

Silver Air SAFETY COMMITMENT POLICY

For all of us at Silver Air, our first and top priority is the safety and security of our co-workers and customers. We strive to be the industry leader in safety while always doing what is right for the customer. We are committed to a culture that has safety, security, and quality as fundamental priorities.

To achieve these priorities, we rely on our Safety Management System (SMS), the sound judgment and experience of our people, and are committed to expanding all available resources as necessary. Safety must be the first and foremost consideration in every decision and in every facet of our company. Our SMS includes five equal elements:

- **An informed culture** - enabling an organization that collects and analyses relevant data, and actively disseminates safety information, all aimed at reducing or eliminating the safety risks and consequences of hazards in our operations to a point which is as low as reasonably practical.
- **A reporting culture** - cultivating an atmosphere where people have confidence to report safety concerns without fear of blame. Employees must know that confidentiality will be maintained and that the information they submit will be acted upon to improve safety.
- **A learning culture** - promoting an organization that learns from its mistakes and makes positive changes. It will also ensure that people understand the SMS processes at a personal level.
- **A just culture** - where gross negligence and willful violations are not tolerated while always assuring employees that action, omissions, or decisions taken by them, which are commensurate with their experience and training, will not be punished in any way.
- **A flexible culture** - leading the organization, and training the people in it, to be capable of adapting effectively to changing demands and mastering the change management process.

We all have a role in creating and maintaining a safe and desirable workplace, while continually improving safety throughout our operation. It is everyone's responsibility to report hazards and incidents through the online SMS web portal, seek and adopt best practices, all while ensuring adherence to company policy, industry standards, regulatory requirements, and the laws of the states and regions in which we operate.

Thank you for your continued efforts to promoting a positive safety culture and working together to prevent injuries and accidents.

A handwritten signature in black ink, appearing to read 'J. Middleton', with a long horizontal flourish extending to the right.

Jason Middleton, President, Accountable Executive