be treated.

At Albany, we embrace each individual's uniqueness and honor diversity and inclusion as we operate with a spirit of togetherness and cooperation. We treat others in a fair, kind, and professional manner, and endeavor to consider the human impact of business decisions.

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Passion

Be determined and persistent to attain excellence.

At Albany, we care deeply about our customers, our investors, our colleagues and the work we do every day. We are committed both heart and mind to delivering the highest quality and most technologically advanced products and services possible. Our passion for our work inspires and energizes us and those around us, and gives us the determination needed to achieve excellence in our industry.



Innovation

Challenge assumptions to deliver the best solutions

At Albany, we embrace innovation across all of our business activities. Innovation is the key to continued growth and relevance in the marketplace. At Albany we constantly look for creative ways to change, solve problems and find solutions that add value both internally and for our customers. We are continuously improving by thinking about situations in new ways to move above and beyond our current capabilities.