



Leadership Commitment to Progressive Indigenous Relations

At Custom Helicopters we recognize the significance of Indigenous Peoples' unique cultures, histories, and contributions. We are committed to fostering meaningful, collaborative and mutually beneficial relationships with Indigenous communities based on respect, trust and equality.

Our Commitments:

1. **Respect and Recognition:** We honor and respect the rights, traditions and cultural diversity of Indigenous Peoples. We acknowledge their inherent knowledge and contributions to society.
2. **Relationship Building:** We are dedicated to building enduring relationships with Indigenous communities grounded in transparency, open communication and understanding. We seek to engage in meaningful dialogue and partnerships.
3. **Collaborative Partnerships:** We strive to establish partnerships that create shared value and benefit for both Custom Helicopters and the Indigenous communities in which we operate. We believe in collaborative decision-making and co-creation of opportunities.
4. **Reconciliation and Empowerment:** We support the journey of reconciliation by actively contributing to the well-being, self-determination and empowerment of Indigenous Peoples. We commit to actions that advance reconciliation and social justice.
5. **Continuous Learning and Improvement:** We pledge to continuously educate ourselves, evaluate our practices and evolve our approach to strengthen our relationships and support for Indigenous communities. We aim for ongoing improvement in our PAR initiatives.

This commitment statement reflects our dedication to Progressive Indigenous Relations and serves as a guiding principle in all our interactions and engagements with Indigenous Peoples.

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

Jed Hansen, President & CEO

24-November-2023

Dated