

JET VIBES

THE NEWSLETTER FOR TEAM MEMBERS

AND FRIENDS OF CARGOJET



Kyle Lowry Visits

Flight Simulator

Celebrating Team YWG



CEO'S MESSAGE

Dear Team,

As we move towards the end of 2022, it is important to highlight our collective successes over the past year.

Cargojet continues to be successful with our strategy to grow our Domestic Canada overnight business; globally expand our Dedicated ACMI aircraft segment and continue to develop and grow our Charter and International business segments. Global e-Commerce growth will continue to contribute to each business segment however macro-economic factors, inflation and higher interest rates will temper our growth expectations as we move into 2023.


We will end the year with record revenue growth and have achieved significant On-Time Performance and Reliability levels for our customers in 2022. This was a team effort and thank you for each of your respective contributions to our collective success. Every team member's personal health and safety continues to be the priority at Cargojet, and we will continue to provide a safe and sanitized workplace at all times.

The New Year will require us to ensure we are focused on our customers, more than ever before. "Customer obsession" will continue to be our mandate, we need to ensure we deliver on-time performance and earn our customers business each day, which will differentiate us.

The next couple of years are shaping up to be challenging ones for our business and the industry. In addition to the economic conditions noted above, we are also facing unprecedented competition both here in Canada and globally. The continued and unparalleled levels of safety, on-time performance, and reliability that Cargojet has demonstrated for over twenty-one years will now be more important than ever.

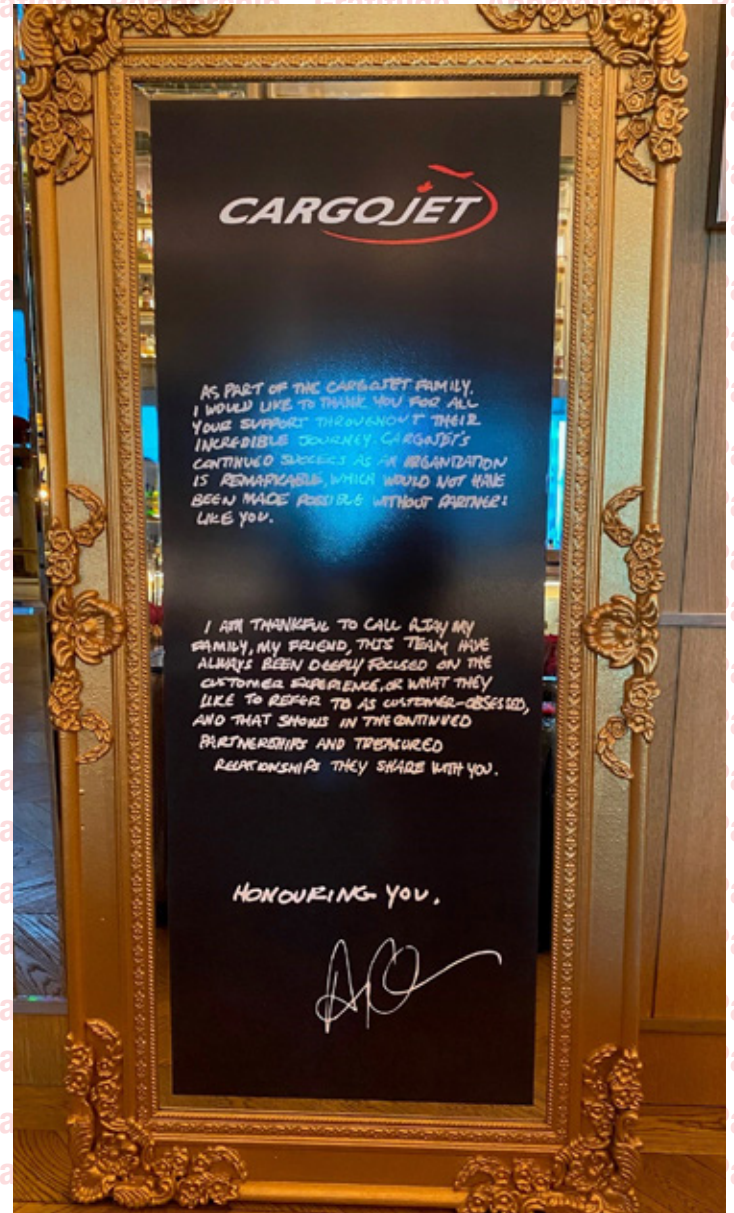
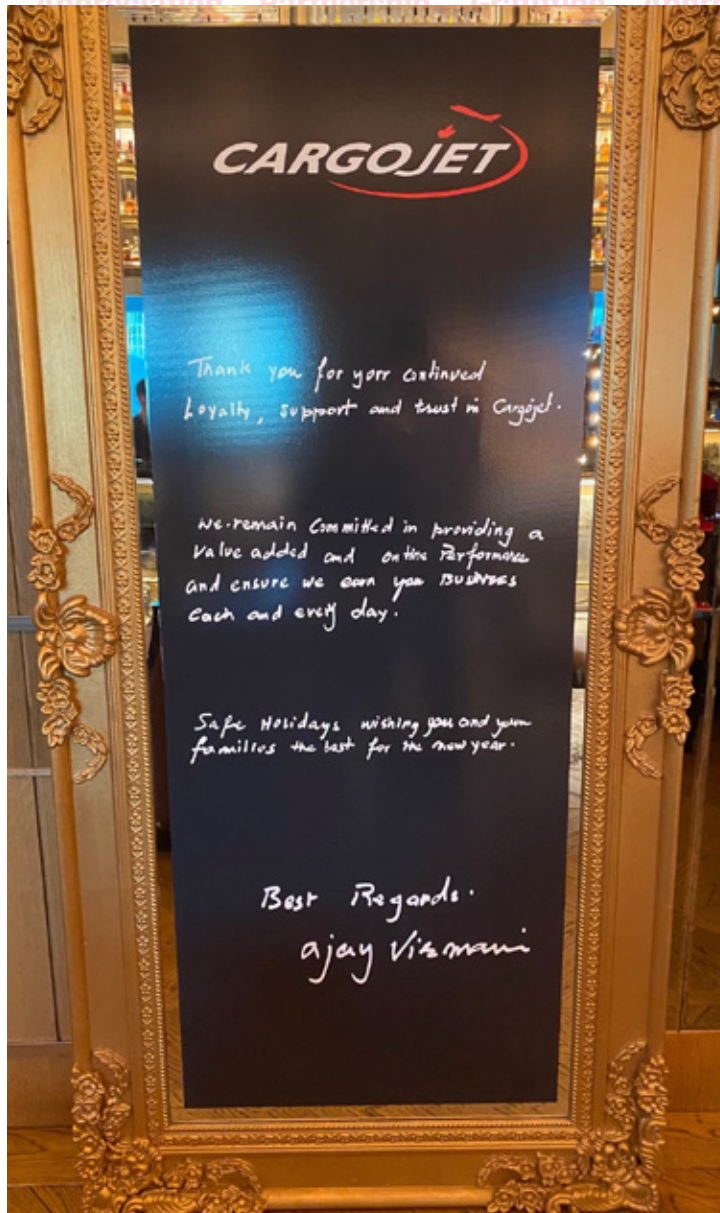
We need to focus on stringent cost-controls and prudently manage all aspects of our business to remain financially strong and to provide our shareholders, our customers, and our team, with the returns and value that we have all come to expect from Cargojet.

On behalf of all stakeholders, our Board and all our Management Team, I sincerely wish each of you and your families a safe, healthy and Happy Holiday Season. May 2023 bring the very best to each of you!


Dr. Ajay K. Virmani



DEAR VALUED CUSTOMERS,



OUR GRATITUDE AND APPRECIATION...





SALUTING OUR NATIONAL TEAM

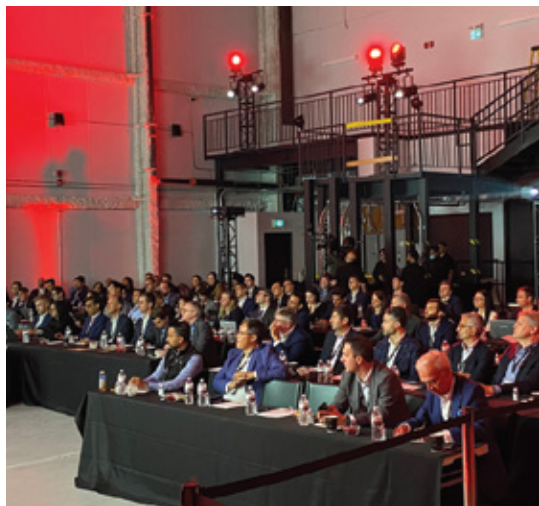




CARGOJET'S INAUGURAL INVESTOR DAY

On September 27th, Cargojet hosted a very successful Inaugural Investor Day at our Control Center in Hamilton. The technologically advanced flight simulator set a perfect stage for over one hundred guests in person.

We were very excited to have the opportunity to meet in person with the investment community to share the "Cargojet Story". A culture that is aligned, focused, and proud for continuing to be the best air cargo airline as measured by our industry leading customer service levels.



INTRODUCING OUR FLIGHT SIMULATORS



This new Transport Canada certified B767-300ER Level-D Full-Flight Simulator is equipped with the latest IS&S avionics suit, GE CF6-80C2B6F engine, and features real aircraft parts throughout the cockpit, ensuring accurate representation of Cargojet's airplane.

Leveraging the latest advancements in technology and training capabilities, this Full-Flight Simulator is designed to optimize life-cycle costs and to address training requirements. The full-flight motion of the simulator features an all electric motion base with 60-inch-stroke actuators. To create an immersive training environment, the visual system is equipped with high-definition LED projectors on a 200x40 degree display.

Enhanced features include a redesigned instructor station with support for mobile devices, real-time data analysis and feedback, and embedded training capabilities to address the new FAA Extended Envelope and Adverse Weather training regulations as well as the new EASA regulation related to Upset Prevention and Recovery Training (UPRT).

Cargojet will also be inducting 2 more (B767 and B777) full-flight sim and an B767 Flight Training Device (FTD) added by the end of 2023. I am unsure whether you want to include this or not.

With these technologically advanced simulator additions will allow us to improve training efficiency, offer advanced training capabilities, and increase our operational efficiency.



CELEBRATING OUR WINNIPEG TEAM

Cargojet's Winnipeg facility is our primary hub and remains essential in our network. This base connects our entire domestic network. The facility is well positioned, providing quick tender and retrieval times for our customers throughout the year.

Our dedicated YWG team of dedicated professionals handle over 2,500 flights annually, moving all types of freight from polar bears to aircraft engines. Supporting northern communities, with weekly charters to Iqaluit International Airport (CYFB), providing essential supplies to remote areas.

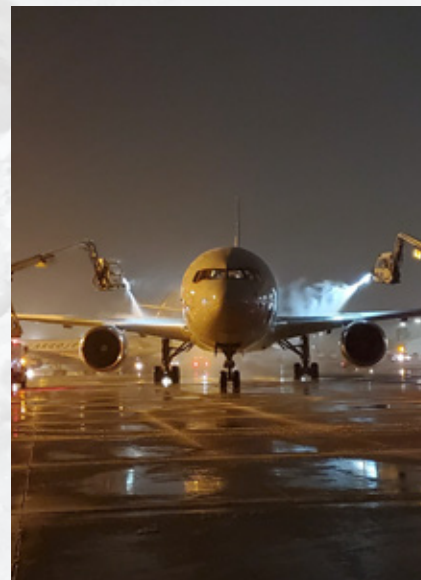
In addition to playing a pivotal role for our customers connecting key flights within Canada, the YWG operation continues to grow as it supports our international network with shipments to CGN and connecting interline partners to the major gateways.

Each month, we continue to see 100% training compliance and a strong safety culture. Focusing on SOP compliance, proactive measures, and ensuring all team members have proper personal protective equipment for the harsh conditions, especially during the winter season when temperatures drop to -40.

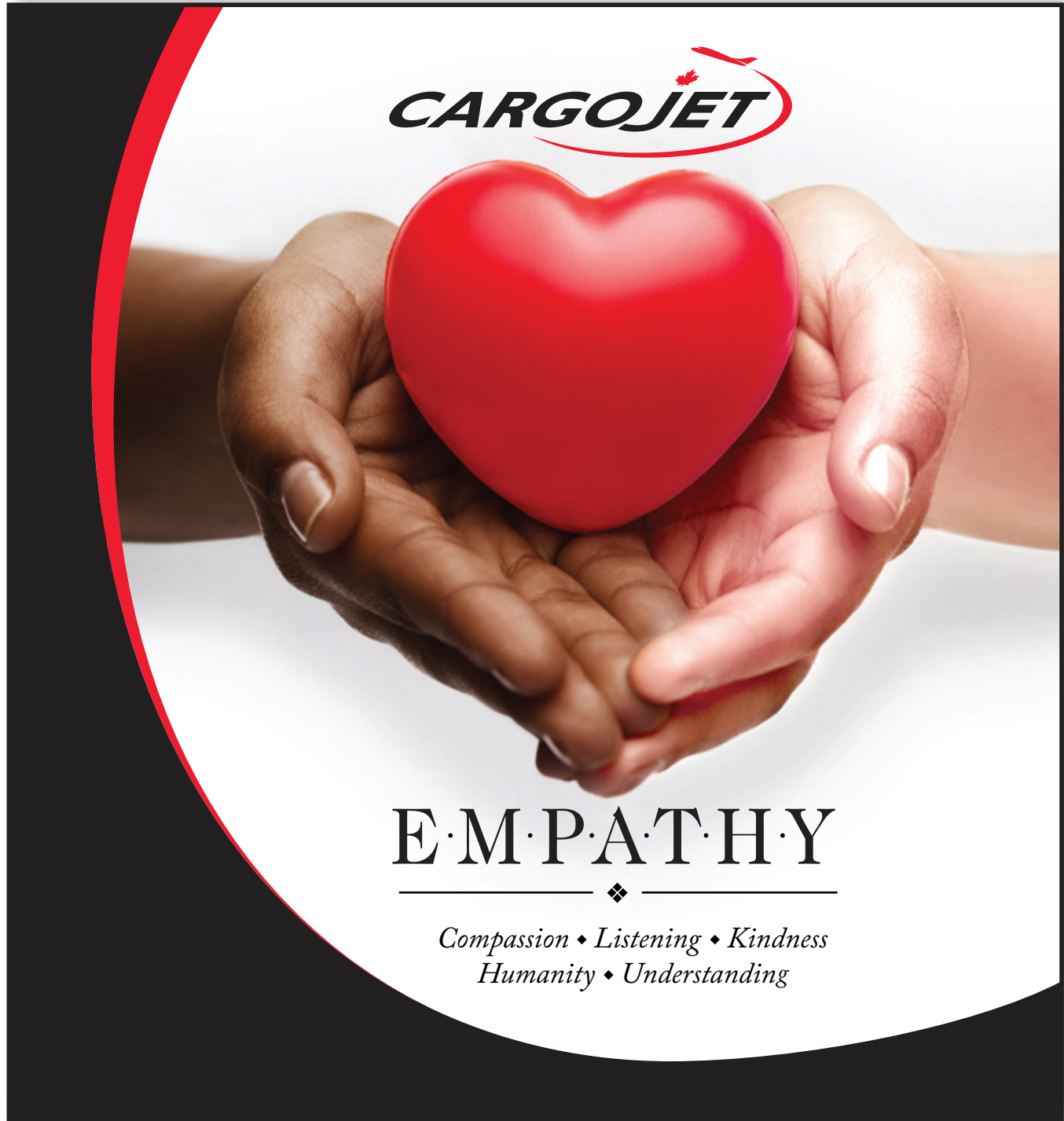
With most flights arriving between midnight and departing by 4am, the team does an exceptional job efficiently turning flights within a short window to ensure on time performance and first-class service for our customers in all types of weather.

Cargojet is proud to have such experienced professionals' that continue to provide outstanding service on-time performance while remaining true to our founding principles.

Thank-YOU, TEAM Winnipeg.



ADDING TO OUR CORE VALUES



EMPATHY

The ability to sense other people's emotions, coupled with the ability to imagine what someone else might be thinking or feeling.

JET VIP PROGRAM

The Cargojet Jet VIP award is a quarterly recognition to a team member nominated from each station (all MTCE & Commercial Admin.) who served Cargojet in an exceptional manner by exemplifying outstanding service through their work, exhibiting a positive and supportive attitude while following our founding principles. Quarterly, each team member will be sent an online peer nomination form to fill out.

On the form, you will rate your selected Jet VIP team member based on your personal experience with them. Ratings are based on the following key categories:

- | | |
|---|---|
|  Attitude & Commitment |  Teamwork |
|  Interpersonal Skills |  Code of Conduct |
|  Work Performance |  Work Ethic |
|  Safety Orientation | |

There will be one chosen winner and one chosen runner up from each branch every quarter that will be awarded a cash prize.

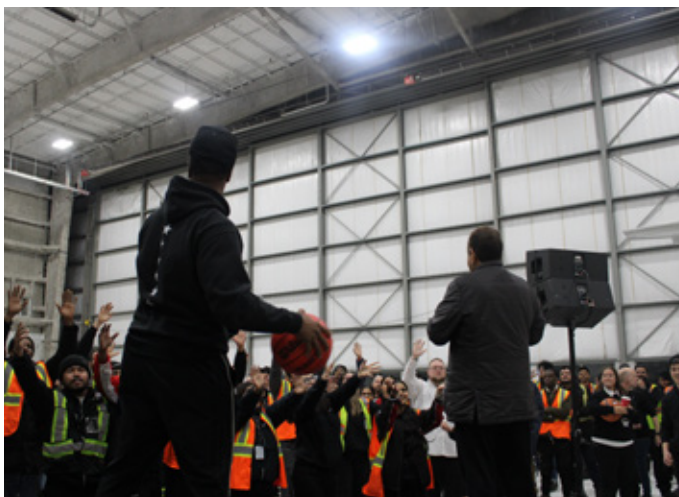
Each quarter, the JET VIP Award Winner will be invited to take a trip to Toronto for an executive dinner, and to meet your fellow peer winners. Travel arrangements will be provided for any out-of-town winners. Out of the pool of selected quarterly winners for the year, the management and executive team will evaluate and select one Team Member of the Year & one Runner Up, based on a number of set criteria.

Following, a President's dinner will be held, where these Finalists will be recognized, and Grand Prizes awarded. This program is set to launch early 2023.



KYLE LOWRY, HOME AGAIN

Thank you to our dear friend, family and ambassador, Kyle Lowry for visiting and showing your support, friendship and appreciation for Team Cargojet!



WELCOMING TO OUR FREIGHTER FAMILY

B757 - 200 ER, C-FCJF



REMEMBERING DAVE



Dear Team,

It is with profound sadness and personal regret that I advise you all we have lost a member of the Cargojet Family, Dave Sibbald. Dave became ill over the past couple of years and sadly has lost his battle to his illness. Dave contributed significantly to the growth of Cargojet. He was very instrumental in the maintenance department and his contributions will forever be appreciated. Dave will be sadly missed by all of us. Please keep Dave's family in your thoughts and prayers as they go through this very difficult time.

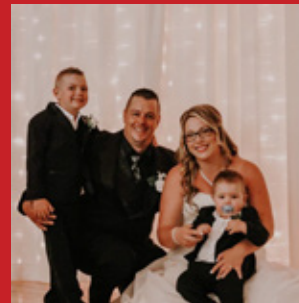
Best, Ajay

CONGRATULATIONS



Happy 70th Birthday

to Gerry Smith (YQM
Operator)



Wedding News!

Corey Lewis (YQM GSE
Mechanic,) wife Christine
married on June 25th
2022. Pictured here with
their children Austin and
Carter



Welcome back Tamara!

After 16 years Tamara
VanBemmelen is moving
back to YHM as a Supervisor
from YVR. Welcome back to
YHM Tamara!

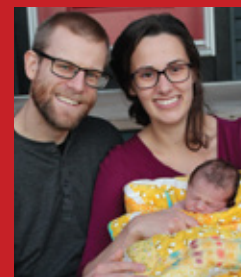
CARGOJET BABY NEWS



Jainit Mayani (YHM
Manager, Simulator
Operations) and his
wife welcomed their
first child, baby boy
Aariv on October
11, 2022



Margaret (YWG
Ground Handler)
welcomed the safe
arrival of baby girl
Jonalyn on
Oct. 13, 2022



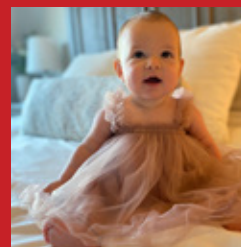
Kevin McWhinnie
(YYC Administrative
Ops Coordinator) and
his wife welcomed
Isabella Rose on
October 10, 2022



Justin Leblanc
(YQM Load
Planner) and
Kristen
Donovan-Hutt
welcomed Kamryn,
born on
Apr 05, 2022



Nandini Bagot
(YWG Admin
Assistant)
welcomed the
safe arrival of
baby girl Nalani on
August 9, 2022



Tyson Porter-Forbes
(YVR Station
Manager) and wife
Jillian welcome baby
girl Olivia Joy
Porter-Forbes on
April 7, 2022

Festive Fun

MARSHMALLOW SNOWMAN

Ingredients

- 3 regular sized marshmallows
- chocolate cookie icing
- pretzel sticks
- candy corn

Directions

Squeeze on eyes and a mouth to one marshmallow using your chocolate icing. Cut a slit in the middle and press in a candy corn for the nose. Cut another slit in the backside and press the marshmallow on the edge of your mug. Add 2 dots of icing to another marshmallow and press 2 pretzel sticks in the sides. Add another dot of icing on your last marshmallow and press in 2 pretzel sticks to the bottom. Place them in your mug and watch your snowman relax in his hot cocoa bath.



STRAWBERRY SNOWMAN

Ingredients

- 20 medium-large strawberries, hulled for a flat base
- 4oz Philadelphia Light cream cheese
- 4-6 teaspoons gluten-free icing sugar, to taste
- 40 mini dark-choc bits or chocolate chips

Directions

- 1) Cut the top third off each berry and reserve. Stand berry bases on a serving platter.
- 2) Mix cream cheese and icing sugar until smooth and creamy.
- 3) Pipe or spoon 1 teaspoon cream onto flat berry tops. Place reserved berry tops on top. Use the smallest piping nozzle to pipe mixture onto the tip of each strawberry 'hat' (pompom) and onto 'chest' (button).
- 4) Use tweezers to place 2 chocolate pieces onto each cream 'face' (eyes). Refrigerate until ready to serve.



