

## CALIN ROVINESCU TO DONATE 2020 BONUS AND STOCK APPRECIATION UNITS TO AIR CANADA FOUNDATION

June 6, 2021 -- Following Air Canada's statement regarding its 2020 compensation plan and the decision of its current senior executives to return their bonuses and Stock Appreciation Units (SAUs) to the company, Calin Rovinescu, who retired as President & CEO last February, will donate his entire 2020 bonus and SAUs to the Air Canada Foundation. The Foundation provides financial or fundraising support to Canadian-registered charities focused on improving children's health and well-being and also partners with Canadian NGOs in times of disasters both locally and internationally and supports major health-related causes.

The 2020 compensation plans were approved by Air Canada's Board of Directors in mid-2020, well before any discussions with the Canadian Government on sector support. Over 900 management employees were included in the 2020 Bonus Program, all of whom had also agreed to salary reductions, with the opportunity for some recovery if Air Canada's stock price improved between December 31, 2020 and December 31, 2022. The Bonus Program was adopted by the Board of Directors to recognize the work of key contributors in stabilizing the company.

In the case of Mr. Rovinescu, as set out in Air Canada's 2021 Management Proxy Circular, he had agreed to a salary reduction of \$490,000 or 35% of his total fixed compensation for the year.

Following on the decision of his former colleagues, Mr. Rovinescu has decided to donate his entire 2020 bonus award as well as his SAUs to the Air Canada Foundation and has requested that no charitable tax deduction receipt be issued to him in connection with this gift.

"2020 was all about preserving the company and mitigating the disastrous impacts of COVID-19 during the most complex and unprecedented circumstances ever to impact commercial aviation and Air Canada. We grew the airline and evolved into a global champion over my 12 years as CEO, one that represents Canada well nationally and internationally. I continue to be extremely proud of the outstanding work of Air Canada's leadership team and employees throughout the uncertainty of the last 18 months. Accordingly, given the considerable confusion, misinformation and public disappointment regarding these compensation plans, and to support my former colleagues I will donate my entire 2020 bonus and SAUs to the Air Canada Foundation. I know the funds will be put to good and appropriate use during these difficult times" said Mr. Rovinescu.