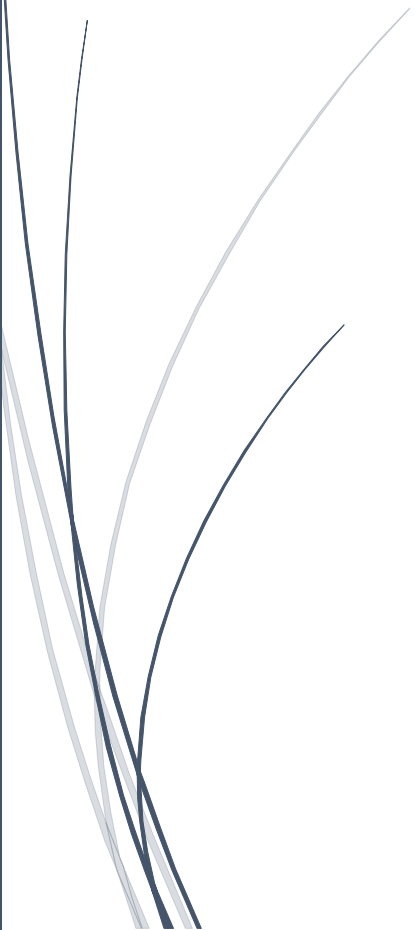




Non-financial information statement Year 2025

AERnnova

March 2026



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1. About the Company

Aernnova Aerospace Corporation, SA is a company with registered address in Miñano Mayor (Vitoria, Alava, Spain), in the Technological Park of Álava (Spain), calle Leonardo Leonardo Da Vinci, 13, and is registered in the Commercial Register of Alava, Volume 1242, Page 210, Sheet V-11396.

The company started its activity in 2006 with the acquisition of 100% of the shares of Gamesa Aeronáutica SAU, currently called Aernnova Aerospace, SAU.

Aernnova Aerospace Corporation, SA is the parent company of the Aernnova Group (hereinafter "Aernnova", "the company" or "the Group"). The Group started its activity in the aerospace sector in 1986 with the creation of Fibertecnic and the achievement of the first contract to manufacture composite components for CASA (today integrated in Airbus Group).

1.1 Profile of the company

Aernnova is a leading independent supplier in the design and manufacture of structures and components for the aerospace industry, including associated systems and equipment. The company specializes in the design and manufacture of a wide range of technologically advanced aerostructures, as well as related components, for commercial aircraft, business jets, helicopters and vehicles in the new urban and intra-urban mobility (EVTOL) sector, with solid experience in the use of composite materials. Aernnova has experience and resources in industrialization, aerospace component manufacturing (assemblies, composites, machinery, surface treatment, raw material and metal cutting), as well as engineering services.

The company supplies a wide variety of integrated aerostructures, including empennages, wings, doors, nacelles, pylons, fuselage sections and canopies.

Aernnova currently designs and/or manufactures structures and related components for more than 30 aircraft models including Airbus A350, A220-100/300, A330 XL Beluga, A330, A320, A380, EADS A400MM, C295/CN235, Eurofighter, Airbus Helicopter, Superpuma and Tiger, Boeing 787-8-9-10, Boeing 747-8I/F, Boeing 747LCF, Embraer E1, E2, ERJ145, KC-390, Sikorsky S-92, Leonardo NH90, Bell 505, 407 & 429, Textron Aviation King & Piston, Pilatus PC24, Northrop Grumman F35, JSF, F18, Boeing F18, F15, Boeing P8, Space X Falcon 9, Bombardier Global, CRJ 700-900-1000, Honda jet HA 480, BOOM Overture, Heart Aerospace, Radia, DAGeco328, etc.

In addition, it provides high value-added engineering services to major aircraft manufacturers and Tier 1 suppliers. Aernnova has significant capabilities in product development, manufacturing engineering and product support, especially for complex composite structures. The concurrence between design and manufacturing engineering makes it possible to offer more efficient technical solutions. Finally, it provides technical assistance to its customers in the aerospace sector.

¹ Figure adjusted in accordance with Note 23 to Aernnova's consolidated financial statements. However, in those ratios in this report that are calculated on the basis of turnover, the figure before these adjustments has been used, i.e., 996 million.

Main business and activity indicators



Aernnova is a leading supplier of aeronautical structures for major OEMs. Its turnover in 2025 was €949¹ million, with 5,955 employees at the end of the financial year.

1.2 Business model

The Group has positioned itself as one of the leaders in the design and manufacturing of aerostructures and their components. In this regard, the Group provides profitable, innovative and reliable solutions for its clients, offering them a wide range of activities that are carried out by specialized and globalized business units.

Since its incorporation, the client portfolio has expanded, including, among others, Airbus, Boeing, Bombardier, Embraer, Sikorsky, Bell, Leonardo, Textron Aviation, Space X, Pilatus, BAES, Honda, Deutsche Aircraft GmbH or Northrop Grumman. In addition, the incorporation of new mobility has generated a diversification of the weight of customers, markets, and segments.

Finally, it should be noted that the Group assumes full responsibility for a large part of its programs, from conceptual and detailed design, testing and certification to mass production and support services.

Products and Services

The Group designs and manufactures a wide range of technologically advanced aerostructures and components for civil aircraft, business jets and helicopters. As a Tier 1 supplier, it produces integrated aerostructures and is responsible before OEMs (Original Equipment Manufacturers), for the management of complete work packages involving several technologies and activities. It specializes in wings and empennages, including their mobile and secondary structures, and designs and produces fuselage sections and other integrated aerostructures. Its Tier 1 capabilities also include the engineering services it provides to its customers, which include conceptual and preliminary design, detailed design (model-based), load analysis and advanced simulations of statics, fatigue, damage tolerance, impact, thermal, etc. Manufacturing engineering and prototyping are also

part of Aernnova's offer to its customers, with autonomous multifunctional teams and MRB, materials and processes, integral configuration management, testing and certifications (FAA, EASA) as well as after-market engineering support.

In addition to producing components for integration into its own aerostructures, it also produces composite components, metal components and sub-assemblies for integration into customers' aerostructures. Its Tier 2 capabilities are generally limited to manufacturing, and do not include the product development services offered at Tier 1.

It also provides technical assistance to its customers in the aerospace sector.

The Group, in its eagerness to offer the best capabilities towards its customers as a Maintenance, Repair and Overhaul organization (MRO), is approved by the European EASA Part 145, the U.S. FAA Part 145, the Canadian Transport Canada Civil Aviation (TCCA) Part 145 and the British CAA (Civil Aviation Authority) Part 145, which allow maintenance of structural components with flight hours to perform changes and repairs within the scope of the approval.

In 2024, the MRO obtained the approval of the Aviation Safety Management System by all these Authorities, reinforcing the guarantee and safety of the work performed.

It also provides products and services to customers in other industries, such as automotive, railway, etc.

Organization: business lines and subsidiary structure

The Group operates under the structure of several companies specialised in integrated aerostructures, composite components, metal components, engineering and after-sales services.

Aernnova's activity is divided into six business lines:

❖ Aerostructures

Aernnova is a leading Company specialized in the design and manufacturing of aerostructures such as wings, doors, empennages and fuselage sections.

❖ Engineering

Through Aernnova Engineering, the Group provides high-added value of Product Engineering, Manufacturing and System services.

❖ Services

Aernnova Aircraft Services offers its clients an after-sales service by a skilled team to guarantee 24/7 support.

❖ Composites

Aernnova Composites designs and manufactures several components in composite material.

❖ Metallic Components

Aernnova also supplies multi-technology metal components and sub-assemblies. The company supplies high value-

added products in sheet metal technology, large machining, and surface treatments.

❖ Others Aero / Diversification

In addition, Aernnova develops its activity in other business lines such as the automotive and passenger trains.

To develop these activities, Aernnova has created a corporate structure that as of December 31, 2025, was as follows.



International presence

Thanks to its wide range of specialized activities, the Group can carry out each of these activities in its own facilities, located in Spain, Portugal, United Kingdom, Romania, the United States of America, Mexico, and Brazil in which it has manufacturing and engineering centres.



Manufacturing

The table below shows the location and the main activity of the principal facilities of the Group.

Main activity	Location	Year / m ²	Capacity and highlights
Assembly of integrated aerostructures	Álava (Spain)	2000 / 21.800 m ²	-Assembly structures: Manual & Automated (IPAC ell, Takt-Line, Mini Tkt-Line and MPP Cells)
			-Metallic, Composites and Hybrids Joints (Drilling and Riveting)
			-Systems Integration (including Conductivity and Hydraulic Tests)
			-Paint and Primer Processes
			-Laser Tracker (Tooling Set-up & Calibration and Product Metrology)
	Querétaro (Mexico)	2008/ 3,000 m ²	- Structures Manual Assembly
			- Systems Integration
			- Paint & Primer Processes
			-Cold work & Perma-swage
	Sao José dos Campos	2021/ 8,000 m ²	- Structures Manual Assembly
			-Systems Integration
			-Drilling and riveting of metal parts and composite materials
Manufacture of composite components and assemblies	Vitoria (Spain)	1986 / 7.810 m ²	- Paint & Primer Processes
			-Laser Tracker System (Calibration and adjustment of assembly tools and product measurement)
			-Special processes (portable anodizing, shoot pending, cold working, sealing)
			- Autoclaves
			- C-Scan inspection
			- CNC Drilling & Trimming
	Toledo (Spain)	1991 / 16.931m ²	- X-ray system
			- Projection lasers for molding
			- Curing oven for parts curing
			- Autoclaves
Manufacture of metal components and assembly of aerostructures	Orense (Spain)	2001 / 13.000 m ²	- CNC-Scan inspection
			-Laser projectors
			-Painting and priming processes.
			-Metrascam measurement system for parts and tooling.
			-Chemical and mechanical testing laboratory.
			-Installation of R-x
	Illescas (Spain)	2010 / 42.000 m ²	-Stove for curing parts
			- Automated Tape Lay-up
			- Automated Fibre Placement
			-Autoclaves
Manufacture of metal components and assembly of aerostructures	Évora Composites (Portugal)	2022/27.800 m ²	-Hotforming
			-Ultrasonic automatic inspection
			-Press Forming
			-CNC Center
			- Autoclave
			-Automatic Tape Lay-up, Fiber placement, RTM
	Cádiz (Spain)	1986 / 10.000 m ²	- Hot forming
			-Ultrasonic automatic inspection
			-Water Jet Flow trimming
			-CNC Router
Manufacture of metal components and assembly of aerostructures	Vitoria - Burulan (Spain)	1989 / 10.757m ²	-High Pressure Fluid Cell Press
			-Brake Press
			- Roller Press
			- Heat, surface and painting treatments
			-Aluminum TIG welding.
			-Structural assembly.
	Toledo (Spain)	1989 / 3.500 m ²	-CNC machining centers
			-Surface treatments and painting
			- CNC machining centers
			- Surface treatments and painting
Manufacture of metal components and assembly of aerostructures	Tarazona (Spain)	2000 / 18.157m ²	-CNC machining centers 5 axes and high speed for parts up to 15,000 mm
			- Surface treatments and painting for parts up to 15,000 mm
			-Peen forming and 3-point bending
			-CNC machining centers
			-Hydroforming press
			-Rolling Press
	Querétano (Mexico)	2008 / 13.000 m ²	- CNC Brake forming
			-Hydraulic presses
			- Filament Winding Machines
			- Hot Plate Press

Fabricación de componentes metálicos y compuesto y montaje de aerestructuras			-Auto anodized
	Évora Metálicos (Portugal)	2022/37,800 m2	- CNC machining centers
			- Automated drilling and riveting centers
			- Robotic drilling and riveting platforms
			- Surface treatments and painting
			-Robotic assembly line
	BREK Manuf. Gardena (CA)	1968 / 18.000 m2	- CNC machining centers
			- High torque, low RPM machines
			- Cutting machine Water Jet
	BREK Wichita	10.000 m2	- High level integration of aerestructures. -Integral management capacities & capabilities: Supply Chain, program & project management, commercial -Proven concurrent manufacturing engineering capabilities
	Hamble-le-Rice (UK)	1939 / 37.625 m2	-Machine workshop. Multi-axis CNC machines, hard and soft metals. manual milling machines
			-Sheet metal workshop. High-capacity rubber press for sheet metal forming
			- Stretching machines: Transversal (vertical and horizontal) and extrusion
			-Transparencies / acrylic moldings
			-Composites manufacturing facilities. Manual rolling, autoclaves, CNC milling and drilling, gantry cutting machines, and automated NDT inspection
			-Surface treatment baths (anodizing, sulfuric-tartaric, alochrome, boric)
			- Multiple assembly facilities with dedicated areas and templates
			-Mechanical testing laboratory
			-EBM additive manufacturing machine for development and prototyping.
			-Goods in / clearance facility
			-NDT metal testing (PFD, MFD and conductivity hardness)
			-Hydraulic, electrical and fuel testing
			- Painting and finishing of composite, metal and assembly structures
			-Hydraulic, electrical and fuel testing

1.3 Market environment and strategy

In 2025, the aerospace industry continued experiencing a notable recovery compared to the traffic and capacity levels of the 2024 financial year. Revenue per passenger kilometer (RPK) grew 5.3% year-on-year, reaching a passenger load factor of 83.6%, the highest recorded in recent years. Passenger traffic growth occurred both nationally (2.4% year-on-year) and internationally (7.1%).

In 2025, both Airbus and Boeing recorded a very significant volume of orders, further increasing the backlog of both companies compared to 2024. Both companies demonstrated

solid delivery performance, as global aircraft production continued its recovery after the pandemic. However, despite this increase in sales and deliveries, Airbus's main programs, such as the A320 and, especially, the A350, continue to maintain delivery levels below those of 2019. Supply issues for different components, such as fuselages, parts, and engines, have affected both manufacturers and Tier 1 suppliers, preventing planned deliveries for 2025 from being fully achieved.

The favorable evolution of the market, reflected in an increase in orders above deliveries for the year, together with Aernnova's presence in major commercial aviation programs, guarantees growth of the Group's activity in the coming financial years. Additionally, both new business and commercial aviation platforms, as well as the engineering and aftermarket business, will contribute to Aernnova's growth and strengthening.

On the other hand, R&D continues to be one of the strategic pillars to strengthen Aernnova's value proposition to its customers. For this reason, the company maintained in 2025 both the level of investment and the strategic commitment to R&D as a vector for improving competitiveness, productivity, and growth. Research and technological development activities have responded to customer demands, driving technological improvements that increase returns on industrial investments and develop new production capabilities. This has materialized in projects mainly focused on two lines of action:

- Excellence in our operations: new processes have been implemented in programs in the series production phase, following the dynamic of competitiveness and productivity improvement, with particular deployment in the A350, A220, Honda-Jet, and DA328 programs.
- Meeting customer demands: preparation to participate in future programs, especially in new short- and medium-range aircraft platforms.

Within the first line of projects, priority was given to the maturation of assembly and integration automation technologies, highlighting the AEROBOTICS R&D project, completed this year with very positive results. The identification of critical enabling technologies and components was completed, and the developments were demonstrated through prototypes, new tools, and equipment. Staff skills were evaluated at the Berantevilla assembly plant.

For manufacturing and automation processes and procedures still pending, and not covered by the MASTERLY project (ending in 2026), the HAIZEBOT project has been launched, planned until 2027. In addition, development activities of automation technologies in forming and welding of metal components have continued, especially supported by the DIGIFORM project. Along the same line, technological development of composites progressed during 2025, characterizing press-forming technologies in the SPAR project, with advances in the characterization of target components, forming parameters, and boundary conditions. Feasibility studies of composite materials and processes for robotized drilling without templates were also initiated.

Preparation for future customer demands has been supported by the DIDEAROT and GENEX projects, aimed at shortening development times for future aerospace programs, and XHEGALAK, focused on new lifting surface architectures in unconventional, electric, and high-aspect-ratio wing aircraft.

Activities continued in the Clean Aviation UPWing, FASTER H2, HERA, and HERFUSE projects, initiating feasibility studies for new technologies, automated and robotic processes, digital tools, and their application in Full Scale Deterministic Assembly

(FSDA) processes, along with modeling strategies and advanced quality control methods. A positive assessment of the launch of new R&D projects, some using artificial intelligence, was completed, which will be executed in the coming years.

Finally, the ENGRT project, partially funded by the European Defence Fund for the development of next-generation tactical helicopter technologies, has received a new boost with the approval of new scopes under ENGRT-2.

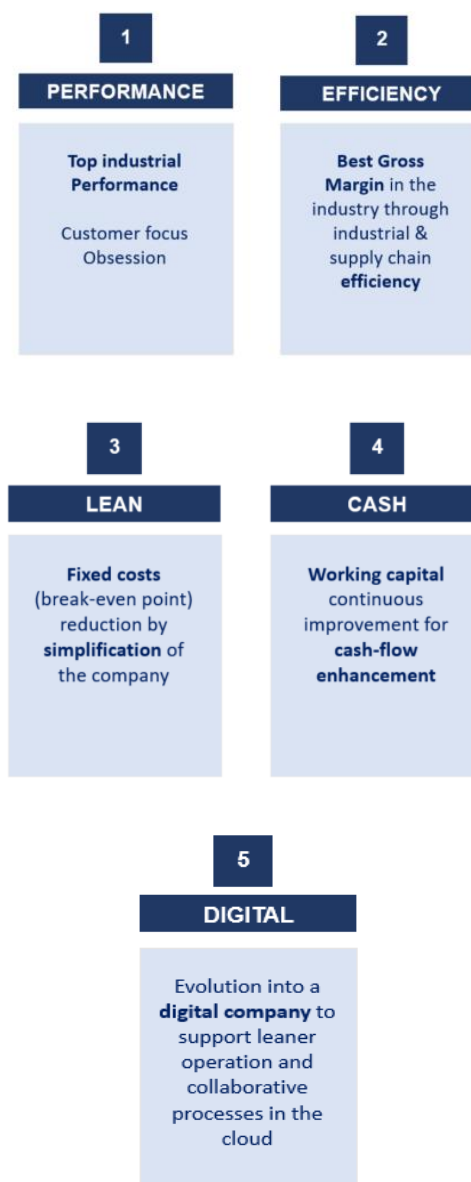
For 2026, IATA estimates global passenger traffic growth (RPK) of +4.9% year-on-year, maintaining leadership of Asia-Pacific with projected growth of 7.3%. Record load factors of 83.8% will be maintained, sustaining airline profitability. This growth will be possible despite supply restrictions derived from aircraft availability shortages and lack of specialized personnel.

On the other hand, the global delivery forecast of all manufacturers exceeds 1,800 units, a record never reached before.

Aernnova has sufficient installed capacity to meet increased customer demand without major investments.

Market evolution and, in particular the expected increase in deliveries of Aernnova's main programs, will lead to a strong increase in activity in 2026, with the main risk to achieving this objective being supply chain capacity.

Operational pillars 2023-2026



HEALTH & SAFETY

1.4. Mission, Vision and Values

Mission

Aernnova's mission is to satisfy the needs of its customers and society, with safety, quality, efficiency, and respect for the environment, thus contributing to the development of the sector. Aernnova is one of the leading companies in aeronautical components at a global level.

Aernnova contributes to the development of air transport by providing its engineering, technology, products and services on aircrafts of the world's leaders in the aerospace sector, by establishing long-term and reliable relationships with customers

and strategic suppliers that Aernnova considers their partners, through the improvement of competitiveness, a key factor in a global industry where great challenges are faced, through Investment in R&D and our own technology in our products and operations, generating profitable growth that allows future investments in programs and through searching for simplification and efficiency in the way of working.

Vision

Aernnova wants to be recognized as one of the world's Top 5 Aerostructure companies as well as the preferred supplier of the major aircraft manufacturers.

Values

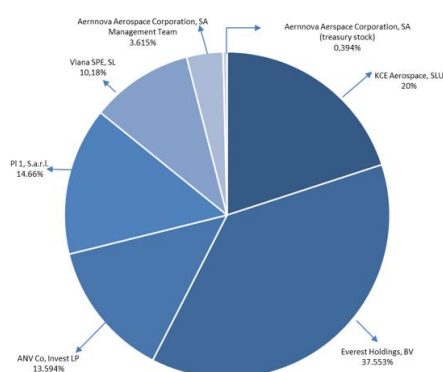
The principles that should be promoted in the relationships in the Company are (i) client-orientation; (ii) integrity; (iii) result-orientation; (iv) team work; (v) personal commitment and respect and (vi) openness and adaptation to change.

1.5. Corporate governance

The existence of an effective Corporate Governance system, transparent, structured and focused on the management of the Company operation is essential to guarantee the success of Aernnova Group through sustainable and organized growth. The governance model is solidly articulated in applicable legislation, principles, internal regulations, codes and corporate policies. The Group's Corporate Governance model consists of two bodies, the General Meeting of Shareholders and the Board of Directors.

Shareholders' General Meeting

Aernnova's shareholders structure as of 31 December 2025 is as follows:



Board of Directors

The Board of Directors is in charge of the management and representation of the Company. Except for those issues reserved to the General Meeting, the Board of Directors is the top decision-making body of the Company and has all the necessary power to manage it.

Members of the Board of Directors as of December 31, 2025

Institutional Chairman	KAIZAHARRA CORPORACION EMPRESARIAL, S.L.U., represented by Mr. Juan Ignacio López Gandásegui ²
Executive Chairman	Mr. Christopher Grant Skinner
Chief Executive Officer	Mr. Ricardo Chocarro Melgosa ³
Secretary not member of the Board	Mr. Hipólito Suárez Gutiérrez
Members	EVEREST HOLDINGS BV, represented by Mr. José M ^a Arellano Navarro
	Mr. Alfredo Tennenbaum
	Mr. Fahd El Kadiri
	Mr. Ronald Mark Howard Van Loo
	Mr. David J. Barger
	AML SAS, represented by Mr. Marwan Lahoud
	PI1 SÀRL, represented by Mr. Javier de la Rica Aranguren
	Vimanna Limited, represented by Mrs. Anna Alexandra Keeling

Board Committees

In addition to the two specialized permanent committees with a permanent, informative and consultative nature, with supervision, information, guidance and proposal powers within their scope of action, i.e., the Audit and Compliance Committee and the Appointment and Remuneration Committee, the Board of Directors established the Delegated Executive Committee in 2020. Therefore, these are the specialized committee of the Company:

❖ Delegated Executive Committee

In accordance with the provisions of article 249 of the Spanish Corporate Act and articles 31 and 31 bis of the Company's bylaws, this permanent Committee has been established with all the powers inherent to the Board of Directors, except for those that are considered non-delegable by virtue of the law or the statutes.

² Following the passing of Mr Juan Ignacio López Gandásegui on 3 February 2026, Mr Gonzalo López Garmendia has been appointed as the new representative.

³ Mr Ricardo Chocarro Melgosa resigned as director and, therefore, as chief executive officer and member of the executive committee, effective 1 January 2026. On 14 January 2026, Mr Christopher Grant Skinner was appointed to assume the duties of chief executive officer on an interim basis.

Furthermore, on 18 February 2026, Mr André Wall was appointed as a new member of the board of directors.

Members of the Delegate Executive Committee as of December 31, 2025

Chairman	<i>Mr. Christopher Grant Skinner</i>
Secretary not Member	<i>Mr. Hipólito Suárez Gutiérrez</i>
Members	<i>KAIZAHARRA CORPORACIÓN EMPRESARIAL, SLU represented by Mr. Juan Ignacio López Gandásegui</i>
	<i>Mr. Ricardo Chocarro Melgosa</i>
	<i>EVEREST HOLDINGS BV, represented by Mr. José M^a Arellano Navarro</i>
	<i>Mr. Alfredo Tennenbaum</i>
	<i>PI1 SÁRL, represented by Mr. Javier de la Rica Aranguren</i>

❖ **Audit and Compliance Committee**

In charge of providing support to the Board of Directors in their supervision duties and, specially, with regard to the result of the audit, supervising the process for the preparation, presentation as well as the integrity of the mandatory financial information regarding the Company and, where appropriate, the Group. Moreover, amongst other tasks, it revises periodically the internal control and risk management systems, including tax systems, supervising the effectiveness and proposing the appointment, re-election and replacement of the account auditor, being in charge of the selection process.

Members of the Audit and Compliance Committee as of December 31, 2025

Chairman	<i>Mr. David J. Barger</i>
Secretary not member of the Board	<i>Mr. Hipólito Suárez Gutiérrez</i>
Members	<i>PI1 SÁRL, represented by Mr. Javier de la Rica Aranguren</i>
	<i>EVEREST HOLDINGS BV, represented by Mr. José M^a Arellano Navarro</i>

❖ **Appointment and Remuneration Committee**

In charge of submitting to the Board of Directors proposals for the appointment of Directors, to be designated by co-optation or to be submitted to the decision of the General Shareholders Meeting, as well as the proposals for their re-election or cessation. Moreover, amongst other duties, it revises periodically the remuneration policy, verifies it is being complied, ensures that the eventual conflicts of interest do not harm the independence of the external guidance given to the Committee, examines the compliance with the Rules of Corporate Governance and makes any necessary proposals for its improvement. It also proposes the appointment and remuneration of the Senior Management of the Company to the Board of Directors.

Members of the Appointment and Remuneration Committee as of December 31, 2025

Chairman	<i>AML SAS, represented by Mr. Marwan Lahoud</i>
Secretary not member	<i>Mr. Hipólito Suárez Gutiérrez</i>
Members	<i>KAIZAHARRA CORPORACION EMPRESARIAL, S.L.U., represented by Mr. Juan Ignacio López Gandásegui</i>
	<i>Mr. Alfredo Tennenbaum Casado</i>
	<i>EVEREST HOLDINGS BV, representada por Mr. José M^a Arellano Navarro</i>

1.6. Impacts, Risks, and Opportunities

Risk Management System

Aernnova, like any other company, is exposed to several risk factors that depend not only on its activity, but also, among others, on the countries in which it operates, the market and the different products and services offered, the regulatory context and the circumstances existing at any given time and place. Therefore, the company seeks to identify these risks and assess them, an initiative that allows it to implement timely management measures sufficiently in advance to mitigate the probability of these risks occurring and/or their possible impact on the business, people and society.

The Group has a comprehensive Corporate Model for Risk Management (MDG-00-400) which is applied to all Aernnova's companies, programmes and activities and which has been developed in accordance with the requirements of the requirements of the aeronautical and defense sectors and the best practices and references: (EN9100 and EN9110 for "Aerospace Management Systems", ISO 14001, 27001, 45001 and 31000, PECAL/AQAP2110, EASA Parts 21 and 145, and UNE 19601 2025 among others).

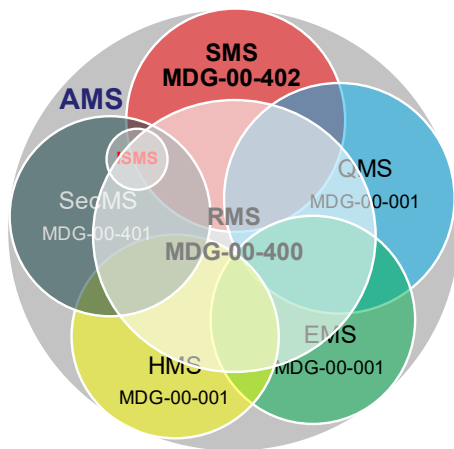
The Risk Management System (RMS) is complemented with policies and procedures for the main processes of the Group that are reviewed and updated periodically to ensure compliance with applicable regulations and deploy best practices in risk management.

The Aernnova Management System (AMS) is the set of all Management Subsystems formally established by Aernnova and its purpose is the satisfaction of stakeholders: Customers, Authorities, Shareholders, Employees, Suppliers-Partners, Consumers and society in general. RMS is responsible for managing risks that could prevent this goal from being achieved.

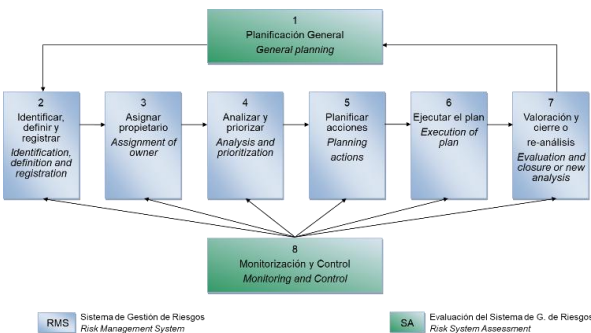
The purpose of the AMS Manuals is the deployment of the corresponding corporate policies. The intention of the Safety Management System (SMS) is reducing aviation safety risks. The purpose of the Quality Management System (QMS) is the operational performance and customers satisfaction. The objective of the Environmental Management System (EMS) is environmental protection. The main objective of the Occupational Health and Safety

Management (HMS) is health and safety. The Security Management System (SecMS), covering both physical and information security (ISMS), deals with protection against intentional attacks.

The Aernnova Risk Management System (RMS), described in Manual MDG-00-400, is a common framework for all of them. This manual was reviewed in 2025 to incorporate Lessons Learned in Risk Management since 2017, as well as to begin gradually aligning it with the Impacts, Risks, and Opportunities criteria in accordance with Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022 on Sustainability Reporting (CSRD). In addition, the Severity Levels have been updated to provide greater granularity for higher-severity risks and impacts, and the typology of criminal risks has also been revised in accordance with the amendments to the Criminal Code.



The Corporate Risk Management Manual (MDG-00-400) establishes the elements of the comprehensive risk management system. The risk management system always follows the same logical and management sequence that starts with the identification and analysis of scenarios that could constitute a threat:



Each of the companies of the Group is responsible for identifying and managing the risks derived from its activity. Their identification and the measures and the plans to mitigate them are revised annually, as well as the application of the established escalation criteria.

The Group has a corporate registry that facilitates the control and management of risk scenarios, as well as the extraction of appropriate indicators to measure the effectiveness of the system. Given that the criticality of the identified risk scenarios measures the potential impact with

respect to the budgets for the period, the risk map assessment is reviewed at least annually.

The Risk Committee is the supervising body of the Comprehensive Risk Management System. It is in charge of supervising and reporting to the Board of Directors on the Company's Risk Map and the effectiveness of the risk treatment measures.

The Board of Directors, following a report by the Audit and Compliance Committee, which in turn will be informed by the Risk Committee, carries out an annual revision of the supervision task of the Risk Committee and takes the appropriate decisions.

Additionally, Aernnova has a Suggestions and Improvement Ideas Channel (IDEM channel), through which employees may identify opportunities and make suggestions for improvement in any area: technical, process, organizational or risk prevention for the different scenarios managed by Aernnova. There is approximately one third in each of these three categories.

In 2025, employees contributed 2,324 improvement suggestions (12.5% more than in 2024), of which 868 (37.3%) are related to risk reduction in their various areas, with 43.5% of these having been implemented. The total number of implemented improvement suggestions was 1,081, meaning that 46.5% of received suggestions are ultimately approved and applied, well above the 30% target. Of the implemented suggestions, 35% (378) contributed to the reduction of corporate risk, a slightly higher percentage than recorded during the 2020–2024 period. On average, more than 20% of employees submitted a risk-reduction suggestion in 2025 (2% more than the previous year). Notably, there was a 66% increase in implemented improvements related to Quality and Aviation Safety risks, the fastest-growing category, undoubtedly as a result of the implementation of the SMS.

Classification by type of risk in 2025, compared to 2024, is as follows:

Risk Reduction – 2024	
Risks	Nº suggestions implemented vs. received
Quality and Aviation Safety	44 (out of 141)
Operational	42 (out of 87)
Environment	56 (out of 107)
Health and Safety Prevention	178 (out of 361)
Reputational	8 (out of 22)
Financial	6 (out of 16)
Total	334 (out of 734)
Risk Reduction – 2025	
Risks	No. suggestions implemented vs. received
Quality and Aviation Safety	73 (out of 148)
Operational	46 (out of 138)
Environment	49 (out of 98)
Health and Safety Prevention	192 (out of 438)
Reputational	8 (out of 17)
Financial	10 (out of 29)
Total	378 (out of 868)

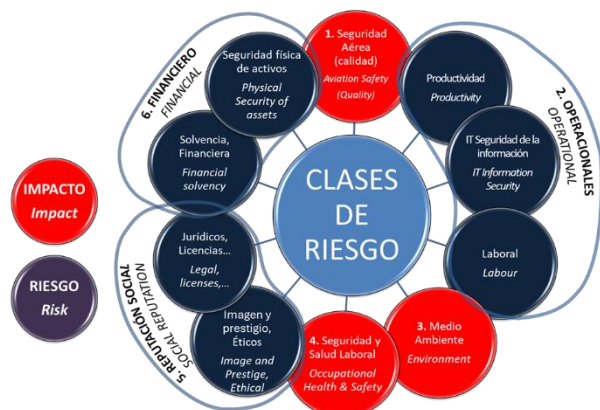
Suggestions received for risk prevention have increased by 18.3% and those implemented by 13.2%.

Types of risks

In the course of its activities, the Company may be exposed to various risks (arising externally and potentially affecting business objectives and investors) or impacts (arising internally and representing effects that the business may have on people or the environment).

Risk Classes constitute the subject matter that must be analyzed for the management of any of the Company's risk scenarios, encompassing the entire value chain, whether internally or with respect to customers, suppliers, or other stakeholders. Risk classes are categorized according to the effect(s) a scenario may have on the objectives of the affected companies or programs (risks) or on consumers, the environment or on employees (impacts).

The Company's main risks, apart from purely financial ones, are those related to potential impacts on Aviation Safety or the Quality of products and services, Operational risks, Environmental impacts, Occupational Health and Safety and Reputational risks, which include legal risks and risks related to the ethical commitments undertaken.



Below are the main types of non-financial risks derived from the activity of the Company, as well as the measures established to manage and mitigate them:

RISKS

Aviation Safety and Quality

Description	In view of the sector in which the Group carries out its productive activity, the quality of the design and production process as well as the process regarding maintenance, repair and operations support become especially important.
Management/ mitigation measures	Advanced Quality Planning and Management System in which the following can be highlighted: - Risk Register and Risk Scenario Map. - The mechanisms for revision, validation, verification and approval of designs and prototypes by the authorities. - The procedures and indicators of the Safety Management System (SMS) and, in particular, the elements of the Advanced Quality Planning Model (APQP), including: • The Analysis of Failure Modes of products and processes and their Causes and Effects (FMEAs) for risk identification.

- Mastery and statistical control of processes and associated risks.
- Product and process Control Plans.
- The approval of designs and the production system (FAI and PPAP) by customers and the certification of designs and products by the competent civil and military Authorities.
- Sharing of Lessons Learned and Best-Practices of the Akrimas system (Aernnova Known Risk Management System).
- The surveillance and monitoring of the performance of products (both our own and those of others) and of the applicable standards and regulations, as well as their changes, throughout the life cycle of the products
- Procedures and mechanisms for analysis and improvement of the potential contribution of Human Factors and organizational risks to the occurrence of failures and errors.
- Mechanisms for feedback and notification of occurrences related to product safety and quality.
- Training, qualification and certification of personnel, especially quality inspectors and technicians.
- The auditing and certification of the Quality System by Clients, Civil Aviation Authorities, Defence Authorities and independent Certification Bodies.
- Traceability, control, recording and filing of evidence of compliance with the requirements and all operations.
- Communication and deployment of quality requirements to the entire supply chain. Certification of suppliers and their special processes and control and evaluation of the products and processes purchased.
- Worldwide monitoring and observation of incidents through the Airworthiness Observatory on a regular basis.

The certifications of the Management System, and in particular the IAQG (International Aerospace Quality Group) certifications EN9100 and EN9110, the Civil Aviation EASA (European Aviation Safety Agency) certifications Parts 21 and 145, and the Defense AQAP (Allied Quality Assurance Publications) PECAL2110 certifications, ensure the adoption of best practices for mitigating risks to Aviation Safety and Quality, in compliance with the established requirements.



Operational

Description	During the development of all the processes there may be problems which affect the continuity and effectiveness of the activity. These risks may be varied: stoppages in production, problems regarding the availability of industrial resources, national or international trade, customs, labour legislation, cultural, language, insurrection, risks regarding the availability of staff and their qualifications, loss of staff with key knowledge, which affect or may cause loss of the design or manufacturing capacity. Risks arising from IT, data and information processing and security, integrity of processing tools, availability of licenses and access, etc. Risks arising from IT, data and information processing and security, integrity of processing tools, availability of licenses and access, etc.
Management / mitigation measures	- Control and management of client's demand risks through the Planning Management Committee. - Establishment of indicators to measure operational performance and periodic monitoring and control in the different Management Committees. - Stock Control Committee: It leads and monitors the management of inventories with a view to maximizing stock turnover. - Programme Management Committee: Revision of the main KPIs, relevant facts and risks associated to each Programme. Launching of corrective and mitigating actions. - Contractual Observatory: periodical review by the Programme Manager with the Executive Committee of the Company to analyze relevant aspects and risks on the contract. - Annual testing in connection with the deployment of the Group's disaster recovery strategy. - Risks derived from the infrastructure associated to productive elements. The Group is involved in a project to safeguard the equipment associated to productive machines (PCs, network, software and hardware backup, robots, etc). In addition to the configuration of the environment, the current status of software and hardware maintenance contracts for each production equipment is now being revised.

Environmental

Description	The Group carries out projects which may have an impact on the environment, either due to pollution, spills, etc.
Management / mitigation measures	Environmental Management System, in which the following can be highlighted: - Identification and evaluation of environmental risks and their impact. - Establishment of environmental performance measurement indicators and regular monitoring and control in the Management Committees - Preventive and corrective maintenance of facilities and equipment with environmental relevance. - Periodical measuring and control of the limits on spills, emissions, soil condition and water and environmental noise. - Periodical emergency drills and periodical revision of containment means. - Control and monitoring of regulatory changes throughout all the companies of the group. - Internal and external audits and certification of the environmental system. - Training and qualification of all staff and, in particular, environmental technicians. - Sharing of lessons learned and best environmental practices. - Communication and deployment of requirements to the supply chain and evaluation of environmental performance. - Development of products with lower life cycle impact, especially in the operational and end-of-life phase.

Occupational Health and Safety Risk

Description	Health and integrity of the people who contribute to the activity is essential and special attention must be paid to all those risks derived from the use of materials, tools and machines, the execution of processes, the location, etc.
Management / mitigation measures	- Joint prevention service with prevention technicians in different companies. - External prevention service in some companies, in technical specialties. - Agreement with an outside prevention service for health surveillance. - Internal and external audits - Occupational risk assessment in all the sites. - Annual ORP Plans in each Company. - Staff training. - Emergency plans in all the centres. - Health and safety committees - Establishment of performance measurement indicators in the Prevention Plans drafted and implemented in companies
Reputational Risk	The failure to observe due diligence, as well as the failure to comply with the regulations in force by the Group's staff or by third parties which collaborate with Aernnova, may bring about negative effects in the reputation and, therefore, in the results of the Group.
Management / mitigation measures	-A criminal risk prevention management system -Aernnova Group Internal Reporting System Policy and Regulations. - Training in criminal risks and ethics.

This risk management model was also implemented in the companies of Évora (Portugal) and Hamble (United Kingdom) during year 2022, and the results were incorporated into the corporate Risk Register from which indicators of control and objectives for continuous improvement are extracted.

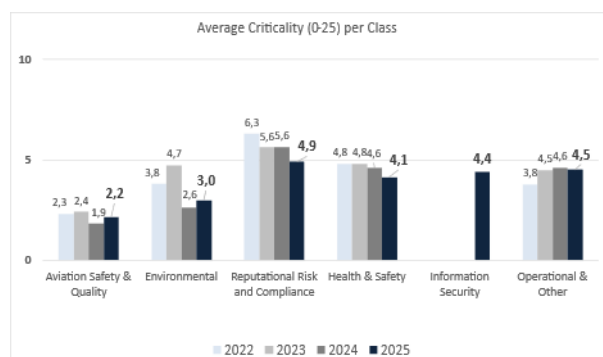
With regard to reputational risks, including legal risks and risks related to the ethical commitments acquired, the company maintains since 2018 a Management System for the prevention of crimes, integrated into the Corporate Risk System, which expressly includes principles regarding corruption and bribery, and the protection of human rights. Likewise, in 2021 Aernnova started with the process of (i) evaluation of the criminal risks to which the Mexican subsidiaries of Aernnova could be exposed and the preparation of a map of controls to mitigate the criminal risks to which they could be exposed, (ii) the preparation and implementation of a crime prevention program for the Mexican subsidiaries, which will be aligned with the program that Aernnova already has in Spain, and (iii) the training for employees of the Mexican subsidiaries in relation to this program. The process was finally completed during the 2022 financial year.

In addition, in year 2023, the process of evaluating criminal risks and implementing the criminal risk management manual in the Portuguese companies began, which has been completed in 2024.

The company's existing policies and procedures for the identification, evaluation, prevention and mitigation of risks and impacts, including reputational risks by area, are

explained in more detail in the following chapters of this report.

Risk Evolution in 2025



The average level of criticality (Severity × Probability) across all scenarios in the corporate Risk Register is 3.27 out of 25, similar to the closing value of the previous year (3.3). A slight increase is observed in latent quality and aviation safety risks, as well as environmental risks, while a minor decrease is noted in the remaining classes. Operational risk, and also reputational risk as a consequence thereof, remain the most significant elements due to the persistent weakness of the supply chain and the associated risk arising from the degradation of processes affecting quality, safety, and the ability to meet increased demand. This weakness has shown some improvement in component subcontracting, but has been further exacerbated in the hardware segments (standard components), chemicals, and certain raw materials. Active risks, associated with the company's strategic transformation projects, have been mitigated by the further progress of the corresponding projects. Among these, the most notable are:

- The risk inherent to the Zero Latency project, which is essential to the digital transformation of the organization, and which is already contributing to the mitigation of other previous latent risks (efficiency, planning risks, cybersecurity risks and information security in general). This project will continue to be developed in a progressive and controlled manner during 2026.
- Operational risk has shown a slight improvement due to the increase in internal and subcontracting capacity to meet the growing demand in almost all programs. However, overall, it remains high due to persistent uncertainty in some basic supplies, mainly:
 - o Hardware (rivets, ball joints, and other standards), further exacerbated by the closure of certain capacities and under high commercial pressure..
 - o Certain metallic and composite raw materials.
 - o Chemical preparations (adhesives, paints, sealants).
- The risk associated with new projects contracted by the Group.
- Regarding Environmental risk, this remains low, with an average of 3, the most significant risk being that associated with potential climate change regulations (CI=15), which remains the main element in this category. The slight increase observed (from 2.6 to 3.0) is a result of the completion of the analysis and recording of fire risk at ICSA

(Internacional de Composites, SAU), Burulan, SAU, and Aernnova Aerospace México, SACV, which, with an IC of 4, are within the acceptability threshold (IC<6).

- The management of risks associated with aviation safety, the category most directly linked to Aernnova's activity, continues to have the lowest average level of all categories as a result of the implementation of the SMS (Aviation Safety Management System) and due to active management of Continuous Improvement during 2025. The increase experienced (from 1.9 to 2.2) is a secondary consequence of the changes undertaken (risk of non-adherence to the new Infor-LN system, incorporation of personnel, transfers of work packages). Section 5.3 (Consumers) explains in more detail the procedures and results obtained in this section.
- Finally, it is worth highlighting the appearance in the corporate Risk Register of risks to information security as a result of the implementation of the ISMS in accordance with ISO27001 (with a level of 4.4 at the end of 2025). The most important risks in this category are, once again, those associated with the migration of systems to the new digital environment, the latent precariousness associated with human factors in information security, staff turnover, and the risks of information loss due to fire or other disasters.

All scenarios that exceed the acceptability threshold (CI=6) have associated mitigation plans, and the degree of progress in these plans is of 76%.

2. Ethics and Integrity

Aernnova's Code of Ethics was approved in 2018 with the aim of actively managing conduct and behaviour in accordance with the law and the highest standards of the sector, developing the ethical principles of the organization. Said Code of Ethics was modified in October 2021 for the purpose of further developing some of the organization's principles. Likewise, new modifications were agreed in 2023 in order to (i) provide consistency in some cases with the content of other manuals and procedures of the organization, (ii) define and include references to the Just Culture as well as (iii) replace the old references to the Ethical Channel with the Internal Information System (which will be duly explained later). In all cases, the modifications to the Code of Ethics were agreed by the Company's board of directors at the proposal of the Risk Committee, taking into account the recommendations of good corporate governance and the principles of social responsibility that have been applied in international markets.

It expresses and compiles the set of values, principles and basic rules of operation, as well as the company's guidelines for conduct in all its areas of action and is therefore the apex of all the rules of corporate social responsibility.

Aernnova Group takes into account the recommendations of good corporate governance and the principles of social responsibility that are being applied in international markets, constituting a basic reference for its monitoring and compliance by all persons belonging to the companies of the Group.

The Code of Ethics contains: (i) General principles, including respect for legal compliance and the rights of the parties; (ii) Substantive principles: applicable to the results for which the Company is responsible and (iii) Operational principles, which should be applied to the nature and the quality of the processes carried out. All these principles are also developed in greater detail in several corporate policies, which are also considered mandatory and form

part of the Code of Ethics, as expressly indicated in section 1.2 of the same. Section 6 of this report contains a detailed list of corporate policies.

Likewise, the Aernnova Compliance Policy approved by the board of directors in 2018 ensures active management for compliance with current legislation and crime prevention within the Group.

Also, the Criminal Risk Prevention Management System implemented by Aernnova in 2018 (and modified in 2023 in order to adjust its wording following the implementation of the new Aernnova Group Internal Reporting System), that is part of the Group's comprehensive corporate model for risk management seeks to organize and manage their prevention based on the following principles:

- Legality, through respect for and compliance with the legislation in force in all the Group's decision and actions.
- Commitment, through compliance with all the requirements which are voluntarily approved, such as codes of conduct, protocols, policies, etc. in connection with compliance, crime prevention and business ethics.
- Discipline, promoting responsible personal behaviour and "zero tolerance" to any type of non-compliance.
- Systematic and adaptive management of criminal risk.
- Leadership, communication and training through the creation and maintenance of a preventive culture in the Company.

Aernnova's commitment to legality has been formally communicated to all board directors, managers and employees of the Group, and it is at all other interested parties' disposal by publishing the Code of Ethics on the corporate website. All the board directors, managers, employees, and representatives of the Group must comply fully, not only with the values and principles reflected in the Code of Ethics, but also with any internal and external regulations that may be applicable to them. Therefore, it is mandatory for them to comply with this Code, all those procedures, policies, internal rules, and protocols that develop it and any applicable external regulations. In addition, as explained in section 6 of this report, the Group's most relevant suppliers have been required to comply with this Code of Ethics, and audit and risk assessment systems are being promoted to monitor effective compliance.

As an essential part of the implementation and monitoring of the Crime Prevention Management System, an ethical communication channel was established in 2018 to report incidents, irregularities and possible risks and breaches of the measures or standards established in the General Crime Prevention System. However, in 2023, the board of directors of Aernnova, in order to comply with the provisions of the various legislations in the countries in which it operates regarding the protection of whistleblowers and the use of information channels, approved a Policy of general principles regarding the internal reporting system of Aernnova Group in which it commits to promoting the investigation of actions contrary to the law and the protection of persons who report known infractions in the work or professional context. This policy is the standard that establishes the principles and bases for the implementation of the Group's internal reporting system. Additionally, the Internal Reporting System Regulations were also approved in 2023, regulating the necessary procedure for the correct implementation and operation of Aernnova Group's internal reporting system.

Thus, following the aforementioned commitment and instructions, in 2023 an internal reporting system of the Group was implemented (for the purposes of this report "the **Internal Reporting System**"). Both the policy, the regulations, and the Internal Reporting System itself were approved for all the companies of the Group. In addition, this Internal Reporting System brings together on the same platform all the specific and individualized channels applicable to each of the Group's companies for the purpose of reporting a infringement (as this term is defined in the system's regulations).

This Internal Reporting System integrates and renders ineffective the Ethics Channel that was implemented in 2018. Likewise, any internal information channel available to Aernnova in which information on any conduct defined as an infringement may be submitted is integrated into the scope of the Internal Reporting System regulations and any principles, guarantees and terms provided therein will apply.

In fiscal year 2024, 10 reports were processed through the Internal Reporting System, a figure that rose to 40 in 2025.

The primary and executive responsibility for the management and treatment of criminal risks of the organization corresponds to the managers responsible for the processes and business units in which these risks take place (vertical or hierarchical management).

The Risk Committee is the transversal oversight body of the Crime Prevention Management System. Its mission is to supervise and respond to the Board of Directors regarding the Company's Risk Map (within which criminal risk management is framed) and the effectiveness of risk treatment measures. The Risk Committee periodically addresses issues of regulatory compliance and reports the progress of the system to the Audit and Compliance Committee and the Board of Directors at least once a year.

On the other hand, the Quality department and, in particular, the System Development and Audit function, performs the tests, audits and reviews established by the Risk Committee, incorporating them into the Audit Plan. The results of these audits are reflected in an audit report that is submitted to the Board of Directors.

The Board of Directors, after a report from the Audit and Compliance Committee, which will be informed by the Risk Committee, annually reviews the supervisory work of the Risk Committee, making the decisions that always deems most appropriate to the nature and characteristics of the company.

The training and awareness needs in crime prevention are identified within the framework of the planning and monitoring of the Crime Management and Prevention System, primarily assessing whether the competencies of executives, managers and positions that may generate exposure to criminal risk are adequate for the existing risk level.

Training needs related to risks are addressed through the following channels: (i) within the framework of the companies' annual training plan; (ii) through specific training actions if, via the Crime Management and Prevention System or by any other means, additional training needs beyond those planned are identified; and (iii) specialized external training when deemed necessary. During this 2025 fiscal year, 17,030 hours of training were delivered to 10,403 participants in Risk Management, including training on Ethics, Criminal Risks, Risk Management Model, Safety Management System,

Environment, Cybersecurity, and Diversity, Equity, and Inclusion (DEI). Specifically, of these participants, 3,549 received training in Ethics.

With regard to data protection, it should be noted that Aernnova is firmly committed to maintaining the highest levels of privacy in accordance with the provisions of applicable regulations, the European Union's General Data Protection Regulation (GDPR); Organic Law 3/2018, of 5 December, on the Protection of Personal Data and Guarantee of Digital Rights (LOPDGDD) and other related regulations; as well as in accordance with local regulations in the countries where the Group's companies operate and/or have their registered office.

Aware of the importance of complying with applicable regulations on personal data protection, Aernnova has implemented and deployed a protocol within the organisation to ensure such compliance and has a privacy policy (available on the website). Data protection is managed by a Privacy Office, which handles all matters relating to data protection, such as, among others, the Register of Processing Activities, incidents in this area and the control of communications with third parties.

To address any queries or questions relating to this matter, a direct communication channel is available to all interested parties via email at the following address: rgpd@aernnova.com.

Fight against corruption, bribery and money laundering

Aernnova's Code of Ethics and Anti-Corruption and Anti-Money Laundering Policy provide the principles of action on corruption, bribery and money laundering matters and the Criminal Risk Prevention Management System ensures compliance with these commitments.

Aernnova thus assumes the responsibility of actively participating in the challenge of the fight against corruption and money laundering in all its areas of activity, thereby contributing to the achievement of the sixteenth objective of the Sustainable Development Goals approved by the United Nations.

Among other actions, Aernnova prohibits any corrupt behaviour or practice, bribery or money laundering in relation to customers, suppliers, business partners and public, national or international officials or institutions. In this sense, the Company is aware of the risk of 'misuse of power', including any dishonest activity in which employees, board directors or shareholders act contrary to the interests of the entity and abuse of authority because of its position of trust to reach some personal gain or advantage for themselves or for a third party. Therefore, the people that make up Aernnova cannot offer or accept gifts or attention that go beyond the purely symbolic or protocol and in no case that could be interpreted as an attempt to unduly influence a commercial, professional or administrative relationship.

Likewise, the delivery, either directly or through third parties of gifts, attentions or advantages to public representatives for them to exercise their influence in favour of Aernnova is not allowed. Additionally, it is totally prohibited to take

advantage of a personal relationship in order to unduly influence an authority or public official.

Finally, it is established that Aernnova's employees must comply with the duties imposed by money laundering regulations.

Contributions to non-profitable foundations and organizations

Aernnova collaborates with associations, foundations and other non-profit entities in its environment to promote sustainable development. These charitable contributions are made under the values and principles established in the Code of Ethics of the Company.

Aernnova has among its objectives to be an active social agent in the improvement and progress of society, promoting economic development and generating value and wealth for the environment.

With these collaborations Aernnova promotes sustainable development within the aeronautical sector.

During the 2025 financial year, the Group made contributions to 32 entities for a total value of €156,803.07, compared to €253,234.50 contributed in 2024.

3. Environmental matters

The company assumes environmental management as a fundamental commitment to sustainability with its clients, suppliers, employees and shareholders, as well as with the Authorities and society as a whole and the generations to come. At Aernnova, the decision-making processes consider, as a principle, the need to find an optimal balance between environmental protection and social and economic development.

As a starting point for the achievement of this environmental commitment, the company not only ensures compliance with the applicable regulations in the places where it operates, having all the permits required for the development of its activity and complying with the established provisions and limitations, but also applies measures to minimize the environmental impacts associated with the operation of its facilities. Beyond mere regulatory compliance, Aernnova has established an Environmental Management System in accordance with the standard of reference (ISO 14001). Nowadays, 100% of the activity is carried out under the safety net of this environmental management system and 92%⁴ is also certified externally.

This integrated environmental management system allows the company to work towards achieving its environmental objectives, controlling and mitigating the environmental impacts generated by the company's activities. The principles of environmental management at Aernnova stem from our commitment to protect the environment and prevent pollution from our activities, products and services, with pollution being understood as the contamination of air, water, soil and any other type that may generate harmful effects on the environment.

⁴ In terms of turnover.

Within the framework of this management system, the company has an Environmental Policy, focused on continuous improvement in the sustainable use of resources, reduction of carbon emissions from our organization and products, throughout the entire life cycle, especially in the operational phase and end of life of products, as well as the principles of circular economy and protection of biodiversity and ecosystems. This policy guarantees in its definition the alignment of corporate commitments with the expectations of customers, regulators, certification bodies and, fundamentally, of society for the benefit of future generations.

As shown in the corresponding chapter, the company has a corporate risk management system, within the framework of which the main environmental risks derived from its activity have been identified, associated with the production processes, the materials and chemical substances used, and the pollutants generated by these activities. The main environmental risks identified within the framework of the corporate management system are related to policies limiting short-haul flights and those related to chemical treatment activities such as the risk of soil and groundwater contamination and water pollution.

In the assessment of environmental risks, it is taken into account the probability of occurrence as well as its potential impact in economic terms. Likewise, the assessment includes the increasing control of the environmental aspects by the authorities and the penalties and potential consequences should the risks occur.

Furthermore, as described in greater detail in Annex I, Aernnova has prepared a draft double materiality analysis, which additionally identifies the risks of climate change adaptation and mitigation, energy, air pollution, resource consumption and waste. Currently, thanks to the prevention and control systems in place, all of these risks are within the acceptability threshold or have defined mitigation actions in place to achieve this.

In 2025, as in 2024, no substantial environmental penalty sanctions were imposed on any Group company.

Today, thanks to the prevention and control systems in place, all environmental risks are within acceptable limits or have defined mitigation actions in place to achieve this. ANN Évora Estruturas Metálicas is classified as SEVESO Lower Level in accordance with the Major Accidents Safety Regulations, but in 2025 it has requested that these regulations no longer apply as it is below the thresholds for application. Its processes are under adequate control.

Before breaking down the effect of the Group's activity on the different environmental indicators, it should be noted that in 2025, the environmental analysis was extended to all Aernnova companies, in particular to the engineering company SIE (Structural Integrity Engineering) and all engineering and services companies. Environmental performance per revenue during the period shows an improvement in the energy efficiency indicator. The other indicators do not show improvement compared to the previous year, because lower values of VOCs and waste were recorded in that period. Nevertheless, an improving trend in these indicators can be observed over the last three years. The absolute values of the indicators increase due to the higher production volume compared to the previous year. Aernnova plans to continue on the path of growth in the medium and long term. Therefore, it is expected that the absolute values of consumption may increase as a result of this increase, although relative efficiency indicators will continue to improve. Aernnova continues to work actively on optimizing processes to reduce its ratios in relation to activity, as reflected in Aernnova's Sustainability Strategy

for 2030 and in the annual environmental action plans of the Group's companies. On the other hand, it should not be forgotten that Aernnova contributes significantly to the decarbonization of the aeronautical sector by developing products with a lower impact during their operational and end-of-life phases.

Under the corporate control of the Environmental Management System, each of the facilities is responsible for identifying and managing the main potential effects of its activity on the environment. Their identification and the measures and plan to mitigate them are revised each year. The main effects identified in this area are classified within the following subjects:

Main environmental effects
• Use of substances affected by REACH (chemicals, mainly paints, and processes). • Consumption of natural resources; raw materials (aluminium, carbon...), water, electric power, fuels, nitrogen...
• Waste generation and its recyclability
• Discharge of process water after treatment and sanitary water • Atmospheric emissions: VOCs (solvents and paints), combustion gases (boilers, furnaces), or other pollutants such as those derived from the use of chromium in gas scrubbers or surface treatment baths.
• Soil pollution and groundwater • Climate change through CO2 equivalent emissions mainly due to the consumption of electricity, fuels and other indirect emissions. • CO2 emissions in the operational and end-of-life phase of our products.

In 2025, Aernnova has invested more than two million euros in measures aimed at mitigating the effects of climate change (energy efficiency improvements, waste management, control, filtration, and purification of waste and emissions, etc.), maintaining the values of 2024.

Together, these measures represent a cost of approximately 0.21% of sales in 2025.

To prevent and mitigate these effects, in addition to preventive maintenance and periodic controls, the company's facilities have equipment or installations for this purpose at the main points of potential impact:

Main mitigation and prevention measures
• In painting cabins, installation of dry filters to retain pollutants, periodical replacement and removal with authorized manager and water curtain with subsequent processing of water in treatment plant.
• In surface treatment installation of treatment plants.
• Reuse of water in other processes.
• Reuse of auxiliary materials; sealant cartridges, rags, etc. • Establishment of annual reduction targets for the main environmental indicators. • Search for waste recycling alternatives, e.g. recycling of composite waste and other wastes produced. • Use of solvent distillers and recirculation systems of dissolvent or watery solutions used to clean paint pistols. • Use of evaporator for wastewater with paint.

- Implementation of a single-dose paint format.
- Implementation of sealant cartridges with base and catalyst which mixture is prepared automatically in a machine.
- Optimization of packaging and introduction of returnable packaging.
- Semi-automation of the mould release and dissolvent application process to minimize VOC emissions.
- Periodic measurements in atmospheric emission sources, discharge analysis, environmental noise measurement, groundwater and soil contamination control.
- Implementation of energy efficiency measures, energy management systems and awareness of responsible energy consumption.
- Participation in R&D&I projects for the development of products with lower impact in the operational and end-of-life phases.

For the management of all issues related to the environment, Aernnova has a transversal environmental department, and has 26 technicians and 10 auditors qualified in accordance with the environmental management system. All the premises of the environmental management system are subject to annual internal audits, which are carried out by qualified internal personnel as well as the corresponding external audits within the framework of ISO 14001 certification.

In order to extend its environmental commitment to all its professionals, Aernnova offers environmental training programs. In 2025, energy efficiency training was provided to a total of 1,897 participants, and specific environmental training was provided to 1,176 participants on topics such as ADR dangerous goods, REACH regulations, and environmental legislation, among others. Furthermore, 307 new employees have received environmental information as part of their onboarding process, which includes topics such as energy efficiency, waste classification, segregation, and reduction, spill prevention, etc.

The Company also participates in several research and innovation projects as well as other initiatives on environmental matters to improve the performance of its operations as well as its products. Detailed information in this regard is included in each of the chapters.

In addition, Aernnova maintains various initiatives to promote employee awareness of the environmental impact of its activities, including updating Aernnova's Decalogue of Best Practices in Energy Responsibility and launching an energy awareness campaign throughout the Group every two years. Taking advantage of the expansion of the Coasa facilities, 10 trees have been planted.

The company apply the precautionary principle in its decision making. For this reason, and in the awareness of the environmental risk that Aernnova's activities could cause in the environment, the company has taken out a civil liability insurance policy that covers sudden and accidental contamination in environmental matters for all the Group's activities, thus guaranteeing the necessary reparation in the event of the risk materializing. In the history of the company, it has never been necessary to resort to this guarantee.

Pollution

Aernnova's operations are associated with the emission of Volatile Organic Compounds (VOCs) into the atmosphere, resulting from the use of adhesives, sealants, paints, and solvents in assembly and painting processes, as well as other pollutants such as particles or substances from surface treatments. Persistent Organic Compounds (POPs) are not generated.

The Company works on the reduction of the diffuse and confined emissions associated to these activities through measures such as:

- Filters or water curtain to retain pollutants and other contaminants.
- Cyclones for particle capture in shot blasting processes.
- Oil mist collection systems in machining centers.
- Gas washers for pollutant retention and management in treatment plant.
- Semi-automatic application of VOC-containing products (solvents and release agents).
- Review of cleaning processes to optimize consumption.
- Solvent dispensers to reduce diffuse emissions.
- Use of water-based chemicals with less VOC content.
- Implementation of paint spray guns with disposable nozzles that require less cleaning.
- Replacement of substances with others of lower hazard, primarily in surface treatment lines or those affected by REACH regulations.

Within the diffuse emissions of pollutants in our activity, the main one is due to the use of solvents in cleaning processes, and sealants to a lesser extent. The use of paints is mainly confined.

The ratio of volatile organic compound (VOC) emissions in the 2025 period was relatively similar to that of the previous year, although it is 13% lower than the values for 2023.

Volatile Organic Component Emissions (t)

VOC	2024	2025
Total	161.2	167.7

Volatile Organic Components Emissions Ratio (t/M€)

VOC	2024	2025
Total	0.167	0.168

In Aernnova's activity, emissions of NOX, SOX and other hazardous air pollutants (HAP) are not significant, being in orders of magnitude below the established limits, although these parameters are measured for regulatory control.

The most significant emissions of pollutants into the air and water of Aernnova's companies that declare pollutant loads in the State Emission and Pollutant Source Registers are shown below. The following tables consolidate the data from Aerometallic Tarazona, Aernnova Évora Estruturas Metálicas and Intec-Air.

Air Pollutant Emissions (t/year)

Pollutant	2024	2025
Carbon Monoxide (CO)	2.14	2.80
Nitrogen oxides (NOx/NO ₂)	6.52	8.74
Chromium and compounds (as Cr)	0.02	0.01

* The 2024 values for IntecAir are updated in accordance with the review requested by the Regional Government of Andalusia.

Water Pollutant Emissions (t/year)

Pollutant	2024	2025
Total Nitrogen	0.36	0.44
COD	1.67	1.07
Chromium and compounds (as Cr)	0.00	0.00

This year, air and water emission values for certain parameters have increased due to longer operating hours, although values remain within legal parameters.

Neither environmental noise nor light pollution are significant in Aernnova's activity. However, measures are taken to soundproof equipment and facilities as far as possible. In addition, it should be taken into account that the Company's activity is mainly carried out in facilities located in industrial estates and technology parks. Nevertheless, the company performs periodic noise measurements as part of its environmental management and environmental authorizations.

Circular economy and waste

In 2025, the actions implemented in previous years to reduce waste have been maintained, and the focus has been placed on reducing the amount of waste sent to deposits.

Aernnova maintains a firm commitment to the implementation of an environmental strategy based on the principles of the circular economy to minimize the potential impacts derived from its activity. Most of the innovation projects in which the company participates are focused on improving the environmental performance of its materials and products. To this end, the companies have an identification of the waste generated, tracing the flows, origin and destination, focusing on the search for waste recycling alternatives for those which destination is the deposit.

The main hazardous wastes generated are spent baths from surface treatments, cutting fluids, product wash waters, composite pre-preg trimmings, materials impregnated with chemicals, contaminated metal and plastic containers, sewage sludge, etc. Notably, there has been an increase in waste from the chemical milling process at IntecAir, which has doubled compared to the previous year (+117t), and in the management of spent baths at Aerometallic Tarazona (+218t).

For non-hazardous wastes, such as paper and wood, continuous recycling is also carried out, as well as for all wastes except the non-recoverable fraction of general waste.

The company generates other types of non-hazardous waste, such as scrap or municipal waste (including paints, sealants, and pre-pregs). Aernnova does not need to implement measures aimed at food waste, as its sector of activity does not produce a significant amount of food waste. In 2024 and 2025, the generation of hazardous (HW) and non-hazardous (NHW) wastes was as follows:

Waste Generation (t)

Waste	2024*	2025
HW	1.637	2.282
NHW	8.620	7.946
Total	10.257	10.228

* Minor update of values for 2024.

Waste Generation Ration (t/M€)

Waste	2024*	2025
HW	1.69	2.29
NHW	8.92	7.98
Total	10.61	10.27

In 2025, there has been a significant reduction in waste generation due to the reduction of wood chip waste in Évora, which is managed as a by-product in the form of briquettes. The increase in hazardous waste generation is due to the increase in the management of spent baths.

According to waste management regulations, waste has two main types of final management: recycling or deposit. Due to the associated lower environmental impact, the pursuit of the recyclability of its waste is a priority for Aernnova and is therefore one of the sustainability objectives for 2030 (as explained in greater detail in section 6 of this report). However, the search for recycling alternatives for hazardous waste is more complex and sometimes not yet technically developed. In any case, and in line with these objectives, throughout 2025, actions have been maintained in the search for recycling alternatives for waste that is currently deposited, promoting segregation at source and by type in order to provide the best possible management of such waste.

Thus, as shown below, Aernnova has maintained the overall percentage of waste destined for recycling in this period.

Waste Recycling (%)

	2024	2025
HW	44.47%	38.74%
NHW	97.24%	96.62%
Total	91.07%	88.88%

All waste generated is classified by type and treatment and is always managed by authorized waste managers.

Sustainable use of resources

❖ Water consumption

The sole source of water supply at all the facilities is the municipal supply network, except for:

- Hamble Aerostructures which has a license from the Environment Agency to extract 182,000 m³ per year of groundwater at its UK facilities 9,924 m³ were extracted during 2025 and it stopped being used in July 2025.
- Évora sites that have groundwater extraction licenses, and system for storing and using rainwater for the pumping system in case of fire. They have an irrigation license for 15,000 m³ for Compósitos and 7,000 m³ for Metálicos and in 2025 consumed only 7 m³ in Compósitos.

Water is consumed in several productive processes such as baths, the refrigeration of autoclaves and for human consumption, in toilets and changing rooms. It is also consumed water for the landscaped areas surrounding the companies.

Industrial water that may have any type of contamination is treated in on-site treatment plants prior to discharge into the sewage system and/or is managed as waste in the case of exhausted baths.

Below is a breakdown of water consumption by type of origin. Process water reused in other industrial processes with lower water quality requirements is also included, such as, for example, the reuse of osmosis rejection water in processes such as washing areas, filling gas scrubbers, etc.

Water Consumption (m3)		
Water	2024	2025
Municipal Water	274,736	297,062*
Well Water	9,533	9,931
Total	284,269	306,993
Reused/recycled water	2024	2025
m3	6,996	5,488
% of the total	2.5%	1.8%

*The water consumption value for Aerometallic Tarazona for Q4 2025 is an estimation.

The decrease in recycled water is due to lower replacement rate of surface treatment baths in Évora, despite an increase in the amount recycled at Aeronáutica y Automoción, SAU in 2025.

Water consumption in terms relative to turnover was as follows:

Water Consumption Ration (m3/M€)		
Water	2024	2025
Total	294	308

The relative water consumption index is relatively similar to that of the previous year.

Most water consumption is due to the surface treatment processes, which remains constant almost independently of the number of parts treated. Industrial process water is discharged after treatment to ensure the quality of the discharge.

63% of Aernnova's water consumption originates from the seven companies with surface treatments (ANN Évora Estructuras Metálicas, Hamble Aerostructures, Aerometallic Tarazona, Intec-Air, Burulan, Aernnova México, Aeronáutica y Automoción). These companies recirculate the process water in a closed circuit with osmosis plants to optimize consumption. However, opportunities for improvement have been identified to continue on the path of reducing consumption.

❖ Consumption of raw materials

Aernnova's industrial activity demands raw materials. In the manufacturing of composite parts, the main material consumed is carbon fibre, which represents more than 80% in weight of the total raw material consumed in this technology. These materials have limited possibilities for being reused, which besides is technically complex to do. However, really significant progress has been made as explained in the waste generation section. In addition, the Company develops technological innovations to improve the efficiency in the use of raw materials, the implementation of new materials and the improvement in the design of structures in order to improve aerodynamic performance, weight of structures, disassembly, and end of life. In the case of composite materials, we work for the maximum optimization of markers in the cutting of materials.

Consumption of materials- Composites (thousand of m2) *

Composites	2024	2025
Carbon Fiber	1,276	1,430

* The value for 2024 has been updated to also include data from ANN Évora em Compósitos.

On the other hand, the main materials used in the manufacturing of metal pieces are aluminium, titanium and steel.

Purchase of materials - Metals (t) *

Metales	2024	2025
Steel	53	57
Aluminium	8,873	8,963
Copper	3	4
Titanium	36	103
Others	10	28
Total	8,975	9,155

* The data includes the consumption of raw materials by Mexico, Brek, Aernnova, Hamble Aerostructures, Aerometallic Tarazona, and Évora, which are the companies that purchase or supply raw materials to the other companies in the Group.

The increase in material consumption is directly associated with the increase in activity. The largest increase in titanium is due to the procurement of 18 months of stock because of the war in Ukraine.

Metallic materials do have an almost total recovery rate and all the waste from the process is recovered in order to be recycled.

Additionally, other materials such as sealants, paints, solvents, paper and wood are also consumed.

In the case of solvents, distillers and recoveries are installed for the regeneration and reuse of the solvents used in paint pistols and cleaning.

Aernnova also carries out a correct separation of auxiliary materials, such as packaging and paper, for their being subsequently recycled. Furthermore, the paper consumed is environmentally certified, specifically with the FSC mixed and EU-Ecolabel. Progressively, the use of returnable packaging for product delivery to customers is spreading, as well as the replacement of plastic consumables by cardboard in vending machines.

❖ Paper Consumption

Paper consumption in Aernnova is associated with the printing of production orders. Through the PaperCut tool, there is visibility of consumption per printer and user in most of the Group's companies.

The increase in consumption is due to the start-up phase in the implementation of the new ERP in the middle of the year. A reduction in paper consumption is expected in the coming years with the full implementation of the new ERP.

Paper consumption (ud) *		
	2024	2025
Black/White Pages	9,293,468	11,775,612
Color Pages	1,045,108	1,184,525
Double-side printing	53.7%	50.1%

* BREK, SIE and ELESA consumption is not included.

❖ Energy consumption

The main sources of energy used by Aernnova in the development of its activities are electricity and fuels: natural gas, diesel, propane and LPG.

In the company, in 2025, 29.4% of energy consumption comes from renewable sources, compared to 27.9% in 2024; 29.2% is due to the electricity supplier's generation mix, and an additional 0.2% is generated by the company's own renewable installations (mainly delivered to the supply grid). This increase is due to the progressive rise of renewables in the electricity mix, although Aernnova is working to expand its solar energy generation capacity in the coming years:

Electricity Consumption (GJ)		
Electricity	2024	2025
Total	324,717	321,471

During the period, actions to improve energy efficiency have continued to be carried out, such as changing lighting to LED, replacement of air conditioning equipment, air conditioning regulation, detection of inefficiencies with the energy management system, etc., although the most notable in 2025 has been:

- Replacement of four air conditioning units at Aernnova Aeroestructuras Álava.
- Installation of an air handling unit (AHU) in Miñano.
- Installation of soft starters on Verson machines in Mexico.
- Replacement of compressor with a more efficient one at Aerometallic Tarazona.
- Installation of electric autoclave at Coasa.
- Replacement of cooling towers at Fibertecnic.

It should also be noted that Aernnova Évora Estruturas Metálicas is LEED Gold certified and Aernnova Évora Estruturas em Compósitos is LEED Silver certified, and that the Aernnova Engineering and Arghos Technical Assistance offices are located in a LEED Silver certified site.

With regard to fuel consumption, the figures are as follows:

Fuel Consumption (GJ)		
Fuels	2024	2025
Natural Gas	162,274*	171,968
Diesel C	927	923
Propane	601	651
LPG	43	63
Petrol/Diesel A	713	811
Total	164,557	174,416

* The natural gas consumption value is updated due to problems with the supplier's natural gas billing in AMT.

Energy consumption in terms relative to turnover was as follows:

Energy consumption ratio (GJ/M€)		
Energy	2024	2025
Total	506	498

The energy consumption ratio has been reduced by 1,6% compared to the previous year.

Energy Efficiency Audits have been carried out at Aernnova Aeroestructuras Álava and Fibertecnic in compliance with Royal Decree 56/2016.

Additionally, in its commitment to the environment, the Group has renewable energy installations in five of its companies: Aernnova Aerospace; Aernnova Composites Illescas; Fibertecnic; Aerometallic Tarazona and Hamble Aerostructures Limited, which generated a total of more than 899 GJ/year. Additionally, agreements have been signed to install solar panels for self-consumption electricity generation in Évora and Aerometallic Tarazona, which will be operational next year.

The company also participates by committing to the energy efficiency of its products through different measures adopted from the design phase and extending to all stages of the life cycle, especially in the operational phase, such as:

- Reduction in aircraft weight due to the improved structural performance of composite materials (strength

per unit weight). In the last 20 years, composite materials have gone from accounting for 5% of aircraft weight to more than 50%. The 844 MT of composite structures delivered by Aernnova in 2025 will save 780,000 MT of fuel for aircraft during their operational life. This represents a saving equivalent to the CO2 emitted in a year by 700,000 cars and an environmental benefit equivalent to that produced by 1,100,000 trees.

- Reduction of aerodynamic drag by optimizing designs and finishes.
- Use of alternative materials to aluminium with lower energy requirements in their industrial processes (47 kWh/kg of carbon/epoxy compared to 105 kWh/kg of aluminium). This has resulted in savings of 66,000 MWh in 2025 across the entire manufacturing cycle.
- Reducing the maintenance costs of the structures designed and manufactured by Aernnova, through two main sets of activities: for metallic structures by designing for fatigue and damage tolerance to maximize inspection intervals, and for carbon fiber structures by designing to make field inspection methods as economical as possible. These actions allow for extended product life.

Through these and other similar measures, the Company has contributed to improving the energy efficiency of the aircraft by 46.5% from the B737-300 of 1985 (3.46L / 100km per passenger) to the current A220-300 (with 1.85 L/100km per passenger).

Climate change

In 2025, Aernnova had its carbon footprint calculation for 2024 verified by an independent third party, in accordance with the GHG Protocol standard, for all companies, scopes and categories. Similarly, the calculation for 2025 is expected to be verified by an independent third party during June/July 2026.

Direct GHG emissions (Scope 1) are associated with the combustion of fuels, refrigeration gas recharges, relative emission of VOCs, welding gases, etc. Scope 2 emissions are associated with the purchase or sale of electrical energy and other indirect emissions (Scope 3) are associated with the rest of the emissions, among which we highlight those in which Aernnova has scope for action, such as:

- Category 3: fuel and energy activities not included in Scope 1 or 2.
- Category 4: transportation of goods upstream.
- Category 5: waste management
- Category 6: business travel
- Category 7: employees' transport

GHG emissions are shown below, with an additional breakdown in relation to the categories on which the 2030 sustainability targets have been focused (details of which can be found in section 6.4 of this report).

GHG emissions (tCO2eq)		
	2024 ^(*)	2025
Scope 1	10,421	10,464
Scope 2	21,242	19,033
Scope 3	26,239	25,234
Category 3	3,762	4,049
Category 4	10,715	9,134
Category 5	2,336	3,405
Category 6	2,219	1,453
Category 7	7,207	7,192
Total	57,902	54,731

(*) Update of CFP 2024 data based on the results of the third-party verification audit conducted in June 2025.

And in terms of turnover:

Emissions GHG Ratio (tCO2eq/M€)		
	2024	2025
Scope 1	10.57	10.51
Scope 2	21.54	19.11
Scope 3	26.61	25.34
Total	58.72	54.96

(*) Updated with HCO verification.

The improvement in the emissions ratio is 6% and, as it can be seen, there has been a contribution to the improvement in all three scopes, particularly linked to the energy efficiency measures mentioned above.

In addition, the product carbon footprint calculation tool allows us to declare to customers the emissions of the products we sell based on their technology, materials, weight, and transport to the customer's door.

Aernnova has defined an Emissions Reduction Plan that highlights actions related to:

- Installation of solar panels for renewable electricity generation for self-consumption at the Évora and Aerometallic Tarazona facilities.
- Replacement of lighting with LED fixtures at Aernnova Composites Illescas and Aernnova Aeroestructuras Álava, among other companies.
- Replacement of air conditioning units at Aernnova Aeroestructuras Álava, Miñano, and Aeroblade.
- Replacement of roof skylights at Fibertecnic.

Aernnova Aerospace Corporation will soon register its verified Corporate Carbon Footprint for 2024 and its Emissions Reduction Plan with MITERD (Ministry for Economic Transition and Demographic Challenge.)

It is worth mentioning that Aernnova Componentes Mexico has once again obtained the State Seal of Low Carbon Emissions QRP-3 for the compensation of 76 tons of CO2e by participating in the Carbono Biodiverso project in the Sierra Gorda Biosphere Reserve for the purchase of carbon credits.

In turn, Aernnova has offset the emission of 3.95 tonnes of CO2 by purchasing 1,062 litres of Sustainable Aviation Fuel (SAF) for airlines in 2025.

The company also takes responsibility for the environmental impact of its processes, employing systems to retain atmospheric pollutants such as filters, gas scrubbers, and others. These improvements to its facilities enable the company to reduce its emissions into the atmosphere.

Aernnova has continued its participation in various Clean Aviation projects active in recent years:

- UP WING for the development of a new ultra-efficient wing with larger wingspan and less chord than current aircraft to reduce induced aerodynamic drag.
- FASTER H2, which aims to develop a single-aisle aircraft architecture powered by hydrogen.
- HERA, new architectures, materials and processes for eco-efficient regional aircraft.
- HERFUSE for the development of the interface between the empennage and the rear fuselage, achieving significant weight reductions through new materials and processes.

In all cases, the milestones and deliverables agreed with our partners are being achieved.

Specifically, within the CA HERA project, new sustainable industrialization metrics have been developed for manufacturing processes in accordance with high-level requirements for regional aircraft architecture. The most notable progress has been achieved in the optimization of energy consumption in industrial processes within the "Energy Saving" pillar, in collaboration with the Portuguese technology center INEGI. Aernnova has started developing a Digital Twin model for a resin infusion process applied to a representative structural component, establishing a use-case definition for the developed metrics. INEGI has provided relevant information on material characterization.

Technological development projects in advanced manufacturing aimed at improving productivity and competitiveness have also included objectives to reduce environmental impact. This is the case with the Aerobotics, Xegalak, Future and Spar projects, which ended in December 2025, and Digiform, which will end in 2026. It is also the case with the new technological development projects that began this year:

- Organic. The objective is bio-organic design for additive manufacturing in repairs to improve the usage and end-of-life stages.
- Haizebot. This project seeks greater automation and efficiency through the use of artificial intelligence developments in Berantevilla's assembly processes.

Aernnova is a founding member of the European public-private initiatives Clean Aviation and AZEA, Alliance for Zero Emissions in Aviation.

In the 2025 financial year, no risks arising from climate change materialised.

Furthermore, in 2025, Aernnova participated in the Carbon Disclosure Project (CDP) Climate Questionnaire, where it improved its rating, obtaining an A- ('Leadership') in Climate and a B- ('Management') in Water, significantly improving in areas such as 'Verification', 'Emissions reduction initiatives and low-carbon products' and 'Targets', among others. This non-governmental initiative administers a

global environmental disclosure system to which major industries, cities and other public and private entities worldwide have signed up.

Aernnova has undergone the ECOVADIS assessment for the third time and is currently awaiting evaluation by an expert committee.

Aernnova's participation in all these initiatives demonstrates the Group's interest in transparency and commitment to the fight against climate change.

Protection of biodiversity

According to the regulations in force an environmental impact study is carried out before starting the activity. This survey takes into account the several environmental impacts associated with the plant's activity, including the protection of biodiversity. Likewise, environmental due diligence is carried out before any acquisition, to determine the condition of the facilities.

The company's industrial plants are almost entirely located in industrial parks and technology parks, so the impact on biodiversity has been assessed and is limited.

Aernnova follows the DNSH (Do Not Significant Harm) principle in order not to cause significant harm in the development of its activity following the guidelines of Regulation 2020/852.

4. Human Resources

The Aernnova project is based on people, an essential asset for the success of the group.

Under this premise, the Group's "Code of Ethics" expressly identifies 10 fundamental principles which govern its Human Resources policy and put into practice its commitment to people.

These principles are recorded in point 3.13 of the Code of Ethics and are the following:

1. Non-discrimination
2. Harassment
3. Health and Safety
4. Employees' privacy
5. Communication with employees
6. Employees development
7. Remuneration and Benefits
8. Working hours
9. Free association
10. Migrant workers

These principles are developed in the People Management Policy, specifically in the following areas:

1. Recruitment and Hiring
2. Training and Professional Development
3. Remuneration
4. Communication
5. Labor Relations
6. Work-life balance and digital disconnection.

And in the Equality, Diversity and Inclusion Policy that promotes:

1. Dignified work environment based on respect
- 2.

2. Respect and consideration of diversity as a value that ensures non-discrimination.
3. Equal opportunities
4. Collaboration, transparency and equity
5. Cross-cultural understanding
6. Transparent communication

These principles are specified in the Human Resources Management Plan of the Group and in the Management Plan of the several companies that integrate it. These Plans specify the different initiatives that guarantee compliance with the principles set forth in the Code of Ethics and in the People Management and Equality, Diversity and Inclusion Policies, respectively.

In this regard, Aernnova Group has a Human Resources Committee to define the Group's general strategies in connection with people and has implemented several measures and management protocols.

4.1 Description of staff

During 2025, the Aernnova Group has focused its human resources management on optimization, in line with the strategy defined for this financial year. In this context, the workforce grew by 1.57% in 2025, with Spain and Brazil consolidating their position as the countries with the highest growth rates.

As of December 31, 2024, Aernnova had a total workforce of 5,863 employees, of whom 3,486 worked in Spain, with the rest distributed between the United Kingdom, Mexico, the United States, Brazil, Romania, and Switzerland. As of December 31, 2025, the year ended with a total of 5,955 employees, of whom 3,684 worked in Spain, with the rest distributed among the United Kingdom, Mexico, the United States, Brazil, Portugal, Romania, and Switzerland.

Regarding the professional classification of the personnel that make up the group's total staff, there are four main professional groups: a first group of **Management**, made up of an Executive Committee and a Management Committee, made up of 12 people (15 people in 2024), which is supported by the rest of the management team, that is, by those workers who carry out the management functions of the different companies and/or areas.

A second professional group, corresponding to **Middle Management**, is made up of highly qualified people who assume responsibilities for planning, coordination, and operational supervision. They also act as a liaison between management and operational teams, ensuring the proper implementation of strategic guidelines and compliance with policies, procedures, and processes.

A third group corresponding to **Offices**, whose functions are directly related to engineering activity, product development, technological development and continuous improvement activities, as well as support functions, such as quality, purchasing and logistics, human resources, finance, sales, legal, etc.

A fourth professional group called **Shopfloor**, made up of workers whose jobs are directly related to production and production support functions, such as plant quality, production engineering, maintenance, warehousing and dispatch.

Aernnova, as a company belonging to the aeronautical sector, has a headcount with particularly relevant technical training. Thus, practically the entire headcount has a minimum of professional training or higher. As a general criterion, the company hires recent graduates to complete its headcount.

Below is a breakdown of the headcount by gender, age, country, professional category and type of contract.

Distribution of staff by gender (*)

	2024	2025
Women	1,509	1,567
Men	4,354	4,388
Total	5,863	5,955

(*) The difference between male and female employees is due to the historical evolution of the sector and, specifically, to the requirement that most of the workforce must have technical vocational training, a field in which female participation has been low

Distribution of workforce by age

	2024	2025
<=25 years	420	457
26-35 years	1,205	1,212
36-45 years	1,569	1,582
46-55 years	1,747	1,782
56-59 years	473	488
>=60 years	449	434
Total	5,863	5,955

Staff distribution by country

	2024	2025
Spain	3486	3684
Mexico	411	364
United States	193	191
Brazil	228	277
Romania	36	34
Switzerland	6	0
United Kingdom	566	516
Portugal	937	889
Total	5863	5955

(*) The variation in the workforce by country reflects operational needs: Brazil shows an increase due to new hires made to support the production and deliveries required by the client, while the completion in 2025 of the research project in Switzerland implies the end of operations and the resulting absence of active employees in that country

Distribution of staff by profesional group

	2024	2025
-		
Group 1: Managment[*]	127	128
Grupo 2: Middle management	422	460
Grupo 3: Offices	1,299	1,224
Grupo 4: Shopfloor	4,015	4,143
Total	5,863	5,955

[*] It includes the Executive Committee and the Management Committee, as well as other management personnel.

Distribution of workforce by percentage of working hours in hiring

	2024		2025	
	Indefinite C.	Temporary C.	Indefinite C.	Temporary C.
By age				
<=25	416	4	450	7
26-35	1198	7	1205	7
36-45	1561	8	1572	10
46-55	1725	22	1760	22
56-59	467	6	483	5
>=60	357	92	342	92
By gender				
Hombres	4255	99	4285	103
Mujeres	1469	40	1527	40
By professional group				
Group 1: Management	123	4	126	2
Group2: Middle Management	419	3	453	7
Group 3: Offices	1272	27	1196	28
Group 4: Shopfloor	3910	105	4037	106

(*) The average number of employees by type of work schedule is not presented, as the necessary monthly details are not available for all the companies. Its inclusion is planned for the next fiscal year.

Distribution of workforce by contract duration (*)

	2024		2025		2025 Average	
	Indefinite C.	Temporary C.	Indefinite C.	Temporary C.	Indefinite C.	Temporary C.
By age						
<=25	277	143	294	163	293	156
26-35	1034	171	1001	211	1023	180
36-45	1473	96	1448	134	1449	102
46-55	1693	54	1712	70	1665	61
56-59	466	7	477	11	451	8
>=60 years	373	76	356	78	446	73
By gender						
Men	3971	383	3931	457	3961	411
Women	1345	164	1357	210	1306	169
By professional group						
Group 1: Management	124	3	127	1	132	2
Group2: Middle Management	419	3	447	13	446	9
Group 3: Offices	1251	48	1163	61	1212	48
Group 4: Shopfloor	3522	493	3551	592	3537	521

(*) For fiscal year 2024, the data provided corresponds to the distribution of the workforce, as no average figures were available at that date. However, given that Aernnova's activity is not seasonal, the variation is not significant.

Next, the number of redundancies in the company is broken down by gender, age, and professional classification.

No. of redundancies

	2024	2025
By gender		
Men	75	147
Women	18	33
By age		
<=25	7	22
26-35	16	52
36-45	22	38
46-55	26	29
56-59	7	11
>60	15	28
By professional group		
Group 1: Management	3	3
Group2: Middle Management	8	18
Group 3: Offices	35	71
Group 4: Shopfloor	47	88

(*) The increase in the number of redundancies is due to operational needs and organizational adjustments resulting from the current situation.

Employees Turnover Rate (Voluntary)

The Voluntary Staff Turnover Rate measures the percentage of people who voluntarily decide to leave their jobs and leave the company.

	2024	2025
Volunteer Staff Turnover Index	7.70%	7.0%

(*) Calculation criteria: Total number of voluntary departures from the company throughout the year / average number of active employees during the year.

Hours of Absenteeism

The hours of absenteeism due to illness recorded in the group during the fiscal year are as follows:

	2024	2025
Absenteeism Hours	435083	510642
TOTAL	435083	510642

4.2. Remuneration

The salary system applied in the different Aernnova companies is determined primarily by compliance with legal regulations and agreements, conventions, or pacts reached with the legal representatives of each unit, taking into account their own production process and environmental conditions.

In professional groups one and two, the remuneration policy is configured on an individualized basis, in which the remuneration package is determined according to the content and level of responsibility of the position, the skills required, professional experience, and the degree of contribution to the business. This model is based on objective and uniform criteria that guarantee internal equity for equivalent positions, while allowing for the particularities of each role to be adequately recognized.

Likewise, remuneration conditions are defined in accordance with the principles of transparency, non-discrimination, and external competitiveness, ensuring that they are aligned with the market and with the organization's strategy and sustainability.

Depending on the position, it is common for the remuneration package to include variable remuneration linked to the achievement of defined and evaluated objectives, in accordance with the internal Objective Definition and Evaluation procedure.

In addition, depending on the Group company and local practices in each country, employees may have access to flexible compensation plans and various social benefits, such as restaurant vouchers, grocery vouchers, health insurance, or discounts at partner companies. These measures help to tailor compensation to individual needs and promote staff well-being and motivation.

❖ Gender Remuneration Ratio

As mentioned above, the "Management" team is made up of an Executive Committee and a Management Committee (12 employees in 2025, among whom no comparable salary ratio existed until 2024), as well as the other managers on which they rely on. This group has an average seniority of 20.5 years, with a predominantly university education. In the year 2025, there is a 14.28% increase in the number of women in this group compared to women in the previous year.

With regard to Middle Management (Group 2), 26.52% of whom are women in 2025 (26.30% in 2024), this is a highly qualified group where women are becoming increasingly important in non-corporate functions, with 44.5% of women having a technical university education.

The Office Group, as mentioned above, is made up of all Aernnova employees whose jobs are directly related to engineering, product development, technological development and continuous improvement activities, as well as support functions (quality, procurement and logistics, human resources, finance, sales and legal). It is made up of 35.62% women (34.02% in 2024).

Finally, the Shopfloor group is made up of Aernnova employees whose jobs are directly related to production and production support functions such as plant quality, production engineering, maintenance, warehousing, and dispatch. It is made up of 23.75% of women (23.26% in 2024). As in the case of middle management, the presence of women in technical positions related to production areas is becoming increasingly important.

The company's total Gender Wage Gap, calculated in accordance with the definition and criteria established in Directive (EU) 2023/970 of the European Parliament and of the Council of May 10, 2023, is 10.7% (compared to 14.3% in 2024), in line with the sector context, generated by the historical gender composition of the company and the sector, as well as the greater seniority of men in positions of responsibility.

Below is a Gender Wage Gap ratio⁵ by professional group:

Gender pay gap		2024	2025
Group 1:	Executive Committee	23,0%	21,6%
	Management	22,1%	12,8%
Group 2:	Middle Management	9,4%	9,4%
Group 3:	Offices	15,2%	11,6%
Group 4:	Shopfloor	15,5%	12,1%
		14,3%	10,7%

For their part, and with regard to the average remuneration⁶ received by gender, in 2025 it amounted to 41,110 euros for men and 34,567 euros for women, these figures having been 41,409 euros and 33,531 euros, respectively, in 2024.

Likewise, and taking into account the company's professional classification, the average remuneration received in 2025, following the same parameters, amounted to 105,698 euros for members of the board of directors (151,760 euros in 2024), 130,087 euros in professional group 1 corresponding to managers (142,625 euros in 2024), 65,196 euros in professional group 2 corresponding to middle management (65,896 euros in 2024), 42,942 euros in group 3, offices (43,091 euros in 2024), and 32,484 euros in group 4 (31,823 euros in 2024). Within the board of directors, the average remuneration of men during the 2025 financial year was 104,807 euros, and that of women 114,600 euros (157,633 euros and 93,025 euros, respectively, in 2024). Within the "Management" group, the average remuneration of men during the 2025 financial year was 137,932 euros, while that of women was 95,510 euros (153,973 euros and 90,456 euros, respectively, in 2024). The Management Team is composed of the individuals who lead and establish lines of action derived from the strategic objectives set by the company. In this regard, it is important to note that group 1, "Management", is composed of the General Management and

Management Committees of the companies, including the Directors and those responsible for corporate functions.

Finally, and taking into account the age of the company's employees, the average remuneration received in 2025 amounted to 25,504 euros for people under 26 years of age (25,423 euros in 2024), 29,715 euros for people between 26 and 35 years of age (29,181 euros in 2024), 34,846 euros for people between 36 and 45 years of age (34,425 euros in 2024), 43,486 euros for people between 46 and 55 years of age (44,146 euros in 2024), 54,980 euros for people between 56 and 59 years of age (56,011 euros in 2024), and 63,473 euros for people over 60 years of age (65,738 euros in 2024).

4.3. Work organization and flexibility policies

❖ Working time organization

The organisation of working time in the Group is determined by the local regulations applicable to each of the Group companies. In this respect, the generally applicable regulations are complied with, as well as the regulations especially envisaged for certain specific jobs.

In addition, through its own collective agreements or pacts, Aernnova applies more advantageous working conditions for its employees. These improvements have an impact both on the quality of work and on the company's own efficiency.

All these conventional regulations always improve the legally required minimum in several matters such as the annual working day, rest periods or measures aimed at reconciling personal and working life.

Therefore, depending on the needs of each position, but without forgetting the needs of the employees at Aernnova, shift, split or continuous working hours are considered depending on the type of work and activity.

Likewise, work calendars may include flexibility measures that favor work-life balance, such as:

- Flexibility in start and end times
- Shorter workday during certain periods of the year.
- Teleworking
- Remote working

❖ Implementation of work disconnection policies

Organic Law 3/2018, of 5 December, on the Protection of Personal Data and the guarantee of digital rights recognised the right of workers to digital disconnection in order to guarantee, outside the legally or conventionally established working time, respect for their rest time, leave and holidays, as well as their personal and family privacy.

Aernnova's Code of Ethics, which regulates the company and the actions of its employees, provides for respect for the privacy of its workers as a guiding principle of its activity.

The People Management Policy, in its basic principles regarding digital disconnection, provides for the promotion of disconnection guidelines with the aim of preserving rest time and facilitating personal life outside working hours, except in exceptional

⁵ "Gender pay gap": the difference between the average pay levels of women and men working for an employer, expressed as a percentage of the average pay level of male workers.

⁶ Including salary, non-salary, compensatory and indemnity items, calculated on the basis of FTE equivalence and the active period within the company. In 2024, UK benefits not considered in previous years were included.

circumstances and with justified need and depending on the professional groups and the digital tools provided.

In addition to the above, in 2025 Aernnova's board of directors approved a Digital Disconnection Policy applicable to all companies in the group with the aim of reinforcing the company's commitment to guaranteeing the right to digital disconnection for its employees. The main objectives of this policy are:

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

❖ **Measures aimed at facilitating the enjoyment of work-life balance and promoting the co-responsible exercise of these by both parents**

In this regard, the People Management Policy establishes as basic principles in the area of work-life balance, the implementation of measures that favor the balance of personal and family life and work responsibilities, taking into account particular family or personal situations.

However, Aernnova recognizes the importance of reconciling the personal and professional lives of its professionals in its Equality, Diversity and Inclusion Policy by implementing reconciliation measures that favor a balance between the two and attention to personal situations with particular family or emotional circumstances, which are included in specific company plans aimed at promoting equality and work-life balance.

Family reconciliation measures vary depending on the activity of each company, the position of each worker and the needs of each family unit applying and, in many cases, improving upon the minimum standards established in each country's regulations.

The following is a list of work-life balance measures available to employees, specifically in companies based in Spain:

- a) Breastfeeding leave.
- b) Leave or reduction of working hours for the birth of a premature child or hospitalisation of a newborn child.
- c) Reduction of the working day for those who, for reasons of legal guardianship, have in their direct care a person with a physical, mental or sensory disability, who does not carry out a paid activity.
- d) Reduction of working hours for direct care of a child under 12 years of age.
- e) Reduction of working hours for the direct care of a relative up to the second degree of consanguinity or affinity, who for reasons of age, accident or illness, is unable to look after him/herself and is also not gainfully employed.
- f) Reduction of the working day to care for underage children affected by cancer or another serious illness.
- g) Adaptation of the length and distribution of the working day.
- h) Leave of absence for legal guardianship and/or care of a family member.

In particular, with regard to reduced working hours, as of December 31, 2025, a total of 182 people at Aernnova had taken advantage of measures to reduce working hours in order to achieve a better work-life balance in Spain (a figure that stood at 194 people in 2024).

Finally, it should be noted in this regard that the Flexibility and Work-Life Balance section has so far been the highest rated in

the climate survey launched in 2024, which will be referred to later.

4.4. Health and Safety

In terms of health and safety, Aernnova considers its employees to be its greatest asset. Therefore, health and safety at work is a fundamental part of its activity. The company's actions in this field go beyond compliance with legal obligations, adopting additional requirements and measures to improve employees' working conditions and the management of safety, health and well-being.

The different companies continuously promote improvements related to health and safety, which are continuously monitored through internal systems, launching projects to track and monitor these improvements. In line with this, the monitoring of the KPIs established within the ALWAYS SAFE group project has continued. During 2025, the monitoring of the companies where the project had already been implemented has continued.

In addition, implementation of the project has begun at facilities located in the United States, integrating the project with OSHAS regulations, which are mandatory in that country. Furthermore, the company's general policy is not only to involve its employees, but also its suppliers, customers, partner companies, and other stakeholders, in order to avoid and prevent accidents and damage to health, providing a healthy and safe environment at all times. For this reason, monitoring and control of the group's contractors has also been reinforced.

Aernnova has a Joint Prevention Service ("SPM") for the management and organisation of prevention. This service is an organisational unit that has the facilities and the human and material resources necessary to carry out the preventive activities of the companies, covering three of the technical preventive specialties: Health & Safety at work, Industrial Hygiene and Ergonomics and Psychosociology.

The SPM of Aernnova is primarily responsible for preparing the Occupational Risk Prevention Management Plan. This management plan includes the contracting of activities complementary to the three generic specialties, as well as the carrying out of specific ergonomic studies to adapt the work to the individuals, in addition to conducting measurements of exposure to chemical agents for certain job positions.

Within our technical specialties in prevention, and in line with ergonomics, a specific project has been launched in one of our facilities. This will serve as a pilot for future implementation in the rest of the companies in the group, with the aim of preventing musculoskeletal disorders. In 2025, the ergonomics project was presented to one of the group's companies, raising awareness among all those directly and indirectly involved. The Group's medical service provided coordinated assistance in carrying out this ergonomic project.

Continuing with the specialization in ergonomics and applied psychosociology, specific psychosocial risk assessments were carried out as scheduled in the management plan and included in the Group's macro programming, with the results being presented to the companies assessed.

Notwithstanding the above, each of the Group companies has its own Health & Safety risk prevention management consisting of a Health & Safety risk prevention manager for each production company and, depending on the size and circumstances of each company, the corresponding Health and Safety Committee and/or prevention delegates in those locations where required by law.

For Health Surveillance coverage, we continue with the framework agreement to finalize the scope of services contracted with the external prevention service, coordinated from headquarters and providing service to the different companies in the group, taking into account their different characteristics. They also assist the company in additional campaigns such as the flu vaccination campaign.

To control the effectiveness of the work carried out in the area of H&S as well as in terms of the mandatory external audits, continuous internal audits are carried out. Aernnova's progress and difficulties in the area of H&S are monitored in the Company's Prevention Committees and in the Health and Safety Committees with the workers' representatives.

Similarly, the accident frequency rate and severity rate for the group are established as markers to be monitored monthly. The results of these indicators are reflected in the following data:

❖ **Frequency rate, seriousness and incidence of work-related accidents (broken down by gender).**

DATA 2025			
Health & Safety	Men	Women	Total
Frequency Rate	5,58	4,83	5,39
Severity Rate	0,11	0,09	0,11
Incidence rate	0,96	0,77	0,91
DATA 2024			
Health & Safety	Men	Women	Total
Frequency Rate	5,1	3,5	4,7
Severity Rate	0,09	0,03	0,07
Incidence rate	0,85	0,60	0,78

Rates

Frequency Rate= n° accidents with leave * $10^6 / n^{\circ}$ working hours

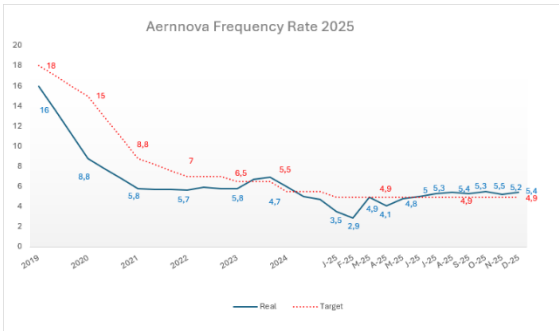
Severity Rate= working days lost * $10^3 / n^{\circ}$ working hours

Influence Rate= n° accidents with leave * $10^2 / n^{\circ}$ of workers

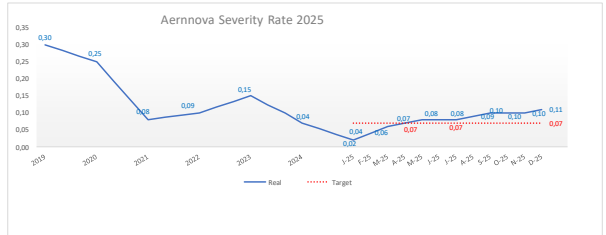
During 2025, the company suffered 54 occupational accidents, of which 42 were men and 12 women, a figure that rose to 46 in 2024 (37 men and 9 women).

In 2025, there were 7 occupational diseases, 4 in men and 3 in women, with a total of 11 reported in 2024, 8 in men and 3 in women. This represents an improvement, with four fewer cases, as a result of monitoring the processes that cause them, investigating the root cause, and establishing preventive measures to avoid the risk at origin.

Below is a breakdown of the company's frequency index curve from 2019 to the end of 2025.



Although the severity index had already been recorded in previous years, it was in 2025 that it was also established as a monitoring indicator, resulting in the following graph at group level.



4.5. Social Relations

❖ **Manner in which social dialogue is organized, including procedures to inform and consult with staff and negotiate with them**

Aernnova is constituted as a commercial group, in which each of its companies has its own social dialogue structure, depending on the number of employees and its own reality, so that the management of labour relations is as close as possible to its protagonists.

As of today, as can be seen in the data below, the number of employees covered by agreements or pacts is high, both in companies based in Spain and abroad.

The usual ways of conducting social dialog do not vary much between different companies, with regular meetings with union representatives or works councils being the most common form.

In companies where no legal workers' representatives have been set up (i.e. those based in the United States as well as, mainly, in corporate services companies), human resources procedures facilitate information and dialogue with people. Of particular importance in this regard are performance appraisal and development processes and regular departmental communications.

The aforementioned collective bargaining structure entails greater complexity in the management of labour relations from the Group's point of view, but it undoubtedly brings decision-making closer to the reality in which they are to be applied, which favours the effectiveness of the measures to be agreed.

In this sense, the balance is positive overall, from a general point of view and, specifically, in the specific aspect of health and safety at work. In this respect, it should be noted that collective agreements include the several legal obligations in terms of risk prevention, while also providing greater protection through the establishment of additional measures and requirements.

Finally, with regard to internal communication with employees, it should be noted that the Group has several channels of communication with them, including the Intranet, the internal magazine ("ANNews", which is published every three months and contains information and articles of interest aimed at involving employees in the Group's achievements and latest activities), as well as other channels such as the information panels located in the several work centres.

❖ **Measures to comply with the provisions of the essential conventions of the International Labour Organization related to respect for freedom of association and the right to collective bargaining.**

Freedom of association and, consequently, the right to freedom of association and collective bargaining, is expressly included in the company's Code of Ethics (3.13.9), as one of its fundamental values and in the People Management Policy is set out in the Basic Principles of Labor Relations.

From the percentage of people covered by collective bargaining agreements, which will be explained below, it can be concluded that the exercise of this right is encouraged at Aernnova.

❖ **Percentage of employees covered by collective agreement per country.**

The percentage of people whose employment relationships are covered by a collective bargaining agreement reaches 90.2% at Aernnova (100% of workers at companies based in Brazil, Portugal, the United Kingdom, and Romania; 89.9% in Spain; and 94% in Mexico).

	2024	2025
Brazil	100,0%	100,0%
Portugal	100,0%	100,0%
Spain	89,1%	89,9%
Mexico	89,3%	94,0%
Others	85,7%	100,0%
United Kingdom	100,0%	100,0%
United States	0,0%	0,0%
TOTAL	89,4%	90,2%

4.6. Workers' development, training and promotion

❖ **Employment promotion**

Aernnova continues to promote the generation of job opportunities for young people or recent university graduates through recurring collaborations with universities and training centres. During 2025, multiple actions have been developed in this area, from participation in job fairs organized by universities, such as the University of the Basque Country (UPV/EHU), University Carlos III of Madrid, Aeroempleo Fair or Professional Associations, participation in classroom training sessions with students from the University of Castilla-La Mancha or the participation in career guidance days, promoting the visit of students to our facilities.

As a result of this policy and the Company's clear commitment to incorporating young talent, 2025 ended with 89 people assigned to this type of collaboration, representing a slight decrease compared to 2024, from 1.75% of the total workforce to 1.5%.

In addition, when Aernnova hires experienced professionals, it does so in compliance with the provisions of the "Employee Hiring Protocol." This protocol is based on the requirements of the position in any recruitment process and provides for collaboration between the HR department and the department where the vacancy has arisen, establishing a single point of contact and a process that guarantees maximum efficiency in the recruitment of new employees, minimizes inequality biases, and ensures the necessary consistency and quality in the recruitment process.

❖ **Policies implemented in the training field**

The professional development of the people who make up the Aernnova Group is one of the fundamental pillars of the company as reflected in the People Management Policy, with training being one of the fundamental ways to achieve professional development.

Aernnova has a training management model through which training needs are identified taking as a reference the training carried out the previous year (number of hours and training actions carried out) and with the economic limit defined in the training budget of each company.

The mechanisms for detecting training needs are as follows:

- a) Corporate training needs: those derived from and aligned with the company's strategic lines.
- b) Functional training needs: those identified by corporate functions, and which are transversal to all (or part) of the organisation.
- c) Re-training needs identified by the manager in his or her area of competence.
- d) Training needs identified in the employee's performance evaluation.

On this basis, each company designs and approves its annual Training Plan and is responsible for its implementation, management and monitoring.

At corporate level, training indicators are consolidated for monitoring throughout the year (training actions, hours, hours/employee/year and cost) at company, business unit and global level.

The coordination of training is articulated through a monthly Training Committee, whose main activities are:

- a) Monitoring of compliance with the Training Plans in all their variables.
- b) Analysis of deviations and proposal of corrective actions.
- c) Analysis of unplanned training.
- d) Establishment of synergies.
- e) Implementation and activation of improvement proposals.
- f) Standardization of programs and training providers for corporate matters.

Training management is regulated by procedure PRH-00-004.

In addition, Aernnova has created a training centre that provides technical training internally. This training is included in a catalogue of courses that can be given in person, by distance learning and on-line.

Since 2020, there is significant evolution towards digitalised training delivery and management. This has favoured the continuity of training and assistance, the optimisation of the process and the reduction of the use of paper.

❖ Hours of training by employee/year

The average number of training hours per employee in 2025 was 17, compared to 25 hours in 2024. The circumstances and needs of the company have meant that training has been limited to what is strictly necessary in terms of compliance, aimed at large groups but with few hours, or to needs arising from strategic projects.

However, it is worth noting the number of training hours devoted to technical retraining and to quality issues in several companies: Aernnova do Brazil with 40 hours/year, Aerometallic Tarazona with 37, Evora Composites with 31 and Engineering with 30.



❖ Training hours by professional group

The total number of training hours by professional groups is as follows:

	2024	2025
Group 1: Management	2,831	2,097
Group 2: Middle Management	9,680	9,920
Group 3: Office	17,289	19,720
Group 4: Shopfloor	113,121	70,335
Total	142,921	102,072

In 2025, there has been a 14% increase in the number of hours worked by the Office group and a 2% increase in the number of hours worked by Middle Management. There has been a decrease in the number of hours worked by the Workshop (38%) and Management (26%) groups.

❖ Training hours by approach

In 2025 by type, it is worth highlighting the volume of training hours focused on:

	2025	%
Technical training	29,106	29%
Risk Management (*)	17,030	17%
Health & Safety	16,191	16%
Quality	14,968	15%
Total	77,295	76%

(*) Risk Management includes training hours devoted to Ethics, Risks, Criminal Law, Risk Management Model, Safety Management System, Cybersecurity and DEI.

❖ Professional Development

People are the most valuable asset, those who establish the difference for the success of organizations. Therefore, Aernnova understands that the key to its success is intrinsically linked to the talent and commitment of the people who make up our company.

As a result, in 2023, a series of initiatives have been carried out to attract, gain and retain talent that have been developed over the course of 2024 and 2025 and which will be continued in the coming years:

- Enhance program: program to identify, attract and retain young talent.
- Challenge Program for identifying, engaging, and developing Group employees with high performance, high potential, and interest in professional development.
- Succession map: identification of the company's key personnel and their potential successors.

During 2025, the Enhance and Challenge Programs have carried out individualized monitoring of the professional career path of each of the members and training activities to accompany their professional progression. Since the start of the current editions, functional and/or geographical mobility processes have been implemented in 100% of the members of the Enhance Program and 56% of the members of the Challenge Program.

In parallel, the companies have a firm commitment to professional development, which materializes in the promotion of mobility, both functional (horizontal and upward promotions) and geographical, and in the consolidation of these internal movements whenever the opportunity and the professional fit arise. Mobility is a commitment that is followed up monthly in the Human Resources Committees.

4.7. Communication

As stated in the People Management Policy, internal communication and participation are key elements in the management of people in order to achieve their maximum commitment and trust in business projects.

To this end, Aernnova understands proximity as a value through which it aims to promote proximity by means of actions which execution enables committed communication and the participation of people in all the Group's companies.

In addition to the corporate communication actions based on the publication of a quarterly magazine with the most relevant news in the different companies of the Group, the dissemination of news or messages of general interest, during this 2025 actions have been promoted in all the companies, which have materialized in the following ways:

- Annual management meetings with people in 90% of the Group's companies.
- Evaluation processes (performance, objectives, etc.) have been carried out for 70% of the Group's employees, one of the fundamental objectives of this type of process being to promote two-way communication with people.
- In 2026, the corporate performance evaluation process is scheduled to be activated, which is rolled out every two years in all companies.
- A corporate climate and engagement survey has been designed for implementation within the Group, which in

2024 was addressed to 16% of the workforce. In 2025, it has not been possible to continue with the rollout, but it is planned to reactivate it in 2026.

In 2025 and continuing into 2026, the following actions are being carried out in relation to the results of this survey:

- Actions to communicate the results of the survey to the target staff.
- Focus groups to work on proposals for improvement per participating company.
- Communication actions in each company to:
 - Report on action plans.
 - Provide feedback on the progress of the action plans.

4.8. Respect for diversity and equal opportunities

❖ Equal treatment and opportunities

Equal treatment and opportunities is a universal legal principle recognised in several national and international texts such as the Spanish Constitution and the Convention on the Elimination of All Forms of Discrimination against Women, approved by the United Nations General Assembly in December 1979 and ratified by Spain in 1983. Equality has also been a fundamental principle in the European Union since the entry into force of the Treaty of Amsterdam, on 1 May 1999.

Equal treatment and opportunities is also part of Aernnova's culture and identity, and therefore, in order to achieve this equal treatment and opportunities, it has a Equality, Diversity and Inclusion policy approved in 2019 and updated in 2023 in accordance with the applicable regulations, through which the Aernnova Group undertakes to promote equal opportunities among all the people who form part of the company and that the salary system is applied according to merit and professional contributions, adapting to the customs and habits of the country or area where its units are located. In January 2025, the Equality, Diversity and Inclusion Policy was again revised and updated to include in its purpose and principles the non-tolerance of any discriminatory practices based on sexual orientation and identity and gender expression.

Through its internal policies, Aernnova fosters a culture of respect and value for differences and will promote dignity, equality, inclusion and diversity as key elements to increase people's commitment to the business project.

The coordination of the aspects related to Equality and Diversity is articulated through a forum for this purpose which is held monthly, the main activities of which are:

- a) Dynamisation of the implementation of Equality Diagnoses and Plans.
- b) Proposal and dissemination of Equality and Diversity measures.
- c) Establishment of synergies and good practices.
- d) Implementation and activation of improvement proposals.

In addition, Aernnova has Equality Plans, which are an ordered set of measures, adopted after a diagnosis of the situation, aimed at achieving equal treatment and opportunities between men and women and eliminating discrimination based on

gender. They also establish the specific equality objectives to be achieved, the strategies and practices to be adopted for their attainment, as well as effective systems for monitoring and evaluating the objectives set. These Equality Plans cover issues such as access to employment, professional classification, promotion and training, remuneration, organisation of working time in order to favour, in terms of equality between women and men, the reconciliation of work, personal and family life, and the prevention of sexual harassment and harassment on grounds of gender.

In alignment with the Royal Decree 901/2020, of October 13, which regulates equality plans and their registration, new equality plan negotiation processes were launched in 2025, and in 2026, negotiations will continue on those that are pending formalization, review, or renewal, with the aim of ensuring their proper adaptation to current regulations and their effective implementation in organizations. Thus, as of December 31, 2025, 13 Group companies have signed equality plans and another five are in or should begin the negotiation phase.

Finally, as a result of the approval of Royal Decree 1026/2024, of October 8, which implements the planned set of measures for equality and non-discrimination of LGTBI people in companies, during 2025 the LGTBI protocol has been negotiated in each of the companies, except for those that will be governed by the provisions of the applicable collective agreement.

It is worth noting the recognition obtained by companies based in Mexico, which in 2025 have once again been recognized by the Government of the State of Querétaro with the "Sin Brecha" (No Gap) distinction, a certification that endorses practices and actions carried out in favor of gender equality.

❖ Protocols against sexual and gender-based harassment

Among the principles that govern the Company's actions, the fight against harassment includes, of course, that Aernnova acts to ensure that its employees are free from any physical, psychological or verbal harassment, as well as any other abusive conduct.

As stated in the section on "Equal treatment and opportunities between women and men", all Aernnova's Equality Plans include measures aimed at eradicating sexual harassment.

Aernnova actively promotes working conditions that prevent sexual harassment and harassment based on gender and has specific procedures in place to prevent it and to deal with any complaints or claims that may be made by those who have been subjected to this type of situation.

In this regard, the "Protocol of Action in the event of Harassment in the Workplace" approved in July 2020, which was again revised and updated in March 2021, in 2023 (in this case to include references to the Internal Reporting System) and at the end of 2024 to accommodate the LGTBI community (which modification was completed in January 2025) stands out. This is applicable to all Aernnova employees, regardless of the link between them and the company, candidates during the recruitment process, personnel on secondment, suppliers, customers, visitors, as well as people who provide services, carry out professional internships or perform similar activities at Aernnova. It also applies to any type of harassment, in any of its modalities, that occurs in the workplace. The main objectives of the protocol are:

- (i) To establish a working system to deal with conflicts generated by potential labour relations generated by psychosocial problems (stress, anxiety, etc.).

(ii) To prevent, detect and resolve situations of harassment at work (discriminatory and psychological), and specifically sexual harassment or harassment based on gender, gender expression, sexual orientation and sexual identity.

(iii) To raise awareness on and eradicate all behaviours and conduct that violate dignity, respect or equal opportunities in the workplace.

In line with the above, this procedure allows, among other issues, that each person who is part of any Group company, applicant during the recruitment process as well as persons from other entities who provide services, carry out professional practices or perform similar activities, have the direct option of activating, with full guarantee of immunity, a communication channel with the company medical service or the Health Surveillance Service, prevention technicians or the company's HR manager or, in the case of using the Internal Reporting System, with the person responsible for the corresponding channel, to complain or raise actions that they believe may infringe on the aforementioned areas.

In 2022, a specific online training course was prepared to further develop the aforementioned objectives of the Protocol. This initiative reached 544 employees in 2022, 296 in 2024 and 400 employees in 2025.

❖ **Integration and universal accessibility for people with disabilities.**

Aernnova is a company committed to universal accessibility for people with disabilities. Therefore, through the hiring of workers with disabilities the company aims to:

- a) Favour the transition from special employment centres to employment in companies in the ordinary labour market.
- b) Enable workers with disabilities to develop their work activity in a company in the ordinary labour market.
- c) Contribute to society's knowledge of the real abilities and skills of disabled workers.

As a result of this commitment and due to specific situations of the workers themselves, in December 2025, 55 people with disabilities are employed at Aernnova, the same number as in 2024.

Additionally, in those cases in which the competent public employment services or placement agencies have not been able to meet the job offer presented by the company or when, for productive, organisational or technical reasons, a special difficulty in hiring people with disabilities has become apparent, the company has requested the corresponding certificates of exceptionality. By the end of 2025, 10 Group companies will have certificates of exceptionality that allow companies to resort to alternative measures.

This way, and as a measure to promote job placement activities and job creation for people with disabilities, it collaborates with Special Employment Centres, including centres such as Taller Usoa Lantegia; Iturri or Envera.

In addition, Aernnova continues to collaborate with the Adecco Foundation to promote the labor inclusion of people with disabilities.

Aernnova's specific collaboration in 2025 has taken the form of:

- Joining the Family Plan, aimed at employees with disabled family members. This is a comprehensive program

providing care for people with disabilities from an early age to increase their autonomy, development, training, and employability. This program has an average rating of 9.68 and a net promoter score (NPS) of 92.8.

- Joining the World Down Syndrome Day on March 21.
- Participation of Aernnova employees in the Carrera de las Capacidades (Race of Abilities) as a Promoting Company in the online or in-person categories in Madrid, Barcelona, Seville and Valencia.
- Participation in the Mental Health campaign to mark World Mental Health Day on October 10, with the aim of raising awareness of the importance of holistic well-being as an essential part of life, and specifically:
 - Changing social perceptions of mental health.
 - Promoting prevention and access to appropriate support.
 - Reinforcing the value of psychological and psychiatric care systems.
 - Creating inclusive environments in homes, schools, communities, and workplaces, promoting a fulfilling life for all people.
 - Promoting the employability of people with recognized disabilities due to mental health issues.
- Participation in the December 3 campaign on the occasion of the International Day of Persons with Disabilities, whose main objective is to promote the rights and well-being of persons with disabilities in all areas of life: social, economic, employment, political, and cultural.

4.9. Human Rights

Aernnova is firmly committed to respecting the human rights recognised in national and international legislation and, in particular, to respecting the principles of the United Nations Global Compact. Aernnova is also fully committed to the rejection of forced or compulsory labour, as well as to the eradication of child labour, and ensures compliance with the legal provisions on child labour and human trafficking.

In terms of non-discrimination, the company's commitment is to treat all people and all situations fairly and to ensure equal opportunities, regardless of color, age, gender, gender expression, marital status, ideology, beliefs, sexual orientation and identity, origin or any other personal, physical or social condition.

In this regard, Human Resources has established a monthly monitoring system within the Human Resources Committee, whereby companies report whether any relevant information has come to light during that period that identifies emerging risks or potential breaches.

The measures adopted by the company in relation to the prohibition of discrimination are detailed in section 4.8 of this report.

These commitments are expressly recognised in the Code of Ethics, compliance with which is supervised through the Crime Prevention Management System implemented in the Group. In addition, in 2023, Aernnova's Board of Directors approved the Policy of Respect for Human Rights, which formalizes Aernnova's principles and guidelines regarding the protection of human rights recognized in national and international legislation in accordance with Aernnova's Code of Ethics.

During financial year 2025, as in previous years, no complaints have been received for alleged violation of human rights.

5. Information about the Company

5.1. Commitment to sustainable development

Aernnova is a company committed to social development and the communities where it operates through the implementation of responsible business practices that seek to contribute to the creation of value for all the company's interest groups and for society in general.

The **commitment to the environment** is one of Aernnova's axes of action, especially in relation to the improvement of social and labor integration of young people or groups with special needs.

The company's contribution in this regard is carried out either through the projects promoted by Aernnova in the business sphere or through the support to the initiatives in which its employees take part.

Aernnova has maintained its commitment to social responsibility in the environmental field as founding member of the Clean Aviation programme within the European Horizon Europe framework and continues to be an active part of the European initiative "Alliance for Zero Emission Aviation, AZEA".

During 2025, within the European "Clean Aviation" programme, progress was made in line with the initial plan across the four projects in which Aernnova participates as a partner. The UPWing project, led by Airbus, focuses on the development of ultra-efficient wings, with Aernnova developing a thermoplastic composite leading edge and a new production process. The FASTER H2 project, also led by Airbus, addresses hydrogen aircraft fuselages, where Aernnova is responsible for developing the load-bearing structure of the liquid hydrogen tank. The HERA project, led by Leonardo, involves Aernnova leading the digitalisation activities in sustainable manufacturing for hybrid-electric regional aircraft. This framework also includes the HERFUSE project, in which Aernnova will develop new tail configuration solutions integrated with the rear fuselage.

Improving industrial competitiveness, essential both for current programmes and for securing a position within the value chain of future aircraft, has begun through new technology development projects focused on automation. In the field of metallic component forming, this effort is reflected in the DIGIFORM project, which receives partial funding from CDTI through the TRANSMISIONES call and is scheduled for completion in 2027.

Research and technological development activities related to the assembly and integration of structures are grouped within the AEROBOTICS project, completed in 2025, as well as the HAIZEBOT and XRAISE projects. Meanwhile, R&D applied to composite material components is carried out through the FUTURE and SPAR projects.

Across all these projects, new solutions are being incorporated to enable more advanced and efficient digitalisation of our operations, including innovative developments based on artificial intelligence.

Projects promoted by Aernnova in the business field

Aernnova is a Company which operates in a sector with a high technological value. Therefore, our effort focuses mostly on the support to youth training in the communities in which it operates.

Three main areas of action in terms of promotion and collaboration have been defined:

❖ **Training:**

There are several collaboration agreements with Universities and Vocational Training Centres situated near our production sites to visit our facilities, internships and training for their students.

In 2025, Aernnova donated aeronautical materials to Egibide to support the training of students enrolled in the Higher Vocational Training programme "Aeromechanical Maintenance of Turbine-Engine Aircraft", reinforcing Aernnova's commitment to specialised education.

Aernnova continues with the sponsorship and participation in several universities in Spain, highlighting the participation in the field of engineering at the Carlos III University, University of the Basque Country (UPV) in the master's degree programs, final degree projects and even employment forums.

Aernnova continues sponsoring the "Formula Student Vitoria", "Moto Student Vitoria" and "Tecnum eRacing" teams that participate in an automobile and motorcycle competition between university students and that promotes excellence in engineering. Each university team designs and builds a single-seater electric vehicle or electric motorcycle with which it later competes. These events are the spearhead of the future of automotive engineering, presenting numerous technical challenges, both in design and construction, together with the goal of bringing the electric vehicle closer to real life.

❖ **Entrepreneurship:**

Aernnova participates in the BIND 4.0 program, a public-private accelerator for start-ups in the field of Industry 4.0, launching collaborative projects.

❖ **Others:**

In December 2025, Aernnova hosted the Álava Chamber of Commerce's "Sustainability Club," which, with the support of the Álava Provincial Council, promotes the sustainable development of the Álava business community.

Aernnova sponsors the Deportivo Alaves football team in the Genuine League, an integrating social responsibility initiative involving a football league made up of teams from the ID (intellectual disability) group which seeks the standardization of the practice of sport in this group.

Aernnova is also a collaborating company of the association "Ellas Vuelan Alto" which mission is to act to benefit the consolidation of the visibility of women in the aerospace sector in Spain, with objectives such as increasing the participation of women in public and professional life, develop projects that give visibility to women and recognition of their skills, and promote professions in the

aerospace sector among the new generations of girls and young people.

Support to initiatives in which our employees take part

During 2025, Aernnova continued its collaboration with the Álava Blood Donors Association, with the aim of facilitating blood donation among its employees and contributing to meeting the hospital needs of the surrounding communities. In this context, 190 donors participated in 2025, compared to 116 donors in 2024, reflecting a very positive development of this initiative.

Additionally, Aernnova, together with its employees, took part in various sponsorship activities related to events organised by associations focused on cancer prevention and raising social awareness about the disease. Occasional collaborations were also carried out with organisations supporting people with disabilities.

It is worth highlighting in 2025 the contribution made to the Down Araba Association on the occasion of its 30th anniversary, consisting of the donation of computer equipment intended for the training and development of its members. Likewise, collaboration took place with the ONCE Foundation during the familiarization phase of a guide dog at the facilities of the Illescas office.

Aernnova also actively participates in projects aimed at promoting student interest in STEAM disciplines (Science, Technology, Engineering, Arts and Mathematics). In this area, the company took part in the Steam Sare programme, in which the educational workshop titled "Challenge: Aviation of the Future" was developed. The aim of these programmes is to spark interest in the aerospace sector among younger generations, and in 2025 the initiative involved the participation of 10 educational centres, confirming its success.

Once again this year, Aernnova also participated in several institutional forums, such as the Industry Day in Álava, which includes visits by high school students to its facilities, as well as STEAM guidance sessions, reinforcing its commitment to education and the development of future talent.

Other associations or sponsorship actions

Associations

- Asociación Española de Empresas Tecnológicas de Defensa, Seguridad, Aeronáutica y Espacio (TEDAE)
- Clúster Aeronáutica y Espacio del País Vasco – HEGAN
- Andalucía Aerospace Cluster
- Cluster Aeronáutico de São José dos Campos
- Clúster Aeronáutico de Portugal AED
- ADS Group
- Farnborough Aerospace Consortium FAC
- SEA Empresarios Alaveses
- Asociación empresarial Polígono San Cibrao
- Federación de empresarios del Metal de Zaragoza FEMZ
- Federación de Empresarios del Metal
- Federación de las Industrias del Estado de São Paulo
- Confederación Empresarial Vasca (Confebask)

Foundations

- Tecnalia Research & Innovation
- Tekniker
- Fundación Hélice
- Fundación Laboral San Prudencio
- Centro de Tecnologías Aeronáuticas (CTA)

Others

- Agencia Vasca de Innovación. Innobasque
- Cámara de Comercio de Álava
- Clúster Aeronáutico Gallego
- Clúster Energía
- Asociación Empresarial Eólica
- Asociación Española de Contabilidad y Administración de Empresas
- Aero clúster de Querétaro
- Cámara de Comercio de España en México
- Cámara Nacional de Comercio pequeño Queretaro
- Clúster Aeronáutico de Aragón AERA
- Federación de Empresarios del metal Cádiz
- Federación Empresarial Toledana
- Unión Patronal Metalúrgica
- Farnborough Aerospace Consortium
- DTX-Associacao Laboratorio Colaborativo
- EIT-Manufacturing
- Plataforma Tecnológica Aeroespacial Española PAE

Likewise, Aernnova is a member of the organizations which appear below:

- Elkargi
- Asociación ensayos no destructivos

Social Contribution

❖ Local employment:

In most cases, the staff who works for Aernnova comes from the same geographical area in which its activity is based. The recruitment of expatriate staff is only resorted to in the case of positions of great responsibility or positions with a very specialized technical profile.

❖ Local development:

Aernnova's companies generate considerable industrial activity in the area in which they are located, not only due to the development of new suppliers specializing in aeronautics, but also the service companies which meet the needs and logistics of our companies.

❖ Technological development:

As it is a technology company with a high investment in R&D, the network of Universities and Technology Centres in the area around Aernnova's sites benefits from the different projects in which Aernnova takes part, many of which are of a national or European character.

❖ Relationship with local actors:

Aernnova participates in different local forums in the surrounding area, with special attention to what is related to

the communities' digitalization and competitiveness. In connection with this, the Company participates actively in the Agora 4.0. Forum, promoted by the Provincial Council of Alava, for the implementation of Industry concepts.

5.2. Subcontracting and suppliers

Aernnova has a supplier evaluation and authorization procedure which establishes that all suppliers must be previously approved by the Quality Department, as well as the process which must be carried out for such approval.

In compliance with Aernnova's health and safety prevention policy, the Company has a "Procedure to Coordinate Aernnova's Business Activities (control of contractor workers) establishing the basic minimum requirements to manage the health and safety of external staff when contracting any work or service.

This procedure expressly establishes that all the Company's suppliers must comply with all state, regional and local rules and regulations, both administrative as well as labour, such as those regarding health, safety and the environment, as well as those procedures, instructions, technical guidelines and standards of Aernnova's which may be applicable. In particular, all Aernnova's suppliers must comply with the Dodd-Franck Act regarding "conflict minerals" including tantalum, tin, tungsten and gold.

Suppliers assume this commitment by means of a Responsible Declaration, by virtue of which they declare that their company complies with the required legal requirements and possesses and applies prevention programs that meet Aernnova's expectations in preventive matters. In the event that any supplier carries out partial subcontracting of the activity to be carried out, the latter must transfer to them the obligation to facilitate said responsible declaration.

Likewise, the company has a procedure called "Quality requirements to suppliers", which defines the quality requirements that a supplier must comply with applied to the design, manufacture, testing or maintenance of the product supplied, requiring the presentation of a Quality plan. In addition, this procedure expressly contemplates the commitment of the subcontractors and suppliers of the Company to comply with the Code of Ethics. In this regard, it is worth highlighting the evaluation and authorization procedure of the company's suppliers, which establishes that all suppliers must be previously approved by the Quality Department, as well as that the process to be carried out for such approval reaches to all suppliers and suppliers.

To develop this provision, the Company has some General Terms and Conditions of Purchasing, which set out the Company's subcontractors' and suppliers' commitment to complying with the Code of Ethics, which are included in all the orders issued.

Likewise, in the year 2025, the implementation of the Purchasing Policy established in 2023 has continued, which includes the fundamental aspects of the contractual relations between the supplier and Aernnova. This policy applies to all purchases and contracting of goods and/or services with the aim of ensuring a standard sustainable procurement policy, proper cost management and protecting both the company and its customers.

Subcontractors and suppliers are subject to regular on-site audits to ensure compliance with these obligations, to internal evaluations of their management capacity and to

the consequent implementation of associated corrective action plans.

Of the audits planned for 2025, 100% of the planned audits have been carried out (reaching 97% in 2023 and 91% in 2024), i.e. 11 of the 11 planned audits have been carried out.

For the purpose of conducting these audits, both in the Procurement and Supply Chain areas, evaluators receive specific training in sustainability, covering aspects related to human rights, occupational health and safety (OHS), environmental protection and ethics, among others. This training enables them to properly assess current suppliers and subcontractors. The same evaluation is also applied to potential suppliers as a prerequisite for their possible inclusion in Aernnova's supplier pool. In this regard, 88% of evaluators have received training in recent years, specifically between 2023 and 2025.

The average score obtained following the 2025 audits is 84% compliance, against a target of above 75% for serial suppliers. This percentage stood at 76% in 2024.

With respect to potential suppliers, 88% of the target based on the initial list has been achieved. The reason is that some audits have been postponed to the first quarter of 2026 due to supplier unavailability. During 2025, a total of seven potential suppliers were audited.

The criteria that are audited for suppliers are those established in Procedure PCO-00-010 "Evaluation of the management capacity of our suppliers and their risks". The criteria marked in this procedure are the following:

1. Information and documentation flows
2. Material Flow
3. Management of continuous improvement in production processes
4. Quality Management
5. Planning, control of internal production and subcontracting
6. Financial risk management
7. Information security

In the first of the criteria marked in the Procedure (Information flows and documentation), ESG-related aspects are evaluated. The rest of the criteria also include some ESG-related issues, but most of them are included in the first one.

As extraordinary measures to avoid possible risks derived from the world socio-political situation (war in Ukraine, war in the Middle East, blockage of the Red Sea, etc.), a series of actions have been included among the functions of the company's Supply Chain department to guarantee the continuity of Aernnova's supply chain:

- Operational meetings to monitor supplier deliveries in real time at the different sites.
- Active and proactive control of supplier operations is maintained, with direct involvement in the continuous supervision of the supply chain. This rigorous monitoring allows us to anticipate and manage delivery risks, ensuring continuity of supply.
- During 2025, a comprehensive study was conducted to monitor risks in the supply chain, assessing both the probability and severity of potential disruptions. This analysis has made it possible to identify critical challenges for 2026 and define a 2026-2027 roadmap

that includes specific mitigation measures.

Additionally, in 2025 Aernnova achieved 100% express adherence to the Company's Code of Ethics from all target suppliers, and the scope of this initiative will be further expanded in the coming years. Specifically, for 2025 the objective was to obtain the signature of the Code of Ethics from 66 aeronautical parts suppliers (21% of the total suppliers of this type), which together represent 92% of total procurement expenditure. This objective was successfully achieved.

5.3. Consumers

Given to the products and services developed by Aernnova, which are capital goods rather than consumer goods, the Company has no direct commercial relation with consumers and users, being its customers the original manufacturers of aircraft and air transport services companies.

Aernnova contributes to aviation safety as a design (DOA), manufacturing (POA) and maintenance (MOA) organisation through the product delivered and in operation. The quality and safety of our products is an explicit expectation of all customers as well as consumers and civil aviation safety authorities.

Safety is therefore a management priority (Safety First). Aernnova's Aviation Safety and Quality Policies and the Corporate Management System established on the basis of these policies have shown their ability to guarantee that the needs and expectations of customers, consumers and authorities are met. Aernnova's Safety Management System (SMS) defines a systemic solution to manage the safety of products in operation through policies, organisational structures, assignment of roles and responsibilities and corresponding work procedures. The commitment of Aernnova's people to the improvement and compliance of the SMS in turn defines the safety culture of the organisation. The greatest risk to the operational safety of Aernnova's products would be the result of non-adherence to or non-compliance with these management systems. Continuous auditing, both internal (local and corporate) and external (customers, authorities, and certification bodies), provides the necessary confidence in the adequacy and compliance of the Aernnova Management System (AMS) described in 1.6 Risks.

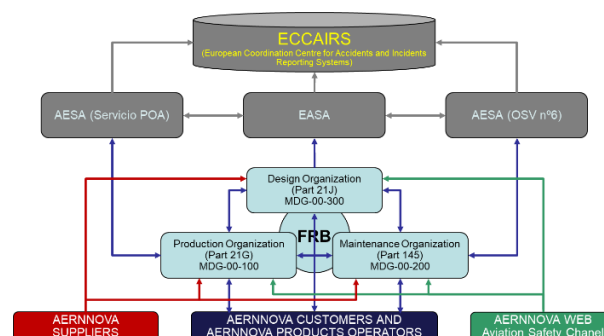
Safety is defined as the state in which the risk of harm to people or property associated with the aviation activities of our products is reduced and maintained below an acceptable level through a continuous process of threat identification and risk management. The level of achievement of the safety objectives set by means of Safety Performance Indicators (SPIs) in 2025 was 96.2%. Aernnova has also completed the ISMS (Information Security Management System) certification process under ISO 27001 and EASA Part-IS (Regulations EU 2022/1645 and 2023/203) standards.

The identification and mitigation of Aviation Safety risks is a priority that extends to all products and processes in accordance with the Advanced Quality Planning Model (APQP), which requires the identification of all relevant characteristics and their proportional assurance and control. The Management System thus guarantees the safety of designs prior to their approval and the prevention of products not conforming to its design in all phases of production and operation until the end of service life of the product. The Safety and Quality of our products take precedence over other considerations in the decision-making process. This Corporate Management System is certified by the competent Civil Aviation authorities in the

areas of design (Design Organization Approval), production (Production Organization Approval) and aeronautical maintenance (Maintenance Organization Approval), which provides consumers with the additional guarantee of the continuous surveillance exercised by the European Aviation Safety Agency (EASA) and the Spanish Aviation Safety Agency (AESA).

Likewise, in the event of any deviation, the Control System guarantees its detection and that the affected materials are segregated, thus avoiding their involuntary use or their being confused with acceptable materials. The Material Review Board (MRB), made up of technicians from the Engineering and Quality departments, defines the disposal of non-conforming materials and the Quality Department guarantees their scraping if full compliance with the requirements cannot be restored.

Aernnova has implemented closed-loop Continuous Improvement Procedures that ensure the monitoring of product and process performance and regulate the management of non-conformities during the product life cycle, as well as those arising from other requirements (environmental, prevention), occupational hazards or the Management System itself, which is continuously subjected to internal and external audits. It has also implemented the procedure for the Treatment of non-conforming material (MRB) and a procedure for the Analysis of Failure Reports and Corrective Action System. The Failure Review Board (FRB) analyses those cases in which there could be any potential unsafe condition, in which case it reports to the aviation authorities.



In 2025, as in 2023 and 2024, there have been no reports to the aviation authority related to the safety of Aernnova products by the FRB or other interested parties. Furthermore, it should be noted that since Aernnova began operating (then as Gamesa Aeronáutica, in 1993), there have been no accidents or incidents whose root cause is associated with the products or services supplied.

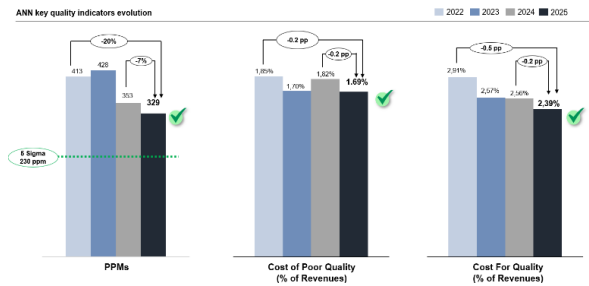
With regard to customer complaints, Aernnova has procedures that contemplate the system to be followed in these cases, such as the aforementioned Failure Report Analysis and Corrective Action System procedure, the procedure for the Deployment of Six Sigma Projects and the Customer Service and Technical Assistance procedures.

The continued application of Aernnova's advanced quality planning model (APQP) and the Six Sigma-Zero Defects program is directly reflected in the results obtained, with a 93.2% (from 2956 to 202 ppms) reduction in the number of customer complaints since the beginning of its deployment in 2010 together with Hamble Aerostructures (since 2020) and the companies domiciled in Évora (since 2022), the resulting percentage is 88.9%.

QUALITY KPIs - 2025 Summary

Overall Quality performance has improved across the board....

ANN key quality indicators evolution



The value of claims per million in products delivered across the Group improved by 6.8% in 2025 (from 353 to 329 ppm). It is important to highlight that Aernnova's traditional perimeter has remained within the strategic 5-sigma level (below 230 ppm) since 2020. Since 2022, corporate metrics have been integrated into the more recently acquired companies. In this regard, Hamble Aerostructures (United Kingdom) achieved a significant result, reaching 195 ppm, thereby also attaining the 5-sigma level. Aernnova Évora (Portugal), for its part, improved by 12.4% in 2025, decreasing from 1,575 to 1,380 ppm. This reflects a continued and sustained positive trend towards the strategic objective of reaching the 5-sigma level (below 230 ppm) across the entire Group.

The integration of Hamble Aerostructures and the Évora companies into the Corporate Management System and the effective deployment of the APQP preventive model should continue to contribute to a significant improvement in the indicator in the short term, enabling the strategic levels of 230 ppms (5 sigmas) already achieved in 2020 by the rest of the organization to be recovered.

The consolidation and integration of the EVORA companies into Aernnova's quality system is now a reality and is leading to improvements in the standardization of documentation and the use of common elements within Aernnova. This integration process should continue to deliver significant improvements in line with short- and medium-term strategic objectives as the Zero Defect Intervention Centers mature.

The Non-Quality Cost Index (the cost of everything that is not done right the first time) and the Quality Cost Index (the cost of quality assurance and control) measured against sales averaged 1.69% and 2.39% respectively, with a Total Cost of Quality of 4.08%, representing a 7% improvement on the 2024 figure of 4.38%.

The Cost of Quality has seen an increase in personnel in the quality area in order to meet the growing needs of the organization. However, this increase in cost has been offset by higher sales growth, which has generated economies of scale and improvements in efficiency in different areas, so that the cost of quality in the group has continued to improve on previous years' figures.

In 2025, the organization continued developing elements of the risk prevention model related to Air Safety, such as the quarterly publication of the Airworthiness Observatory bulletins and the deployment of AKRIMAS (Aernnova Known Risk Management System), which establishes a mechanism for applying lessons learned to those processes susceptible to the observed failure modes. The model continues to be successfully applied in the prevention of Identification errors (87.8%), Foreign Objects – FOD (80.4%), Fuel Tank Integrity (50%), and Controlled Torque (93%).

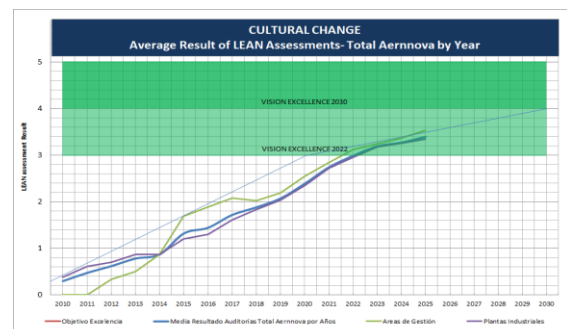
Regarding monitoring of adherence to Management Systems, in 2025 a total of 301 audits were carried out in the areas of Air Safety, Quality, Information Security, Environment, and Occupational Risk Prevention (an increase of 47.5% compared to 2024). Their scope covered the entire Management System perimeter (AMS) and all Aernnova sites and activities. Of these audits, 237 were internal audits, 9 external audits by aviation authorities, 38 customer audits, and 17 audits by certification bodies (Bureau Veritas, Intertek, BSI and Dekra). This increase represents a significant reinforcement of monitoring activities, in parallel with the higher perceived risk due to implemented changes (Infor LN, Plan 25) as well as staff growth and onboarding.

This risk was confirmed by a higher number of major nonconformities per audit during the year (0.08 in 2025 vs. 0.04 in 2024). The number of minor nonconformities per audit remained similar to the previous year (2.31 vs. 2.08 in 2024), in both cases within the target of 2.5. In absolute terms, 9 major nonconformities were documented, and in all cases the corresponding corrective actions were implemented according to the root cause analysis carried out.

In line with the commitments defined in the Quality Policy, the company measures customer satisfaction using its own tool, which combines program-specific operational performance indicators provided by the customer with survey results. In 2025, the overall rating reached 81.4 out of 100 (an improvement of 1%), covering all phases of the product lifecycle (development, serial production, post-series, and end of life). The aspects identified with lower ratings, requiring improvement plans, relate to on-time delivery compliance (OTD = 82%). This level, similar to 2024 and significantly below Aernnova's traditional performance standards (with OTDs close to 100%), is due to persistent weaknesses in the supply chain for some key segments (especially hardware and certain raw materials). Despite this factor, the overall rating improved for both Airbus and Embraer compared to 2024. The average rating of other customers remained above the strategic target of 90%.

As confirmation of the effectiveness of the Management System and the performance achieved in customer service, we can cite the numerous awards and recognitions received by Aernnova from its customers over the years, among which the following stand out for their relevance:

- Airbus Operational Excellence Award 2021
- Recognitions from the Airbus SQIP program (Airbus SQIP Awards) established to drive and recognize the improvement of the quality and performance of the companies that are part of its supply chain. Aernnova has been recognized since 2012 by Airbus in several categories: Best Improver (2012), Best Performer (2013 and 2020) and in the top category Best In Class Accredited Member (2014, 2015, 2016, 2017, 2018



and 2019).

- Award granted by Embraer to the Best Aerostructures Supplier Award, in the years 2011, 2015, 2016, 2017, 2018, 2019, 2020 2021 and 2023
- Award granted by Embraer to the Best Supplier of Technical Solutions/Product Support in the years 2009, 2010, 2013, 2016, 2017, 2019, 2020 and 2021.
- Award granted by Embraer for Best Supplier for Engineering Services in 2020 and 2021.
- Boeing Gold Supplier and access to the Premium Bidder status program, starting in 2019.
- Boeing Excellence Awards in the Engineering Services category (Boeing Excellence Awards - Engineering) in 2010, 2012, 2013 and 2014.
- Sikorsky Best Supplier Award (Best Supplier Award) in the S92 program, in 2018.

Boeing's Gold Supplier recognition means Boeing's maintenance of 100% performance in delivering Zero Defect products since the inception of the B787 programme. This is a token of recognition to those suppliers who have demonstrated excellent performance throughout the year and symbolizes the achievement of the highest service standards necessary to meet customer requirements, in addition to a demanding competitiveness in the supply chain of a global industry such as aeronautics.

5.4. Efficient Management and Lean Culture

One of Aernnova's strategic pillars is the implementation of Lean Culture, whose objective is for each and every one of us who make up the company to acquire the habit of identifying and eliminating, in our day-to-day work, everything that does not add value for stakeholders but which, on the contrary, consumes the organisation's resources.

To this end, we have a model that allows us to systematically identify, prioritise and eliminate all this waste through improvement cycles that we call Lean Cycles. This systematic approach complements the IDEM channel, through which employees identify opportunities for improvement and suggest solutions for them (see 1.6).

All cycles begin with the application of the VSM (Value Stream Mapping) tool to separate what adds value and what does not, and thus identify waste and opportunities for improvement, whether of a product (Lean Manufacturing) or of a management process (Lean Management). This also provides us with a global vision of the company's key processes.

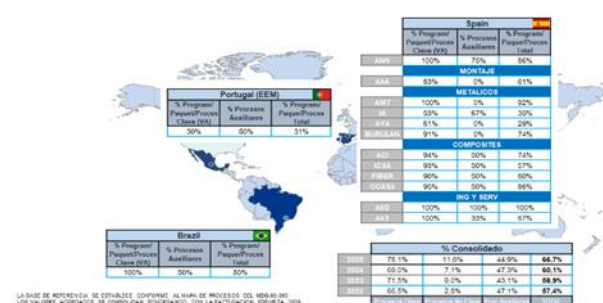
The VSM is developed in Aernnova with a multidisciplinary team, with people from all areas related to the process, since it is really the knowledge of each of these people that provides a differential value. To achieve a commitment to Continuous Improvement, it is essential that the people working in these areas are the ones who identify

opportunities for improvement (Kaizen) and eliminate waste.

Since 2009, when we began the implementation of LEAN in Aernnova, we have been incorporating year after year, new LEAN cycles, analyzing with this tool our processes and products, and incorporating Continuous Improvement in our day to day, and in all our companies.

The accompanying graph shows the evolution of the global rollout of the Lean model at ANN over the last four years (2022–2025). The graph shows the percentage of work packages and processes in which Lean improvement cycles have been implemented through value stream mapping (VSM).

This deployment has made it possible to involve more people in Lean cycles, and this cultural change is also reflected in the evolution of the implementation of LEAN tools, both in production and management areas. By 2025, the level of deployment will have increased by 6.6%.



It is important to consider that the objective of Lean philosophy is cultural transformation and commitment to the optimal use of the organisation's resources. This cultural transformation is measured by maturity assessments in the eight elements of Aernnova's Lean model (VSM, 5S's, Standardisation, TPM, Quality, SMED, JIT, Pull) on a scale of 1 to 5. Having achieved the excellence targets defined in the previous strategic cycle (2010-2020), Aernnova closed 2025 with a score of 3.4 and thus continues on the path of sustained improvement towards the new excellence target (4.0 in 2030).

5.5. Tax information⁷

Aernnova pays special attention to fulfilling its obligation to pay the taxes that, according to the applicable regulations, are due in each territory.

In the 2025 financial year, Aernnova paid a total of €2,462 thousand in taxes, distributed across the countries in which it operates (€1,861 thousand in Spain, €246 thousand in the United States, €187 thousand in Portugal, €117 thousand in Brazil, and €51 thousand in other countries). In the 2024 financial year, Aernnova paid a total of €305 thousand in taxes, distributed across its operating countries (a refund of €579 thousand in Spain, €116 thousand in the United States, €609 thousand in Mexico, €132 thousand in Portugal, and €27 thousand in other countries).

Furthermore, in 2025, pre-tax losses were recorded, taking into account the aggregated data after the necessary consolidation adjustments, amounting to €29,803 thousand, allocated as follows: €28,462 thousand in the United Kingdom, €1,362 thousand in Mexico, €3,339 thousand in

⁷ The 2024 figures have been adjusted in accordance with Note 23 on Discontinued Operations included in Aernnova's consolidated financial statements.

the United States, €2,430 thousand in Portugal, €688 thousand in Brazil, and €167 thousand in other countries, resulting in a positive result of €6,645 thousand in Spain.

In 2024, pre-tax losses amounted to €16,324 thousand, after the appropriate consolidation adjustments, allocated as follows: €16,080 thousand in the United States, €4,272 thousand in Mexico, €8,906 thousand in Portugal, €9,146 thousand in the United Kingdom, €1,298 thousand in Brazil, and €358 thousand in China, resulting in a positive result of €23,738 thousand in other countries, of which €23,660 thousand were in Spain and €77 thousand in other countries.

Regarding subsidies, in 2025 Aernnova received operating and capital grants totalling €4,003 thousand (compared to €3,437 thousand in 2024).

6. Sustainable Development Goals

6.1. Goals

Aernnova is firmly committed to contributing to the achievement of the Sustainable Development Goals ("SDGs") through its ESG Action Plan, defined in 2022, with 9 main objectives, three for each of the E-S-G areas, plus other lines of action in line with this commitment to the SDGs of the UN Agenda 2030.

Our aim is to incorporate climate action into the business vision, to improve efficiency and promote safe and sustainable production and aviation to preserve the environment. All of this is related to SDG 9, 12 and 13.

To this end, the following actions have been developed in year 2025, as shown in the table below.

SDGs	Action lines 2025
SDG 9: Industry, innovation and infrastructure	
	Audits of suppliers regarding ESG requirements R & D: Clean Aviation and Alliance for Zero-Emission Aviation projects ISO 27001 certification on information security
SDG 12: Responsible consumption and production	
	Aviation Safety Management system: employees training Implementation of Information Security Mgt (ISMS) related to Civil Aviation Risk Management Systems: revision and adaptation to CSRD (IROs: Impacts, risks and opportunities) Target S3: Zero accidents caused by Aernnova products Target E3: 100% recycled proportion of generated waste by 2030 (and SDG 13) Product Carbon Footprint calculation tool implementation (and SDG 13)
SDG 13: Climate action	
	Climate risks and impacts integration in the Risk management system Target E1: 40% reduction of energy consumption ratio by 2030 Target E2: 40% reduction of CO2 footprint ratio by 2030 Target E3: 100% recycled proportion of generated waste by 2030 (and SDG 12) Improving CDP's Climate Change score (Target: A or B score by 2025): "A-" in 2025 Energy Management Systems implementation Product and Organizational Carbon Footprint calculation tool implementation (and SDG 12) Carbon Footprint verification by Bureau Veritas Update of the Guide of environmental best practices (usage, end of life, waste) Energy efficiency training

Likewise, on the social area, Aernnova is firmly committed to respecting human and social rights, to promoting safe and healthy work and to achieving fair wages. Thus, our policies and measures will contribute to the fulfillment of SDG 3, 5, 8 and 10.

SDGs	Action lines 2025
SDG 3: Good health and well-being	
	Always Safe Implementation in US companies Ergonomics Plan in several Spanish sites Target S1: 40% reduction Lost Time Frequency Rate by 2030 (vs 2022) CMRS compliance monitoring Always Safe program monitoring (H&S program with defined KPIs)
SDG 5: Gender equality	
	Equality, Diversity and Inclusion Policy: revision according to RD 1026/2024 of LGTBI measures (and SDG 10) Target S2: 33% share of female for new management positions in period 2023-2030 (and SDG 10) Revision of the Protocol of sexual harassment based on gender, gender expression, sexual orientation and gender identity (and ODS 10)
SDG 8: Decent work and economic growth	
	Climate surveys results communication and establishment of working groups for analysis and corrective measures People management policy: increase employees training Boost professional development and performance assessment Digital Disconnection Policy
SDG 10: Reduced inequalities	
	Equality, Diversity and Inclusion Policy: revision according to RD 1026/2024 of LGTBI measures (and SDG 5) Revision of the Protocol of sexual harassment based on gender, gender expression, sexual orientation and gender identity (and SDG 5) Target S2: 33% share of female for new management positions in period 2023-2030 (and SDG 5)

In addition, our goal is to support integrity and **solid corporate governance**, in accordance with SDG 16.

Aligned with these goals, and with the collaboration of all stakeholders, Aernnova can contribute to mitigating vulnerable situations, creating a better future for all, and protecting the planet. This fits into the SDG 17 objective of alliances and partnerships.

SDGs	Action lines 2025
SDG 16: Peace, justice and strong institutions	
	CSRD project revision to elaborate reports according to EU standards (Double materiality) Consolidate external communication model on ESG-related matters (and SDG 17) Ethics training for all employees and on-boarding process Crime prevention risks training of middle management Analyzing sustainable financing opportunities
SDG 17: Partnership for the goals	
	Partnership with customers and participation in common projects Consolidate external communication model on ESG-related matters (and SDG 17) Improving CDP's Climate Change score (Target: A or B score by 2025): "A-" in 2025 Partnership with companies in the sector to improve performance and share best practices Including ESG requirements to suppliers-supply agreements and audits

In this way, Aernnova's purpose, mission and values are closely linked to ensure a culture of sustainable responsibility towards our products, employees, customers, and the planet.

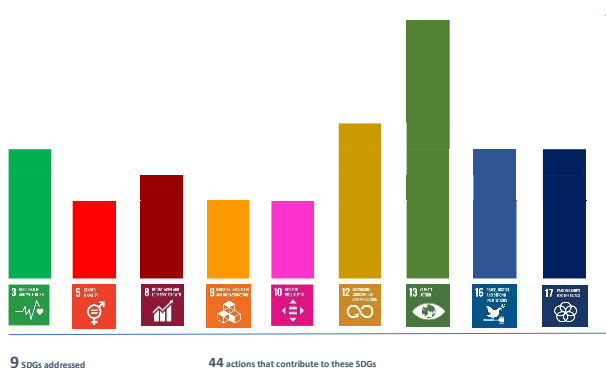
6.2. Contribution to the SDGs:

In order to assess the contribution of the SDGs to the ESG Action Plan, each action taken has been linked to an SDG. The results in the graph below show that the greatest impacts have had on these SDGs:

SDG 13 (Climate action) by embracing environmental management as a fundamental commitment in our activity.

SDG 12 (Responsible consumption and production) aligned with aviation sector objectives

In addition, SDGs related to occupational health and safety, diversity and equality, economic growth, innovation, strong institutions and partnerships for the goals have also been addressed.



6.3. Sustainability Committee

One of the measures adopted to promote these matters was the creation of the Sustainability Committee in 2022 with powers of information, advice and proposals in ESG areas and within the strategy aligned with the SDGs. Its mission is to supervise and propose corporate policies in the fields of Environment, Social and Governance.

For this, its members are a multidisciplinary team, where the key functions of the company are represented, to obtain points of view from multiple angles (General Counsel, Quality and Environment, Business Excellence, Human Resources, Health & Safety, Procurement and Supply Chain). The committee meets monthly.

The Sustainability Committee is a body dependent on the Executive Committee. Once approved by the latter, their proposals will be submitted to the Board of Directors, if applicable.

The functions and objectives of the committee include different areas:

STRATEGY: Define and propose the company's sustainability strategy, set specific objectives for each area, with its baseline commitment, time horizon and responsible.

PROGRESS: Review the evolution with respect to the objectives set, monitor the projects and initiatives, and assess their degree of compliance. To this end, a KPIs Scorecard and lines of action with their time frame and intermediate milestones.

REGULATION: Know and analyze the regulatory framework, regulatory requirements, trends in the sector, benchmarking, and best practices.

INTEGRATION: Integrate the SDGs into the ESG Plan, focusing on actions that can generate the greatest positive impact

COMMUNICATION AND REPORTING: Communicate to all Aernnova employees and their stakeholders relevant aspects of ESG.

6.4. ESG Plan



Aernnova has not been oblivious to the challenges and demands that in terms of sustainability are common to companies in the aeronautical sector and has been integrating ESG measures into its activities for years.

In 2022 an analysis both internally (reviewing the main areas, and the measures and policies in force) and externally (of the sector in which we operate, our investors were carried out, the different regulations, certifying bodies) in order to:

- Understand where Aernnova was in terms of sustainability, and what our priorities and ambitions are.
- Identify the levers that would make us advance in the integration of ESG criteria in our operations.

After this in-depth analysis and in order to align these priorities with what our stakeholders (workers, shareholders, community, customers and suppliers) require of us and thereby contribute to the achievement of the SDGs, Aernnova has established an Action Plan with 9 goals with respect to ESG, its KPIs and with a time horizon 2030. These goals have been approved by the Board of Directors and communicated to all Aernnova employees.

Each goal has lines of action with their corresponding metrics to evaluate performance.

In year 2025, progress and milestones have been made that bring us closer to achieving the 2030 goals, with the following being of note:

ENVIRONMENTAL GOALS 2030

- **40% reduction in energy consumption compared to turnover.**

Faced with the challenge that we have proposed to reduce energy consumption with respect to billing by 40%, we need the involvement of everyone for responsible use of energy, and at the same time, improve processes and detect inefficiencies. The different actions detailed below bring us closer to the 2030 target, with a cumulative reduction of 31% compared to 2021.

Thus, among others, the following lines of action have been undertaken:

- Energy efficiency actions derived from audits, which have involved changing to LED lighting, replacement of equipment to avoid leaks, temperature regulation, etc.
- Implementation of Energy Management Systems (EMS) to optimize and manage activities, products or services with the use and consumption of energy on an ongoing basis, allowing for the optimization of economic costs and greenhouse gas emissions. The EMSs are already operational in most locations in Spain, with implementation continuing in other Spanish and international locations in 2025.

- **Reduction of the carbon footprint with respect to billing by 40%**, which can be achieved by increasing the use of renewable energy and self-consumption, with the installation of photovoltaic panels.

The reduction in the emissions ratio in 2025 is 6% compared to 2024, as can be seen in the section on Climate Change in this report. The most notable reduction is in direct emissions (Scope 1) and those derived from electricity use (Scope 2) linked to energy efficiency measures, as detailed in the Climate Change section. This represents a cumulative reduction of 24% compared to 2021.

In July 2023, the Carbon Footprint Calculator Project was launched together with the Tecnalia technology and research center, both organizational and product, for all group companies. It covers scope 1, 2 and 3 (with all applicable categories) and was completed in 2024. In 2025, we verified our carbon footprint with Bureau Veritas. The aim is to identify and validate the origin of our emissions in order to take action on the main sources and revise the Emissions Reduction Plan accordingly.

In 2022 Aernnova started providing training to promote cultural change that makes Aernnova an energetically sustainable and efficient company, betting, for example, on sustainable mobility to reduce the environmental impact of our transport and displacements and in 2023 was completed with all Aernnova employees, both direct and indirect headcount. Training is mandatory and conducted every two years, so it was delivered again in 2025 as a refresher and for new hires.

Aernnova also collaborates in several carsharing initiatives with the aim of reducing the carbon footprint produced by our employees' daily commute to work.

A Lean cycle has been implemented in transportation, and work is being done with logistics providers to optimize flows and routes with the aim of reducing our footprint.

- **90% of waste recycled compared to that generated.** To increase the percentage of recycled waste, the use of recyclable and/or returnable materials in packaging and other auxiliary materials and other actions will be increased, such as the composting of organic waste in rest or dining areas.

In 2025, different initiatives have been implemented with respect to compostable waste, and work continues the recovery of composite waste, which has led us to meet the intermediate target for 2025, with a recycling rate of 89.9% as outlined in the section on Circular Economy and Waste.

Likewise, in the Guide of Best Environmental Practices, the section on hazardous waste has been updated, prioritising waste classification and segregation at source and the search for waste recycling alternatives for those destined for deposit.

SOCIAL OBJECTIVES 2030

- **Reduction of the Occupational Accident Frequency Rate by 40% by 2030.**

Aernnova is firmly committed to the health and safety of all its staff, and during 2025 we have been monitoring all our companies as part of the Always Safe project, achieving a cumulative reduction in this index of 23% in 2025 compared to 2022. Simultaneously with this monitoring, we have completed the implementation of the project and extended it to companies in the United States, paying special attention to the most critical ones.

- **Achieve a minimum percentage of 33% female presence in the new vacant management positions in the period 2023-2030.**

In the year 2025, the percentage of women with respect to new recruits to the management group was 33%, in line with the intermediate target.

- **Zero accidents caused by Aernnova products.**

A key objective of our Quality System is to maintain zero accidents caused by Aernnova products.

For this, as an intrinsic part of the management system, it has tools for the detection and prevention of defects with a risk in air safety. To mention a few, these would be APQP, 6 Sigma program, Akrimas, risk management. Likewise, strengthened assurance mechanisms will be added shortly, in line with the regulation on the Safety Management System. In addition, safety assurance has been reinforced by the measures taken in accordance with Safety Management System regulations. Aernnova has established as a priority the promotion of aviation safety culture, for this purpose, the necessary training has been designed for the general understanding of the fundamentals of aviation safety management and the competencies required in each position. In addition to training, the organization relies on Safety Communications to maintain staff awareness of aviation safety.

OBJECTIVES OF GOOD GOVERNANCE 2030

- **Commitment of our suppliers with our code of ethics by 2030.** We want to partner with our suppliers to extend our principles to the entire value chain, for which we have required compliance by our most relevant suppliers with our Code of Ethics and the audit and risk assessment systems have been boosted. audit systems to monitor its effective compliance.

By 2025, we have achieved 100 % of target suppliers signing their express adherence to our Code of Ethics, and the scope has been extended for the coming years.

- **Zero tolerance for any breach of the code of ethics or applicable legislation.** Aernnova is committed to respecting its Code of Ethics, applicable legislation, and industry standards, which is why it requires its employees and other stakeholders to be transparent and fair in the performance of their tasks, complying with the law and the ethical principles of the organization.

In fiscal year 2023, the Internal Reporting System was updated to adapt to the new EU regulations, thus guaranteeing whistleblower confidentiality. During fiscal year 2024, training was launched for 100% of the personnel (both direct and indirect labor) in business ethics, covering both the principles of the Code of Ethics and associated policies, as well as the Internal Reporting System which has continued to be completed in this year 2025.

- **To achieve that the Customer Satisfaction indicator above 90% by 2030** with different rates, such as the PDCA (Plan-Do-Check-Act) cycle of continuous improvement. In 2025 we obtained a rate of 81.4% and we continue to strive to improve every year until we reach the 91% target and maintain it over time.

In addition to these main goals, Aernnova has defined other lines of action in the short and medium term in the three areas, which we have included in the ESG Plan.

Deployment of corporate policies from an ESG perspective, communication to employees in all locations, as well as training in the general principles of the Code of Ethics and the policies that comprise it for all employees.

Thus, in the area of good governance, the policies that were integrated in the Code of Ethics have been deployed, creating specific corporate policies, which are detailed below:

- The **Equality, Diversity and Inclusion Policy (DEI)** purpose 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, (ii) the non-tolerance of any type of discriminatory practice considered as harassment based on sexual orientation and identity and gender expression as well as (iii) respect and recognition of individuality and heterogeneity, all in accordance with current legislation in each country and following international best practices.

The DEI policy was revised in 2024 to adapt it to RD1026/2024 on LGTBI measures, having been definitively approved by the Board of Directors in January 2025.

- The subject of the **Quality Policy** is to define the Quality Management principles at Aernnova and the Management Commitment with the satisfaction of Interested Parties and with the Quality of Products, Processes, and Services. These principles are supplementary to those established in the Aviation Safety Policy.
- The **Aviation Safety Policy** establishes the Aviation Safety management principles at Aernnova and the general view and commitment of the company management with the Safety of the Aeronautical Product delivered into operation.
- The **Environmental Policy** formalizes Environmental Management principles at Aernnova that define the general view and commitment of the Management to environmental protection and pollution prevention in the Activities, Processes, Products and Services provided by the Group.
- The **Occupational Health & Safety Policy** formalizes the principles of Health and Safety at Aernnova that define the general view and commitment of the Management to Health and Safety in the activities,

processes, products, and services provided by the Group.

- The **Antitrust Compliance Policy** establishes the general framework and the principles of action that must govern the Group in the different markets, areas of activity and sectors where it carries out its business and, in its relations, and agreements with third parties, reinforcing and consolidating both the culture of regulatory compliance and free competition, always against collusive conduct, abuse of dominant position and distortion of free competition through unfair acts.
- The **Conflict of Interest Policy** sets out the general principles of action to be followed at Aernnova in relation to conflicts of interest, actual or potential, to prevent such situations from arising or, if this is not possible, to ensure that the conflicts of interest that arise are properly managed.
- The **Anti-corruption and anti-money laundering Policy** has the purpose of establishing and disseminating the Group's basic principles of action to prevent corrupt business practices and money laundering in any of its manifestations.
- The **Policy on Respect for Human Rights** formalizes the principles and guidelines in Aernnova pursuant to the protection of the human rights recognized in domestic and international legislation in accordance with Aernnova's Code of Ethics.
- The **Purchasing Policy** applies to all purchases and contracting of goods and / or services in order to ensure a standard policy of sustainable procurement, adequate expense management and the protection of the company and our customers.
- The **Commercial Policy** establishes the commercial management principles at Aernnova and the general vision and commitment of the company directors with this policy.
- The **Security Policy** establishes a general framework of reference for the protection of personnel, information and technology resources associated with it and Aernnova's assets. In 2025, it was revised as the **Physical and Information Security Policy** to bring it into line with the highest standards in cybersecurity.
- The **Tax Policy** reflects the tax strategy of the Aernnova Group, based on the commitment to the application of good tax practices.
- The **People Management Policy** purpose of this Policy is to define the people management framework that allows us to attract, recruit and retain talent, through attention to health and safety, personal and professional development, and participation in our business project, guaranteeing a dignified and stable job in an egalitarian, diverse and inclusive environment.
- And finally, in 2025, the **Digital Disconnection Policy** was approved to limit the use of communication technologies outside of legally or contractually established working hours, respecting rest periods, leave, vacations, and personal and family privacy.

Regarding **other actions** performed in this year 2025, these below can be highlighted:

Climate change risks have been integrated into the Aernnova General risk system, and additionally have been analyzed, both physical and transition risks. To improve our

management in environmental matters, and to anticipate the future regulation of the CSRD (Corporate Sustainability Reporting Directive), during the year 2024, we carried out an in-depth analysis to assess the climate risks to which we are exposed, and the transition risks to a more sustainable economy, as well as their financial impact. From the analysis of these impacts, risks and opportunities, we have preliminarily highlighted material issues related to climate change adaptation and mitigation, energy, air and water pollution, resource inputs and waste.

In 2025, work continued to adapt the Risk Management System to the CSRD, incorporating IROs (Impacts, Risks and Opportunities) in different areas. The manual has been revised to include these three categories, among other amendments.

Likewise, a **corporate communication plan** has been developed, for the different stakeholders and to properly manage the company's reputation, increasing the presence in media such as LinkedIn, and redesigning the corporate website to include and highlight Sustainability aspects. The new Aernnova website has been launched in March 2025. To increase the impact of communication with employees, **ANNnews** magazine has established a regular section called '**Takeaway**,' which highlights key messages on ESG, environmental, safety, quality, and ethical issues.

In the Social sphere, programs have been developed to increase **internal communication** by defining individual and collective actions at the plant and corporate level, with their corresponding KPIs. In addition, **satisfaction and climate surveys** were launched in 2024, the results of which were communicated to staff in 2025 and analyzed by specific working groups comprising a diverse representation of our employees, from which the corresponding Action Plans will emerge.

Psychosocial risk assessments have also been carried out in some Spanish companies, with the aim of extending them to the rest of the companies, encouraged by the high level of participation (given that response to the surveys is voluntary) and by the relevance of the results obtained, with a very positive qualitative assessment in terms of relations with colleagues, respect for working hours and rest, among others. Areas for improvement will be addressed by each company. During 2025, the Psychosocial Risk Assessment continued to be rolled out in the Spanish companies of the Aernnova group, specifically in Engineering. This activity is expected to continue in subsequent years.

The year 2024 also saw the start of the **CSRD** (Corporate Sustainability Reporting Directive) **readiness project**, with the identification of our employees and stakeholders and a dual materiality analysis (impact and financial) to determine and evaluate our Impacts, Risks and Opportunities (IROs). In the second phase of the project, a gap analysis of the current NFIE report and the requirements demanded by the CSRD and the European Taxonomy has been carried out, and the consequent roadmap to address the challenges posed in terms of data collection and integration of the IROs in the company's strategy. Following the amendments introduced by the Omnibus Simplification Package (Omnibus I) and the Stop-the-Clock Directive, the CSRD will not apply to Aernnova until 2028 (based on 2027 data). This delay gives us additional time to move forward with initial actions, mainly related to climate change and governance, which will be completed throughout 2026. The final review of double materiality and the gap analysis will be carried out once the final texts have been published.

We have designed a calendar for evaluating compliance with the actions, which will be monitored monthly by the Sustainability Committee with regard to progress or

variations from the initial plan, as well as monitoring future regulations that may apply to us. To this end, the **procedure for identifying and evaluating legal requirements** in different areas was reviewed, expanding its scope in 2024. This has allowed us, in 2025, to take a proactive approach in reviewing and evaluating various regulations, citing, among others, the Sustainable Mobility Act, Regulation 2024/1157 on cross-border waste shipments, Royal Decree 214/2025 on the Carbon Footprint Registry, Regulation 2025/40 on packaging and packaging waste, as well as amendments to CBAM (EU Carbon Border Adjustment Mechanism Regulation).

ECOVADIS SCORING: As a sign of Aernnova's commitment to sustainability, at the end of 2025 we once again participated in the ECOVADIS evaluation, a recognized rating that assesses the maturity of companies in terms of sustainability, awaiting the outcome of this latest assessment at the time of finalizing this report.

In our previous participation in the Ecovadis rating in January 2025, we obtained the silver medal, improving our overall rating and percentile compared to 2023, and with above-average performance in the aviation sector in all areas: Environment, Social and Human Rights, Ethics and Sustainable Procurement, entering the Top 10% of companies in the aeronautical sector. Thus:

Overall rating: AERNNOVA AEROSPACE CORPORATION, SA (GROUP) is in the top 10% of companies evaluated by EcoVadis in the aircraft, special ships and related machinery manufacturing industry.

The following observations stand out in this evaluation:

AERNNOVA's sustainability performance is **Advanced**.

The company has an **advanced environmental management system**. Aernnova is in the top 6% of companies evaluated by EcoVadis in the aircraft, special ships and related machinery manufacturing industry.

Sustainable procurement: AERNNOVA is in the top 6% of companies evaluated by EcoVadis of the aeronautical sector.

Among the **Strengths** in the four mentioned areas, the following issues have been highlighted, not being exhaustive:

Policies

- Quantitative objectives in the Environmental policy set on materials, chemicals products and waste, on energy consumption and Greenhouse gas emissions.
- Labor and human rights policies on diversity, equality, and inclusion, on child labor or forced labor, on career management and training, on social dialogue, working conditions, on employee's health & safety.
- Comprehensive policies and dedicated responsibility for business ethics issues: on fraud, on money laundering, on conflict of interest, on fight against corruption and bribery, on information security.
- Comprehensive sustainable procurement policies on both social and environmental factors

Actions and results

- ISO14001 certification on more than 81% of operation sites, periodic analysis of the volumes of the major air pollutants or control of ambient air quality, measuring and reporting scope 1 and 2 GHGs, total gross value GHG. Increased reporting from Scope 3 categories to all applicable categories, waste recovered, hazardous, non-hazardous, renewable energy of total weight of pollutants emitted to water, water and energy consumption, participation in CDP, energy efficiency audits. Training of all personnel in aviation safety management.
- Employees' training on health and safety risks, actions to prevent workplace harassment, communication to all employees of the remuneration process, flexible organization of work. Reports on the percentage of women employed in relation to the overall organization, on the average number of training hours per employee, on the rate of severity / frequency of accidents. Two-way communication system to facilitate employee voice in matters of working conditions. Individual career and development plan for all personnel.
- Internal reporting system, information security certification systems, Incident Response (IRP) procedure to manage breaches of confidential information, awareness-raising training to prevent information security breaches. Reporting in accordance with universal GRI standards and materiality analysis, with sustainability reporting verification. Assignment of a dedicated ethics officer.
- Regular supplier assessment on environmental or social practice, training of buyers on social and environmental issues, integration of social or environmental clauses into supplier contracts, Sustainability risk analysis (i.e. prior to supplier assessments or audits) Corrective actions to facilitate supplier capacity building (action plans, training...).

Improvement areas and corrective actions:

The target for 2025 has been to improve reporting and provide evidence of measures and actions that are being performed to improve scope and impact.

Thus, among others:

- Reporting indicators on the total amount of water recycled and reused.
- Monitoring possible breaches of human rights or working conditions in Human Resources committees.
- Increasing and reporting on training provided on ethical issues at all levels of the group.

With regard to Ecovadis, it should be noted that, in 2025, at the request of one of our clients, we participated in the creation of the Ecovadis Academy 'Level Up Supply Chain' for responsible suppliers committed to climate action and decarbonisation.

In conclusion, Aernnova wants to integrate ESG into our business model and meet its stakeholders demands. To do this, the role of sustainability is being reinforced at all corporate levels. Likewise, Aernnova aspires to position itself as a diverse, inclusive and egalitarian employer, promote the best environmental and ethics practices among its employees, and throughout all its value chain.

Annex 1. Scope and methodology used to prepare this report

This report responds to the obligation established in Act 11/2018, of 28 December, on non-financial information and diversity, to prepare a non-financial information statement which includes information which may be necessary to understand the evolution, results and situation of the group, as well the impact of its activity with regard to, at least, environmental and social issues, the respect for human rights and the fight against corruption and bribery, as well as staff-related issues.

This report includes the most relevant non-financial information in accordance with the appropriate materiality analysis carried out, and comprises the period from 1 January to 31 December 2025 coinciding with the Company's financial year.

Although the non-financial information statement is issued in a separate report, this report forms part of the Aernnova Group's consolidated management report and will be subject to the same approval, deposit and publication criteria as the management report, being published according to the provisions of Law 11/2018, of December 28, on non-financial information and diversity.

Scope of the Information

This NFIS includes information regarding Aernnova's economic, environmental and social performance in 2025 as well as the data compared with 2024.

The scope of the companies considered by the group to prepare this non-financial report coincides with the definition of Group when preparing the consolidated financial statements, with the particularity that in that case they are recorded in each of the sections of the report.

Standards used

The development of the NFIS has been carried out on the basis of GRI standards. A series of standards have been selected following the information requirements of Law 11/2018, Aernnova's sector of activity and the materiality analysis carried out.

Reporting principles

The following principles established in GRI's "Sustainability Reporting Guidelines" have been taken into account to prepare the NFIS:

- **Participation of stakeholders.** The NFIS has been prepared bearing in mind the expectations and concerns of the stakeholders (STKH) in connection with the Company's operation and performance. These expectations have been considered through those managers of Aernnova's with whom they are in contact.
- **Context.** An evaluation has been conducted on how the activities and services rendered by the Company interact with the social, economic and environmental context in which the activity is carried out.

- **Materiality.** A materiality analysis has been carried out with the aim of defining the most relevant aspects for Aernnova.

- **Comprehensiveness.** The contents of the NFIS have been designed after identifying the material aspects, so as to be able to include sufficient information about them in such a way that the stakeholders may assess and understand Aernnova's economic, environmental and social performance.

The principles established by GRI have been followed. These principles seek to guarantee the quality of the information:

- **Balance.** According to this principle, the NFIS must be able to show both positive as well as negative aspects in connection with the company's performance. A broad and objective view of Aernnova's global performance has been achieved with the application of this principle.
- **Comparability.** The company has gathered information which has been included in the contents so that the stakeholders are able to analyze the evolution of the company's performance in recent years and compare it to that of other organizations.
- **Accuracy.** The information recorded in this NFIS is intended to be sufficiently detailed to satisfy the expectations expressed by the company's stakeholders.
- **Timeliness.** Aernnova's aim is to carry out an annual update of the contents included in this NFIS, providing its stakeholders with periodical access to information regarding the company's performance.
- **Clarity.** Aernnova works to deliver information on its performance in an accessible and clear manner for all its stakeholders.
- **Reliability.** Aernnova has set out in detail in this NFIS the process followed to prepare it, ensuring that the content shown can be subjected to external evaluation to assess the quality and the degree of materiality of the information included.

Materiality Analysis

Following the recommendations of the GRI guide, this document includes information on the indicators associated with those aspects that have been determined as material.

To achieve this objective, a specific analysis has been prepared that has assessed the key issues, either because of their influence on the assessments and perceptions of interest groups or because they have a direct impact on the success of the strategy of Aernnova in the medium and long term.

Specifically, the main activities carried out for this materiality analysis have been the following:

- Meetings with responsables and managers of key areas of the Company.
- Material aspects for the sector based on an analysis of the information reported by companies with similar characteristics in terms of social, environmental, labor impacts, etc.

- Identification of requirements of sector prescribers (GRI, SASB, etc.).

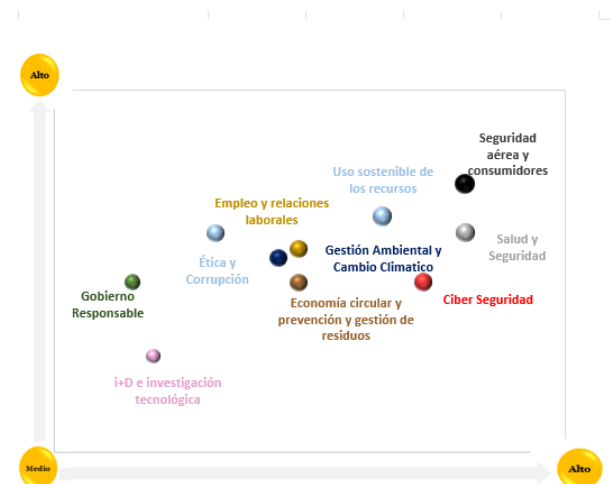
- Analysis of news about the Company and its sector in the last fiscal year.

After the identification of the material aspects (including their coverage), the necessary information for the preparation of the EINF was compiled based on interviews with those responsible for the main areas of the Company and the review of corporate documentation.

In 2024 we introduced Cybersecurity as a material aspect, due to the special relevance it is acquiring due to the growing external requirements from customers, regulators and competent authorities. As an example, certification in 2025 to ISO 27001 by Aernnova Aerospace Corporation. Likewise, in the preliminary dual materiality matrix carried out in preparation for the CSRD (Corporate Sustainability Reporting Directive), Cybersecurity reflects a high value in financial materiality. In addition, Environmental Management and Climate Change issues have been merged into a single material aspect, thus reflecting the sustainable management of our environmental impacts and the reduction of carbon emissions of our organization and products throughout their life cycle. There have been no other changes to report in the materiality analysis for 2025.

Once this data has been received, and the necessary context information for the materiality analysis has been compiled, Aernnova has prepared the final version of this NFIS. In the table of contents that has been included in the following section, readers are indicated in which sections they can find the information related to each of the indicators that Law 11/2018 requires.

For those cases in which it has not been possible to cover all the requirements of the GRI guide when reporting a specific indicator, this fact has been revealed in the aforementioned table.



Double materiality analysis

In addition and taking a proactive attitude to anticipate the application of the CSRD (Corporate Sustainability Reporting Directive), a first double materiality analysis exercise (DMA-Double Materiality Assessment) was carried out in 2024, for which the company has been advised by external consultants.

The CSRD establishes a harmonized framework for ESG reporting in accordance with ESRS (European Sustainability Reporting Standards), based on dual materiality analysis (impact materiality and financial materiality) and stakeholder engagement, with the main objective of improving the transparency and consistency of sustainability information.

The dual materiality assessment process has involved the main areas of the company, as well as the main stakeholders, consulting both internal and external sources.

From this phase of understanding, actual and potential impacts (positive and negative), risks and opportunities (IROs) have been identified. These IROs have been defined and evaluated, with the involvement of stakeholders, aligning the scale of impacts with Aernnova's Risk Management System.

Finally, the assessments of internal areas and stakeholders have been consolidated, and as a result of these actions, the following preliminary materiality matrix has been prepared, which reflects the following material issues for Aernnova in environmental matters (climate change, pollution and circular economy); in social matters, our own personnel (working conditions, equal opportunities); business conduct; the safety of our products, as well as other cybersecurity, technology and innovation issues. Although this analysis is still preliminary, the initial results of the exercise are shown below:



Contact details

For any clarification on the information which appears in this NFIS or any aspect of the company's performance, you may contact Aernnova at the following address: general@aernnova.com.

Annex 2. Content index required by Act 11/2018, of 28 December, which modifies the Commercial Code, the revised text of the Capital Companies Law approved by Royal Legislative Decree 1/2010, of July 2, and Law 22/2015, of July 20, on Auditing of Accounts, regarding non-financial information and diversity

General Disclosures

Scopes		Reporting Framework	Reference	Comments / Reason for omission
Business Model	Description of the business model: Business environment Organization and structure Markets in which it operates Objectives and strategies Main factors and trends that may affect its future evolution	GRI 2-1 Organizational details GRI 2-2 Entities included in the presentation of sustainability reports GRI 2-6 Activities, value chain and other commercial relationships GRI 2-9 Governance structure and composition GRI 2-23 Commitments and policies	3-9	
Policies and results of these policies	Description of the policies applied by the group, as well as the results of those policies, including the key indicators of the relevant non-financial results.	GRI 103 Approach GRI 2-23 Commitments and policies GRI 2-24 Incorporation of management of each area of commitments and policies	9-13	
Main risks and impacts identified	Main risks related to these issues and related to the activities of the group, including, when relevant and proportionate, its business relationships, products or services that may have negative effects in these areas.	GRI 3-3 Management of material topics	9-13	

Environmental issues

Scopes		Reporting Framework	Reference	Comments / Reason for omission
Environmental Management	Current and foreseeable effects of the company's activities	GRI 3-3 Management of material topics Internal criterion Internal Criterion/GRI 201-2 Financial implications and other risks and opportunities derived from climate change (Accounting criterion) GRI 2-23 Commitments and policies	15-17	
	Environmental assessment or certification procedures		16-17	
	Resources dedicated to the prevention of environmental risks		16	
	Precautionary Principle or approach		17	
	Number of provisions and guarantees for environmental risks		17	
Pollution	Measures to prevent, reduce or repair carbon emissions (also include noise and light pollution)	GRI 3-3 Management of material topics	17-18	
Circular economy and waste prevention and management	Prevention, recycling, reuse, other forms of waste recovery and disposal	GRI 3-3 Management of material topics GRI 306-3 (2020) Waste generated	18	
	Actions to combat food waste	GRI 3-3 Management of material topics	18	Aernnova, due to its sector of activity, does not generate a significant amount of food waste
Sustainable use of resources	Water consumption and water supply according to local limitations	GRI 3-3 Management of material topics GRI 303-3 Water withdrawal	19	
	Raw material consumption. Measures implemented to improve the efficiency of its use	GRI 3-3 Management of material topics GRI 301-1 Materials used by weight or volume	19-20	
	Direct and indirect consumption of energy and measures to improve	GRI 3-3 Management of material topics	20-21	

Scopes		Reporting Framework	Reference	Comments / Reason for omission
	energy efficiency and use of renewable energy	302-1 Energy consumption in the organization		
Climate change	Important elements of greenhouse gas emissions generated	GRI 3-3 Management of material topics GRI 305-1 Direct emissions (Scope 1) GRI 305-2 Indirect emissions (Scope 2) GRI 305- 3 Other indirect GHG emissions (Scope 3)	21	
	Measures taken to adapt to the consequences of climate change	GRI 3-3 Management of material topics	21-22	
	Voluntary reduction targets set	GRI 3-3 Management of material topics	22	
Protection of biodiversity	Measures taken to preserve or restore biodiversity	GRI 3-3 Management of material topics	22	
	Impacts caused by activities or operations in protected areas		22	All the company's facilities are in industrial estates and technology parks, so the impact on biodiversity is limited.

Social and personnel matters

Scopes		Reporting framework	Reference	Comments/Reasons for omission
Employment	Total number and distribution of employees by gender, age, country and professional category	GRI 2-7 Employees GRI 405-1 Diversity of government bodies and employees	23	
	Total number and distribution of employment contract modalities	GRI 2-7 Employees	24	
	Annual average of permanent, temporary and part-time contracts by gender, age and professional category	GRI 2-7 Employees	24	
	Number of redundancies by gender, age and professional category	GRI 401-1 New employee hires and staff turnover	24	
	Wage gap	Calculated in accordance with the definition and criteria established in Directive (EU) 2023/970 of the European Parliament and of the Council of May 10, 2023.	24-25	
	Average remuneration by gender, age and professional category	Internal framework: Average remuneration (includes total remuneration for the year, fixed salary and all variable remunerations (allowances, compensation, payment to savings forecast systems, etc.) obtained during the year	25	
	Average remuneration of directors by gender		25	
	Average remuneration of managers by gender		25	
	Implementation of labor disconnection policies	GRI 3-3 Management of material topics	25-26	
	Employees with disabilities	GRI 405-1 Diversity in governing bodies and employees	31	
Organization at work	Organization of working time	GRI 3-3 Management of material topics	25	
	Number of hours of absenteeism	Internal framework: absenteeism rate	24	
	Measures aimed at facilitating the enjoyment of conciliation and promoting the co-responsible exercise of these by both parents	GRI 3-3 Management of material topics	26	
Health and Safety	Health and safety conditions at work	GRI 403-2 Types of accidents and frequency rate of accidents, occupational diseases, lost days, absenteeism and number of deaths	26-27	
	Number of occupational accidents and diseases by gender, frequency rate and severity by gender		27	

Scopes		Reporting framework	Reference	Comments/Reasons for omission
		due to work-related accidents or occupational diseases GRI 403-9 Work-related injuries Frequency rate= No. of accidents with sick leave x 1,000,000/ No. of hours worked (excluding commuting accidents) Severity rate= No. of days lost x 1,000,000/ No. of hours worked (excluding commuting accidents)		
Social Relations	Organization of social dialogue	GRI 403-1 Representation of workers in formal worker-company health and safety committees	27	
	Percentage of employees covered by collective bargaining agreements	GRI 2-30 Collective bargaining agreements	28	
	Balance of collective bargaining agreements, particularly in the field of health and safety at work	GRI 3-3 Management of material topics	28	
	Mechanisms and procedures that the company has to promote the involvement of workers in the management of the company, in terms of information, consultation and participation	GRI 2-29 Approach to stakeholder engagement	29-30	
Training	Policies implemented in the field of training	GRI 404-2 Programs to improve employee skills and transition assistance programs	29	
	Total number of training hours by professional category.	Internal framework: Quantitative information	29	
Equality	Measures implemented to promote equal treatment and opportunities between women and men	GRI 3-3 Management of material topics	30-31	
	Equality plans, measures adopted to promote employment, protocols against sexual and sexual harassment	GRI 3-3 Management of material topics GRI 2-23 Commitments and policies	30	
	Integration and universal accessibility of people with disabilities	GRI 3-3 Management of material topics	31	
	Policy against all types of discrimination and, where appropriate, diversity management	GRI 3-3 Management of material topics GRI 2-23 Commitments and policies	30	

Information on respect for human rights

Scopes	Reporting framework	Reference	Comments/Reasons for omission
Application of human rights due diligence procedures	GRI 2-26 Mechanisms for seeking advice and raising concerns GRI 3-3 Management of material topics	31	Upon analysis of existing policies and controls, it was determined that no additional procedures were necessary
Prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage and repair possible abuses committed	GRI 3-3 Management of material topics GRI 2-23 Commitments and policies GRI 2-26 Mechanisms for seeking advice and raising concerns	31	
Complaints for cases of human rights violation	Internal framework: quantitative information on the number of complaints.	32	

Promotion and compliance with the provisions of the fundamental ILO Conventions related to respect for freedom of association and the right to collective bargaining, the elimination of discrimination in employment and occupation, the elimination of forced or compulsory labor and the effective abolition of child labor	GRI 3-3 Management of material issues GRI 2-23 Commitments and policies	28	
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Information regarding the fight against corruption and bribery

Scopes	Reporting framework	Reference	Comments/Reasons for omission
Measures taken to prevent corruption and bribery	GRI 2-25 Processes to remedy negative impacts	15	
Measures against money laundering	GRI 2-23 Commitments and policies	15	
Contributions to foundations and non-profit entities	GRI 2-26 Mechanisms for seeking advice and raising concerns	15	

Information about the company

Scopes		Reporting framework	Reference	Comments/Reasons for omission
Company commitments to sustainable development	Impact of society's activity on employment and local development	GRI 3-3 Management of material topics	32-33	
	Impact of society's activity on local populations and on the territory	GRI 3-3 Management of material topics	32-33	
	Relations maintained with the actors of the local communities and the modalities of dialogue with them	GRI 3-3 Management of material topics	33	
	Actions of membership of associations	GRI 3-3 Management of material topics GRI 2-28 Membership of associations Internal framework: description of the association or sponsorship actions.	33	
Subcontracting and suppliers	Inclusion in procurement policy of social, gender equality and environmental issues	GRI 3-3 Management of material topics GRI 2-6 Activities, value chain and other commercial relationships GRI 2-24 Incorporation of commitments and policies	34	
	Consideration in relations with suppliers and subcontractors of their social and environmental responsibility		34	
	Supervision systems and audits and their results		34	
Consumers	Measures for consumer health and safety	GRI 3-3 Management of material topics	35-36	
	Claim systems	GRI 2-16 Communication of critical concerns GRI 2-25 Processes to remedy negative impacts	36	

	Complaints received and their resolution	GRI 2-25 Processes to remedy negative impacts Internal framework: information on complaints and opportunities for improvement Internal framework: information about complaints and opportunities for improvement	36	
Tax information	Benefits obtained country by country	GRI 207-4 Country-by-country reporting	37	
	Taxes paid over the previous year	GRI 207-4 Country-by-country reporting	37-38	
	Financial assistance received from government	GRI 207-4 Country-by-country reporting	38	

Annex 3. External verification of the non-financial information statement

**Independent Limited Assurance Report
on the Consolidated Non-Financial
Information Statement for the year
ended December 31, 2025**

**AERNNOVA AEROSPACE
CORPORATION, S.A. AND
SUBSIDIARIES**



The better the question.
The better the answer.
The better the world works.



Shape the future
with confidence

INDEPENDENT LIMITED ASSURANCE REPORT ON THE CONSOLIDATED NON-FINANCIAL INFORMATION STATEMENT

Translation of a report originally issued in Spanish. In the event of discrepancy,
the Spanish-language version prevails

To the shareholders of AERNNOVA AEROSPACE CORPORATION, S.A.:

Pursuant to Article 49 of the Commercial Code we have performed a verification, with a limited assurance scope, of the accompanying Consolidated Non-Financial Information Statement (hereinafter NFIS) for the year ended December 31, 2025, of AERNNOVA AEROSPACE CORPORATION, S.A. and subsidiaries (hereinafter the entity or the Group) that forms part of the Consolidated Management Report of the Group.

The content of the NFIS includes additional information to that required by prevailing company law in respect of non-financial information that has not been subject to our verification. In this regard, our assignment has been exclusively limited to the verification of the information shown in the Annex 2: "Índice de contenidos requeridos por la Ley 11/2018, de 28 de diciembre, por la que se modifica el Código de Comercio, el texto refundido de la Ley de Sociedades de Capital aprobado por el Real Decreto Legislativo 1/2010, de 2 de julio, y la Ley 22/2015, de 20 de julio, de Auditoría de Cuentas, en materia de información no financiera y diversidad" included in the accompanying NFIS.

Responsibility of the Directors

The preparation of the NFIS included in the Consolidated Management Report of the Group, and its content, is the responsibility of the directors of AERNNOVA AEROSPACE CORPORATION, S.A. The NFIS has been prepared in accordance with the content required by current company law and in conformity with the criteria outlined in the selected *Sustainability Reporting Standards of Global Reporting Initiative (GRI standards)* described in accordance with that indicated for each subject in the Annex 2: "Índice de contenidos requeridos por la Ley 11/2018, de 28 de diciembre, por la que se modifica el Código de Comercio, el texto refundido de la Ley de Sociedades de Capital aprobado por el Real Decreto Legislativo 1/2010, de 2 de julio, y la Ley 22/2015, de 20 de julio, de Auditoría de Cuentas, en materia de información no financiera y diversidad" of said NFIS.

This responsibility also includes the design, implementation and maintenance of such internal control as considered necessary to ensure that the NFIS is free from material misstatement, whether due to fraud or error.

The directors of AERNNOVA AEROSPACE CORPORATION, S.A. are also responsible for defining, implementing, adapting and maintaining the management systems from which the necessary information for preparing the NFIS is obtained.

Our independence and quality management

We have complied with independence and other ethical requirements of the International Code of Ethics for Accounting Professionals (including international independence standards) issued by the International Ethics Standards Board for Accountants (IESBA), which is based on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior.

Our Firm applies International Standard on Quality Management 1 (ISQM 1), which requires us to design, implement and operate a system of quality management including policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

The engagement team consisted of experts in the review of non-financial information and, specifically, information on economic, social, and environmental performance.

Our responsibility

Our responsibility is to express our conclusions in an independent limited assurance report based on the work performed¹. Our review has been performed in accordance with the requirements established in the current International Standard on Assurance Engagements 3000 “Assurance Engagements Other than Audits or Reviews of Historical Financial Information” (ISAE 3000 Revised) issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC) and the guidelines for verifying Non-Financial Statement, issued by the Spanish Institute of Chartered Accountants (ICJCE).

The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained is substantially lower.

Our work consisted in making enquiries of Management and the various Group units participating in the preparation of the NFIS, reviewing the process for gathering and validating the information included in the NFIS, and applying certain analytical procedures and performing tests of details on a sample basis as described below:

- ▶ Holding meetings with Group personnel to obtain an understanding of the business model, the policies and management approaches applied, and the main risks related to these matters and to gather the information needed to perform the independent assurance work.
- ▶ Analyzing the scope, relevance and completeness of the content of the 2025 NFIS based on the materiality assessment performed by the Group and described in the Annex 1: “Alcance y metodología utilizada en el desarrollo de este informe”, subsection “Análisis de materialidad”, considering the content required in prevailing company law.
- ▶ Analyzing the processes used to compile and validate the data presented in the 2025 Non-Financial Information Statement.

- ▶ Reviewing the disclosures relating to the risks, policies and management approaches applied with respect to the material matters presented in the 2025 NFIS.
- ▶ Checking, through sample testing, the information underlying the content of the 2025 NFIS and whether it has been adequately compiled based on data provided by information sources.
- ▶ Obtaining a representation letter from the directors and management.

Conclusion

Based on the limited assurance procedures conducted and the evidence obtained, nothing has come to our attention that causes us to believe that the Group NFIS for the year ended December 31, 2025 has not been prepared, in all material respects, in accordance with the contents required by current commercial regulation and the criteria of the selected GRI standards described as explained for each subject matter in the Annex 2: “Índice de contenidos requeridos por la Ley 11/2018, de 28 de diciembre, por la que se modifica el Código de Comercio, el texto refundido de la Ley de Sociedades de Capital aprobado por el Real Decreto Legislativo 1/2010, de 2 de julio, y la Ley 22/2015, de 20 de julio, de Auditoría de Cuentas, en materia de información no financiera y diversidad” of said NFIS.

Use and distribution

This report has been prepared as required by current mercantile regulation in Spain, thus it may not be suitable for any other purpose or jurisdiction.

ERNST & YOUNG, S.L.

(Signature on the original in Spanish)

Alberto Castilla Vida

March 31th, 2026