

To Whom It May Concern

24th January 2012

REF: CAR/006/12/PaS

Announcement of a Selection Procedure

České aerolinie a.s. / Czech Airlines j.s.c. (“CSA”) hereby announce this Selection Procedure for its General Cargo Sales Agent (“GSA”) in the territory of Nizhniy Novgorod (the “Territory”). The potential GSA would be an independent contractor integrated in the activities of CSA’s Cargo Department. The relationship will be based on both, mutual trust and interest to develop the quality of the brand in the Territory.

The candidates should deliver their presentation via e-mail in electronic form. Such presentation shall include at least the following:

- Market plan and forecast regarding export from the Territory;
- Suggested price list for CSA’s network.

The candidates should meet the following requirements and should provide CSA with satisfactory evidence of the same in their presentation:

- Air cargo market knowledge;
- Very good sales performance in the local market;
- Acceptance of CSA’s cargo policy and internal procedures;
- Minimal conflict of interests with other cargo carriers and local market environment;
- Reliability and financial stability of the company.

CSA intends to conclude with the successful candidate a General Cargo Sales Contract, the draft of which you will receive upon your e-mail request sent to the below e-mail addresses within the below deadline. In your presentation please provide us with your comments to the terms and conditions set forth in such draft. Any comments/amendments to Article 2, Article 3 Sections 19, 20, 22 and Article 13 and Article 14 of such draft are not acceptable.

The presentations of the candidates should be sent until 29th February 2012, 12:00 p.m., via e-mail to the following e-mail addresses:

eva.vondrusova@csa.cz

jan.grabmuller@csa.cz

pavel.sochor@csa.cz

lenka.jakesova@csa.cz

Any presentations submitted later will be excluded from the Selection Procedure. Your presentation shall be binding and should be valid until 31st December 2012. Presentations already submitted to CSA can be only changed/amended upon CSA’ request. Your presentation shall contain your unconditional and irrevocable acceptance of the terms and conditions of this announcement. In your presentation please identify the name and contact details of your designated representative, who will be responsible for coordination of this matter on your side.

The chosen applicants will be invited to attend in person a presentation meeting after the above date.

For further information please contact us on the above email addresses. The result of this Selection Procedure will be announced by 10th March 2012.

This document constitutes an announcement of a selection procedure for CSA's General Cargo Sales Agent in the territory of Nizhniy Novgorod and simultaneously comprises the basic information about the proposed terms and conditions of such contractual relationship. For the avoidance of doubt, the Selection Procedure based on this announcement does not constitute a competition of tenders (in Czech: *veřejná (obchodní) soutěž*) or an offer to conclude an agreement (in Czech: *návrh na uzavření smlouvy*) pursuant to the provisions of the Act No. 513/1991 Coll., Commercial Code, as amended, or of the Act No. 40/1964 Coll., Civil Code, as amended, and is not governed by the Act No. 137/2006 Coll., on Public Tenders, as amended (in Czech: *zákon o veřejných zakázkách*).

CSA hereby reserves the right:

- to disclose the presentation to its Affiliates' designated employees, officers and representatives and to members of the Board of Directors and Supervisory Board of such entities and to their legal/tax/accountancy advisors;
- to withdraw this announcement and cancel the Selection Procedure anytime and without stating any reason;
- to reject any presentation and/or one or all proposed contractual relationships;
- to reject the execution of any contractual or other documentation concerning the subject matter of this announcement.

CSA shall not be responsible for the costs or expenses incurred by you in connection with the preparation and submission of your presentation.

This announcement contains confidential and proprietary information of CSA and of its Affiliates. For the purposes of this announcement Affiliates of CSA are any entities, (i) in which the Czech Republic holds directly or indirectly more than 50 % of the shares and/or voting rights, or (ii) which holds directly or indirectly more than 50 % of the shares and/or voting rights in CSA, or (iii) in which the entity holding directly or indirectly more than 50 % of the shares and/or voting rights in CSA holds directly or indirectly more than 50 % of the shares and/or voting rights. By receiving and reading this announcement you agree to treat such information confidential, and, in particular, not to release this announcement and/or any information contained herein to any third party without the prior written consent of CSA.

This announcement is governed by the laws of the Czech Republic.

Yours faithfully,

Eva Vondrusova
Head of Cargo Sales Department



Czech Airlines Cargo
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