

Rules of the Applied Artificial Intelligence Competition - Airtificial 2026

1. Purpose of the competition

AIRTIFICIAL is launching the **Applied Artificial Intelligence Competition 2026**, an initiative aimed at Group employees with the objective of identifying innovative ideas that enable Artificial Intelligence to be applied to situations, processes, products or services within the company.

The competition aims to promote a culture of innovation and awareness of the possibilities offered by Artificial Intelligence, as well as to identify proposals with the potential to become real initiatives or projects within the Airtificial.

We are looking for **concrete, practical and applicable** proposals aimed at improving quality, productivity, efficiency or the experience of employees and/or customers, reducing repetitive or low-value-added tasks, optimising resources or generating new business opportunities.

Proposals may address any area or activity within the Group and will not be limited to a specific type of technology or Artificial Intelligence.

2. Participants

All persons who are **employees of any of the companies within the Airtificial** on the proposal submission deadline may participate in the competition.

Participation is permitted:

- Individually.
- In teams of two or more people.

Teams may consist of employees belonging to different companies, areas or work centres within the Group.

In the case of team participation, the proposal must identify all team members.

3. What kind of proposals are we looking for?

The proposal must present a specific application of Artificial Intelligence to a need, problem or opportunity identified within the Airtificial environment that could generate value for the company, whether by improving internal processes, optimising existing products or services, or developing new AI-based products, solutions or services that can be commercialised, sold or provided to customers.



Proposals may be aimed at, among other objectives:

- Improving the quality, productivity or efficiency of internal processes.
- Reducing repetitive or low-value-added tasks.
- Optimising resources and costs.
- Improving the employee and/or customer experience.
- Addressing specific customer needs through AI-based solutions.
- Developing new AI-based products or functionalities.
- Creating AI solutions or services with commercial potential.
- Developing AI-based service models, including SaaS (Software as a Service) solutions.
- Generating new business opportunities or new revenue streams for Airtificial.

As a guideline, proposals may relate to:

- Process automation.
- Generative Artificial Intelligence.
- AI assistants or agents.
- Data analysis and exploitation.
- Predictive maintenance.
- Process optimisation.
- Quality control and improvement.
- Computer vision.
- Robotics.
- Document management.
- Purchasing and supplier management.
- Engineering.
- Production.
- Human Resources.
- Finance and administration.
- Sales and marketing.
- Logistics.
- Cybersecurity.
- Prevention and safety.
- Development of AI-based products or functionalities.



- AI solutions for customers.
- Commercialisable AI services or services that can be provided under a SaaS model.
- Any other AI application that may generate value for the Group.

This list is for guidance purposes only. Proposals in any area will be accepted provided that there is a clear connection with the application of Artificial Intelligence and with a real need, problem or opportunity, either within Airtificial or in the market.

The proposal must clearly explain the need it addresses, its potential application and the value it could generate for the Airtificial.

4. Proposal content

Proposals must be submitted following a structure that allows the idea, its usefulness and its potential implementation to be clearly understood.

The proposal may include the following sections:

- Summary
- Current State / AS IS
- Proposal / TO BE
- Development
- Feasibility
- Expected Results and Impact
- Economic Analysis
- Future Development

5. Evaluation criteria

Proposals will be evaluated based on, among others, the following criteria:

Impact and usefulness: the value that the implementation of the proposal could bring to Airtificial.

Innovation: the degree of innovation and creativity of the proposed solution.

Feasibility: the technical, economic and organisational feasibility of the proposal.

Applicability: the ease and actual potential for implementation within the company environment.

Quality of the proposal: the clarity, specificity and level of development of the idea presented.

Particular importance will be given to proposals that clearly explain **what problem they solve, how they solve it and what value they provide.**

6. Evaluation process

The proposals received will undergo a review and evaluation process.

An initial review of the proposals received will be carried out to verify that they meet the requirements established in these rules.

Subsequently, the proposals will be evaluated according to the criteria established in the previous section.

The **three highest-rated proposals** will advance to a final stage.

The finalists may be asked to present or explain their proposal before the evaluation panel.

Following this stage, the winning proposal will be selected.

The final decision will be made by the evaluation panel appointed by **AIRTIFICIAL** and will be final.

7. Prize

The competition will have a single prize:

BEST PROJECT AWARD: The prize will amount to **€3,000** or its equivalent in the local currency of the country from which the proposal was submitted.

If the winning proposal was submitted by a team, the prize amount will be divided equally among its members.

The prize will be paid under the concept **“AI COMPETITION PRIZE”** (non-consolidated variable compensation) through the corresponding December payroll of the winning person or persons, once the evaluation process has been completed and the official decision of the competition has been communicated.

Maintaining employee status within Airtificial at the time of payment will be an essential requirement for receiving the prize.

8. Submission of proposals

Proposals must be submitted within the period established in the competition announcement and through the channel provided by **AIRTIFICIAL**.

Submission period:

From **September 14, 2026 until 23:59 on November 10, 2026**.

Proposals must be submitted in **PDF format**.

It is recommended that the document be sufficiently detailed to properly develop the idea, while avoiding information that does not add value to the proposal.

9. Identification y confidentiality

In order to ensure the greatest possible objectivity during the evaluation process, the identity of participants will not be disclosed to the evaluation panel during the initial evaluation phase.

Once the finalist proposals have been selected, their authors will be identified in order to present their proposals.

10. Ownership and use of proposals

Participation in the Applied Artificial Intelligence Competition 2026 implies full acceptance of these rules and, upon submission of the proposal, the express acceptance of the ownership and usage conditions established in this section by all members of the participating team, where applicable.

The participating person or team assigns to **AIRTIFICIAL**, on an exclusive basis, the applicable exploitation rights over the submitted proposal, to the maximum extent permitted by applicable law. This assignment includes, among others, the rights of reproduction, distribution, public communication, transformation, adaptation, modification, development, integration, exploitation and implementation, in whole or in part, of the proposal, as well as any other form of exploitation necessary for its use by AIRTIFICIAL.

The assignment is made worldwide and for the maximum period of time legally permitted, and will allow **AIRTIFICIAL** to use, develop, adapt, modify, integrate and exploit the proposal, in whole or in part, either independently or integrated into other solutions, projects, products or services of the Group, without the need for additional authorisation from the participants.

Participants guarantee that the submitted proposal is original and that they hold the necessary rights and authorisations for its use and for carrying out this assignment. If the proposal includes information, documentation, code, data, tools or any other element belonging to third parties, the participants will be responsible for obtaining the necessary authorisations for their use and exploitation in advance. Likewise, they will be liable to **AIRTIFICIAL** for any third-party claims arising from the infringement of intellectual or industrial property rights.

AIRTIFICIAL may use the proposals, as well as the names of their authors, for internal and external communication purposes related to the competition, innovation and the Group's activities, while respecting, in all cases, the moral rights belonging to their authors under applicable law.

The assignment of rights provided for in this section forms part of the conditions of participation in the competition and will not give rise to any additional remuneration other than the prize established in these rules, where applicable.

11. Information protection

Participants must avoid including in their proposals confidential information, unnecessary personal data, sensitive customer or supplier information, trade secrets or any other information whose disclosure is not authorised.

Where it is necessary to use real information to explain a proposal, anonymised data or examples should be used to explain how the idea works without compromising confidential company information.

12. Timeline

The expected competition timeline is as follows:

- **September 14, 2026**
Launch of the competition and opening of the submission period.
 - **November 10, 2026**
Submission deadline at 23:59.
 - **November 2026**
Review and evaluation of proposals.
 - **November 2026**
Announcement of the three finalist proposals and presentation and defence before the evaluation panel.
 - **Last week of November 2026**
Announcement of the winning proposal and award presentation.
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13. Communication of results

The winning proposal and the finalist proposals may be communicated through **AIRTIFICIAL's** internal and external channels.

The prize will be presented at the relevant workplace of the winning person or team.

During the award presentation, photographs and/or audiovisual recordings may be taken for communication purposes relating to the competition and its results through **AIRTIFICIAL's** corporate or external channels.

14. Acceptance of the rules

Participation in the competition implies full acceptance of these rules.

AIRTIFICIAL reserves the right to interpret these rules and to resolve any circumstances not expressly provided for herein.

Likewise, **AIRTIFICIAL** may declare the competition void if, in the opinion of the evaluation panel, none of the proposals submitted reaches the required level of quality, feasibility or interest.