



COMPANY PROFILE **2014/2015**



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# CHAIRMAN OF THE BOARD OF DIRECTOR'S STATEMENT

The year 2014 and the first months of 2015 were undoubtedly a very dynamic and at the same time successful period for the Czech Aeroholding Group. To begin, I would like to thank all employees of the Group, who contributed to the development of its individual member companies during the period, for their professionalism, engagement and energy – values which have proven to be the key to our success.

The finalisation of the entry of Travel Service, a private investor, into Czech Airlines was an important milestone for the Group in the last 12 months. Czech Aeroholding views the entry of the second private investor, resulting from the privatisation process onset in 2012, as proof of trust in the stability and future of Czech Airlines. Following the step, Czech Aeroholding has become Czech Airlines' minority shareholder and its future role will correspond to the new shareholding structure of the company. Until the Ministry of Transport of the Czech Republic's potential ruling on the sale of the remaining shares of Czech Airlines, we will, together with all other shareholders, support Czech Airlines' future development stemming from efficient operational management and a flexible business strategy helping the company succeed within the extremely competitive environment of the aviation industry.

Václav Havel Airport Prague thus remains the key Czech Aeroholding asset. This important transport hub for both the Czech Republic and the central European region was used in 2014 by more than 11 million passengers. The first months of 2015 have suggested a tendency for further growth and we expect this interest to keep growing in the years to come, too, from both foreign tourists and Czech citizens. Currently, the airport in Prague is connected by direct scheduled flights with more than 130 destinations worldwide. We believe that the number will keep growing throughout the following months thanks to co-operation with other airlines.

Our goal is to develop Václav Havel Airport Prague in the long term as an efficiently-managed company, making investments into areas which will ensure its long-term competitiveness and the generation of sustainable revenue on the one hand and modernization, security and constant expansion and improvements of its passenger services on the other.

I am pleased that other subsidiaries have also been enjoying success. Czech Airlines Technics, providing aircraft technical maintenance services, has successfully expanded its customer portfolio as a result of its business strategy which now focuses more on long-term co-operation with a guaranteed volume of serviced aircraft. We expect the company's service capacity to be further increased in 2015.

Czech Airlines Handling, providing handling services, was acknowledged for its work by Lufthansa and Swiss Airlines voting the company the best provider of handling services in 2014. Some of the parameters evaluated throughout the year are, for example, check-in desk waiting time, passenger treatment during the handling process and ways of handling irregularities. Czech Airlines Handling was ranked 1<sup>st</sup> out of 60 evaluated destinations, i.e. competitors.

We have recently finished our work on new Group values which are published in this Profile. During the year, we will also introduce our new Code of Ethics to both employees and the general public with precise definitions of our high standard of conduct towards customers, employees, business partners, the community and the entire society within which we operate.

Allow me to finish by thanking our employees, customers and business partners of all Czech Aeroholding Group's subsidiaries. I believe that our group is well prepared to successfully achieve its plans set forth not only in 2015, but also in following years.

Ing. Václav Řehoř, Ph.D., MBA  
Czech Aeroholding Chairman  
of the Board of Directors



An aerial, black and white photograph of an airport tarmac. A large commercial jet, identified by its tail logo as Czech Airlines, is parked on the right side. The aircraft's registration 'OK-MOP' is visible on the rear fuselage. To the left of the aircraft, there is a road with a dashed white line and a circular traffic sign. In the upper left corner, a red vehicle is partially visible. The background shows airport infrastructure and some greenery.

# ABOUT CZECH AEROHOLDING GROUP

Czech Aeroholding, whose single shareholder is the Czech Republic, represented by the Ministry of Finance of the Czech Republic, is an important group of companies operating in air transport and related ground services at Václav Havel Airport Prague, international airport.





The following companies currently belong to the Czech Aeroholding Group: Prague Airport, the operator of Václav Havel Airport Prague, Czech Airlines, Czech Airlines Technics, providing technical aircraft maintenance services, Czech Airlines Handling, a company which ensures the ground handling of aircraft and passengers and operates the Contact Centre.

The Czech Aeroholding Group is also a major employer with a sum total of 4,250 employees working for all its subsidiaries. For a part of 2014, the following companies were also members of the Czech Aeroholding Group: HOLIDAYS Czech Airlines and CSA Services. In 2014, through a merger, these two companies became a part of Czech Airlines Handling.

#### **DATE OF INCORPORATION OF CZECH AEROHOLDING**

11 March 2011

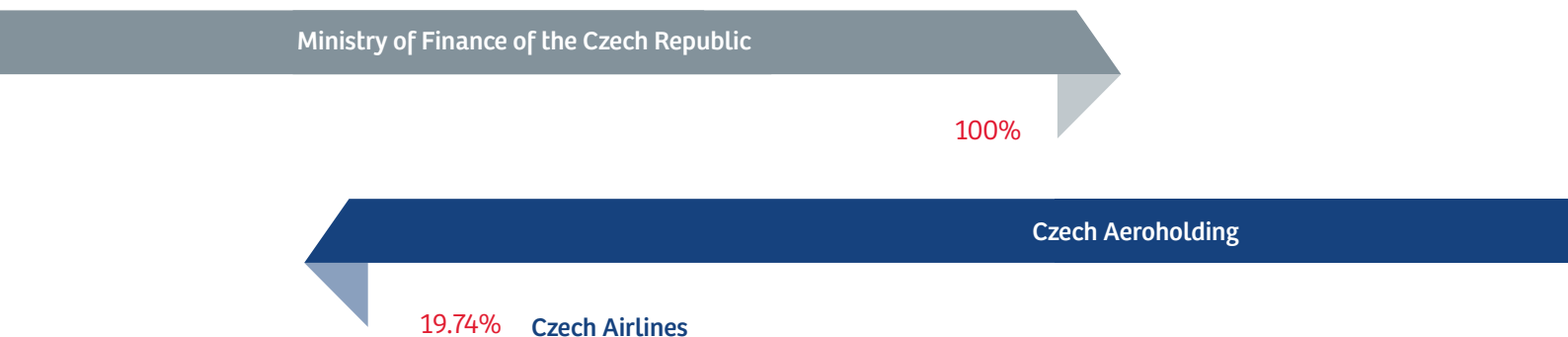
#### **DATES OF INCORPORATION INTO THE CZECH AEROHOLDING GROUP**

Czech Airlines Handling  
Prague Airport  
Czech Airlines Technics  
Czech Airlines

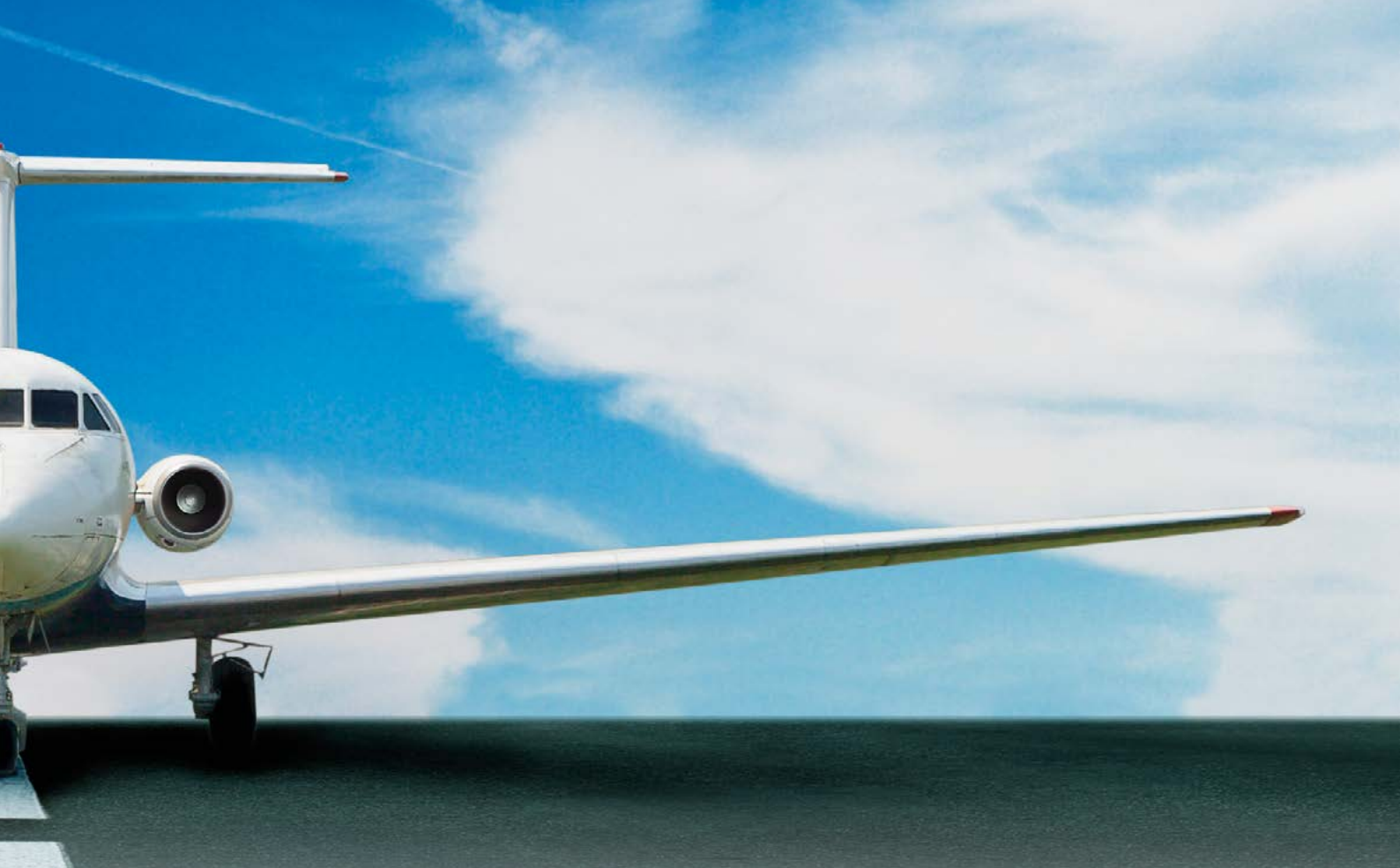
26 October 2011  
19 March 2012  
13 April 2012  
31 August 2012

# CZECH AEROHOLDING'S STRUCTURE

AS AT THE DATE OF PUBLICATION OF THE COMPANY PROFILE







100% Prague Airport

100% B. Aircraft

100% Czech Airlines Handling

100% Czech Airlines Technics

100% Realitní developerská



100% Whitelines Industries



100% Sky Venture

## 01/January

- Prague Airport employees welcome the 30,000<sup>th</sup> participant in airport tours.
- Czech Airlines Technics extends its agreement with Aeroﬂot concerning weekly checks of the Russian carrier's aircraft during extended evening parking in Prague.
- Two Czech Airlines' turbo propeller aircraft receive a new aircraft body visual promoting the carrier's Prague – Bratislava – Košice route.
- Czech Airlines Handling services its first aircraft refuelling customers with the Greek Astra Airlines air carrier as its first historical customer of the new service.
- Passengers departing from Terminal 2 can now enjoy a new cultural event in the form of a piano placed at gate D1. Interested parties can play a tune before departing or just listen to music played by another brave individual.

## 03/March

- Korean Air's Airbus A380, the largest commercial passenger aircraft in the world, lands at Václav Havel Airport Prague.
- Prague Airport again becomes the partner of the Prague international marathon, RunCzech.
- Prague Airport and Czech Airlines are represented at the 47<sup>th</sup> year of the World's Leading Travel Trade Show, ITB, in Berlin.
- Czech Airlines Technics starts its co-operation with AERO Vodochody with the production of components for Embraer KC-390 aircraft.
- Czech Airlines temporarily disrupts ticket sales for its Prague – Odessa route due to the Crimean socio-political crisis.
- Czech Airlines sends its representatives to MITT 2014, the largest Russian travel exhibition.



2014

## 02/February

- Czech Airlines Handling receives the last two cisterns for aircraft refuelling ordered from the Schwarzmüller company.
- Czech Airlines Technics representatives attend the MRO Russia & CIS 2014 conference and exhibition in Moscow.

## 04/April

- Czech Airlines Handling purchases its fifth-in-line cistern with a trailer chassis as a result of its growing portfolio of aircraft refuelling clients.
- Prague Airport receives a prestigious "Highly Commended Airport" award in the Routes Europe Marketing Awards 2014 prestigious survey. Together with the airport in Athens, Prague Airport is voted the second best airport within its category.
- Czech Airlines Technics undergoes a complex audit performed by the Czech Republic's Civil Aviation Authority with very good results and significant improvement from the last audit performed by the office.

## TIMELINE

## 03/March

- Travel Service acquires 34% of the shares in Czech Airlines and also a share of the joint management control over the company.
- Czech Aeroholding becomes a minority shareholder of Czech Airlines.

## 01/January

- China Airlines becomes a new Czech Airlines Handling customer for aircraft refuelling.

2015

## 02/February

- The top management of Czech Aeroholding, the Customs Administration of the Czech Republic, the Police of the Czech Republic, the Security Intelligence Service, the Military Intelligence Section of the Ministry of Defence of the Czech Republic and the Office for Foreign Relations and Information signs a "Memorandum on Collaboration to Increase Security at Václav Havel Airport Prague" as the first step in implementing the "Project to Increase Security at Václav Havel Airport Prague".
- Czech Airlines Handling assists for the first time with the handling of a Boeing 787 Dreamliner.



## 05/May

- The employment agency is separated from CSA Services and transferred to Czech Aeroholding where its employees, together with Czech Aeroholding's employees, form the organisational division, Human Resources Management.
- Czech Airlines Technics, as the first company in continental Europe, performs modifications to Split Scimitar Winglets of Boeing B737NG aircraft from the TUIfly airlines fleet.
- Czech Airlines Technics attends the MRO BEER 2014 exhibition in Warsaw.
- Czech Airlines Handling purchases three new aircraft refuelling cisterns.
- Czech Airlines Handling expands its portfolio of services by offering regular passenger shuttle transport between Prague city centre and Václav Havel Airport Prague to hotel customers.

## 07/July

- The CSA Services Contact Centre and HOLIDAYS Czech Airlines are merged into Czech Airlines Handling.
- The Czech Aeroholding Group announces its 2013 economic results. According to consolidated unaudited results, the Group's EBITDA was CZK2.2 billion and revenue CZK16.3 billion.
- Czech Airlines Technics launches operations of its base maintenance technical washing department.
- Czech Airlines Technics becomes a part of the Ministry of Defence of the Czech Republic's exhibition at the Farnborough International Airshow.

## 06/June

- Czech Airlines Technics provides line maintenance services to DELTA Air Lines during the summer season.
- The last reconstruction phase of the main runway at Václav Havel Airport Prague is awarded the 2013 Transport Construction of the Year.
- Czech Airlines Technics arranges operations of seasonal line maintenance stations in Bratislava, Brno and Ostrava for Travel Service and Czech Airlines.
- Czech Airlines Handling receives a new ground resource.

## 08/August

- Prague Airport launches a new airport tour route taking participants around the airport's restricted areas, for example to the Czech Airlines Technics' hangar.
- Prague Airport opens observation decks in close proximity to the 06/24 main runway for aviation photography enthusiasts.
- Czech Airlines Technics expands aircraft components maintenance by FAA certified units.
- Czech Airlines launches sales of additional services such as priority seating, menu upgrade, airport lounge access and many more.

## 11/November

- A LEGO model of the airport is installed at the Terminal 2 Departure Hall at Václav Havel Airport Prague.
- Prague Airport, together with Prague City Tourism and the Magistrate of the Capital City of Prague, becomes a partner of the 135<sup>th</sup> IATA Slot Conference.
- Czech Airlines' Airbus A319 with the OK-NEP registration mark in new special colours and with a Prague motif on its body performs its first flight.
- Czech Airlines announces the launch of seven new destinations in the 2015 summer season.

## 09/September

- Prague Airport launches its new B2B communication campaign with the goal of introducing the airport in a modern way as an open and reliable partner and, at the same time, increasing its general awareness.
- Czech Airlines Handling purchases 80 container stands and a new 20-seat Mercedes Benz Sprinter microbus.

## 12/December

- The European Commission approves the purchase of shares in Czech Airlines by Travel Service.
- Czech Airlines Technics undergoes a certification audit by the Military Aviation Authority of the Ministry of Defence of the Czech Republic to receive authorisation to perform Airbus A319CJ military aircraft maintenance.

## 10/October

- Regular maintenance of Václav Havel Airport Prague's main runway commences.
- Czech Airlines Technics receives ISO 14001:2005 environmental management certification and launches the system in the company.
- Czech Airlines Technics attends the MRO Europe 2014 exhibition in Madrid.
- Czech Union of Beekeepers awards Prague Airport's honey a gold medal and extends the validity of the "Czech Honey" certificate.
- A brand new type of Prague municipal transport's ticket automat is installed at the airport.
- In line with the Czech Republic's National Security Council's directive, Ebola safety measures are applied at Václav Havel Airport Prague.



# CZECH AEROHOLDING

Czech Aeroholding is a group of companies operating in air transport and related ground services at Václav Havel Airport Prague, international airport. The parent company, Czech Aeroholding, provides coordination, financial management and synergy within the group. In 2014, the subsidiaries of Czech Aeroholding were Prague Airport, the operator of Václav Havel Airport Prague, Czech Airlines, Czech Airlines Technics, providing technical aircraft maintenance services, Czech Airlines Handling, a company which ensures the ground handling of aircraft and passengers and B. Aircraft, which provides the operational leasing of aircraft on behalf of Czech Airlines.



Czech Aeroholding (hereinafter referred to as the “Company”, “Czech Aeroholding” or “CAH”), whose single shareholder is the Czech Republic, represented by the Ministry of Finance of the Czech Republic, was incorporated by registration in the Commercial Register on 11 March 2011, pursuant to the Czech Government Regulation No. 848 of November 2010.

During 2014, the employment agency was first separated from CSA Services (operating the Call Centre and employment agency) and transferred to CAH, which together with their employees became the Human Resources Management organisational division. The CSA Services Contact Centre and HOLIDAYS Czech Airlines (a charter air carrier throughout 2012 and an airline from 1 May 2013, providing further entities with the lease of its available aircraft capacity, so-called ACMI) were then merged into Czech Airlines Handling.

On 31 March 2015, 34% of the shares in Czech Airlines were sold to Travel Service. Following the announcement of the fact, Czech Aeroholding has become a minority shareholder of Czech Airlines, and its future role will correspond to the new shareholding structure. Czech Aeroholding will participate in the joint management of Czech Airlines with Travel Service, i.e. it will be involved in Czech Airlines management with a scope reflecting its minority stake.

The parent company, CAH, provides its subsidiaries with shared services, such as IT, central procurement, human resources management, PR, legal, marketing and financial services, and accounting. In turn, Prague Airport provides a shared environmental protection service to the parent company and its remaining subsidiaries. Thanks to the centralisation of the administrative and specialised services of each company, the Czech Aeroholding Group is now able to fully concentrate on its main line of business.

The company owns real estate and land, which previously belonged to Prague Airport. It leases this property, under long-term contracts, to Prague Airport, which is the operator of Václav Havel Airport Prague, and to other entities operating on the Prague/Ruzyně airport grounds.



# PRAGUE AIRPORT



Prague Airport (hereinafter referred to as “Prague Airport” or “the Company”) is 100% owned by Czech Aeroholding, a group of companies operating in air transport and related ground services at Prague/Ruzyně international airport, whose single shareholder is the Czech Republic, represented by the Ministry of Finance of the Czech Republic. Prague Airport is the operator of the international civil aviation airport, renamed based on Czech Government’s Directive to Václav Havel Airport Prague effective 5 October 2012.





Prague Airport works closely with the Ministry of Transport of the Czech Republic, the Civil Aviation Authority, the Air Navigation Services of the Czech Republic, air carriers, public authorities within and outside the aviation sector, and other users of the airport. It also enjoys close cooperation with the City of Prague and municipalities in the vicinity of the airport. Three air carriers have established their base at Václav Havel Airport Prague: Czech Airlines, Travel Service and Wizz Air.

The main mission of Prague Airport is the effective and safe operation of the international civil airport, Václav Havel Airport Prague, supervision of its growth, contributing to the constant development of civil air transport in the Czech Republic, maintenance of its accessibility to the general public and facilitating modern, fast and comfortable travel for customers.

Prague Airport organises and manages operations at Václav Havel Airport Prague, international civil aviation airport, allocates airport capacity to individual air carriers and leases airport space for commercial use. The company provides additional services to the public, such as parking. It is constantly expanding, developing and modernising its services.

Using its own resources, Prague Airport ensures safety through the security control of passengers and surveillance of the entire grounds of Václav Havel Airport Prague. It also has its own specialised fire-fighting unit. Medical First Aid is provided 24/7 by a contracted partner.

The company does not have an organisational unit abroad.

The company does not perform any major activities in research and development. The company is actively involved in environmental protection, primarily in regard to noise burden and emissions.



## CZECH AIRLINES HANDLING

Czech Airlines Handling provides the handling of passengers, aircraft, cargo and post for the flights of more than twenty five airlines, which include carriers that are members of the SkyTeam Alliance (Aeroflot, Air France KLM, Alitalia, Czech Airlines, Delta Air Lines, Korean Air) and Star Alliance (Austrian Airlines, Lufthansa, Scandinavian Airlines, Swiss International Airlines), as well as other airlines providing regular or passenger charter transport and cargo transport (e.g. China Airlines). Additionally, Czech Airlines Handling also manages ticket sales and operational ticketing at Václav Havel Airport Prague and Karlovy Vary Airport.



In 2014, the company expanded its client portfolio by acquiring, for example, Adria Airways, Air Serbia, and Air Transat as new customers, as well as extended its flight handling service agreement with the Lufthansa Group.

Other company services include the cleaning of aircraft and building interiors and personal and cargo transport.

Effective 1 January 2014, Czech Airlines Handling started providing aircraft refuelling services, expanding its portfolio of business activities.

On 1 July 2014, the Contact Centre of CSA Services and HOLIDAYS Czech Airlines were merged into Czech Airlines Handling. Following this step, Czech Airlines Handling has included the Contact Centre services into its product portfolio. The Company has thus strengthened its status of an important entity operating on the grounds of Prague/Ruzyně airport, providing its customers with comprehensive services, which complement the existing products of Prague Airport.

## AREAS OF BUSINESS

### HANDLING OF PASSENGERS, AIRCRAFT, CARGO AND POST

Czech Airlines Handling also maintained high standards of services provided in the field of passenger and aircraft handling in 2014 as proven by, among other facts, audits performed by air carriers.

In 2014, Czech Airlines Handling handled more than 58,000 departures and arrivals at Václav Havel Airport Prague, maintaining its status as the largest handling company at the airport in Prague.

### CLEANING OF AIRCRAFT

Czech Airlines Handling kept its majority market share in the field of aircraft cleaning in 2014. Alongside its regular customers, to whom the Company provides handling services, Czech Airlines Handling also provides aircraft interior cleaning in Prague for a number of other air carriers.



# CZECH AIRLINES TECHNICS

Czech Airlines Technics focuses primarily on aircraft repair and maintenance and aviation technology in the following areas:

Base Maintenance, Line Maintenance  
Components Maintenance  
Engineering  
Landing Gear Maintenance



Czech Airlines Technics' comprehensive services also include line maintenance (minor maintenance jobs) and base maintenance, including workshop maintenance of selected aircraft components.

In 2014, Czech Airlines Technics kept expanding its services for external customers outside the Czech Aeroholding Group, primarily in the Base Maintenance field, and the following airlines belonged among its most important clients: Czech Airlines, Finnair, Transavia, Travel Service, TUIfly, NEOS and Germania. Several minor jobs were also performed for Aeroﬂot and Rossiya.

In 2015, Czech Airlines Technics will focus on its main areas of business and job performance pursuant to existing contracts. It will strive to keep expanding its services for external customers and winning jobs with both existing and new clients.

## **AREAS OF BUSINESS**

### **BASE MAINTENANCE**

In 2014, the company processed about 65 large-scope base maintenance inspections on B737, A320 Family and ATR aircraft, where the average inspection process time exceeded 5 working days, primarily on externally-owned aircraft, outside Czech Airlines. Among the most important base maintenance clients alongside Czech Airlines were Finnair, Transavia, Germania, Travel Service, TUIfly, NEOS, Air Berlin and the Czech Air Force. Above the scope of the large inspections, Base Maintenance also performed a number of various modifications and service bulletins, structural repairs, engine exchanges and exchanges and repairs of landing gear and other aircraft components. It is interesting to mention the modification of Split Scimitar Winglets of Boeing B737NG aircraft, performed by Czech Airlines Technics as one of the first companies in Europe.

### **LINE MAINTENANCE**

Czech Airlines Technics performs the majority of its Line Maintenance jobs at Václav Havel Airport Prague. In 2014, as in previous

years, Czech Airlines was Czech Airlines Technics' line maintenance main customer. Other prominent customers included British Airways, EasyJet, Korean Air, Aeroﬂot, Iberia, Air France, Lufthansa, Delta Air Lines, El-Al and China Airlines. Line Maintenance also ran line maintenance stations for its customers in Reykjavik, Yerevan, Riga, Jeddah and Bratislava.

## **COMPONENTS MAINTENANCE**

In 2014, the following airlines were among the most prominent Czech Airlines Technics Components Maintenance customers: Czech Airlines, Travel Service, ABS Jets, Bel-Air Express, UAB Avion Express, Aerotron and others. Czech Airlines Technics continuously expands its Capability List, focusing primarily on components repairs commonly performed at workshops which provide a quick return on investments. The company closely follows market demand and uses third parties for selected services.

## **ENGINEERING**

Czech Airlines Technics' engineering services provided to aircraft operators pursuant to agreements comprise of activities vital for ensuring aircraft operability, primarily processing maintenance directives and data for planning and tracking of aircraft and aircraft components maintenance, tracking and processing of documentation for aircraft modifications, 24/7 operation of Maintenance Control Centre, tracking of aircraft engine parameters, guidelines and data for loading and balancing aircraft and other activities. Key engineering customers in 2014 included Czech Airlines, Ministry of Defence of the Czech Republic, Travel Service and Air Armenia.

## **LANDING GEAR MAINTENANCE**

The landing gear maintenance services of Czech Airlines Technics focus mainly on the general overhaul of Boeing 737 landing gear of both old and new generations. In 2014, the company successfully completed 20 landing gear maintenance projects, including general overhaul, partial repairs and inspections for companies such as KLM, Travel Service, Enter Air, Luxair and Lufthansa Technik.

# CZECH AEROHOLDING'S CORPORATE SOCIAL RESPONSIBILITY REPORT





In today's world, a successful corporation is a corporation which is not only economically prosperous, but also aware of pressing social and ecological issues. The voluntary incorporation of these principles into regular operations and everyday tasks of the company has become an integral part of Czech Aeroholding Group's business practice.

Czech Aeroholding's corporate social responsibility is underpinned by four pillars derived from the needs of the individual subsidiaries. The goals are to improve the environment, cultivate the group's employees, nurture good relations with the local communities of people living in the vicinity of the airport grounds and, ultimately, support the non-profit sector.

The Company is very active in the environment protection field, under the leadership of Prague Airport, primarily in regard to noise burden and emissions. Ground and surface water protection, waste management, protection of green areas and, in modern corporations highly-applied ISO14001 environmental management are of no less importance in relation to airport operations. We constantly strive to identify and implement measures to minimise the environmental impact of our activities on surrounding areas, prompting our partners to follow our lead. We motivate airlines to use modern aircraft, implement economical and technical aviation noise abatement measures, work with the Air Navigation Services on the optimisation of arrival and departure procedures, financially support ecology projects in the villages and municipalities in the vicinity of the airport and place emphasis on raising environmental awareness among the younger generation.

Sound, mutually beneficial relations between companies operating at the airport and the people living in the surrounding area are crucial. To safeguard the airport's sustainable development, the Czech Aeroholding Group ensures conduct which presents opportunities to get on well with the local community.

Prague Airport, as a Czech Aeroholding's subsidiary, engages in ongoing dialogue with its neighbours, in particular the representatives of municipalities and Prague districts affected by air traffic, also drawing on other forms of direct communication with the public.

The third pillar of the corporate social responsibility strategy pursued by Czech Aeroholding Group companies is the support and development of their employees' education. The emphasis here is placed on long-term career development and the promotion of sports and leisure activities among employees via company perks.

The Czech Aeroholding Group also supports the non-profit sector, both in partnership with People in Need and through an internal project responding to humanitarian, healthcare and welfare appeals. This policy enhances the quality of life enjoyed by the disadvantaged groups and moves civil society activities forward.

The Czech Aeroholding Group's Annual Corporate Social Responsibility Report encompasses both long-standing projects and innovations implemented or initiated in 2014.

# FOSTERING GOOD RELATIONS WITH LOCAL COMMUNITIES

To safeguard the airport's sustainable development, it is important to behave in a way that creates opportunities to get on well with the local community. Prague Airport engages in ongoing dialogue with its neighbours, in particular the representatives of municipalities and Prague boroughs affected by air traffic. It also draws on other forms of communication that bring it into direct contact with the public. The existing, well-working co-operation is underpinned by several pillars, the most important undoubtedly being financial assistance, while other forms of help also contribute significantly to the fostering of good relations with local communities. It is our goal to keep the status of "good neighbour".

## REGULAR FINANCIAL ASSISTANCE

Prague Airport has been the Czech Aeroholding's subsidiary to manage long-term support for its surrounding villages and municipalities. The core of the support concept stems from regular financial assistance schemes, representing the company's voluntary commitment to positively influence its surroundings thus contributing to the growth of good relations with the airport's neighbouring areas.

## LIVING IN HARMONY SCHEME

Since 2004, this programme has focused on the support of environmental activities of surrounding villages and municipalities. Every year, funding is split among twelve municipalities and five boroughs of Prague, members of the Association of Legal Persons Affected by Prague Airport. Since the introduction of the scheme, more than CZK 240 million has been invested in the following areas: reconstruction of local roadways, construction and reconstruction of sewage systems, regeneration of local parks, construction of children's playgrounds, quiet areas, bicycle paths, nature trails, removal of illegal landfills and waste management. In 2014, funding totalling CZK 24 million, was channelled into pre-defined areas, i.e. air and water protection, planting of greenery, noise prevention and waste management.

## GOOD NEIGHBOUR SCHEME

This grant programme has been established to assist other aspects of the everyday lives of local communities, projects in the arts, sport, education, healthcare and social work. Funds under this programme can be drawn by both villages and municipalities, as well as civic



PŘEDNÍ KOPANINA – GREENERY MAINTENANCE



INFLATABLE HALL EXTENDS THE SPORTS SEASON IN KLECANY

associations and other organisations active in the airport's immediate vicinity. In the eight years since its inception, the scheme has supported over 280 projects with more than CZK 66 million.

### OTHER FORMS OF CO-OPERATION

Prague Airport is constantly examining further ways to establish co-operation and closer contact with communities around the airport. It regularly holds the Quietest Airline competition in partnership with the Prague 6 municipality, an event designed to motivate airlines to pursue a constructive approach to environmental protection and to be considerate to the villages and municipalities in the airport's vicinity.

### PRAGUE AIRPORT FOR AVIATION ENTHUSIASTS

Prague Airport has teamed up with [www.planes.cz](http://www.planes.cz) in an attempt to accommodate the needs of photographers – plane spotters – interested in aviation operations at Václav Havel Airport Prague. The airport's support of spotting is a response to public interest and to the growing base of aviation fans visiting the area around the airport. Freely accessible viewing mounds have been set up in the immediate vicinity of the airport from which it is possible to observe and photograph all the action on the airfield from a level above the airport fencing. The mounds are located at the two most popular plane-spotter sites,

i.e. by runway RWY 06/24, which is within easy reach of Kněževy, and at the point where runways RWY 12/30 and RWY 06/24 intersect, which is accessible via a footpath from Hostivice. Information boards have been installed for the general public at the viewing mounds to provide interesting facts about common types of aircraft and a map of the airport complex. Openings have been created at several points along the airside fence to give camera lenses an unobstructed view and make it easier for aviation fans to take interesting pictures. The locations and shape of these openings were discussed directly with plane spotters so that they would tie in with the most popular points used by the public to photograph aircraft. Photographers can currently take their pick of 54 openings around the full perimeter of the airport.

In 2012, Prague Airport was behind the establishment of the Aviation Photography Club at Prague Airport (LKPR Spotters), a club run by the Association of Friends of Aviation at Prague Airport. The club builds on a long tradition of aviation photography in the Czech Republic and draws together enthusiasts interested in aviation and airport operations. By working in tandem with Prague Airport, club members enjoy numerous benefits, including the opportunity of airside photography. For more information, see the club's website at [www.lkprspotters.cz](http://www.lkprspotters.cz).



SCHOOL IN SUCHDOL NOW FEATURES  
MORE ATTRACTIONS AT ITS PLAYGROUND



# CARING FOR THE ENVIRONMENT

The formation of the Czech Aeroholding Group was accompanied by major changes in the way the environment at and around Václav Havel Airport Prague was protected. Since 2012, all activities to protect the environment have been centralised under a single entity, Prague Airport. As the airport operator, it is responsible for compliance with all statutory obligations in various environmental matters (provided as a shared service for all the holding's companies), manages protection in accordance with the approved strategy, and develops environmental protection management systems for itself and certain subsidiaries.

## **ENVIRONMENTAL MANAGEMENT SYSTEM (EMS) – CERTIFICATE OF QUALITY ENVIRONMENTAL CARE**

An environmental management system (EMS) represents a complex and systematic company approach to environmental protection, incorporating environmental care into all activities and processes pursued by Prague Airport at Václav Havel Airport Prague, supporting and facilitating:

- Information gathering about the company's environmental impact on management's decisions regarding new investments and reconstructions – allowing to identify, predict and manage the company's environmental interaction.
- Assurance of legal compliance and compliance with set company procedures and strategies.
- Staff and stakeholders increased engagement in environmental protection.
- Improved relations with the general public and representatives of Prague municipalities and boroughs.

## **AIR PROTECTION**

In its air protection activities, Prague Airport strives to meet statutory requirements, including regularly measuring emissions from sources of air pollution, monitoring the technical condition of those sources, and reporting operational data to the competent authorities.

Working with the Prague Health Institute, the air quality of Prague/Ruzyně airport's immediate vicinity is regularly monitored. Results to date show compliance with air quality limits.

Investments in vehicle fleets and refrigeration equipment, replacing old types of coolants with new, ozone layer-friendly agents, facilitate an ongoing reduction of air pollutants produced by Prague/Ruzyně airport's operations with an impact on air quality.

In 2014, as part of its membership in the Airport Carbon Accreditation international initiative, Prague Airport managed to keep the second level certificate in the Airport Carbon Accreditation (ACA) programme, a European initiative leading to a gradual reduction in carbon dioxide emissions (CO<sub>2</sub>) from various airport activities, after having its carbon footprint calculated and verified by an independent verifier.



Since joining the ACA in 2010, the operator of Prague/Ruzyně airport has managed a gradual reduction in its carbon footprint of 7.35%. The target value for 2017 set forth by Prague Airport is a carbon footprint reduction of 9% compared to the initial year 2009. Airport Carbon Accreditation is an initiative supporting airport operators and their partners in their attempts to minimise the production of greenhouse gases from airport activities.

## ENERGY MANAGEMENT

An energy board has been established at Prague Airport to identify savings in energy consumption and make associated reductions in emissions. The board is responsible for proposing energy-saving measures, some of which have already been implemented. Key actions here include the replacement of absorption refrigeration units with compressors, the use of more efficient lighting systems (LEDs) and the installation of GPS units in service vehicles.

## FRUIT AND CROP MONITORING

As early as 2005, Prague Airport introduced monitoring aimed at identifying the airport's potential impact on the content of contaminants (heavy metals and organic residues) in crops and grassland around the airport. Monitoring – the choice of localities, sampling and analysis, including the drafting of a monitoring report – is arranged by an accredited laboratory of the Department of Food Analysis and Nutrition at the Institute of Chemical Technology, Prague.

The 2005–2014 monitoring results confirm the level of contamination of fruit, crops and roughage to be appropriate to industrial agglomeration. The results also reflect meteorological conditions, orography, airport operational regime and contamination sources of individual surrounding villages (cargo transport, construction machinery, concrete plant, storage areas, etc.).

## AIR BIOMONITORING USING BEES

In 2014, bees kept at Prague/Ruzyně airport produced approximately 85 kg of honey from the first and second decanting. The quality of the honey is excellent, and, as in 2012, 2013 and 2014, was awarded a Czech Honey certificate by the Czech Beekeepers Union. In addition, Prague Airport won a gold medal for the physico-chemical properties, impurity content, and sensory properties of its honey, the accuracy of the text on the label, originality, etc. In 2015, we will expand our beekeeping by two hives and enter the contest in an attempt to win another medal.





## EMS SCHEME – BIRD PROTECTION PROGRAMME

A second bird protection project to tackle the negative impacts of the large glazed surfaces of the airport structures has already been realized within the Bird Protection Programme of the EMS Scheme. Seeing the natural environment reflected on the surface is confusing for the birds, who injure themselves by attempting to fly through the glass.

The first project, realized and described last year, involved the placement of transparent window stickers on the side of the Parking C Building and has proven the effectiveness of this measure. Thus, we continued with another project designed to reduce the number of incidents of birds crashing into glazed surfaces. The next critical area identified was the rear of the White House 1 administrative building, where we managed, working with project partners, the Czech Society for Ornithology and the Green Household (Zelená domácnost) company, to prevent further bird death by installing transparent stickers over windows.



## NOISE FROM AIR TRAFFIC

Prague Airport strives to minimise noise pollution from civil air traffic to surrounding areas by implementing a number of operational, economic and technical measures. Operational measures include primarily a ban on take-offs and landings of aircraft lacking corresponding noise certifications, night time restrictions, preferential runway use, rules for arrivals and departures, engine testing rules, restrictions on the use of reverse thrust and restrictions on the use of back-up power supplies. These measures continue to develop as air traffic evolves and respect societal demands and legislative requirements.

### NOISE FROM AIR TRAFFIC – ECONOMIC MEASURES

Noise Charge imposition, directly related to aircraft noise and weight, is one of the economic measures applied to reduce air traffic noise. This measure highly motivates air carriers to deploy the most advanced (and thus the quietest) aircraft, boosting the natural modernisation of fleets in operation at the airport in Prague. The chart on page 28 shows the development of aircraft volumes within individual noise categories in %. As in several years in a row, the number of aircraft in the first noise category has remained between 72 and 75%, additional diversification of the noise categories is being considered. It is vital to ensure that the noise charge policy reflects the existing aircraft fleet composition and maintains its motivational character.



FRUIT MONITORING





Other significant economic noise abatement instruments include special noise charges for disrupting slot coordination and for breaching rules on night traffic. The measures taken have improved discipline among air carriers and flight crews.

The revenue from noise charges is used to tackle noise issues and, in particular, to cover the cost of monitoring air traffic noise. Since 1998, this income has been used to finance noise abatement measures in the noise abatement zone around the Prague/Ruzyně airport and to cover all other activities employed to tackle noise issues.

#### **NOISE FROM AIR TRAFFIC – OPERATIONAL MEASURES**

Prague Airport's operating procedures and rules for noise reduction are set out in the Aeronautical Information Publication (AIP), in chapter AD 2.21. A major adjustment to departure noise abatement measures was introduced in 2013.

Effective 4 April 2013, turn points for jet aircraft of all weight categories are employed. The new turn points are intended to keep aircraft on the runway axis for as long as possible and to allow aircraft to turn away from the extended runway axis only after they have reached a certain distance from the Prague/Ruzyně airport reference point. This measure was previously applied for runway RWY 12, where take-offs are performed directly over a densely populated area of Prague.

Application of this measure resulted in reduced air traffic intensity and acoustic burden from airport operations in villages located near the airport, but away from the extended runway axis. In more than a year and a half since the introduction of this measure, the number of complaints and enquiries from the previously-affected locations has decreased. Figures on the following page show the air traffic intensity prior to and post the implementation of the new departure procedure.

#### **NOISE FROM AIR TRAFFIC – TECHNICAL MEASURES**

The main technical measure has been the noise and track monitoring system. Aircraft noise monitoring is essential to determine the current noise climate and to check for compliance with air traffic noise health limits. With track monitoring, defined noise abatement procedures can be continuously checked and documentation for responding to complaints can be secured. Monitoring outputs are regularly published on Prague Airport's website.

In 2014, Prague Airport performed monitoring of inner spaces of protected buildings within the Noise Protection Zone (NPZ). The measuring and processing of the data collected is performed pursuant to methodology developed for aviation noise monitoring at Prague/Ruzyně airport in close co-operation with the National Reference Laboratory for Communal Noise at the Health Institute in Ostrava. Monitoring is performed using a two-channel analyser facilitating the parallel measuring of both the inside and outside of objects. Compared to previously applied normative and methodological requirements, the new methodology will significantly decrease monitoring time without compromising the accuracy of the results.

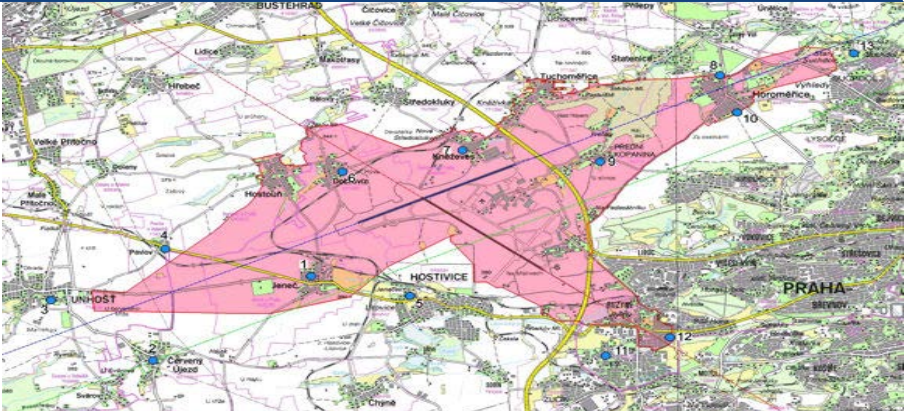


GROUNDWATER MONITORING



NOISE FROM AIR TRAFFIC MONITORING

Declared Noise Protection Zone



2009–2014 Economic Measures - Development of Aircraft Volumes within Noise Categories in %

Year	2009	2010	2011	2012	2013	2014
Noise Category	Aircraft Movement					
Noise Category 1	73.03	73.67	73.29	74.33	75.38	72.49
Noise Category 2	21.60	22.05	23.87	21.89	21.51	24.94
Noise Category 3	3.16	2.71	2.58	3.14	2.25	2.17
Noise Category 4	1.28	0.85	0.07	0.35	0.55	0.12
Noise Category 5	0.94	0.71	0.19	0.29	0.31	0.28

RWY 30 Operations Prior to and Post Introduction of “Turn Points”

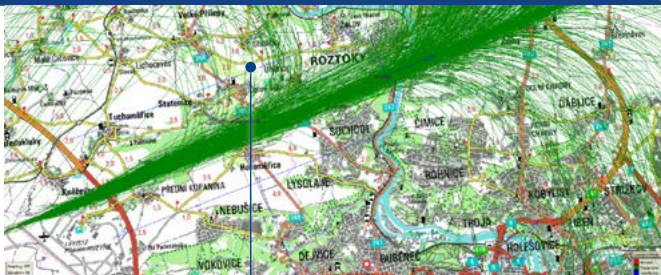




## RWY 06/24 Operations Prior to Introduction of “Turn Points”



## RWY 06/24 Operations Post Introduction of “Turn Points”



PROPELLER AIRCRAFT ALONE ABOUT 9%



PROPELLER AIRCRAFT ALONE ABOUT 7%

Another technical measure is the Noise Protection Zone (NPZ) declared around Prague/Ruzyně airport – see the map showing the placement of fixed measuring stations and Prague/Ruzyně airport’s NPZ. The NPZ size is sufficient pursuant to current Czech legislation. The main condition is that the set noise limits for daytime ( $LAeqD = 60$  dB) and night-time ( $LAeqN = 50$  dB) air traffic operations must not be exceeded outside of the NPZ. The noise limits are set for a typical flight day – see the noise monitoring rules. Prague Airport carries out an extensive programme of noise abatement measures within the NPZ.

Since 1998, as a part of the noise abatement programme, there has been a complete replacement of windows and balcony doors with noise-resistant models with prescribed sound insulation. The focus is on so-called protected areas encompassing apartments and family houses, schools and preschools, structures which serve healthcare and social purposes and functionally similar buildings in villages and urban areas within the Noise Protection Zone around Prague/Ruzyně airport.

## WATER PROTECTION

Prague Airport has long sought to limit the negative impact of its operations on surface water and groundwater. It devotes constant attention to pre-treatment and wastewater treatment systems, chemical substance and aviation fuel storage facilities, the handling of harmful substances and the protection of streams during torrential rains.

## SURFACE WATER PROTECTION

The key to protecting the quality of surface waters are functional wastewater treatment plants in adequate capacity. Prague Airport operates two wastewater treatment plants - a sewage water treatment plant (SWP) and a contaminated rainwater treatment plant (CRWP), one for the NORTH area and one for the SOUTH. During winter operations, contaminated water is rainwater containing chemical agents used to treat movement surfaces and aircraft de-icing agents, which must be retained in retention tanks and biologically cleansed of contaminants prior to draining into the recipient water body.

Both treatment plants are continuously upgraded and expanded to ensure the required capacity and compliance with limits governing the discharge of waste water into surface water. In 2014, a new retention tank construction and the construction of contaminated rain-water biological purification lines at both SWP and CRWP SOUTH commenced.

Airport development and the ongoing expansion of its infrastructure require constant monitoring of the water drainage situation and ways of influencing the Únětický stream by operations of the NORTH area and the Kopaninský stream by operations of the SOUTH area.

Prague Airport pays uninterrupted attention to quantitative effects on the recipient water body. The reconstruction of a polder on the Kopaninský stream and the construction of dykes under SWP and CRWP NORTH to regulate the maximum water flow during torrential summer rains were completed.

## **GROUNDWATER PROTECTION**

Periodic groundwater quality monitoring was initiated at the airport and in surrounding areas in 1995. It draws on a network of approximately 50 hydrogeological boreholes, where oil content and, at selected places, chlorinated hydrocarbons content is monitored.

A protective hydrogeological system, formed by eight selected hydrogeological boreholes equipped with the required measuring and communication devices, is located in and around the Central Aviation Fuel Warehouse. The level of groundwater is automatically monitored around the clock and, most importantly, the system can instantly detect any leakage of oil into the groundwater. This allows for an immediate response to unexpected operational incidents, significantly lowering the costs of any remedial work. The system was considerably updated in 2013.

## **WASTE MANAGEMENT**

Prague Airport, in compliance with applicable legislation, strives to keep to the correct waste management hierarchy. The priority is waste prevention, the reduction of specific waste production and minimizing the adverse health effects of waste production and waste treatment.

If waste is generated, the preference should be for reuse, material recycling or other forms of recovery, e.g. energy purposes. Waste that cannot be reused in any of these ways is disposed of.

To comply with the above hierarchy, Prague Airport focuses on sorting waste at source. It collects different types of recyclable waste (i.e. iron, paper, plastic, glass, drink cartons and aluminium cans) separately in its efforts to maximize the material recovery of secondary raw materials. Biodegradable waste from gardening is composted, catering waste from restaurants is reused in an external biogas plant. Joining a collective take-back system for used products makes it possible to recycle non-ferrous metals, iron and plastic from broken electrical appliances, and recycling refrigeration equipment can help to protect the Earth's ozone layer.

Prague Airport provides waste management services to all Czech Aeroholding Group companies and to other subjects active at the airport.

## **SORTING BATTERIES**

In 2014, working with the Ecobat company, we expanded the collecting points at Václav Havel Airport Prague with new ECOCHEESE containers, already in place at individual Czech Aeroholding Group secretariats. Another way of disposing of used batteries for both employees and the general public is the use of see-through Maxitube cylinders, installed in certain buildings at the airport in Prague.

Every year, Czech Aeroholding forwards more than 400 kg of batteries and accumulators for recycling.

## **HANDLING ENVIRONMENTAL INITIATIVES**

All environmental management suggestions delivered to the company electronically, by mail or by telephone, are recorded upon receipt, placed in a group of initiatives based on their content and processed consecutively by a specialist from the Environmental Department.

The final figures for 2014 indicate a drop in the number of environmental initiatives, mainly due to the completed general repair of the main runway at Václav Havel Airport Prague. In 2014, the number of initiatives dropped from 204 in 2013 to 74, representing a 63% decrease (see the chart).

All information conveyed in environmental communication at Prague Airport, i.e. environmental records and internal and external initiatives, are evaluated and presented every year in an annual report.

### Amount of Water Purified in 2012–2014 (in m³)

SWP and CRWP NORTH	Rainwater	Sewage Water	Total Runoff
2012	55 127	127 684	182 811
2013	51 981	127 418	179 399
2014	38 778	121 691	160 469

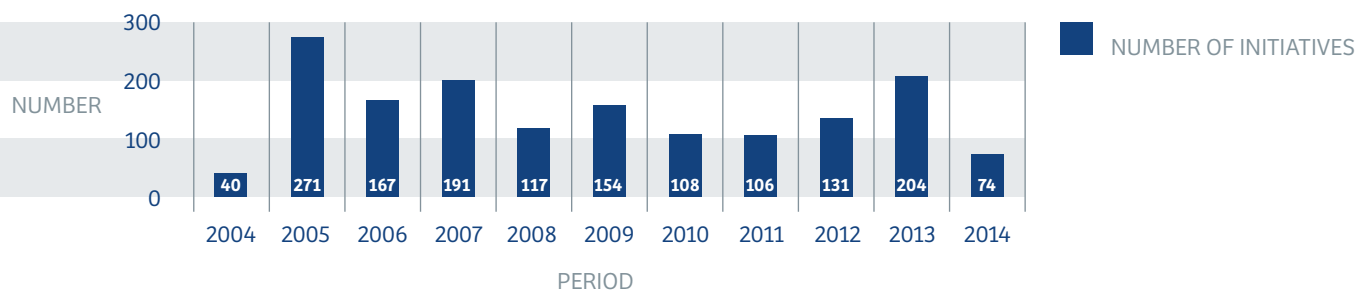
SWP and CRWP SOUTH	Rainwater	Sewage Water	Total Runoff
2012	0*	154 789	154 789
2013	0*	151 439	151 439
2014	0*	143 242	143 242

\* Due to the minimal concentration of pollutants – not biologically treated.

### Share of Individual Types of Waste Generated in 2012–2014 (in t/year)

	Other Waste	Hazardous Waste	Sludge from SWPs
2012	1 851.8	101.5	855.8
2013	1 978.2	148.8	1 259.9
2014	1 872.6	328.5	946.0

### Environmental Initiatives in 2004–2014



# EMPLOYEES ARE OUR KEY ASSET

The Czech Aeroholding Group devotes continuous and systematic attention to the development of its employees, particularly to increasing their specialty and professional knowledge and skills via an elaborate training system.

The training system is designed as a recurring cycle of interconnecting and synergetic training sessions. The aim of the training is to enhance employee competencies, motivation and loyalty. Efforts to improve internal communications and management skills play an important role. There is also a focus on enhancing employees' customer-friendly approach and improving the quality of service and satisfaction among customers and passengers.

## **AEROMANAGER**

In 2014, as in previous years, the comprehensive development programme, AEROMANAGER, designed for managers of companies in the Czech Aeroholding Group, was offered. The aim of the programme, launched in 2012, is to develop and consolidate comprehensive managerial skills. The programme is highly tailored to the individual needs of participating managers in the context of company needs and with regard to company prosperity. It turns the participants from passive recipients into active instigators as every participant creates their own development plan. The programme is now scheduled to continue until June 2016 with 80 managers currently participating in the programme.

## **TALENT MANAGEMENT POOL**

In 2014, the seventh year of the TALENT MANAGEMENT POOL programme commenced. The scheme is designed for selected prospective employees across the Czech Aeroholding Group with the goal of developing and retaining talented employees and sharing experience both formally and informally. The Talent Management Pool scheme allows participants to undergo training in communication and presentation skills, the art of negotiation, management of conflict situations, effective time management, and work-life balance. Participants have the opportunity to take part in individual coaching and a teamwork course. A part of the programme is also the opportunity to present individual proposals for improvements. The scheme is rounded off with a meeting with company management, where the "talents" evaluate the development programme and management gives awards for the best improvement proposals.

## **CZECH AEROHOLDING TEAM SPIRIT**

As a part of its corporate social responsibility strategy, Czech Aeroholding took over a successful programme called PRAGUE AIRPORT TEAM SPIRIT, run by Prague Airport for several years. It is a programme promoting recreational sport among Group employees. In 2014, Czech Aeroholding distributed CZK 200,000 among 44 selected applicants. The Group received a total of 123 applications from 71 individuals and 52 teams following the announcement of the scheme.

## **EMPLOYEE BENEFITS – CAFETERIA**

Czech Aeroholding offers optional benefits to employees in a scheme called CAFETERIA. Every employee can select several options (holiday vouchers, passes for sport and cultural events, or life insurance). From a corporate social responsibility perspective, it is interesting to note that employees may also donate some of their benefits to People in Need, a non-profit organisation. The amount they choose to donate to humanitarian aid is matched by the employer from its own resources.

## **WE VALUE LONG-TERM EMPLOYEES**

Several times a year, company management organises a gathering of "jubilant" workers, i.e. employees celebrating an important work anniversary. The gatherings provide a perfect opportunity for informal discussions with company management about all topics in which employees are interested. The same opportunity is provided to former employees who are members of the Senior Club. Company management meets with Club members every year and the company contributes significantly to the funding of activities organised by the Club.

## **FOCUSED ON CHILDREN**

Two regular events are held at Václav Havel Airport Prague every year for the children of employees of all Czech Aeroholding Group companies: Children's Day and St. Nicholas's Day. Both events are organised by airport employees who always prepare an interesting programme showcasing airport machinery and offering a number of competitions. On average, these events are attended by hundreds of children accompanied by their parents.





# SUPPORTING THE NON-PROFIT SECTOR

The Czech Aeroholding Group supports the non-profit sector through the Group's grant scheme, public collections and co-operation with People in Need.

## PEOPLE IN NEED

People in Need has become Czech Aeroholding Group's long-term partner in its support of the non-profit sector. Selected projects are supported and a collection is held among employees, with the employer providing double the amount of each individual employee contribution. Employees may also donate some of their benefits to People in Need. The amount they choose to donate to humanitarian aid is matched by the employer from its own resources. In 2014, People in Need thus received from employees a donation of CZK 148,280.

## "WINGS OF HELP" PROGRAMME

In 2010, Prague Airport launched a new financial assistance programme to support particular small-scale projects within national reach. In 2014, the initiative was taken over by the Czech Aeroholding Group. In 2014, 18 projects were supported by the programme with a total of CZK 500,000.

The "WINGS OF HELP" grant scheme made contributions, for example, to Raná péče EDA (EDA Early Care), Klub přátel dětí dětských

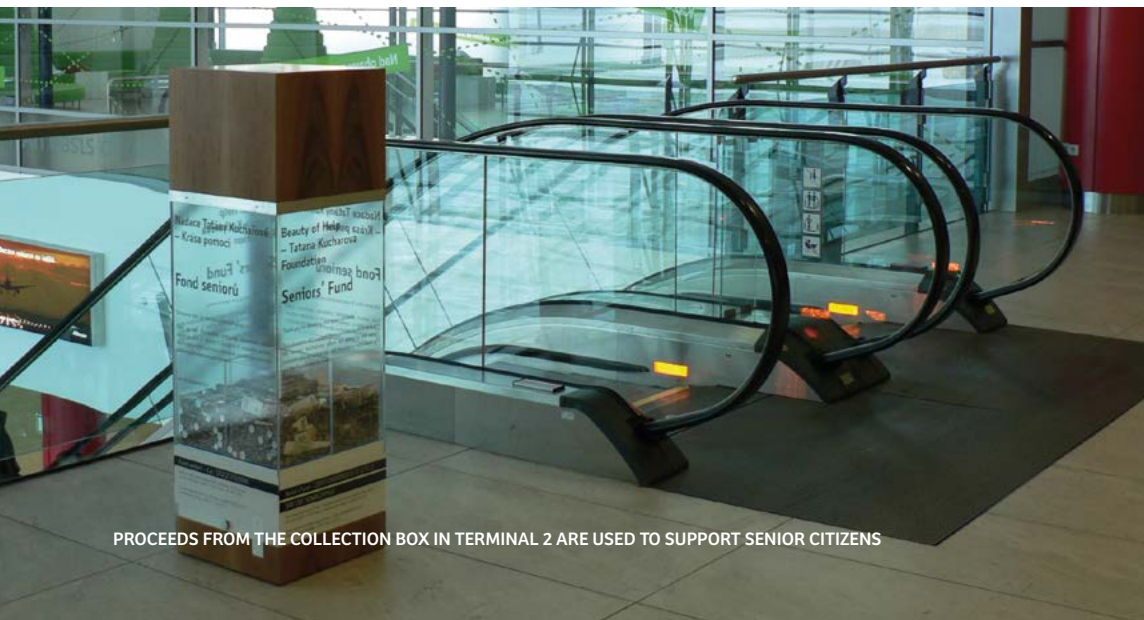
domovů (Club for Friends of Children from Children's Homes), Háta, Černí koně (Dark Horses), and responded to a number of requests by individuals.

## PUBLIC COLLECTIONS

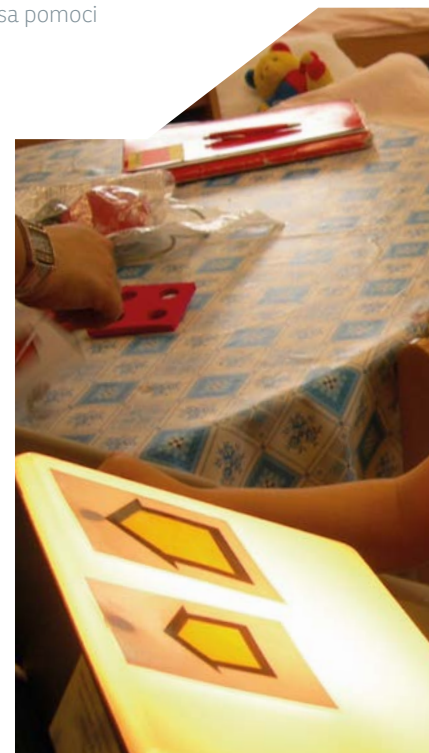
Prague Airport also hosts public collections on its premises. The proceeds from four collection boxes are divided among 14 organisations carefully selected to represent a wide range of worthy causes.

## THE ORGANISATIONS SUPPORTED IN THIS WAY ARE:

- Pražská organizace vozíčkářů
- Arcidiecézní charita Praha
- Dětský domov Praha 9 – Klánovice
- Dětský domov Unhošť
- Fond ohrožených dětí
- Společnost pro podporu lidí s mentálním postižením – Obvodní organizace Praha 6
- Občanské sdružení Česká společnost AIDS pomoci
- Svaz paraplegiků – Centrum Paraple
- Nadace Naše dítě
- Dětský domov Kladno
- FOD – Klokánek v Hostivici
- Nadace Taťány Kuchařové – Krása pomoci



PROCEEDS FROM THE COLLECTION BOX IN TERMINAL 2 ARE USED TO SUPPORT SENIOR CITIZENS







WE HAVE SUPPORTED PEOPLE IN NEED FOR MANY YEARS



RANÁ PÉČE EDA RECEIVED CONTRIBUTIONS  
FROM THE "WINGS OF HELP" SCHEME



KLUB PŘÁTEL DĚTÍ DĚTSKÝCH DOMOVŮ RECEIVED FUNDS FOR ITS OLYMPIC GAMES

# CORPORATE IDENTITY

The openness and direct communication of Czech Aeroholding Group companies is another key factor in its public relations, as reflected via its website, involvement in various social networks, regular press releases, internal and external magazines, newsletters, etc.

## COMPANY VALUES

- **SAFETY**

We fully appreciate that the main prerequisite for ensuring safety in the air is safety on the ground. Our mission is to provide an above-standard level of air travel safety and constantly strive for its improvement. Increasing safety is a natural aspect of work of all employees.

- **CUSTOMER ORIENTATION**

Customer satisfaction is the only acceptable way of evaluating our success. We treat every customer individually and with the utmost care as every individual is important to us.

- **COMPETITIVENESS**

We support creative and innovative ways of thinking and actively search for new opportunities to achieve our goals. We work very hard and consider the perfect quality of work performed to be the only option.

- **RESPONSIBILITY**

We are a good partner, an inspiring employer and a good neighbour. We require every individual to accept their share of responsibility. We are aware that all our decisions influence not only the future of our surroundings, but also the entire society.

- **TRANSPARENCY**

We own all our decisions and openly communicate with our clients, business partners, employees and the general public. In all situations, we act correctly, reliably and respectfully.

## COMMUNICATION

The openness and direct communication of Czech Aeroholding Group companies is another key factor in its public relations. All subsidiaries practise this policy via, for example, their websites, various social networks, regular press releases, internal and external magazines, newsletters and other channels. Communication is currently the responsibility of the Czech Aeroholding Department of Corporate and Marketing Communication.

Prague Airport, using the services of the Czech Aeroholding Department of Corporate and Marketing Communication, keeps its neighbours informed of all major changes, future plans, traffic progress and new developments at the airport, as this is the only way of fostering mutual trust. To achieve the broadest possible awareness, different methods are used to disseminate information, such as magazines, newsletters, regular meetings with mayors of municipalities and Prague districts near the airport and informative and fun family afternoons.

## PUBLISHED MEDIA

Prague Airport regularly distributes e-newsletters with general information and news from Václav Havel Airport Prague. Its monthly issues are sent to 15 thousand recipients and the general public can read them on Prague Airport's website [www.prg.aero](http://www.prg.aero).

Another media, this one printed, is a quarterly magazine SPOLU (Together) delivered to homes in the immediate vicinity of the airport. 100 thousand copies of this quarterly magazine are regularly printed and distributed directly to mailboxes.

Václav Havel Airport Prague also prepares a video magazine called Terminal. Every month, its viewers can watch the most recent reportages from life at the airport. Terminal is published on YouTube and Facebook social networks.



## RUNWAY MAGAZINE

The Czech Aeroholding Group publishes a monthly internal magazine called RUNWAY. Besides information about current events in all group companies, it sheds light on history, runs interviews with management, organises competitions and a regular Postcard from Trips column. The magazine has a print run of about 2,500 and is distributed to all subsidiaries.



## SOCIAL MEDIA

The social networks of Czech Aeroholding Group companies have become very popular in recent years. Prague Airport uses most of these networks to promote its operations and to communicate with the public.

### PRAGUE AIRPORT:

<https://www.facebook.com/prague.airport.letiste.praha>  
<https://twitter.com/PragueAirport>  
<https://instagram.com/pragueairport#>  
<https://www.youtube.com/user/pragueairport>  
<https://plus.google.com/116251825217012272570>

### CZECH AEROHOLDING:

<https://www.linkedin.com/company/czech-aeroholding>

## COMPANY PROFILE

The Czech Aeroholding Group regularly publishes a Corporate Profile to provide information on current happenings within the group. This official publication profiles individual companies of the group, their specialisations and business operations. It also includes a Corporate Social Responsibility Report and is accompanied by professional photography, a graphic structure of the Group and an attached CD with the Czech Aeroholding Consolidated Annual Report. The profile is also available in electronic form on the companies' websites.

# STATUTORY BODIES OF KEY CZECH AEROHOLDING'S COMPANIES

AS AT 31 DECEMBER 2014

## CZECH AEROHOLDING

The General Meeting is the highest authority in the company. It appoints and dismisses members of the Statutory and Controlling bodies of the company.

The Board of Directors is the Statutory Body of the company. It manages company affairs and acts on behalf of the company. There are five members of the Board of Directors, elected by the General Meeting.

### Chairman of the Board of Directors

Ing. Václav Řehoř, Ph.D., MBA

### Vice Chairwoman of the Board of Directors

Ing. Zuzana Tairova, FCCA

### Member of the Board of Directors

JUDr. Petr Pavelec, LL.M.

### Member of the Board of Directors

Mgr. Pavel Haleš (role terminated on 31 July 2015)

### Member of the Board of Directors

Ing. Jiří Pos (role terminated on 30 June 2015)

The Supervisory Board is the controlling body of the company. It supervises the scope of performance of the Board of Directors and the company's business activities. There are seven members of the Supervisory Board, elected by the General Meeting.

The Audit Committee was established based on the Minister of Finance's directive dated 23 January 2014. It is responsible for Financial Statements oversight, the oversight of Consolidated Financial Statements and for evaluating the efficiency of the internal controlling system. Pursuant to Company Statutes, the Committee has three members, elected by the General Meeting.

## PRAGUE AIRPORT

The General Meeting is the highest authority in the company. It appoints and dismisses members of the Statutory and Controlling bodies of the company.

The Board of Directors is the Statutory Body of the company. It manages company affairs and acts on behalf of the company. There are four members of the Board of Directors.

### Chairman of the Board of Directors

Ing. Jiří Kraus

### Vice Chairman of the Board of Directors

Ing. Tomáš Rohlena

### Member of the Board of Directors

Ing. Milan Špaček

### Member of the Board of Directors

Ing. Jiří Petržilka

The Supervisory Board is the controlling body of the company. It supervises the scope of performance of the Board of Directors and the company's business activities. There are three members of the Supervisory Board.



## **CZECH AIRLINES HANDLING**

The General Meeting is the highest authority in the company. It appoints and dismisses members of the Statutory and Controlling bodies of the company.

The Board of Directors is the Statutory Body of the company. It manages company affairs and acts on behalf of the company. There are three members of the Board of Directors.

### **Chairman of the Board of Directors**

Jiří Jarkovský

### **Vice Chairman of the Board of Directors**

Michal Soukup

### **Member of the Board of Directors**

Lukáš Král

The Supervisory Board is the controlling body of the company. It supervises the scope of performance of the Board of Directors and the company's business activities. There are three members of the Supervisory Board.

## **CZECH AIRLINES TECHNICS**

The General Meeting is the highest authority in the company. It appoints and dismisses members of the Statutory and Controlling bodies of the company.

The Board of Directors is the Statutory Body of the company. It manages company affairs and acts on behalf of the company. There are three members of the Board of Directors.

### **Chairman of the Board of Directors**

Mgr. Pavel Haleš

### **Vice Chairman of the Board of Directors**

Ing. Milan Hrdina

### **Member of the Board of Directors**

Ing. Andrea Techmanová

The Supervisory Board is the controlling body of the company. It supervises the scope of performance of the Board of Directors and the company's business activities. There are three members of the Supervisory Board.



# CONTACT DETAILS

## CZECH AEROHOLDING

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Internet: [www.cah.cz](http://www.cah.cz)

## CZECH AIRLINES HANDLING

Aviatická 1017/2  
160 08 Praha 6

Tel.: +420 220 113 317  
E-mail: [csa.handling@prg.aero](mailto:csa.handling@prg.aero)  
Internet: [www.czechairlineshandling.com](http://www.czechairlineshandling.com)

## PRAGUE AIRPORT

K Letišti 1019/6  
160 08 Praha 6

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E-mail: [info@prg.aero](mailto:info@prg.aero)  
Internet: [www.prg.aero](http://www.prg.aero)

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