

The top management of JOB AIR Technic, a. s. in Mošnov hereby declares the following major document of the quality management system, with effect from 1 January 2020:

QUALITY, SAFETY AND ENVIRONMENTAL POLICY

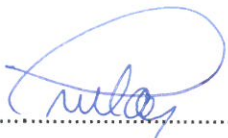
The basis of quality, safety and environmental policy is the vision of leadership and development of a prosperous, safe and environmentally friendly organization. The core business of JOB AIR Technic, a. s. is performing the maintenance, repair, overhaul, maintenance trainings, cabin reconfiguration, modification of aircraft and aircraft parts for airlines, lessors, air repair centers, air production plants and other customers. In order to achieve this vision, the following quality, safety and environmental policy has been formulated.

1. Maintain an effective quality and environmental management systems within the scope of AS 9100 and ISO 14001 requirements.
2. Fully meet the requirements and needs of our customers in providing comprehensive services at the required quality, within the agreed timeframes and specified content.
3. Improve the relationships and communication with our customers, suppliers and internal communication within the company.
4. Develop the cooperation with our suppliers, schools and training organizations.
5. Develop and promote education, professional knowledge and language skills of all employees.
6. Increase the professional level, accountability and motivation of our employees in terms of quality, safety and the environment.
7. Responsibly deal with remarks of all interested parties.
8. Encourage employees to report all incidents or errors in the organization.
9. Lead employees to follow the procedures described in MOE.
10. Continually improve the practices of quality and environmental management systems that will lead to increased protection of the environment and increased efficiency and quality of services provided to our customers.
11. Maintain a functional safety management system.
12. Follow all valid legislation and other accepted requirements for environmental protection.

This policy is binding on all employees in the organization.

The top management undertakes to assure adequate personnel, financial and material resources to fulfill this policy. The Director determines specific objectives and tasks for its continuous fulfillment.

In Mošnov 1 January 2020

A handwritten signature in blue ink, appearing to read "Stulančák", written over a dotted line.

Ing. Vladimír Stulančák
CEO