EQUALITY, DIVERSITY, AND INCLUSION POLICY

1.- INTRODUCTION

Aernnova is specialized in the design, manufacture, and maintenance of advanced technology aerostructures, as well as the components, systems and equipment related to them, contributing with this Mission to connect people and to economic and social development.

The Board of Directors of Aernnova Aerospace Corporation has approved this Equality, Diversity an Inclusion Policy.

AERNNOVA, based on the provisions of its Code of Ethics and People Management Policy, develops this Equality, Diversity and Inclusion Policy in order to establish the principles that, in this respect, should govern the Group's companies.

People are the main asset of Aernnova, and under this premise the Board of Directors of the company recognizes diversity to its full extent as one of the main values in a competitive, innovative and sensitive project with society.

In this line, the Aernnova Group is committed to promoting equal opportunities among all people who are part of the company as a fundamental pillar of professional and personal development, and that the salary system is applied based on merit and professional contributions, adapting to the traditions and customs of the country or area where their units are located.

Through its internal policies and, with the leadership of the Board of Directors and the Executive Committee, Aernnova will promote a culture that respects and values differences and will promote dignity, equality, inclusion and diversity, as key elements to increase the commitment of the people with the business project.

2- SUBJECT

The purpose of this Equality, Diversity and Inclusion Policy is to create a culture that guarantees (i) non-discrimination by reason of race, gender, gender expression, marital status, ideology, nationality, religion or any personal, physical or social condition, (ii) no tolerance of any type of discriminatory practice considered as harassment based on sexual orientation and identity and gender expression, and (iii) respect and recognition of individuality and heterogeneity, all in accordance with current legislation in each country and following international best practices.

3- FUNDAMENTALS

Ed 2 Rev 1	15/01/2025	Update according to the Royal Decree 1026/2024
Ed 2 Rev 0	12/06/2023	General Update
Ed 1 Rev 0	16/05/2019	First Edition

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In order to achieve these objectives, AERNNOVA assumes and promotes the following principles of action:

a) Provide a work environment based on dignity and respect for all people. Any form of action not in line with this principle will not be tolerated.

b) Respect and consider diversity as a value promoting non-discrimination by reason of race, color, age, gender, gender expression, marital status, ideology, nationality, beliefs, sexual orientation or any other personal, physical or social condition among its professionals, and any conduct of this nature is expressly prohibited.

c) Guarantee the right to equal opportunities. This principle entails the commitment to carry out an equitable treatment that promotes the personal and professional progression of the Group's human team, specifically:

1. Ensure that the practices lined to professionals (recruitment, hiring, training, professional development, promotion and remuneration) are carried out according to the knowledge, skills, merits and necessary competencies required by the different jobs, without establishing differences by reason of personal, physical or social conditions such as gender, gender expression, race, marital status or ideology, political opinions, nationality, religion, gender orientation and identity or any other personal, physical or social condition.

2. Support professionals with different abilities, promoting their occupation and effective professional development.

d) Promote a culture that encourages collaboration, transparency and equity in order that all people can contribute with their full potential.

e) Promote understanding between cultures and equip our organization and staff with the tools necessary for the development of a global mentality.

f) Promote transparent communication, encouraging respect, innovation and granting the necessary autonomy to professionals in the exercise of their functions.

g) Strengthen the Group's commitment to gender equality, inclusion and respect for diversity, eradicating the use of discriminatory language in any type of corporate communication, internal or external.

h) To support the development and integration into the labour market of people with greater difficulties in accessing the labour market.

4-. CONTROL SYSTEM

The Board of Directors approves the Equality, Diversity and Inclusion Policy.

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Management and those in charge of managing teams must apply these principles and be an example for the rest of the organization in respect to diversity, inclusion, and equal opportunities and to take the necessary measures to ensure its compliance.

All Aernnova professionals must observe these principles of conduct and ensure that they treat all people with respect and dignity.

For any questions regarding this Policy, please contact the Human Resources Responsible for each work center.

To ensure compliance with this Policy, the vehicles defined in the Code of Ethics and in the Policy, Regulation and Internal Information System will be used.

5- STAKEHOLDERS COMMUNICATION AND ENGAGEMENT

The Equality, Diversity and Inclusion Policy is targeted to all Stakeholders: Customers, Authorities, Shareholders, Employees, Suppliers, and Consumers and Society as a whole. 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 all its stakeholders. It is publicly available on the Aernnova website.

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