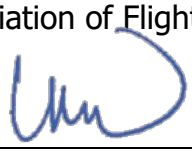
Settlement Agreement
between
Horizon Air Industries, Inc.
and
Association of Flight Attendants-CWA

Grievance No. 6-99-2-10-26
MEC – Documentation Request Violation

In full and final settlement of Grievance No. 6-99-2-10-26, Horizon Air Industries, Inc. ("the Company") and the Association of Flight Attendants-CWA ("the Association") agree as follows:

1. Without admitting any violation of the Collective Bargaining Agreement ("CBA"), the Company confirms that it has provided the Association with the documents relied upon to substantiate the discipline for grievance case 6-17-1-43-25, including the responsive personnel, HIPPO, performance, and investigation materials that gave rise to this grievance.
2. Going forward, the Company will administer requests for grievance-related information in accordance with Article 23.B.3. and will maintain and provide documentation relied upon to substantiate discipline consistent with Article 25.A.1. of the CBA. When responsive materials contain confidential employee or customer information, the Company may redact information consistent with Article 25.A.2.b.
3. Except for the specific commitments stated in this Agreement, nothing herein waives, modifies, interprets, or relinquishes any contractual, statutory, or management right held by either Party.
4. This Agreement fully settles and resolves Grievance No. 6-99-2-10-26.
5. Upon execution of this Agreement, the Association agrees to withdraw Grievance No. 6-99-2-10-26 without prejudice.

Association of Flight Attendants-CWA



Lisa Davis-Warren
MEC President

Date: October 27, 2026

Horizon Air Industries, Inc.

Susanne Foster

Susanne Foster
Director, Inflight Ops & Performance

Date: October 26, 2026