



Freedom of Association Policy

From the cockpit and cabin to the engineering hangars and manufacturing floors to the field workers and support teams, our people are key to the success of our business. We are committed to promoting an open and inclusive workplace where all employees feel more engaged and inspired to achieve their maximum potential.

Exchange Income Corporation ("EIC") believes it is best served by personnel and management working together with one another directly in order to promote fundamental principles and rights at work and to continually improve working conditions and the lives of its employees and their families.

Notwithstanding the foregoing, EIC respects the rights of personnel to form and/or join a labor organization in accordance with applicable law. Where employees are represented by a recognized labor organization, we are committed to establishing and maintaining a constructive dialogue with their chosen union and will commit to bargain in a constructive manner to seek mutually beneficial collective agreements that protect and improve our business while delivering competitive pay, benefits and work life balance for our people.

We comply strictly with the laws and guidelines associated with union organizing activities. EIC takes very seriously its legal obligations and does not take unlawful action or retaliate against employees who express support for unions or take part in union activity.

A handwritten signature in black ink, appearing to read "M Pyle", is positioned above a horizontal line.

Mike Pyle
Chief Executive Officer
Exchange Income Corporation