# POLICY OF COMPANIES WITHIN THE GATEMA HOLDING GROUP

Effective date from: October 1, 2025

The management of **GATEMA Holding s.r.o.** has adopted the following policy to ensure effective management of the companies:

**The success of the companies within Gatema Holding s.r.o.**
depends on:

- company-wide long-term strategy,
- business and production processes,
- products,
- colleagues and partners,
  and is reflected in business results.

**Vision of the companies:**

- To become a leading company in everything we do.
- To offer optimal solutions and provide world-class products and services.
- To help customers successfully implement their projects at an affordable cost.

**To fulfill this vision, we will continuously improve and develop:**

- organization, products, services, and processes,
- environmental protection and worker safety.

All colleagues at all levels are encouraged to participate in this. Open and trustworthy communication supports this requirement.

**Company commitments:**

- Achieve maximum customer satisfaction as the key to business success,
- increase and develop employee potential,
- prioritize quality over quantity,
- establish the profile of a socially responsible company,
- create working conditions that build the reputation of a good employer,
- invest in modernization of technologies,
- avoid injuries and harm to employee health,
- comply with legal and other requirements in the areas of environmental protection, occupational safety, as well as in aviation, defense, and space industry,
- minimize environmental impact,
- use resources efficiently,
- prevent accidents and incidents.

**Companies where this policy is applied:**

- Gatema Holding s.r.o.
- Gatema PCB a.s.
- Gativa a.s.
- Gatema Real s.r.o.
- AJTechnology s.r.o.

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|---|---|---|---|---|---|
| Výkonný ředitel | Ředitel | Ředitel | Provozní ředitel | Ředitel | Vedoucí Gatema Real |
| **Gatema Holding** | **Gatema PCB** | **Gatema IT** | **Gatema Holding** | **AJTechnology s.r.o.** | **Gatema Real** |