
INTEGRITY IN ACTION

GULFSTREAM CORPORATE CITIZENSHIP REPORT
2018 Year In Review



Gulfstream™



The Gulfstream Way

Integrity in action. As the core value of our company, integrity is what drives us to create and support the best business jets in the industry. We also conduct business with integrity and leverage our international corporate citizenship efforts to make a positive impact on the world.

In this report, you will find an overview of our commitment to corporate citizenship and sustainability in the communities we serve and the aircraft we manufacture.

However, the numbers and information provided here are just the beginning of the story. From our comprehensive sustainability strategy to our culture of continuous improvement and safety, there is so much more that goes into delivering on our promises and serving as a steward of our resources and a good corporate citizen in our communities.

Every Gulfstream employee—whether they're determined to find a better, more efficient way to build aircraft or committed to mentoring our future workforce—is apt to contribute to a better tomorrow. It's who we are as individuals—and as a company.

Finally, we are grateful for the support provided by our parent company, General Dynamics. It is their continued investment in the work we do that enables us to strengthen the communities in which our employees live and work.

To learn more about our priorities as good neighbors, please visit gulfstream.com/citizenship.

Sincerely,

Mark Burns

Mark Burns
President
Gulfstream Aerospace Corporation



Vision and Values

Our Vision: Create and deliver the world's finest aviation experience

Our Value: Integrity

For Gulfstream, achieving our ambitious vision is possible with the company's ongoing commitment to attract, train, retain and advance the brightest individuals to develop and build the products, services and experiences that make traveling in a Gulfstream second to none.

Our Company

- Leading manufacturer of the world's most advanced business aircraft
- Approximately 18,000 employees worldwide
- Headquartered in Savannah, Georgia, United States
- Facilities in 14 major locations across four continents
- Veterans compose approximately 25 percent of U.S. workforce
- A wholly owned subsidiary of General Dynamics since 1999



Community Investment

Together we fly. Gulfstream is committed to strengthening the communities in which we live, work and play.

In 2018, Gulfstream’s international community investments included:



100+ nonprofits supported around the world



More than 1,100 Student Leadership Program graduates



Nearly 29,000 employee volunteer hours



\$2,000,000 United Way donation*

A Global—Yet Local—Effort

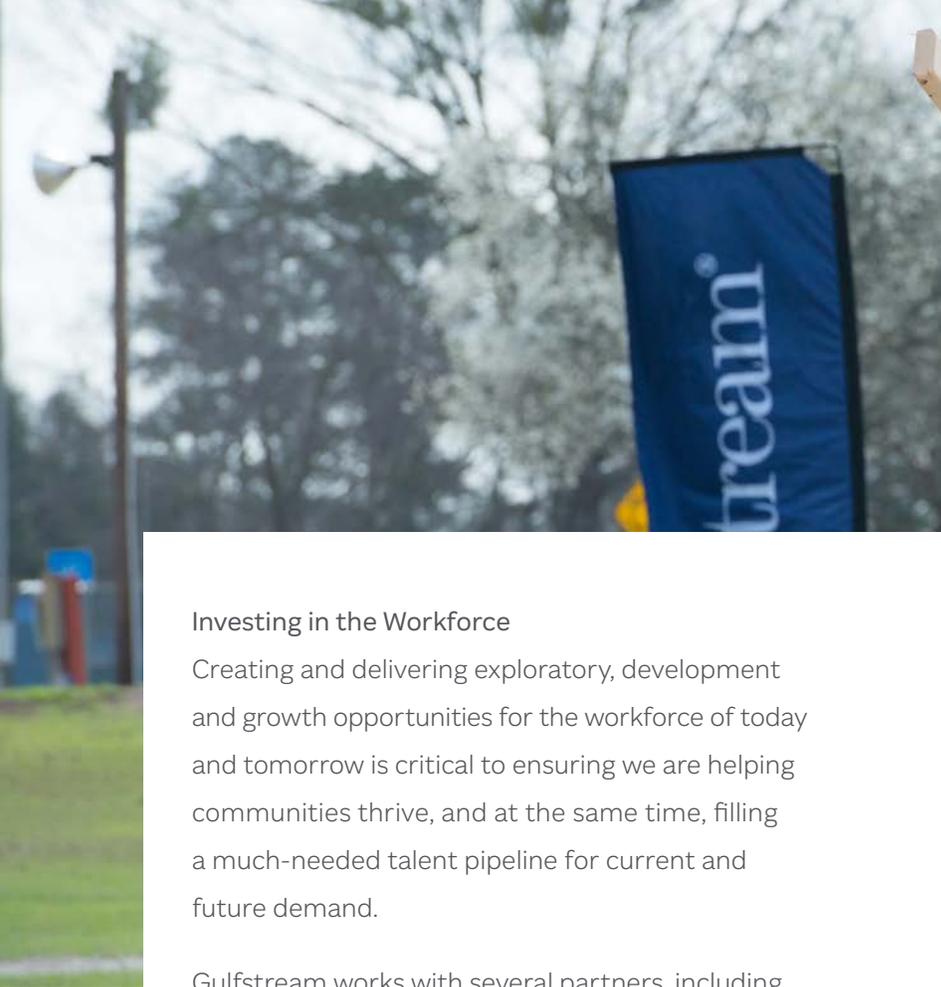
Gulfstream’s community investment initiatives span the globe. Some of our efforts in 2018 included:

Operation Love; Dallas, Texas, United States Employees at Gulfstream Dallas collected donations of clothing, shoes and blankets and distributed them, along with coffee and donuts, to the homeless on a cold December morning.

Coastal Empire Habitat for Humanity; Savannah, Georgia, United States

Employees from Gulfstream Savannah volunteered to build a house for a wounded U.S. Army veteran and her family. To make it feel even more like a home, Gulfstream interior designers selected the furniture and designed the landscaping. In addition to the sweat equity, Gulfstream donated \$100,000 toward the effort.

Wheelchairs for Seniors; Mexicali, Mexico Employees from Gulfstream Mexicali collected and donated 25 wheelchairs to senior citizens living at the Dr. Carlos Canseco Gonzales Foundation nursing facility.



Investing in the Workforce

Creating and delivering exploratory, development and growth opportunities for the workforce of today and tomorrow is critical to ensuring we are helping communities thrive, and at the same time, filling a much-needed talent pipeline for current and future demand.

Gulfstream works with several partners, including local, state and federal entities, to create workforce development strategies, including a youth apprentice program at Gulfstream. Annually, Gulfstream employees serve as mentors and work with universities and K-12 schools to promote workforce development.

Student Leadership Program

In 2018, Gulfstream celebrated the 10th anniversary of the Student Leadership Program. Designed to equip students with tangible skills to explore options beyond the classroom, including the development of leadership and lifelong learning, the community partnership now includes more than 40 businesses and hundreds of business representatives working to make a difference. The program's student retention rate stands at 96 percent.

Since its inception in Savannah, the program has 'expanded to Brunswick, Georgia; Appleton, Wisconsin; and in 2018, to Dallas. In the first year alone, more than 300 Dallas students participated in the program.



In 2018:

29%

Increase in Youth Apprentice Program participation since 2017

500+

Junior Achievement students were mentored by Gulfstream employees

1,000+

Students toured Gulfstream facilities

70+

Events hosted by Gulfstream's Community Volunteer Program



Sustainability at Gulfstream

Gulfstream's sustainability strategy originated with a mandate from the company's senior leadership for Gulfstream and its employees to act as stewards of the environment for their communities and the health and well-being of future generations.

Gulfstream's sustainability strategy supports industry goals toward reducing emissions.

Aircraft Sustainability: Gulfstream's research and development teams are dedicated to designing new aircraft to decrease their environmental impact through reductions in noise, emissions and fuel consumption.

G650/G650ER: Equipped with Rolls-Royce BR725 A1-12 engines, the G650 and G650ER emit 30 percent fewer nitrogen oxides (NOx) than outlined by the International Civil Aviation Organization's Committee on Aviation Environmental Protection Tier 6 standards.

G500/G600: Gulfstream's newest family of aircraft, the G500 and G600, offer best-in-class fuel-efficiency, fewer emissions and less engine noise with Gulfstream-designed wings and versions of the new Pratt & Whitney Canada PW800 series engine. Additionally, for the first time in company history, Gulfstream is manufacturing the wing and empennage of the G500 and G600 on-site, resulting in decreased transportation emissions and packaging.

G280: The G280 was designed to offer improved fuel-efficiency and go farther at faster speeds. The aircraft is up to 12 percent more fuel-efficient than other aircraft in its class.

Green Teams: Gulfstream empowered employees to act as stewards of the company's sustainability practices by establishing employee-led Green Teams across sites around the world. Green Teams focus on infrastructure, behavior and engagement activities intended to improve green performance, including green aircraft design, green supply chain and green product support and services.

Green Buildings: In Savannah alone, Gulfstream has six green facilities. Shared environmentally friendly principles incorporated into these buildings include sustainable site development, low-flow plumbing features, highly efficient HVAC systems, energy-

saving lighting and lighting control sensors, and drought-tolerant and native plants requiring little or no irrigation.

Supplier Sustainability: Gulfstream's suppliers follow a code of conduct to ensure their commitments to the environment align with Gulfstream's sustainability goals.

Renewable Fuels: Gulfstream's test, corporate, demonstration and flight-test aircraft have flown approximately 700,000 nautical miles over more than 1,800 flight hours on the company's supply of sustainable alternative jet fuel (SAJF).





Commitment to Employees

Diversity and Inclusion

With people and facilities located throughout the world, Gulfstream's employees celebrate a vast number of cultures and traditions. More than 50 languages are spoken among employees across Gulfstream's facilities.

Gulfstream's Diversity and Inclusion Department, with the support of the Diversity and Inclusion Council, is dedicated to creating and maintaining programs, practices and policies that promote a diverse and inclusive workplace where all employees are empowered to celebrate their diversity and flourish in their careers. Our mission is to foster "One Gulfstream" through intentional, inclusive behaviors that provide every employee the opportunity to contribute their best efforts, unique skills, experiences and ideas "To Create

and Deliver the World's Finest Aviation Experience." Every employee at Gulfstream has the responsibility to ensure they behave in a manner that promotes diversity and inclusion in the workplace and the communities where we live.

In 2018, the council, champions and ambassadors, and employees across the company celebrated diversity through a variety of means, including special events, panel discussions and more.

Employee Professional Development

In 2018, Gulfstream launched three leadership development programs for employees. The first, Ground School, is the new onboarding program that ensures employees are confident and productive from day one and throughout their first year. Second, the Elevate program focuses on skill-building in strategic areas that have been identified as priorities from the business; the four components of this program are project management, analysis and



insights, creative problem solving and solutions, and international business acumen. Last, Leading Edge is designed specifically for people leaders and is an in-depth program that equips leaders at all levels to lead and manage others.

Military Veterans

Military veterans come to Gulfstream tested; through their service, they have demonstrated a commitment to integrity, accomplishment, teamwork—and getting the job done.

In 2018, the company added to its already-extensive military outreach efforts a focus on transition assistance programs and transition readiness seminars and providing direct employment information to service members within 120 days of their transition period from military to civilian life. Today, approximately 25 percent of Gulfstream's

workforce self-identifies as a veteran of the armed forces.

Continuous Improvement

Gulfstream continuously strives to improve safety, quality and the efficiencies of our processes to ensure we deliver on our promises and commitments. In 2018, Gulfstream employees across the organization developed and implemented more than 40,000 improvement ideas. Also in 2018, a new continuous improvement initiative was born: Training Within Industry. The new initiative, developed in partnership with our Continuous Improvement and Operations teams, provides a one-on-one training methodology with the goal of enhancing and standardizing the company's skill sets to continue to produce exceptional quality and workmanship.

Together we fly.

For more information, please visit gulfstream.com/citizenship.



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