



DIGITAL DISCONNECTION POLICY

1.- INTRODUCTION

The board of directors of Aernnova Aerospace Corporation, approves this Digital Disconnection Policy (hereinafter, the "Policy"), which is included in the Corporate Social Responsibility policies and shall apply to all subsidiaries of the Group of which it is the parent company (hereinafter, all of them will be referred to as "Aernnova", the "Company" or the "Group").

Responsibility for the implementation, monitoring and communication of the policy lies with the General Counsel Department, which, through the Human Resources Department, undertakes to develop the Policy in accordance with its code of ethics and monitor the most relevant compliance indicators.

Aernnova is an independent supplier, leader in the design, manufacture, maintenance and services of aeronautical structures, as well as advanced technology components for the aeronautical sector, including associated systems and equipment.

2- SUBJECT

This Policy reaffirms and reinforces Aernnova's commitment to guaranteeing the right to digital disconnection for all the employees. Digital disconnection consists of limiting the use of communication technologies outside of legally or contractually established working hours, respecting rest periods, leave, vacations and personal and family privacy.

This Policy shall apply to all companies in the Group, adapting the measures to current regulations or, in their absence, to international best practices that guarantee respect for rest and personal privacy.

The main objectives of this Policy are:

- (i) To establish measures to guarantee the effective enjoyment of rest periods, vacations and leave for all employees.
- (ii) To include measures that guarantee the preservation of personal and family privacy, regardless of the working day.

3- SCOPE

This Policy shall apply to all Group employees, regardless of their professional category or type of work. However, it shall not automatically apply to:

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- (i) Management positions or positions of high responsibility, which usually have more flexible working hours and may often require availability outside working hours to make urgent decisions or deal with exceptional situations.

Employees who receive availability bonuses or other payments that involve working outside working hours, who will be governed by their own contractual conditions.

4-. FUNDAMENTALS

1. **Right, not obligation:** digital disconnection is a right. Employees may communicate outside working hours, but they are not obliged to give or receive an immediate response and therefore accept the possibility that they may not receive a response until the next working day.
2. **Respect for the rest time and the end of the working day:** responding to communications outside working hours will only be mandatory in cases of force majeure or exceptional circumstances. The prohibition on contact outside working hours (including, but not limited to, people who telework) will be respected, except in cases of force majeure or exceptional circumstances, which includes the employer's duty to refrain from contacting the employee during rest periods.
3. **Meetings and training:** these shall be scheduled within working hours, extending beyond these hours in duly justified and notified cases. The start time and estimated duration shall be indicated in the meeting notice.
4. **Use of technology:** it is recommended that emails be scheduled to be sent outside working hours so that these arrive during working hours.
5. **Protection against sanctions:** no employee shall be sanctioned for not responding to communications during vacations, leave or breaks.
6. **Good communication practices:** it is recommended that out-of-office notifications be activated in emails, indicating dates and, if applicable, alternative contact information.

5- REVIEW AND VALIDITY PERIOD

This Policy shall remain in force indefinitely from the date of its approval.

It may be revised at any time in order to bring it into line with any applicable legal update, or periodically, in order to add any modifications and actions deemed necessary for its proper functioning.

Any modification will be communicated in advance to employees and, if legally applicable, will be made in consultation with their legal representatives, ensuring compliance with current regulations on digital disconnection and the right to rest at all times.

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6.- COMMUNICATION AND STAKEHOLDERS' ENGAGEMENT

The Digital Disconnection Policy is addressed to the following stakeholders: Aernnova personnel, customers and suppliers. It has been communicated and is understood within the scope of the organization and is available through the communication and information channels that the company makes available to stakeholders. It is publicly available on the Aernnova website.

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