



AIREON SAFETY POLICY STATEMENT

Aireon is committed to making the safe delivery of space-based Automatic Dependent Surveillance-Broadcast (ADS-B) data a top priority and avoiding the introduction of safety risks into its customers' Air Traffic Control systems. In order to do so we will:

- **Provide** safety training to each employee to:
 - Explain their personal role, responsibilities, and accountability with respect to safety;
 - Develop the requisite set of skills for the successful management of safety;
 - Convey management's commitment to achieving safety objectives;
 - Instill safety as a core value.
- **Establish** and **sustain** a "just and fair culture" that
 - **Promotes** disclosure of safety concerns and
 - **Prohibits** retaliation against any employee who in good faith discloses a safety concern through self-reporting,.
- **Identify, assess, and mitigate** hazards:
 - Proactively in connection with planned changes to our service;
 - Reactively when discovered during day-to-day operations or via self-reporting; and
 - Predictively through the use of post-operational trend analysis.
- **Monitor** safety performance against realistic and clearly defined targets .
- **Improve** safety performance through continuous monitoring, independent audits, and adjustment of safety objectives and targets.
- **Communicate** safety information to employees on a regular basis.

As Chief Executive Officer, I am committed to providing all necessary resources to support the development and operation of the Aireon Safety Management System and fulfill this safety policy.

A handwritten signature in blue ink that reads "Don Thoma".

Don Thoma
Chief Executive Officer
Aireon