

PRESS RELEASE

STV GROUP Changes Leadership: Tomáš Rubáček Becomes New CEO, Josef Mašín Becomes Chief Commercial Officer

Prague, September 1, 2026 – STV GROUP, a leading Czech manufacturer in the defense industry, has a new CEO and Chairman of the Board of Directors, as well as a new Chief Commercial Officer, effective September 1, 2026. Tomáš Rubáček, B.A., M.B.A., is taking the helm of the company, while Josef Mašín, M.Eng., M.B.A., is assuming the position of Chief Commercial Officer.

Tomáš Rubáček's main task at STV GROUP will be to strengthen corporate governance, develop business activities, and comprehensively transform the company's management processes. This move responds to the company's dynamic growth and the rapid development of the entire industry. The goal is to prepare STV GROUP for the next phase of planned growth and expansion.

Along with Tomáš Rubáček, a new sales director, Josef Mašín, will also join the company's management team effective September 1, 2026. His role will be to develop business activities and strengthen STV GROUP's position in both the domestic and international markets.

Tomáš Rubáček brings extensive experience in managing both domestic and multinational companies. Throughout his career to date, he has focused on process transformations, streamlining production, and developing business strategies for international markets.

The STV GROUP Board of Directors remains a three-member body. Along with the new chairman, Tomáš Rubáček, Kristýna Ondroušková and Jiří Vaněk serve as members.

"STV GROUP is a company with extraordinary potential and a strong team that has managed to grow very rapidly over the past few years. It is precisely at such a moment that it is crucial to set up management processes so that they do not hinder growth but, on the contrary, continue to support it. I consider this to be my main task," says Tomáš Rubáček, the new CEO and Chairman of the Board of Directors of STV GROUP.

Tomáš Rubáček replaces Pavel Kudrhalt, who had been temporarily leading STV GROUP. Pavel Kudrhalt is returning to the subsidiary STV Technology, a leading manufacturer of small-arms ammunition, which he built from the ground up several years ago. In addition, he will take over the management of other development projects in related areas—such as the production of fuses for infantry ammunition and pyrotechnic components for artillery fuses. The goal of these projects is to further increase STV Technology's self-sufficiency and reduce its dependence on external suppliers.

About Tomáš Rubáček, B.A., M.B.A.

Tomáš Rubáček has an extensive management background in leading both manufacturing and commercial companies and in their transformation. From March 2025 to June 2026, he served as Chairman of the Board of Directors and CEO of the state-owned enterprise Explosia a.s. Prior to

that, he worked for many years at the multinational corporation Larson-Juhl (part of the Berkshire Hathaway group), where he managed several European manufacturing plants and commercial companies with hundreds of employees. He also gained experience in international trade through his work at Wotan Forest a.s. and Less a.s. He received his education at the Czech University of Life Sciences in Prague (B.A.) and the University of New York in Prague (MBA).

About Ing. Josef Mašín, MBA

Josef Mašín has had a long-standing career in sales and procurement management at manufacturing companies, including service on corporate governing bodies. From 2021 to 2025, he served as Executive Vice President and Chief Sourcing Officer at AERO VODOCHODY AEROSPACE a.s.; prior to that, from 2020 to 2021, he served as a consultant to OMNIPOL a.s. during the acquisition of Aero Vodochody Aerospace. From 2006 to 2019, he held management positions and served on the governing bodies of the MTX GROUP. He graduated from the University of Economics in Prague and completed the International Executive MBA program.

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About STV GROUP

STV GROUP is a leading Czech company in the defense and civilian industries. It continues a tradition of manufacturing military equipment and explosives dating back to 1920, when the First Military Ammunition Factory was founded in Polička. With more than a century of tradition and extensive experience, it is the only manufacturer of large-caliber ammunition in the Czech Republic. It specializes in the development and production of large-caliber, medium-caliber, and engineering ammunition, as well as plastic explosives. It also supplies individual ballistic protection gear and tactical equipment. Other activities include the repair and modernization of military equipment, the trade in military materiel, and other industrial solutions.

STV GROUP is a proud partner of the Czech Armed Forces and supports war veterans and municipalities wherever it operates. It also supports local communities and other initiatives focused on security and the development of civil society. STV GROUP is part of the STV technology and industrial group of companies controlled by STV INVEST.

Other prominent companies are also part of the STV Group. STV Technology manufactures ammunition for small arms; Fenix Protector focuses on ballistic protective equipment; DEUS Automation specializes in industrial automation; STV Machinery manufactures assemblies for

armored vehicles; and Poličské strojířny produces pneumatic door systems and mechanical ammunition components.

The STV Group currently has manufacturing plants in Polička, Nové Město pod Smrkem, Zákupy, Nový Knín, and in Dubnica nad Váhom, Slovakia. It employs more than 1,400 people. The STV Group's annual revenue last year exceeded 26 billion CZK.

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