

Integrated management system policy

The Board of Directors of Czech Airlines Technics, a.s., hereinafter referred to as CSAT, hereby defines the guiding principles and sets the long-term objectives and strategic direction in the following areas:

- Safety Management System (SMS) and compliance monitoring,
- Security Management System (SeMS),
- Information Security,
- Occupational Safety and Health (OSH),
- Major Accident Prevention (MAPP),
- Environmental Management (EMS).

This Integrated Management System Policy is applicable to all activities and services provided by the company.

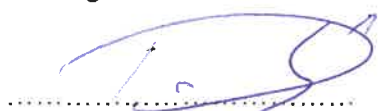
The management of CSAT, together with its employees, commits to the following:

- Maintain the highest safety standards and comply with all legal regulations and requirements set forth by applicable EASA regulations concerning the SMS and compliance monitoring, SeMS, OSH, MAPP, information security, and EMS, and seek compliance with stakeholder requirements.
- Provide the necessary financial and human resources for the development of a safety culture and for achieving the set objectives in the areas of SMS, compliance monitoring, SeMS, information security, OSH, MAPP, and EMS.
- Promote and ensure operational safety as the company's primary responsibility and top priority. Ensure security management system, the protection of people and property, the protection of information, and the environment. Ensure occupation safety and health and to reduce the risk of major accidents with the emphasis on prevention.
- Establish and allocate responsibilities for safe operations to all employees performing activities that are critical in terms of operational safety, compliance monitoring, SeMS, OSH, MAPP, information security, and environmental protection.
- Proactively support operational safety, safety policies, occurrence reporting, and open communication regarding operational safety. Proactively identify hazards and manage risks to ensure they are consistently maintained at an acceptable level.
- Apply human factors principles in all CSAT activities, including due consideration of fatigue-related aspects, to enhance operational safety and the efficiency of activities by minimizing human error and its negative impact on the work of our employees.
- Foster and uphold a positive safety culture in which every employee can report potential hazards and events that may compromise operational safety and without fear of retribution.
- Apply the principles of just culture toward employees who report facts affecting operational safety or in the course of incident investigations, and ensure the protection of related sensitive data.
- Actively involve all CSAT employees in the solving of safety issues and monitoring compliance with regulatory requirements.
- Regularly review the Integrated Management System Policy and evaluate the objectives of all integrated areas.
- Utilize appropriate technologies and procedures to prevent or continuously reduce environmental pollution.
- Collaborate with suppliers, public authorities, and other partners to minimize the negative environmental impacts of business activities, and engage in open communication.
- Systematically document, assess, and evaluate the SMS and compliance monitoring, SeMS, information security, OSH, MAPP and EMS. Ensure prompt remediation of any identified information security deficiencies and apply the outcomes to training, instruction, and awareness-raising activities.
- Investigate all identified cases of threats to operational safety, SeMS, information security, OSH, MAPP and EMS at CSAT, determine their root causes, and implement appropriate measures to prevent recurrence.

The management of CSAT, together with its employees, declares its commitment to achieving the following objectives in the mentioned areas:

- Ensure operational safety and compliance of the organization with relevant requirements across all activities, processes, and services related to aircraft and component maintenance, continuing airworthiness, and the design of modifications and repairs to aircraft systems, while continuously enhancing the level of operational safety.
- Maintain compliance of the procedures described in the Maintenance Organization Exposition (MOE), Continuing Airworthiness Management Exposition (CAME), and the Design Organization Handbook (DOH) with applicable legislation and accepted standards of operational safety and quality.
- Increase awareness among employees, individuals working on behalf of the organization, and relevant external entities regarding SMS and compliance monitoring, SeMS, OSH, MAPP, information security, and EMS.
- Maintain, develop, and continuously improve the SMS, compliance monitoring, SeMS, information security, OSH, MAPP and EMS.
- Actively address audit findings and implement corrective actions as quickly as possible.
- Promote a strong reporting culture.
- Maintain the number of mandatory and external reports at a minimum level.
- Evaluate trends in occupational safety incidents.
- Ensure the safety of designs.
- Reduce the use of hazardous chemicals and, where feasible, replace substances of very high concern with more environmentally friendly alternatives. Within the CSAT environment, this particularly applies to cadmium and hexavalent chromium compounds.
- Reduce greenhouse gas emissions and the energy intensity of operations.

In Prague on 3 October 2025



Petr Doberský

Chief executive officer



Rudolf Marvan

Head of design organisation