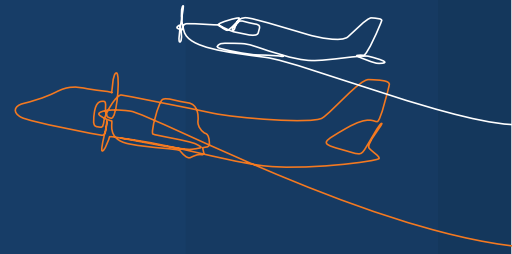


REX PILOT CADET PROGRAMME



1. Who will be conducting the training?

The training will be carried out by the Australian Airline Pilot Academy (AAPA), a wholly-owned subsidiary of Rex. AAPA was established in November 2007 and runs an intensive live-in Pilot Cadet Programme. AAPA is a Registered Training Organisation.

2. Where will the training be conducted?

Wagga Wagga NSW. Please see information on website <http://aapa.net.au>.

3. What type of aircraft will be used for the Programme?

AAPA operates a fleet of Piper Warrior III and Piper Seminole aircraft with state-of-the-art Electronic Flight Instrumentation System (EFIS) glass cockpits and the latest Satellite Navigation equipment.

In addition, two modern ELITE S623 iGATE flight simulators which are Civil Aviation Safety Authority (CASA) approved as Category 'B' synthetic trainers are also used for simulator training for the Programme.

4. How long will the training take?

The duration of the Programme from ab initio to CPL with Multi-Engine Instrument Rating is based on 40 weeks. However, this may vary and is dependent on cadet performance and weather.

5. Is accommodation available?

The Programme is designed as a live-in course with both food and accommodation included.

All Cadets will be housed in modern amenities featuring individual bedrooms fitted with a television, wash basin and reverse cycle air-conditioning. Toilets and showers are communal but provide privacy. Male and female Cadets are housed in separate sections of the facility. Please [visit our website](#) to see more details on our campus facilities.

6. In terms of the Programme being a live-in course, is there the option or possibility to obtain rental accommodation in town and commute to AAPA as necessary?

No. The Cadet Pilot Programme is an integrated course which is very intensive, and the Cadets are required to live on campus.

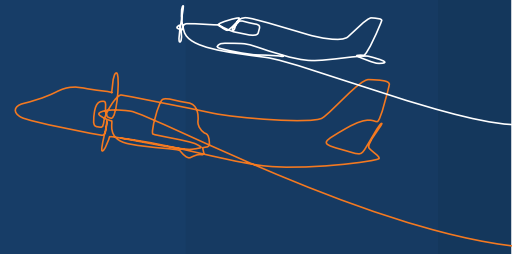
7. Is working part time allowed?

Due to the Programme workload, working part time is not permitted.

8. Is there a qualification above which an application will no longer be considered?

The Programme is only offered as Ab Initio. An applicant with a CPL will be considered overqualified

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for the Programme. Private Pilot License (PPL) holder may also be considered overqualified.

If applicants wish to proceed in the application process, they should understand that prior flying experience will not affect the total Programme Fee payable.

9. Are there any eyesight requirements (with or without optical aid)?

The only restriction on eyesight, is the requirement for the applicant to hold a Class 1 Medical. For more information on the medicals and requirements, please visit the CASA Website www.casa.gov.au

10. What qualifications will be attained?

Upon completion of training at AAPA, each Cadet will qualify for an Australian Commercial Pilot Licence (CPL), Instrument Rating (IR) and Multi Engine Class Rating (MECR).

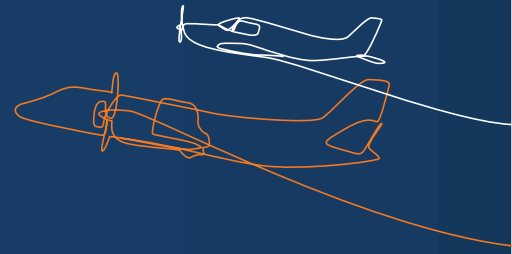
ATPL subjects are not included as part of the Cadetship, however assistance will be available at AAPA for Cadets who wish to make their own arrangements for these subjects at cadets' expense.

11. What does the Rex Pilot Cadet selection process involve?

The selection involves the following processes:

1. **Resume Screening:** Candidates are required to submit an up-to-date cover letter and resume, including personal contact details, Year 12 academic results (especially in mathematics and physics), any other academic qualification, summary of flight experience, work experience, and proof of Australian citizenship or permanent residence through <https://www.rex.com.au/CadetPilot/>. Additionally, they may need to submit total flying hours (with logbooks), a CASA Medical Certificate, and an Aviation Security Identification Card (ASIC) if available.
2. **Video Interview:** Selected candidates will be invited to participate in a 15-minute video interview to discuss their application.
3. **Assessment Day:** Further shortlisted candidates will be offered an interview held at the AAPA campus in Wagga Wagga. This is a face to face interview conducted by senior Rex staff. Candidates considered suitable following this interview will then be asked to attend a 30-minute basic flight skills assessment in the ELITE S623 iGATE flight simulator. This assessment evaluates flight skills and how well candidates take instructions. Both processes will take place on the same day.
4. **Management Committee (MC) Interview:** Candidates who are further shortlisted will be invited to attend a 45-minute face to face final interview with the Rex Management Committee. This interview usually takes place at the Rex Head Office in Sydney or the Rex Adelaide Offices.

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5. **Final Review:** The performance of candidates throughout the recruitment process will be reviewed again. Some candidates may be required to sit for mathematics or physics test.

Successful candidates who complete all stages, will be offered the cadet position.

12. What prerequisites are required for the Programme?

Candidates will need to be a minimum of 18 years of age at the time of application. They need to have completed at least Year 12 (or equivalent such as a Diploma) with good results covering mathematics or physics subjects or both.

A Civil Aviation Safety Authority (CASA) Class 1 Medical Certificate and an Aviation Security Identification Card (ASIC) are required prior to commencement at AAPA, at the Cadets' own expense. Please visit the CASA website www.casa.gov.au for further information.

13. Is the Programme just focused on school leavers?

No. All applicants are welcome to apply and those with suitable attributes and prerequisites will be considered.

14. What is the cost of the Programme?

The Programme Fees will be communicated with the successful candidates. The fee covers expenses including CASA charges, landing fees, the first attempt of in-house and CASA exams and flight tests, textbooks, Charts, flight training, simulator training, computer-based theory training, uniforms, and full meals and accommodation for 40 weeks. However, additional charges will apply for extra training required due to failure to meet standards or for additional use of services.

15. What is the financial arrangement for the Programme fee?

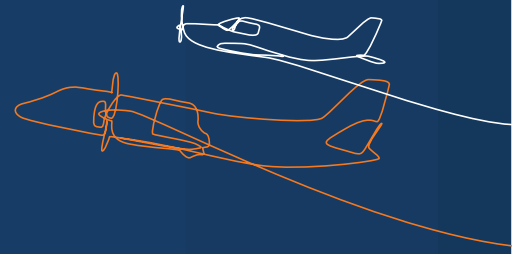
Payments are structured as follows:

1. **Performance Bond:** The Cadet pays a bond directly to Rex before the course commencement.
2. **Rex Cadet Loan:** Rex provides a loan to the Cadet covering Programme Fees at AAPA. The Cadet begins repaying Cadet Loan to Rex starting from the first date of full-time employment at Rex.

The Cadet Loan must be guaranteed jointly and severally by two persons who are citizens or permanent residents residing in Australia.

This scheme will be fully explained to Cadets who are offered a place in the Cadet Programme.

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16. What happens to the loan if a Cadet resigns before the seven years' commitment period is completed?

If the Cadet resigns within the initial seven years, the outstanding loan and accrued interest become due and payable in full immediately on the last day of employment with the Company.

17. Is there a probationary period and what happens if the Cadet fails the probationary period?

The first phase of the Programme, up to the PPL stage, is the probationary period. Cadets who are deemed unsuitable during or at the conclusion of the PPL Flight Test, at Rex's sole discretion, will be asked to leave the Programme.

18. What career progression can I expect under the Cadet Programme?

The decision to employ the Cadet after graduation is at the complete discretion of the Company. Where the Cadet is employed after graduation from AAPA, the Cadet may be deployed anywhere within the Rex Group or in another company as designated by Rex which includes and not limited to Rex, AAPA and AAPA Victoria at the complete discretion of Rex.

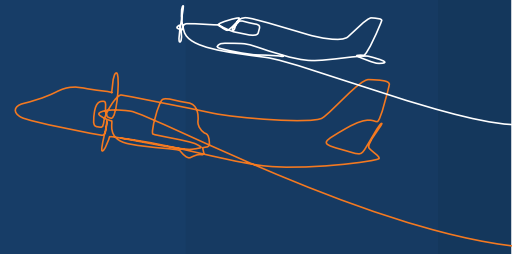
Those deployed within the Rex Airline will generally follow the path below:

1. Within twelve months of the graduation from AAPA, enrolment at the Rex Ground School including a type endorsement on the Saab 340. This also is the moment of first employment with the Rex Airline.
2. Upon successful completion of the Ground School and type endorsement, the cadet will complete the necessary line training in order to be checked to line as a First Officer (FO).
3. After approximately 30 months as FO, depending on accumulated qualifications and experience and upon achieving rigid prerequisites covering such attributes as:
 - Sound Command judgement and leadership,
 - Outstanding Professionalism;
 - Stable and mature personality, and
 - Personal discipline; and
 - Sound work ethic,

The Cadet may be considered for the Pilot in Command under Supervision (PICUS) programme. Placement in PICUS is entirely at the discretion of the Company and Cadets are advised that strong emphasis is placed on command aptitude and attitude. The PICUS program runs concurrently with a First Officer's normal duties and is routinely completed in 18 months.

4. Upon successful completion of the PICUS programme, gaining the 500 command hours and meeting the minimum hours of Total Aeronautical Experience, the Cadet becomes eligible for consideration for Command upgrade.

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5. Where there is a vacancy for Command and at the Company's sole discretion of the suitability of the Cadet, the eligible Cadet will be placed on a Command upgrade course.
6. Upon successful completion of the Command upgrade course and passing the line training requirements, the Cadet will be promoted to Captain.

19. What will a Cadet be paid once he or she enters Rex Employment?

Pay and conditions of employment are in accordance with the National Employment Standards within the Fair Work Act 2009, or the relevant Industrial Agreement that applies to the position within the Rex Group of Companies. In the case of Rex, the standards are currently outlined in the Regional Express Pilots' Agreement 2022. Full details can be obtained on the Fair Work Commission website: <https://www.fwc.gov.au>.

20. Where will I be based upon completion of training?

Potential basing within the Rex Group could be at Sydney, Melbourne, Adelaide, Wagga Wagga, Albury, Dubbo, Townsville, Brisbane, Cairns and Perth. The Rex Group's bases are subject to change. Consideration is given as far as possible to personal preferences when allocating bases but the Cadets will be deployed to cater for the Company's needs and the latter has the final say in this matter.

21. Under what circumstances can Rex terminate the cadetship?

The Rex group reserves the absolute right and discretion to terminate the Cadet Programme at any time (Termination for Convenience). Upon such termination, the Cadet has to pay all outstanding loans. Where employment has already commenced prior to the termination of the Cadet Programme, the conditions of employment will not be affected by the termination. For further enquiries please email cadetpilot@rex.com.au