

SECOND AMENDMENT TO CLASS ACTION AND PAGA SETTLEMENT AGREEMENT

Pursuant to Section 12.10 of the Class Action and PAGA Settlement Agreement (“Agreement”), this Second Amendment to Class Action and PAGA Settlement Agreement (“Amendment”) is made by and between Plaintiffs Danny Lopez, Jorge Gonzalez Trejo and Lewis Renteria, on the one hand, and Defendants Aircraft Service International, Inc., Menzies Aviation (USA) Inc., and Air Menzies International (USA) Inc., on the other, through their respective counsel of record.

Section 5.2 of the Agreement is hereby amended as follows:

- 5.2. Release by Participating Class Members. All Participating Class Members, on behalf of themselves and their respective former and present representatives, agents, attorneys, heirs, administrators, successors, and assigns, release the Released Parties from all claims arising during the Class Period that were alleged, or reasonably could have been alleged, based on the facts stated in the operative complaints in the Actions, including: (a) failure to provide meal periods; (b) failure to provide rest periods; (c) failure to pay overtime wages and/or to properly calculate overtime wages due; (d) failure to pay minimum wages ; (e) failure to pay all wages upon termination; (f) failure to furnish accurate itemized wage statements; (g) failure to reimburse for necessary expenditures incurred in discharge of duties; (h) failure to permit employees to inspect or receive a copy of records; (i) failure to timely pay wages during employment; (j) failure to maintain required records; and (k) unfair competition (the “Released Class Claims”). The Released Class Claims expressly exclude the Certified *Amaya* Claims from June 30, 2019 through October 7, 2024. Except as set forth in Paragraph 5.3 of this Agreement, Participating Class Members do not release any other claims, including claims for vested benefits, wrongful termination, violation of the Fair Employment and Housing Act, unemployment insurance, disability, social security, workers’ compensation, or claims based on facts occurring outside the Class Period.

This amendment to Section 5.2 expressly supersedes the original provision and is incorporated by reference in the Agreement.

Dated: March 20, 2026

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Dated: March 19, 2026

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Dated: March __, 2026

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AIRCRAFT SERVICE INTERNATIONAL,

INC., MENZIES AVIATION (USA) INC.,

and AIR MENZIES INTERNATIONAL

(USA) INC.

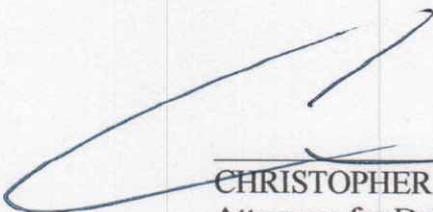
Dated: March __, 2026

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