

CODE OF ETHICS

AIM Aerospace, Inc. will conduct its business fairly, impartially, in an ethical and proper manner, in full compliance with all applicable laws and regulations. In conducting its business, integrity must underlie all company relationships, including those with customers, suppliers, and communities. The highest standards of ethical business conduct are required of AIM employees in the performance of their company responsibilities.

As an employee of AIM, I will ensure that:

- I will not take advantage of my AIM position to seek personal gain through the inappropriate use of AIM or non-public information, such as trade secrets and financial information, or abuse my position. This includes not engaging in insider trading.
- I will follow all restrictions on the use and disclosure of AIM or its Customers' proprietary information. This includes following all requirements for protecting AIM proprietary information and ensuring that the proprietary information of business partners, vendors, and customers is used and disclosed only as authorized by the owner of the information or as otherwise permitted or protected by law
- I will observe fair dealing in all of my transactions and interactions I conduct on behalf of AIM.
- I will protect all company, customer and supplier assets, such as sales orders, product designs, and raw materials, and use such assets only for appropriate company-approved activities.

Without exception,

- I will comply with all applicable laws, rules and regulations.
- I will promptly report any illegal or unethical conduct to management or other appropriate authorities (i.e., Ethics, Law, Security, EEO).

This policy constitutes the standards of ethical business conduct required of all employees. Every employee has the responsibility to ask questions, seek guidance, and report suspected violations of this Code of Ethics. Retaliation against employees who come forward to raise genuine concerns will not be tolerated.

All Managers are responsible for supporting their implementation and monitoring compliance.

The Human Resources Dept. is responsible for providing policy guidance to assist employees in complying with AIM's expectations of ethical business conduct and uncompromising values.

Human Trafficking, Forced Labor (Slavery) and Child Labor

AIM believes that the employment relationship should be voluntary, and the terms of employment must comply with applicable laws and regulations. We are therefore opposed to slavery, human trafficking, forced labor and child labor and are committed to complying with applicable laws prohibiting such exploitation.