



Kim E. Quick

Chief Executive Officer
kim.quick@aertech.com
C 714-742-5000

D 714-446-8111
T 800-321-6970

650 Columbia St.
Brea, CA 92821
aertech.com

June 28, 2018

AER Technologies Corporate Principles

The intent of this document is to provide a clear statement of the guiding principles for the current and future directors, management and employees of AER Technologies, Inc. Included are statements of philosophy, principles and direction which are intended to help guide AER now and into the future.

While our corporate principles are firmly established, AER recognizes the need to continue to evolve and adapt to a changing world. Accordingly, these Corporate Principles may be revised from time to time in the future as determined by the Board of Directors of AER Technologies, Inc.

Who we are

AER Technologies is a privately-owned company by our CEO and his wife, Kim and Andrea Quick. We highly value being privately owned since it provides us with flexibility and allows us to focus on our own performance and goals and not be driven to make decisions and actions based on bankers, analysts and other outside influences. We manufacture, sell, and distribute electronics for several industries, primarily automotive. We embrace innovation and desire to grow predominantly from internal development. We believe that our customers should expect high quality products that meet and exceed their needs at fair prices.

How we do business

AER Technologies believes that ethical, honest, moral behavior must always guide and define how we operate our business. We believe in fairness to our employees, our customers, our vendors and anyone we deal with in the course of conducting our affairs. Open communication and clarity of purpose are expected as is competency throughout our company.

Operational expectations

AER Technologies expects our team to provide innovative solutions conceived and produced by our experienced, qualified, motivated, well trained professionals. Our management team is expected to demonstrate dynamic leadership providing vision, clear strategies, defined goals, and specific direction, constantly guiding and driving for ongoing improvements, innovation, and long-term sustainable growth. We appreciate, value, and respect each employee and honor and reward their contributions and service to the company. Creativity and innovation are encouraged, and our team is expected to be productive and efficient in our operations as we strive for excellence in all we do. We believe that planning for the future of the company at all levels; including succession planning for key employees is paramount to our long-term growth and success.





Financial expectations

AER Technologies strives to provide excellent returns to our shareholder(s) in the form of distributions and dividends as well as long-term appreciation in the value of the business. Our employees are fairly compensated for their contributions and we seek to incentivize our team to achieve long-term sustainable revenue growth and profitability. When appropriate, we reinvest our profits back into the company to fuel growth. We strive to provide our Board of Directors with comprehensive, accurate, up to date and transparent financial information. We believe in maintaining low debt levels in order to provide us with the benefit of flexibility to grow our business and embrace opportunities without overly relying on outside financing and the associated risk of too much debt. We are conservative by nature and believe that this attribute promotes long-term financial health.

Corporate responsibility

AER Technologies desires to be a good corporate citizen. We take seriously our responsibility to be environmentally conscious and to act in a foresighted and intentional manner with respect to the environment as well as natural resources. We are thankful for the opportunity to give back from our financial success in many forms including both direct support and indirectly serving those in need. The principle of giving back in the form of financial contributions will be a core value as we share our success with others. We believe that this principle of giving back is important for all directors, management and employees to understand and embrace.

The above principles are generalized in nature yet specific in their intent. We believe that following these principles will benefit all involved and we are resolved in our commitment that AER Technologies remain a superior company which is responsibly managed with high standards of excellence.

A handwritten signature in black ink that reads "Jim Daniel". The signature is written in a cursive, flowing style.