

Management Statement on the Policy in the field of Quality, Environment, Health and Safety at work

The management of the organization has established a policy in the field of Quality, Environment, Health and Safety at work in accordance with the strategic directions of the organization in order to demonstrate and guarantee the quality of services offered in conditions of environmental protection and ensuring health and safety at work and which, through characteristics and performance, to satisfy the legal requirements and expectations of customers and other interested parties and to ensure the organization a leading position in the market through stable and sustainable economic efficiency, by applying and complying with the following:

Principles:

- Maintaining and continuously improving the level of satisfying requests, expectations and increasing the trust of our customers and partners in the quality and promptness of the services offered;
- Ensuring the necessary resources for the modernization and continuous development of the infrastructure and technical means in order to increase and improve the capacity and operating conditions;
- Ensuring the training and awareness of all staff in order to ensure the safety, quality, regularity and efficiency of the services provided;
- Continuous improvement of environmental performance, prevention of pollution and CO₂ emissions reduction in the activities carried out by our management or by other organizations carrying out activities or operations in the airport perimeter, by fulfilling the legal and regulated requirements in force as well as national and international standards;
- Compliance and application of legislation in the field of health and safety at work by establishing technical, sanitary and organizational measures, in accordance with working conditions and assessed risk factors.

In order to achieve its policy, the directorate management ensures the operation and continuous improvement of the Integrated Management System Quality-Environment-Health and safety at work (SMI-QMS) according to the standards SR EN ISO 9001:2015, SR EN ISO 14001:2015, SR ISO 45001:2018 and proposes the following:

Goals:

- The operation and continuous improvement of the Integrated Management System, according to SR EN ISO 9001:2015, SR EN ISO 14001:2015, SR ISO 45001:2018;
- Continuous increase in the level of awareness and responsibility of the staff regarding the management of quality, environment, health and safety at work;
- Strengthening the brand image of the airline by meeting the requirements and expectations of partners, passengers and airlines using the airport facilities;
- Increasing customer satisfaction by providing high-performance services and meeting contractual deadlines;
- The continuous improvement in the efficiency of processes and their development in compliance with the conditions for the prevention and reduction of the negative impact on the environment; thus, Sibiu airport incorporates sustainability principles and climate resiliency considerations into its management and operations, aligning to the "Strategy and mitigation plan and adaptation to climate change in Sibiu", implementing a list of measures to adapt and mitigate their effects. The resources will focus on the following areas: new construction meets rigorous energy efficiency standards; incorporate sustainability principles into operations and maintenance practices through training, personal engagement, technical improvements and management support; the airport will prepare an annual inventory regarding GHG emissions resulted from owned and operated sources, using the guidelines mentioned in the Airport Carbon Accreditation program to verify outcomes and track progress towards Sibiu Airport's GHG emissions reduction targets.
- Evaluating workplace risks and ensuring the conditions for reducing accidents, incidents and occupational illnesses, as well as informing own staff and people transiting the airport about the risks to which they are or may be exposed.

In order to achieve the stated objectives, as General Manager I undertake:

- To ensure the resources necessary to maintain and operate the Integrated Management System;
- To ensure compliance with the applicable legal and regulatory requirements and with other requirements specific to the organization's object of activity in order to ensure the quality of services, environmental protection and risk control at workplaces;
- To ensure the continuous improvement of staff skills by identifying and allocating the necessary training resources to improve the quality of work;
- To make this statement available to clients and interested parties;
- To ensure the necessary organizational framework for subordinate personnel to apply the objectives of this statement.

Sibiu, July 2025

General Manager,
Marius Ioan GÂRDEA

