

Media Contact and Public Communications Policy

Policy Statement

ABX Air, Inc. (ABX Air) believes that effective communication will safeguard the Company's reputation, result in supportive stakeholders, build our brand, and lead to sustainable value in the market for ABX AIR and affiliates (collectively, the "Company"). The Company communicates and markets our different businesses to a diverse set of stakeholders that operate in different legal, regulatory and cultural environments. Consequently, Company personnel must be prudent when communicating information about the Company to the outside world. Improper disclosure could compromise operations security or carry legal liability for the Company, our representatives, and the disclosing party, and must be avoided.

Media Contacts

- External stakeholders should be informed of major business events affecting the Company in a factual and timely manner. This is coordinated by the ATSG Director of Marketing or under the direction of the applicable Company president.
- Media contacts about the Company and our current and potential services, employees, partners, customers, and competitors should be referred for coordination and guidance to the ATSG Director of Marketing. This does not specifically include opinions, writing, and interviews on topics aside from our company and our current and potential services, employees, partners, customers, and competitors.
- Communication with the media, both formal and informal and in any platform

on behalf of the Company or any of our affiliates (including social media) is strictly within the purview of the ATSG Director of Marketing and other spokespersons specifically authorized by the ATSG CEO.

- Unless given permission by the ATSG Director of Marketing, including after having received any other required approvals, employees are not authorized to speak on behalf of the Company, nor are they to represent that they do so.

Communication with Regulators

- In most instances, communication with regulators is done in compliance with regulatory obligations assigned to roles that are accountable for the compliance. All other engagements with regulators should be approved by the Chief Legal Officer.
- Nevertheless, employees have an obligation to report irregularities of which they become aware and the right (including as a whistleblower) to voice complaints about matters of concern, without fear that such report or complaint will impact their employment.

Internal Communications and Other Processes and Procedures

- All distributed Companywide internal communications must be reviewed by the ATSG Director of Marketing prior to distribution/implementation, with the ATSG CEO and Chief Legal Officer, or their designees, being informed.
- ATSG's Marketing and communications teams may from time to time, and in consultation with ATSG Legal and approval of the applicable Company officer, issue guidelines, processes, and procedures relating to online activities, including social media interaction that may more specifically relate to new circumstances as they arise.

Employee Responsibilities

- Employees and managers are required to comply with this policy and are encouraged to report any violations of this policy to Human Resources, Legal, Compliance, or using the FaceUp reporting system.
- Violations of this policy in any respect may result in disciplinary actions up to and including termination.