SAFETY POLICY

ATEXIS Safety Policy directly reflects the company's commitment to safety and aviation safety in the workplace, operations and a positive safety culture. This policy applies to all personnel and every aspect of the company's activities even if not related to aviation.

ATEXIS has chosen to fully **engage** in a proactive approach to aviation safety, aiming to **unite** all employees and external stakeholders around strong values of safety culture and the preservation of common interests. This initiative is based on ATEXIS's commitment to **comply** with regulatory requirements, those of the competent authorities, as well as the expectations of our customers. The main objective is to **secure** the quality of our services to manage the challenges related to aviation safety. Each employee plays a key role in this approach, actively contributing to the reporting of information and the establishment of transparent communication, which allows us to **capitalize** feedback and lessons learned. This approach enables ATEXIS to **optimize** the management of flight safety risks, thus ensuring safe, reliable, and industry-standard-compliant aviation operations.

ATEXIS utilizes a **Safety Management System** ("SMS") to reduce risk of injury to personnel, to prevent accidents, minimize damage to equipment and property and to work proactively towards identifying and reducing the existence of hazards and/or risk in the workplace as well for our deliverables, especially those related to aviation. All employees are encouraged in open-minded sharing of information on all safety issues and reporting significant errors, safety hazards, or concerns. No staff member will be asked to compromise our safety standards to "get the job done".

It is ATEXIS to identify and comply with all applicable **National Aviation Authority** laws and regulations regarding safety in the workplace. Safety and Risk analysis is an integral component of all company decision making process.

As General Manager, I am responsible for all operations and activities authorized for meeting the requirements of our customers. The SMS Program is managed under the General Manager's authority by the SMS Manager who reports directly to the General Manager. Each manager is responsible for implementing the safety management system in his or her area of responsibility and will be held accountable to ensure that all reasonable steps are taken.

Every employee is required to take both a proactive and preventive approach to safety. All employees are required to abide by the standards and procedures set forth in the Safety Management System Manual.

Denis Sauvage, CEO

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