

JOINT STATEMENT BY THE TRADE UNIONS REPRESENTING PANSA EMPLOYEES

Ahead of the Belgian court hearing on 15 October 2026

We, the four representative trade unions, acting on behalf of all trade unions operating within the Polish Air Navigation Services Agency (PANSA) and representing more than 2,000 employees, are compelled to speak about the consequences that the current financial situation of the Agency may have for its employees, its operational capabilities and its future.

We are not a party to the dispute between Pfizer and the Republic of Poland concerning the purchase of COVID-19 vaccines, yet the financial consequences of this dispute directly affect the institution in which we work and, consequently, all of us, whose professional lives depend on its stability. Furthermore, the Agency is still recovering from a historic financial and organizational crisis that developed under a former PANSA management team during the COVID-19 pandemic. The consequences of those events - including staff shortages, stalled capital projects, and legal disputes - are still being felt today.

The freezing of PANSA's route-charge revenues creates uncertainty about the financial foundations of an organisation responsible for a critical public service. For us, this is not an abstract financial or legal issue. It concerns our jobs, our professional future and the ability of PANSA to maintain the people, systems and capabilities required to provide safe and uninterrupted air navigation services.

Our members carry this responsibility twenty-four-seven. Air traffic controllers, engineers, technical specialists and other essential personnel work together to keep air traffic moving safely. Their work depends on continuous training, reliable infrastructure, maintained systems and long-term operational planning. These capabilities take years to build and cannot be sustained indefinitely under conditions of financial uncertainty.

Poland's geopolitical position makes the resilience of its air navigation system particularly important. Russia's aggression against Ukraine has resulted in increased military activity in and around Polish airspace, requiring close and continuous coordination between civil and military aviation. PANSA plays an essential role in maintaining the safe and orderly use of Polish airspace in an environment where civil aviation operates alongside military activity responding to real security threats. This civilian-military coordination is important not only for aviation safety and national security, but also for the security of NATO's eastern flank.

The consequences extend beyond PANSA and its employees. Any weakening of PANSA's financial and operational resilience could reduce capacity in Polish airspace, increase pressure on neighbouring air navigation service providers and affect airlines, airports and passengers across Europe. With the war already restricting available airspace, PANSA's resilience is a matter of European network stability and security.

Emergency financing may provide temporary relief, but it cannot replace predictable and secure access to the revenues necessary to plan staffing, training, maintenance and investment. Prolonged financial

uncertainty creates a real risk to PANSA's ability to recruit and preserve highly specialised personnel and to maintain the capabilities on which safe air navigation depends.

The fact that PANSA continues to provide safe and uninterrupted services must not be understood as evidence that prolonged financial uncertainty is bearable. The professionalism and commitment of PANSA employees cannot indefinitely compensate for institutional financial instability.

We therefore respectfully hope that the Belgian court will take into account the impact that the continued attachment of PANSA's route-charge revenues is having on the Agency, its employees and the resilience of the wider European aviation network.

Our concern is not about shielding any party from the consequences of a legal dispute. It is about ensuring that employees and the public service they provide do not become unintended casualties of a dispute to which they are not parties.

The people who keep Polish and European skies safe should be able to look to the future with confidence that the institution in which they work will have the financial stability necessary to fulfil its mission.

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