



PEOPLE MANAGEMENT POLICY

1.- INTRODUCTION

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

The Board of Directors of Aernnova Aerospace Corporation has approved this People Management Policy.

AERNNOVA, based on the provisions of its Code of Ethics, develops this Policy whose content is consistent with the other policies and regulations of Aernnova's Governance and Sustainability System.

This People Management Policy is applicable to all the companies of the Group, without prejudice to the fact that they may set out specific developments that respond to the different corporate and geographical realities. These developments must be in accordance with the Code of Ethics, this Policy and the other policies and regulations of Aernnova's Governance and Sustainability System.

.2- SUBJECT

People are the most valuable asset that makes the difference for the success of organisations. 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.

The 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.

3- FUNDAMENTALS

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

- a) Provide a working environment based on dignity and respect for all persons.
- b) Provide a safe and healthy working environment.

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Ed. 1 Rev. 0	02/07/2018	First Edition

- c) Promote an appropriate labour relations framework that fosters the adaptation of the organisation to the market situation and to the objectives of competitiveness and business efficiency as a reference of a particular management in each company that will take into account local characteristics and singularities.
- d) Promote and consolidate stable and quality employment.
- e) Develop homogeneous people management processes that enable a culture of talent to be fostered in all areas or countries in which the Group's companies operate, respecting local characteristics and singularities.
- f) Respect and consider diversity as a value, promoting non-discrimination on grounds of race, colour, age, gender, marital status, ideology, nationality, beliefs, sexual orientation or any other personal, physical or social condition among its professionals.
- g) Guarantee the right to equal opportunities. This principle entails a commitment to fair treatment that fosters the personal and professional development of the Group's human resources, in particular:
 - 1. To ensure that the processes linked to professionals (selection, recruitment, hiring, training, professional development, promotion and compensation) are carried out according to the necessary knowledge, skills, merits and competencies required for the different jobs, without establishing differences based on personal, physical or social conditions such as gender, race, marital status or ideology, political opinions, nationality, religion or any other personal, physical or social condition.
 - 2. To support the professional with different abilities, promoting their effective occupation and professional development.
- h) Promote a culture that fosters collaboration, transparency and fairness so that all people can contribute to their full potential.
- i) To promote understanding between cultures by providing the organisation, and the professionals within it, with tools to develop a global mindset.
- j) Promote transparent communication, encouraging respect, innovation and granting the necessary autonomy to professionals in the exercise of their functions.
- k) Care will be taken at all times to maintain a Just Culture, whereby individuals are not punished for actions, omissions or decisions made in accordance with their experience and training, but gross negligence, concealment, willful violations or destructive or unlawful acts are not tolerated and the necessary conditions of trust are created by encouraging staff to report possible human rights risks or deviations, and that positive contributions and initiatives are recognized.
- l) Promote a fair and equitable remuneration system that attracts and retains the best professionals and is aligned with Group and Company objectives.

Basic principles of selection and recruitment

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The basic principles for action in relation to selection and recruitment are:

- Ensure that these processes are carried out in an objective and impartial manner and according to how well people match the requirements of the job.
- To offer valuable employment proposals based on equal opportunities with competitive remuneration, opportunities for professional development and measures that favour the reconciliation of personal and professional life.
- Identifying and attracting young talent and facilitating job opportunities that improve the employability of students and recent graduates through internship programmes and collaboration agreements with educational institutions.

Basic principles of training and professional development

Training and Professional Development are basic tools for action towards the Company's human assets that must be necessarily and coherently linked to the Company's objectives. They entail the involvement of the Company's Management Team, as a way of involving people in the process of acquiring knowledge.

In this sense, the principles that govern Training and Professional Development at Aernnova are:

- To promote the development of the Organisation, training, professional and personal development of the people who make up the Organisation.

Training should promote:

- the proper and safe performance of the job,
 - adaptation to technological and organisational changes,
 - compliance with legal, regulatory or process requirements, and
 - awareness of ethical, egalitarian behaviour, respect for differences and the environment
- Promote career development based on analysis of people's suitability with job requirements and people's interest through fair and objective performance appraisal mechanisms to provide constructive feedback and opportunities for improvement.
 - To enhance people's professional value and broaden their possibilities for professional development and promotion with a global Group perspective that enables functional and/or geographic mobility.
 - Disseminating and sharing existing knowledge.

Ed. 2 Rev. 0	12/06/2023	General Update
Ed. 1 Rev. 0	02/07/2018	First Edition

Basic principles of remuneration

In accordance with the provisions of the Code of Ethics, Aernnova companies will establish fair and appropriate remuneration policies for people in accordance with the situation of each company, implementing variable remuneration systems that allow people to be aligned with the company's objectives.

The basic principles of action that should guide the remuneration systems of the Group companies are as follows:

- Attracting, recruiting and retaining the best professionals
- Rewarding dedication, accountability and performance
- Be in line with the Group's corporate, local and market reality.

Basic communication principles

Internal communication and participation are key elements in the management of people to achieve 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 whose execution enables committed communication and the participation of people in all the Group's companies.

In this sense, it is the responsibility of the management team to identify the appropriate channels of communication, both formal and informal, in order to generate spaces for communication that favour people's commitment and trust in the business project.

The following is a list of communication actions that are lines of work in all the Group companies, in addition to those that may be decided internally at any given time in each of them.

- Encourage staff surveys and opinion polls.
- Promote management meetings with people to inform and establish two-way communications.
- Conduct regular performance appraisals as a fundamental tool for individual communication which, in turn, fosters professional development.

Basic principles of industrial relations

Aernnova guarantees people's freedom of association and the right to collective bargaining.

The basic principles for action in this area are as follows:

- Fostering relations with trade unions and other representative associations that contribute to the long-term development of the company and people while maintaining a level of competitiveness adapted to the economic environment.

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- Encourage local labour relations while respecting societal and geographical specificities.
- Establish as a reference framework for labour relations the Labour Regulations, Collective Bargaining Agreements or equivalent specific agreements to regulate labour aspects related to human resources management.

Basic principles for action on work-life balance and digital disconnection

Aernnova considers it important for professionals to be able to reconcile their personal and professional lives and, as far as possible, to be able to successfully reconcile both facets.

The basic principles for action in this area are as follows:

- Implement reconciliation measures that favour a balance between personal and family life and work responsibilities.
- To address, by means of conciliation measures, the situations of people with particular family or affective circumstances
- Promote appropriate patterns of digital disconnection with the aim of preserving rest time and facilitating personal life outside working hours, except in exceptional circumstances and justified necessity.
- Promote patterns of digital disconnection taking into account the situation of the different groups of professionals and their responsibilities and the digital tools provided for work performance.

4-. CONTROL SYSTEM

The Board of Directors approves the People Management Policy

Management and those responsible for managing teams should apply these principles and set an example to the rest of the organisation to respect the principles contained therein and to take the necessary actions to ensure compliance.

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

For questions regarding this Policy, please contact Human Resources at each work centre.

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

Ed. 2 Rev. 0	12/06/2023	General Update
Ed. 1 Rev. 0	02/07/2018	First Edition

5- STAKEHOLDERS COMMUNICATION AND ENGAGEMENT

The People Management Policy is targeted to all Stakeholders: Customers, Authorities, Shareholders, Employees, Suppliers, and Consumers and Society as a whole. It has been communicated and is understood within the scope of the organization and is available through the communication and information channels that the company makes available to all its stakeholders. It is publicly available on the Aernnova website.

Ed. 2 Rev. 0	12/06/2023	General Update
Ed. 1 Rev. 0	02/07/2018	First Edition