

AMENDMENT TO CLASS ACTION AND PAGA SETTLEMENT AGREEMENT

Pursuant to Section 12.10 of the Class Action and PAGA Settlement Agreement (“Agreement”), this 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 1.14 of the Agreement is hereby amended as follows:

- 1.14. “Class Period” means: (i) the period from June 30, 2019 through December 31, 2025 for all Released Class Claims except the Certified *Amaya* Claims; and (ii) the period from October 8, 2024 through December 31, 2025 for the Certified *Amaya* Claims.

Section 12.3 of the Agreement is hereby amended as follows:

- 12.3. The Parties agree that, until the Motion for Preliminary Approval of Settlement is filed, they and each of them will not disclose, disseminate and/or publicize, or cause or permit another person to disclose, disseminate or publicize, any of the terms of the Agreement directly or indirectly, specifically or generally, to any person, corporation, association, government agency, or other entity except: (1) to the Parties’ attorneys, accountants, or spouses, all of whom will be instructed to keep this Agreement confidential; (2) counsel in a related matter, including counsel representing the class on the Certified *Amaya* Claims, with such exception limited to disclosure of the basic terms of this Agreement but not providing or otherwise disclosing all terms of the Agreement nor a copy of the Agreement itself; (3) to the extent necessary to report income to appropriate taxing authorities; (4) in response to a court order or subpoena; (5) to prospective settlement administrators in order to obtain estimates of administration expenses; or (6) in response to an inquiry or subpoena issued by a state or federal government agency. Each Party agrees to immediately notify each other Party of any judicial or agency order, inquiry, or subpoena seeking such information. Plaintiffs, Class Counsel, Defendants, and Defense Counsel separately agree not to, directly or indirectly, initiate any conversation or other communication, before the filing of the Motion for Preliminary Approval, with any third party regarding this Agreement or the matters giving rise to this Agreement except to respond only that “the matter was resolved,” or words to that effect. This paragraph does not restrict Class Counsel’s communications with Class Members in accordance with Class Counsel’s ethical obligations owed to Class Members, nor Defendants’ usual and customary communications with Class Members in the ordinary course of regular business activities unrelated to the Actions.

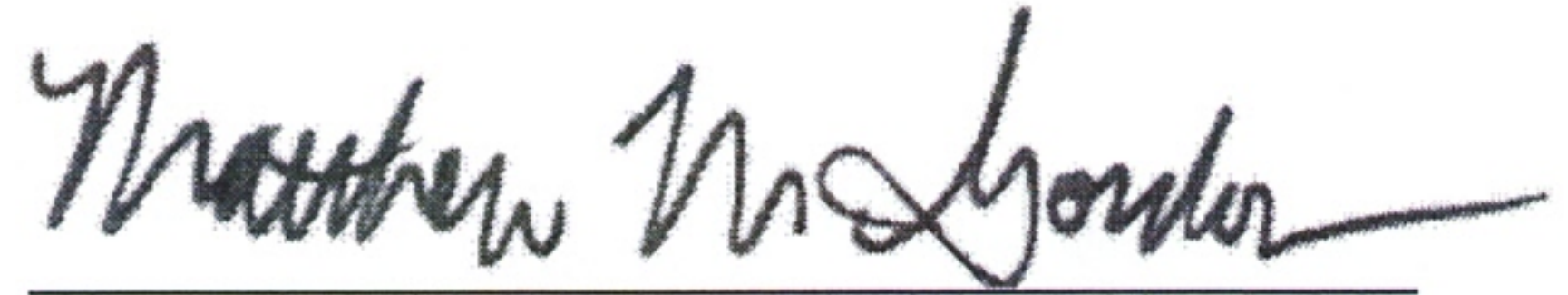
These Amendments of the Agreement expressly supersede the original provisions and are incorporated by reference in the Agreement.

The Parties further agree that based on the amendment to Section 1.14, the escalator clause provisions of Section 8 are no longer relevant and applicable. Plaintiffs acknowledge that based on the workweek data provided to the Administrator prior to the foregoing amendment to Section 1.14, the escalator clause provisions of Section 8 would not have been triggered and therefore to preserve the intent of the financial terms of the Agreement, Section 8 of the Agreement is stricken in its entirety. The remaining sections of the Agreement shall not be renumbered.

In addition, the Class Notice is hereby amended to incorporate the changes to Section 1.14 of the Agreement. A copy of the revised Class Notice is attached hereto as Exhibit 1 and incorporated by reference in the Agreement.

Dated: October 17, 2025

MATERN LAW GROUP, PC



MATTHEW J. MATERN

MATTHEW W. GORDON

Attorneys for Plaintiffs

DANNY LOPEZ and LEWIS RENTERIA

Dated: October 20, 2025

THE NOURMAND LAW FIRM, APC



MICHAEL NOURMAND

JAMES A. DE SARIO

Attorneys for Plaintiff

JORGE GONZALEZ TREJO

Dated: October 20, 2025

FOLEY & LARDNER LLP



CHRISTOPHER WARD

Attorneys for Defendants

AIRCRAFT SERVICE INTERNATIONAL,
INC., MENZIES AVIATION (USA) INC.,
and AIR MENZIES INTERNATIONAL
(USA) INC.