



Corporate Overview December 2023



Caution Concerning Forward Looking Statements



This presentation includes certain forward-looking statements that are based upon current expectations which involve risks and uncertainties associated with our business and the environment in which the business operates. Any statements contained herein that are not statements of historical facts may be deemed to be forward-looking statements including those identified by the expressions “anticipate”, “believe”, “plan”, “estimate”, “expect”, “intend”, “project” and similar expressions to the extent they relate to the Company or its management. The forward-looking statements are not historical facts, but reflect Cargojet’s current expectations regarding future results or events. These forward-looking statements are subject to a number of risks and uncertainties that could cause actual results or events to differ materially from current expectations. Examples of the factors that can affect the results are government regulations, competition, seasonal fluctuations, international trade, climate-change, retention of key personnel, labour relations, terrorist activity, general industry condition and economic sensitivity, the Company’s ability to manage growth and profitability, fuel prices, other cost controls and foreign exchange fluctuations, and capability of maintaining its fleet. The risk and uncertainties are detailed in the “Risk Factors” section of the MD&A for the three-month period and the year ended December 31, 2023, dated February 26, 2024, which was filed with SEDAR+ at www.sedarplus.ca and the Company is not aware of any significant changes to its risk factors from those disclosed at that time.

Forward looking statements are based on a number of material factors, expectations or assumptions of the Company which have been used to develop such statements and information but which may prove to be incorrect. Although the Company believes that the expectations reflected in such forward-looking statements or information are reasonable, undue reliance should not be placed on forward-looking statements because the Company can give no assurance that such expectations will prove to be correct. The statements are based on the following factors: the continued and timely development of infrastructure, continued availability of debt financing and cash flow, future commodity prices, currency, exchange and interest rates, regulatory framework regarding taxes and environmental matters in the jurisdictions in which the Company operates.

This document contains forward-looking statements that reflect management’s current expectations related to matters such as future financial performance and liquidity and capital resources of the Company.





Agenda

- Who we Are
- Business Model
- Ambition and Strategy
- Key Market Segments
- Domestic Business
- ACMI Business
- Adhoc Charter Business
- Fleet Plan
- Financial Highlights
- Business Outlook
- Reference Material



Who We Are



- Entrepreneurial company that prides itself in building lasting customer relationships while delivering exceptional service
- Engaged and passionate workforce of over 1,800 with over \$900 million in revenues
- In 22 years, we have become Canada's #1 cargo airline, only national overnight air cargo consolidator
- We represent over 90% of the domestic overnight air cargo lift available in Canada

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Business Model

- **Only national network** that enables next day service for courier industry to over 90% of Canadian population, a strong competitive advantage
- **Entrepreneurial mindset:** allows speed to market, responsiveness and sharp focus on network optimization and cost management
- **Long-term customer contracts:** with minimum revenue guarantees and cost pass-through provisions for increases in uncontrollable variable costs (e.g., fuel)
- **Unique mix of customers & cargo** allows optimization of density and space
- **Fuel efficient fleet:** state-of-the-art aircraft & GSE equipment
- **Barriers to entry:** serving 16 major airports in Canada stretching across Canada from coast to coast (eg. St. John's - Iqaluit - Vancouver)
- **Strong, motivated non-unionized workforce** – High level of engagement
- **Pilots' union enjoys a very positive and collaborative relationship;** 7-year contract extended in 2019 to June 2027. The contract contains a no-strike, no-lockout clause



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Ambition and Strategy - Pillars

1. Build the most efficient “middle-mile” air capability to allow couriers and logistics players to fulfil their time-sensitive “next-day” delivery promise
2. Identify high growth areas and aggressively pursue opportunities that allow network and fleet optimization thereby creating attractive price-points for customers to use more air product
3. Play a key role in enabling e-commerce growth across North America by understanding and fulfilling emerging requirements from e-Commerce and logistics players

A photograph showing two men sitting at a table in a meeting room. One man is pointing at a document on the table while the other looks on. There are papers and a laptop on the table. A large window in the background shows an outdoor scene.

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Ambition and Strategy - **Tactics**

1. Maintain e-Commerce leadership (*B2B and B2C*)

- Backbone for all time-sensitive deliveries across Canada for all major logistics and courier players
- Cargojet is the de-facto enabler of e-commerce in Canada
- Cargojet reaches 90% of Canadian population through its overnight national network to fulfill next day delivery promise

2. Capture new cross-border and international opportunities

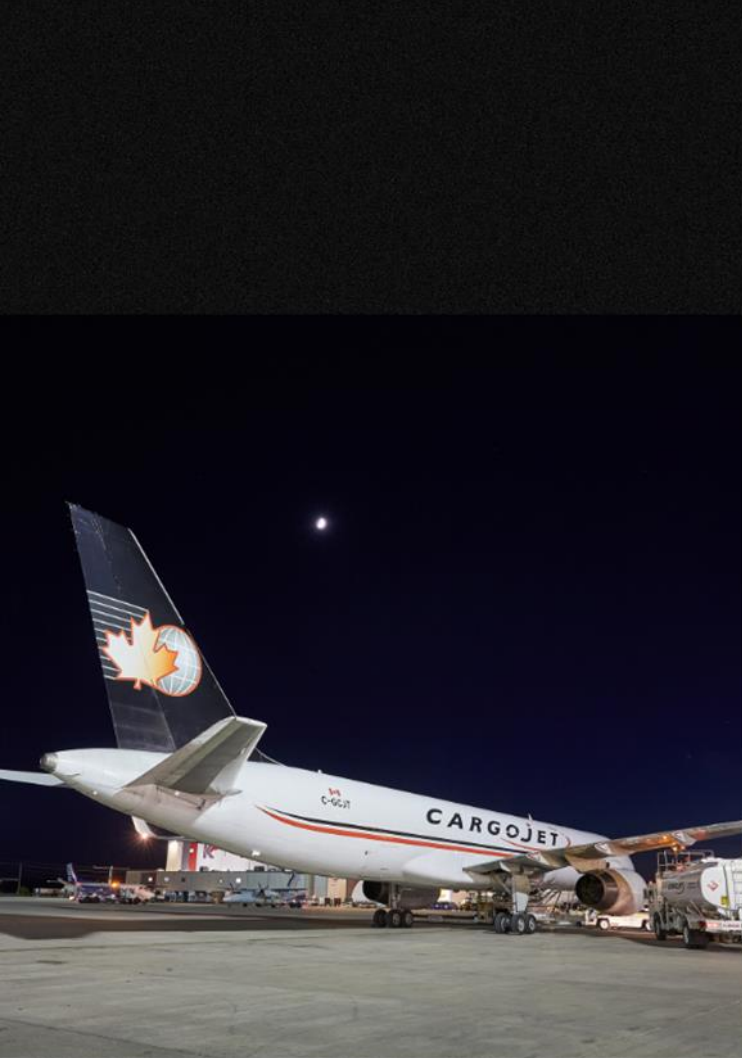
- Growing ACMI services for international courier customers
- Stronger demand and yields on international adhoc charters due to the shortage of air cargo capacity due to the lack of passenger air cargo capacity



Ambition and Strategy - **Tactics**

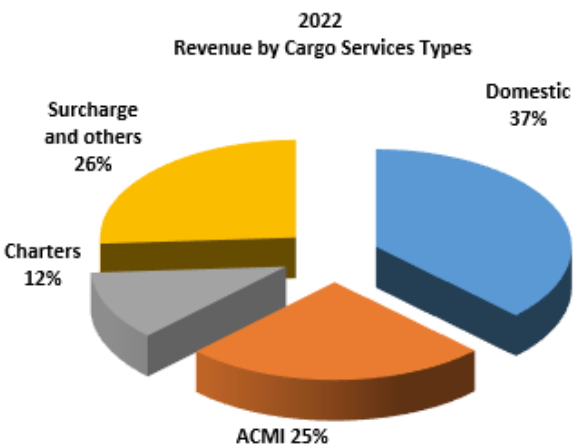
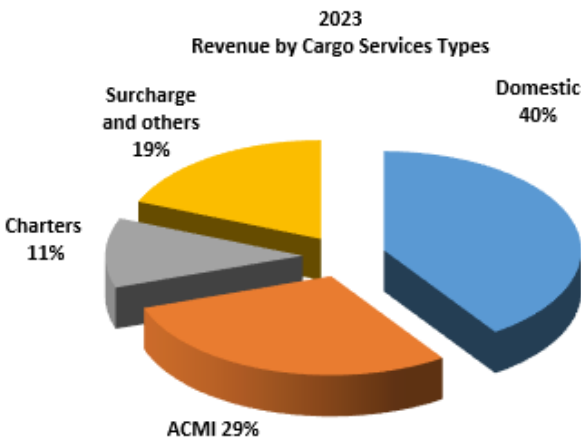
- Continue to optimize fleet utilization by building both day and week-end networks including Charters and ACMI model
- Exploit adjacent revenue opportunities by offering ground-handling capabilities to third party shippers
- Build the best fleet to allow cost advantage for our customers
- Attract and retain the best talent and maintain high employee engagement of frontline staff
- Build a cost-effective MRO capability to capture additional margin opportunity

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Key Market Segments

- Domestic Network
- CMI – Crew, Maintenance, Insurance
- ACMI (Aircraft, Crew, Maintenance and Insurance) primarily dedicated scheduled routes
- “All-in Charter” primarily adhoc business
- International Cargo Service





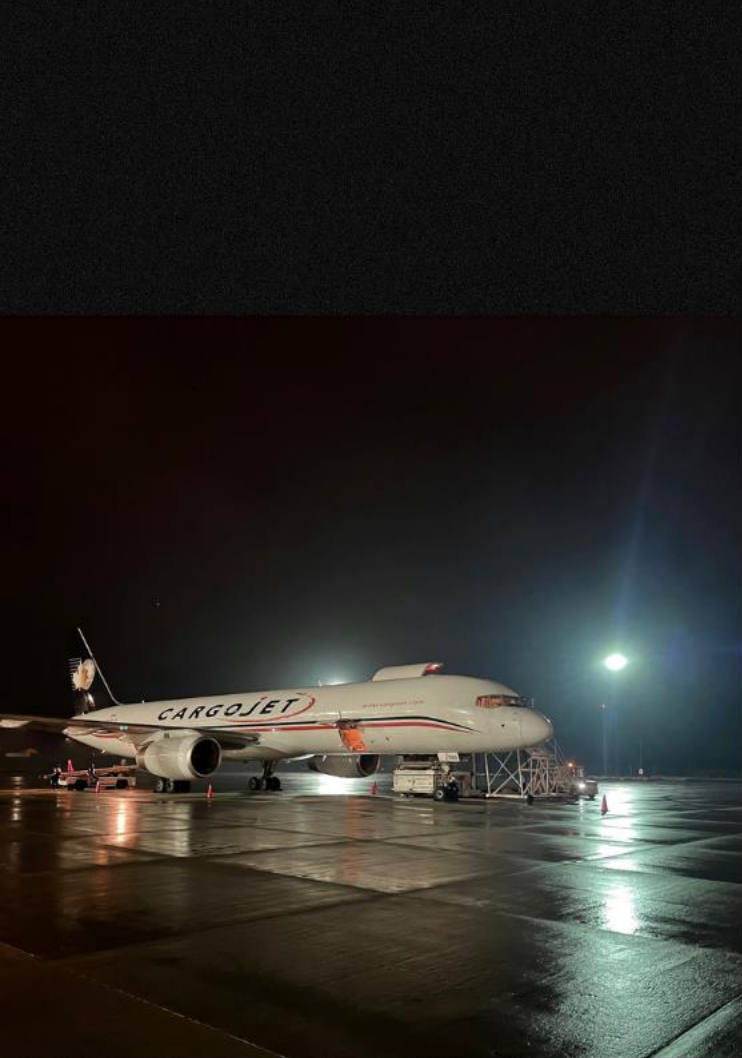
Domestic Business - Network

Cargojet operates its network across North America transporting over 25 million pounds of time-sensitive cargo weekly



Cargojet operates over 80 flight legs each business night using a combination of B767-300F; B767-200F and B757-200F aircraft to over 16 cities





Domestic Business - **Customers**

- Overnight network reaching 90% of the Canadian population 24/7
- Approx. 75% of Domestic Revenues are under long-term contracts with renewal options

Our standard customer contracts include:

- Surcharges for uncontrollable cost changes
- Guaranteed volume minimums
- CPI-based automatic annual price increases





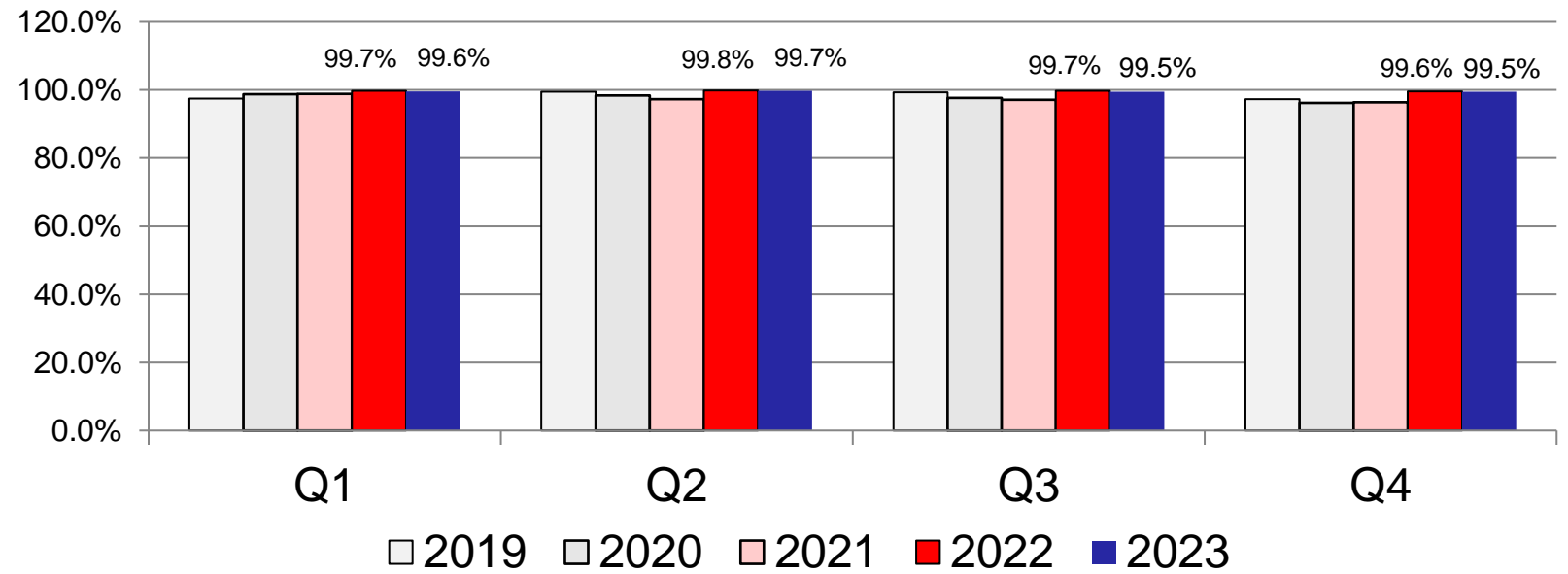
International Alliances

- Fifty-Four international Alliances/Partnerships with the world's leading carriers
- Allows these carriers to extend their networks
- Expands Cargojet's brand globally





Domestic Business- OTP



- Cargojet must demonstrate operational excellence each and every night to maintain industry leading on-time performance;
- Cargojet is ISO 9001-2008 and IATA Operational Safety Audit (IOSA) certified;
- **Safety**, **Reliability** and **Efficiency** are the essential values of Cargojet's business.



ACMI Business

Cargojet currently operates 15 dedicated ACMI aircraft on a long-term contract basis and 3 ACMI aircraft on short-term basis.

- 6 x Trans-Border Routes between DHL's hub at Cincinnati airport and major destinations in Canada
- 4 x Routes that operate between major airports in Mexico and Cincinnati
- 4 x Routes that operate between major airports Central America and the USA
- 4 x Routes that operate between major airports South America and the USA

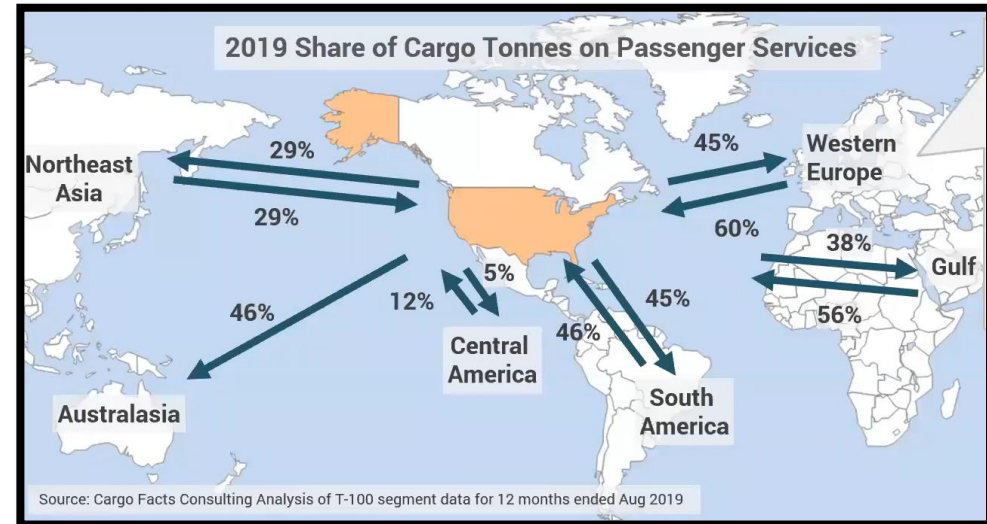
ACMI aircraft operate on routes serving multiple destinations.



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Adhoc Charters

- Utilizing our existing fleet that operate in its Domestic and ACMI networks on weekends and daytime for Adhoc charters
- Competitive in the Adhoc market pricing due to utilization of existing fixed costs are already covered by its Domestic and ACMI businesses.
- Lack of consistency in belly cargo creates incremental and profitable opportunities



Fleet Plan

All-cargo aircraft operated by Cargojet



Type	Payload (lbs.)	2020	2021	2022	2023	2024 Proj.	2025 Proj.	2026 Proj.
B757-200 ER	84,000	8	9	13	17	15	15	15
B767-300 ER	125,000	14	16	18	21	21	21	21
B767-200 ER	100,000	3	3	3	3	4	4	4
Total		25	28	34	41	40	40	40

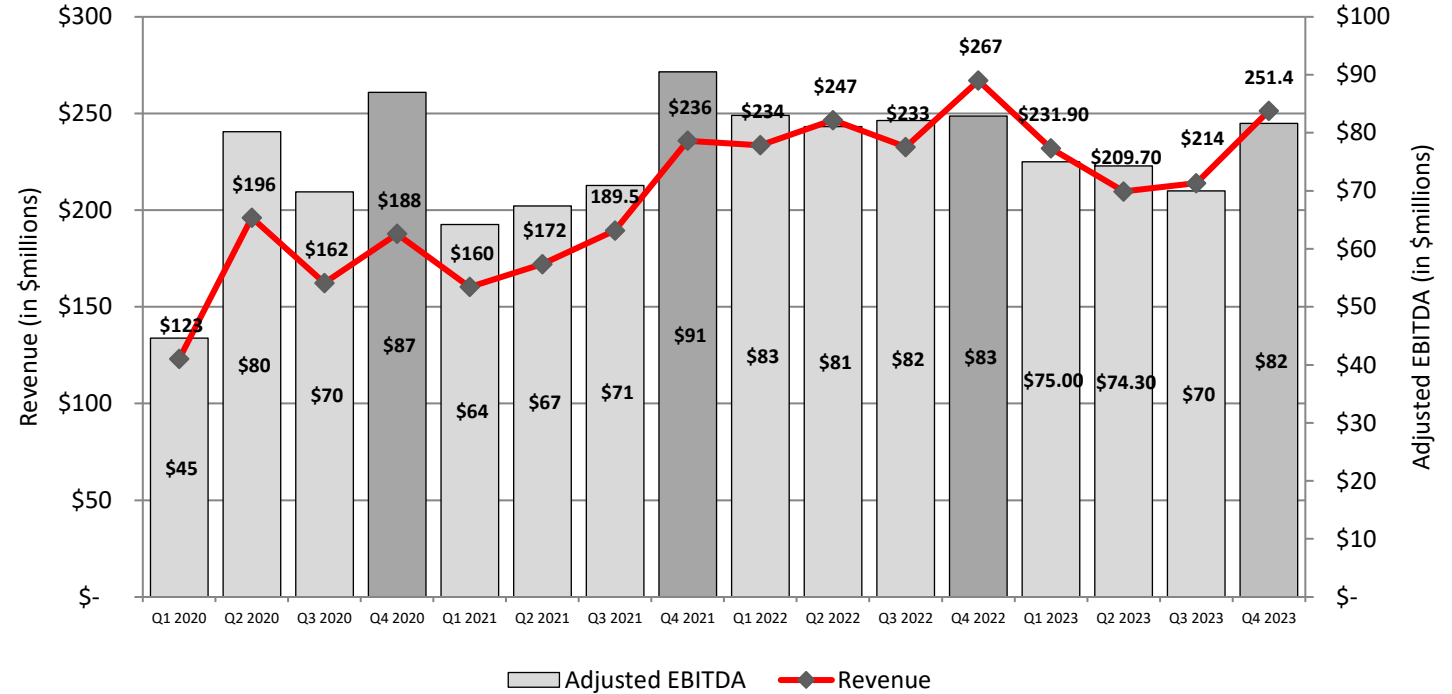




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Financial Highlights

Quarterly Revenue and Adjusted EBITDA



- Revenue including one-time adjustment of \$29.5 million in amortization of stock warrant contract assets was \$221.9 million for the fourth quarter of 2023.
- While the trend of sequential improvement in revenue compared to prior year is encouraging, management remains focused on cost management and improving productivity.
- Management anticipates that the Adjusted EBITDA Margins are sustainable in the foreseeable future.



Cargojet Is Entering A More Normalized, Sustainable and Attractive Free Cash Flow Phase

Estimated capital expenditures targets for 2024 and 2025

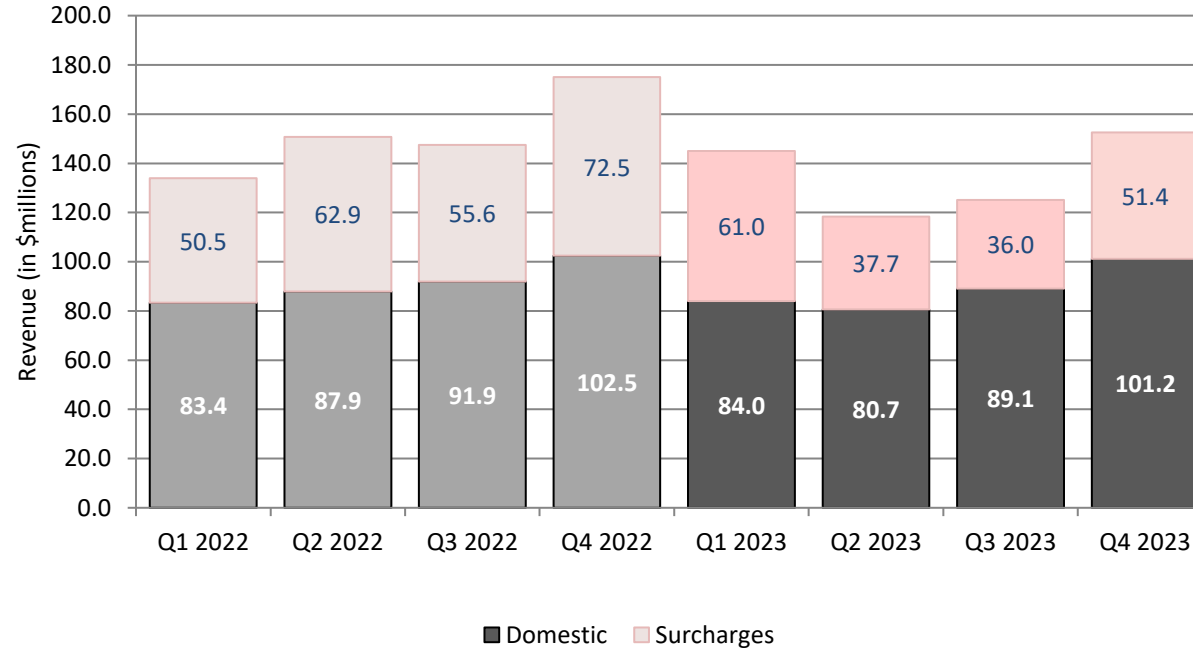
(Canadian dollars in millions)	Maintenance Capital Expenditures	Growth Capital Expenditures	Proceeds from Dispositions	Net Capital Expenditures
2024	\$140 - \$150	\$20 - \$30	\$100 - \$110	\$60 - \$80
2025	\$140 - \$150	\$20 - \$40	nil	\$160 - \$180

- Cargojet has decided to its commitment for the four remaining B777 aircraft
- Cargojet owns the feedstock for two B767 aircraft with plans to convert these as demand begins to recover
- Cargojet has two surplus B757 freighters which could support future revenue growth
- With the execution of its new optimized fleet strategy and a strong liquidity position, Cargojet can use the free cash flow to:
 - ✓ capture accretive growth opportunities;
 - ✓ support further dividend growth;
 - ✓ maintain a share buy-back program under its normal course of issuer bid; and
 - ✓ manage targeted leverage ratio as measured by Net Debt to Adjusted EBITDA of 1.5x to 2.5x.



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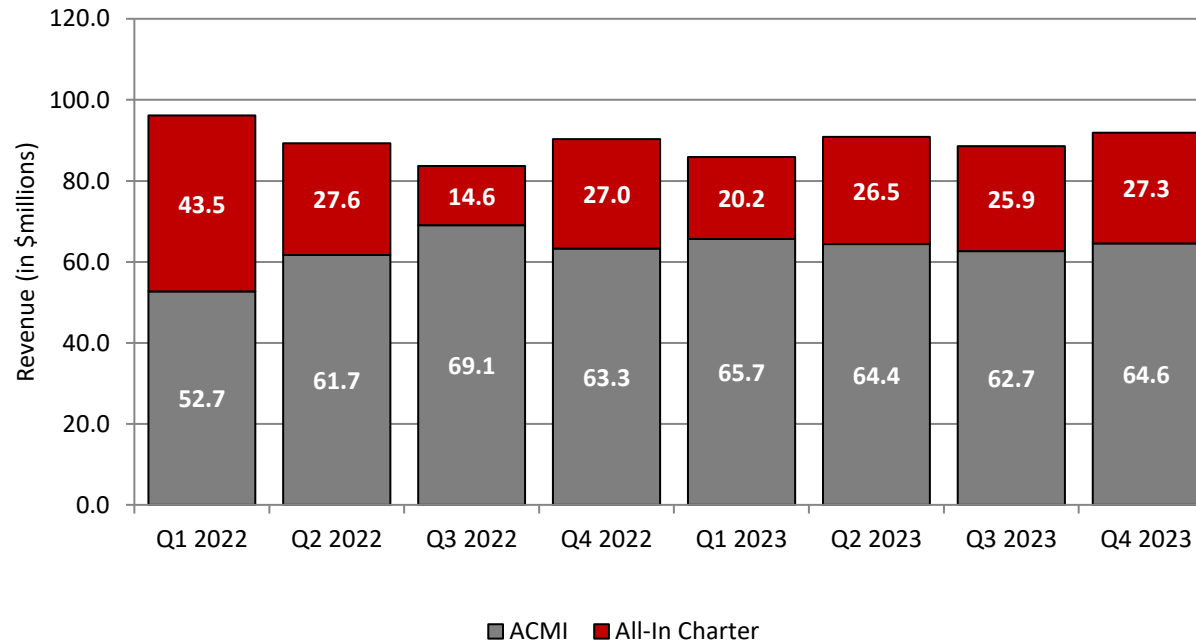
Domestic Revenues and Surcharge Revenues



- Cargojet operates a domestic network air cargo co-load network between 16 major Canadian cities.
- Surcharge revenues are comprised primarily of fuel surcharges from core customers that are 100% variable based on the price of fuel. Surcharges revenues also include amounts for navigation and pass-through costs for some ACMI charters.



ACMI and Adhoc Charter Revenues



- Cargojet operates 15 long-term ACMI aircraft and 3 short-term ACMI aircraft between Canada, US, Mexico, Central America and South America
- ACMI revenues produce a relatively high EBITDA margin since flight costs such as fuel, navigation charges, landing fees and ground handling charges are borne directly by the customer



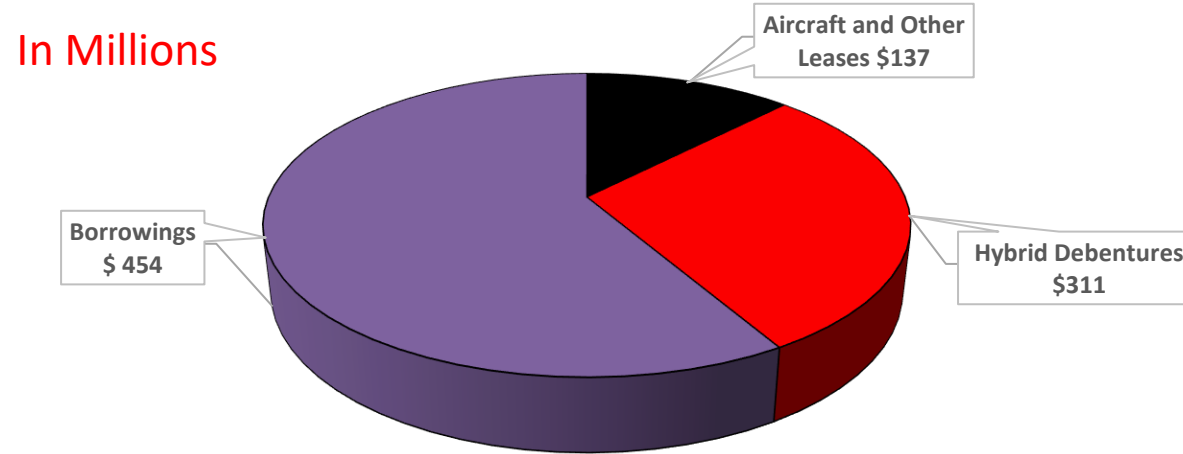
Market Cap & Stock Price



Cargojet was added to the TSX S&P index in 2019. At the end of Q4, 2023, Cargojet share price was of \$119.17 whereas the consensus price forecast is of \$149 that is based on the range of around 7X – 8X enterprise value to EBITDA.



Cargojet Debt at December 31, 2023



- Total debt is approx. **2.6x** trailing 12-month Adjusted EBITDA
- Cargojet has a syndicated revolving credit facility with borrowing limit of \$600M and a delayed-draw term loan facility with borrowing limit of USD \$400 million. The maturity date of both facilities is July 22, 2027.
- In Q4 2023, Cargojet redeemed in full all of its outstanding 5.75% senior unsecured hybrid debentures due April 30, 2024.



Business Outlook



- Long term customer contracts generate 75% of annual revenues with renewal options
- Highly engaged workforce with a strong safety culture continues to be the backbone of our service offerings
- We are well positioned to benefit from long-term secular trends in e-commerce serving both B2C and B2B segments
- We continue to enhance our product offerings to increase asset utilization and margin enhancement:
 - E-commerce demand has expanded the demand for air cargo services into the weekend and daytime
 - New air cargo charter opportunities exist with wide-body aircraft fleet strategically located across the country and internationally
- Strong track record of revenue and EBITDA growth, cashflow generation and cost management
- Focus on capital structure to reduce debt in the medium term

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Cargojet's ESG Policy





ESG Policy Summary

Key Updates to Policy

- Builds on Cargojet’s existing ESG policy
- Focuses on position statements for key environmental, social, and governance topics based on ESG best-practices, with activity-based information move to Cargojet’s ESG Report
- Includes scope and ownership statements




Policy Overview

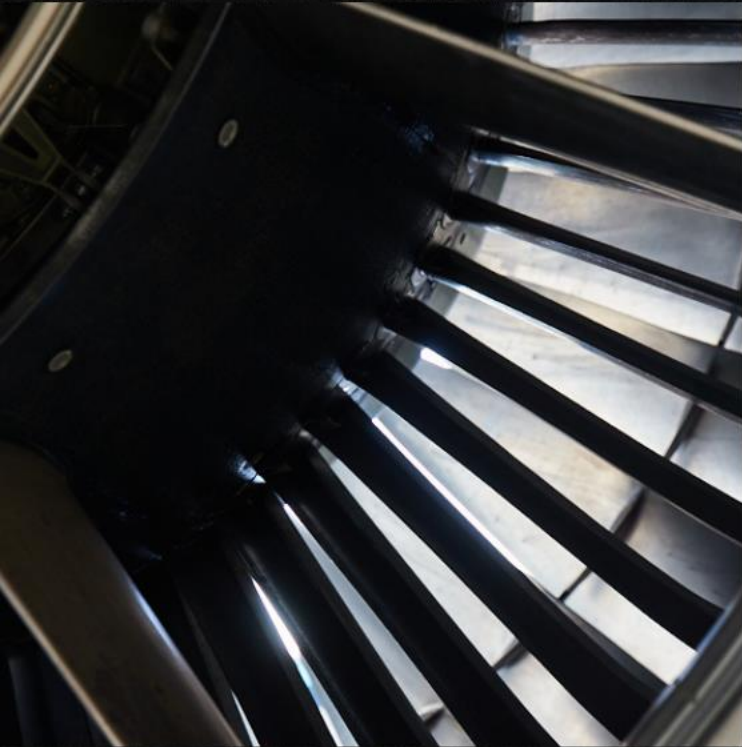
Outlines core values and commitment to building a long-term sustainable business. Rooted in understanding the environmental, ergonomic and social impacts of our business, clarifying expectations for employees and those working on behalf of Cargojet and ensuring that corporate ESG framework is guided by the highest standards.

	Scope	All activities undertaken, all employees and contractors
	Ownership	Cargojet Management
Policy Statements	Governance	<ul style="list-style-type: none"> ▪ Committed to sound legal and ethical business practices and a commitment to transparency ▪ Committed to a high standard of compliance within applicable regulatory requirements (and the adoption of certain best practices that go beyond the requirements mandated by law) ▪ Committed to having a safe workplace, including members of the Board and executive officers, who reflect the diversity of the company’s stakeholders
	Environment	<ul style="list-style-type: none"> ▪ Committed to reducing impact on environment and integrating environmental considerations in our capital plans, operations, and investment decisions ▪ Environmental initiatives are based on encouraging conservation, adhering to environmental laws, minimizing our impact, and participating in global industry initiatives ▪ KEY UPDATE: commitment to minimize impacts of climate change and the related risks and opportunities
	Social – Our People	<ul style="list-style-type: none"> ▪ Safety is Cargojet’s top priority, we are committed to ensuring safety programs are fully compliant and adhere to all applicable standards ▪ Committed to ensuring internal policies and systems are free from barriers and emphasize the value of diversity ▪ KEY UPDATE: commitment to ethical operations with consideration of human rights
	Social - Community	<ul style="list-style-type: none"> ▪ Committed to building positive and respectful relationships with stakeholders ▪ Committed to involvement in the community and building mutually beneficial relationships

ESG Considerations – Research Analyst Perspectives



	Environmental	Social	Governance	Other Considerations
North American Cargo 	<ul style="list-style-type: none"> Maximizing fuel efficiency, reducing GHG emissions and minimizing energy usage Investing in technology to minimize the impact of jet fuel consumption 	<ul style="list-style-type: none"> Focus on strong workplace practices, culture, employee satisfaction where employee base is non-unionized 	<ul style="list-style-type: none"> Leadership programs in place with a focus on diversity and inclusion Commitment to achieve Board compositions with regards to gender diversity 	<ul style="list-style-type: none"> Looking to improve on ESG documentation in the coming years
North American Airlines 	<ul style="list-style-type: none"> Targeting net zero GHG emissions over the next 20-30 years Sustainable aviation fuels, renewables and other sources of carbon offset Investing in new fuel-efficient aircrafts 	<ul style="list-style-type: none"> Safety is top priority Older aircrafts are retired to ensure passenger safety ratings continue to improve, among other things 	<ul style="list-style-type: none"> More concrete long-term targets for diversity at the senior level 	<ul style="list-style-type: none"> Fleet modernization is a key theme with respect to “E” and “S”
Package & Courier 	<ul style="list-style-type: none"> Targeting carbon emission neutrally over the next 20-30 years Converting to electric power vehicles Modernizing fleet with new fuel-efficient aircrafts 	<ul style="list-style-type: none"> One of Amazon’s goals to reduce musculoskeletal disorders (“MSDs”) which account for 40% of work-related injuries at Amazon 	<ul style="list-style-type: none"> Increasing diversity, building the most inclusive work environment and ensuring equitable access for all 	<ul style="list-style-type: none"> Environmental sustainability viewed as the focal point for Package and Courier operators



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Reference Material



Air Cargo Industry Memberships



Canadian Courier & Logistics Association



International Air Transport Association



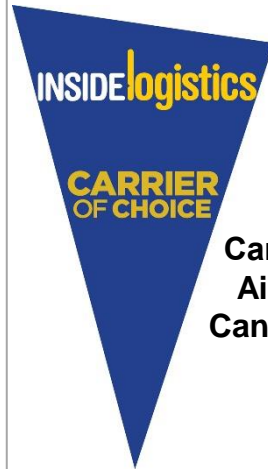
The International Air Cargo Association



ISO 9001:2015 Quality Certified Company

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Awards



**“Carrier of Choice”
Shipper’s Choice Award
2022-2002**

Cargojet awarded as Canada’s Cargo
Airline and Carrier of Choice by the
Canadian Transportation and Logistics
Magazine.



CANADA'S
WALK OF FAME

**2021 Canada’s Walk of Fame Inductee
Dr. Ajay Virmani**

**Pillars of Excellence
Entrepreneurship and Philanthropy**



REPORT ON BUSINESS
CEO OF THE YEAR

“2020 Strategist of the Year”

Globe and Mail Report on Business
Award Recipient Dr. Ajay Virmani



**“Outstanding Business
Achievement Award”
Awarded by the Hamilton
Chamber of Commerce
2009**



**“Outstanding Business
Achievement Award, Ontario”
Awarded by the Ontario
Chamber of Commerce
2009**



**“Leader in Customer Service”
Air Cargo Excellence Award
2005**



**“Canada’s 50 Best Managed Companies”
Deloitte, National Post,
CIBC Banking and Queens University.
January 2005**



Ernst & Young
Entrepreneur Of The Year®

**“Entrepreneur of the Year”
Ajay K. Virmani named
by Ernst Young.
November 2004**

Boeing 767-300ERF

Maximum Payload: 125,000 lbs



Boeing 767-200ERF

Maximum Payload: 100,000 lbs



Boeing 757-200ERF

Maximum Payload: 80,000 lbs





Thank-you

