

Corvias®

THE MORE WE DO
TOGETHER,
THE MORE WE DO







YOU FEEL IT EVERYWHERE AT CORVIAS:

The enthusiasm of passionate people striving to accomplish great things. As a Corvias employee, you're constantly challenged to use your talents and point of view to inspire others and help turn opportunity into success.

Nobody sets out to climb a mountain to get to the middle. Reaching the top, however, requires an unwavering sense of commitment, perseverance, and courage. **That's why we only hire people who truly care.**

Our employees care about the work they do, the partners they do it for, the communities they do it in, and the people they do it with. This allows us to nurture a culture of collaboration and trust that puts us in position to transform our society for the better. That last part is vitally important to us, and drives everything we do around here.

We believe—we know—that we are here for a much greater purpose than our own self-interests and must use our work to help others.

This sense of purpose brings to mind the janitor who President John F. Kennedy is said to have approached during a visit to the NASA space center in the early 1960s. As the story goes, the President noticed the janitor carrying a broom during his tour. He stopped, walked over to the man and said, "Hi, I'm Jack Kennedy. What are you doing?"

"Well, Mr. President," the janitor responded, "I'm helping put a man on the moon."

This man understood that every role in an organization is important, and that each person is making a meaningful contribution to the larger goals of that organization. He would have fit in perfectly at Corvias.



IF YOU ARE A CORVIAS EMPLOYEE, YOU ARE:



CREATIVE

You're an innovative thinker who is always looking for a solution and believes you can solve the "unsolvable." You actively listen, are insatiably curious, and are continuously learning. You're also smart enough to know you always need to know more.



AUTHENTIC

You believe you can make a real difference, and that belief drives and inspires you. You value the trust you have earned from your colleagues and our partners and continuously strive to validate that trust every day.



RESOLUTE



You never give up. You are strong and courageous, unafraid to challenge the status quo (or our leadership), present new ideas, and take calculated risks. When someone tells you "it can't be done" or "that's too hard," just watch what happens next.



EMPATHETIC

You are uniquely wired to see things from another's perspective and are ever mindful that each person is driven by their own set of unique circumstances and experiences. The ability to truly listen, with kindness, understanding, and an open mind, makes you a better employee, partner, and human being.



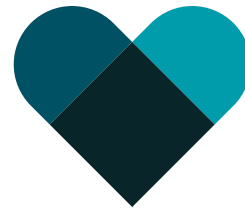
THE HEART OF THE MATTER

Our aim is to be personally committed to solving our partners' most difficult, systemic challenges by reimagining what is possible and realizing more resilient communities together. We know. That's a bold goal. It's also a goal we know we can reach. That tells you a lot about who we are, how we work, and what's important to us. As does our name. Translated from Latin, cor vias means

"By way of the heart." With our sights firmly set on our seeing our partners succeed, and our hearts leading us, it quickly becomes clear which paths we must follow to fulfill our promises to our partners.

Now, that's not to say what we do is easy. In fact, it's very, very hard. But that's what makes it so rewarding. To borrow Tom Hanks' line about baseball from *"A League of Their Own,"*

"It's supposed to be hard. If it wasn't hard, everyone would do it. The hard is what makes it great."



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ALL FOR ONE

The background of the entire page is a technical exploded view diagram of a pressure oil system. The diagram shows various components like valves, pistons, and a pump assembly, with dashed lines indicating their assembly paths. Labels A through H point to specific parts: A is a small valve at the bottom left; B is a larger valve above it; C is a component on the pump assembly; D is a spring; E is a component on the right side of the pump; F is the main pump body; G is a valve at the top right; and H is a small pin or screw. The text 'ALL FOR ONE' is centered over the upper part of the diagram.

The good news is, we don't ask you—
or want you—to do these hard things
alone. At Corvias, you're surrounded by
team-oriented individuals who also like
to work hard. We value collaboration and
camaraderie and firmly believe Aristotle
was on to something when he said that
**the whole is greater than
the sum of its parts.**

**PRESSURE
OIL SYSTEM**

Now, we don't always agree. And that's ok, because here, you'll find a diverse, welcoming environment that enables you—and encourages you—to be yourself. **We want you to use your unique perspective, skills, and background to help us see things differently, grow as a company, and find new ways to meet the ever-changing needs of our partners.** All the while, you'll work as a respected member of a team that plays **without names** on the backs of our jerseys. The only thing that matters is what's on the front—and what that stands for. (Remember that bold goal we talked about earlier.)

Sure, we have our team captains and our specialists and our role players. But roles at Corvias change as fast as the challenges we're facing. Regardless of the role you're filling, we expect you to lead by example and to shoulder the load when someone needs help. Letting one person fail is a collective failure, so it's just not an option here. We must coach and mentor one another so we can keep marching forward in our constant, relentless quest to do great things. By embracing a work ethic that isn't defined by ranks and titles, we're continually able to answer the question

"What will it take
to get this done?"







DARE TO MAKE A DIFFERENCE

Nothing truly great has ever been achieved by playing it safe. So, we applaud employees who are willing to take risks. If you have to take the road less traveled to get there, fine. If you have to pave your own road, even better. Now, we realize that taking risks and trying new approaches sometimes lead to mistakes. And that's OK. Mistakes will happen. When they do, we use them to learn, change, grow, and fuel future innovation. The most important lesson:

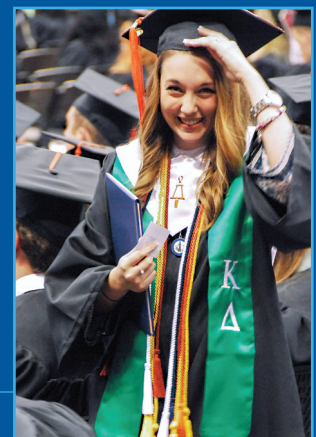
Don't be afraid to fail.

Your colleagues will support you. Our partners will thank you.



SYNERGY AT WORK

At Corvias, everything we do is driven by three Core Principles: **be the best place to work, be the best provider of service, and be the best community partner.** One cannot exist without the other. We must aspire to be the best place to work so we can attract and retain people who care. People who care make it possible for us to provide the best service to our partners. The success we enjoy by providing the best service creates opportunities for us to give back to more communities. And that, in turn, brings us full circle: Our steadfast commitment to our partners and the communities we serve makes Corvias an exceptional place to work.



THE FOUNDATION FOR LASTING RELATIONSHIPS

Everyone at Corvias understands that our mission to be personally committed to solving our partners' most difficult, systemic challenges by reimagining what is possible and realizing more resilient communities together requires a sense of humility and selflessness. At every turn, the key question is not "What will this do for me?" or even "What will this do for Corvias," but rather

"What does this do for the partnership?"



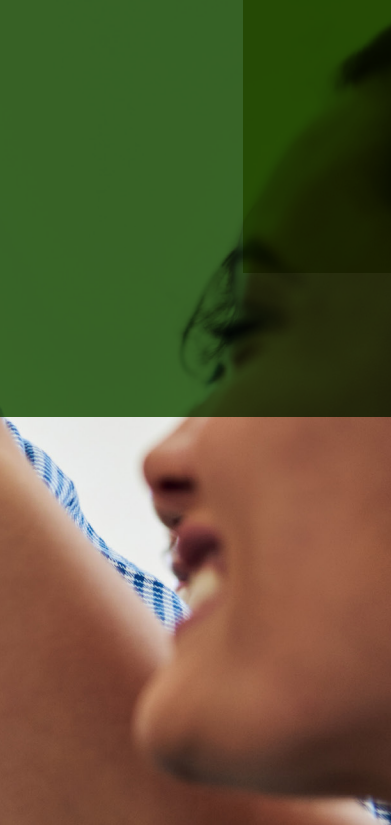


We believe in win-win outcomes. Since the life span of each of our partnerships is at least 40 years (yes, we're very proud of that), it's critical to us that we definitively demonstrate the commitment we have to our partners right from the start. Once you eliminate any doubts regarding motivations and self-interest, you can work hand-in-hand towards the same set of goals. **There is never an "us" vs. "them" moment.** The focus is always on the partnership. When everything is viewed through the lens of that partnership, it becomes much easier to figure out the best way to solve problems and move forward. This approach differentiates our company from others and allows us to build a level of trust with our partners that is truly unique.

We understand that not everyone can—or wants to—do what we do. But, if you appreciate a challenge, your experience at Corvias will be engaging, energizing and truly gratifying.

You will make a difference here.
We promise.





"The most
gratifying
accomplishments
are the hard
fought ones we
achieve together
as a true team."

Corvias®

