

# AIRTIFICIAL | Sustainability Policy

This document contains the text of the sustainability policy that was approved by the company's board of directors at its meeting held on 8 November 2023.

The secretary of the board,



## Sustainability Policy

Reference	A-POC-03
Title of the Standard	Sustainability Policy
Summary of the Standard	The objective of the Sustainability Policy is to establish a framework for action in the management of sustainability throughout the company's business model.
Scope	Airtificial Group
Category	Policy
Responsible	
Date of approval	8 November 2023
Approved by	Airtificial Board of Directors
Affects	Not applicable
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## 1 Introduction

AIRTIFICIAL INTELLIGENT STRUCTURES, S.A. (hereinafter AIRTIFICIAL or the Company) is a listed group specialising in technological solutions for its customers in different sectors, with three business areas:

- **Intelligent Robots** focuses mainly on the automation of assembly processes in the automotive sector.
- **Aerospace&Defense** with a focus on technical solutions for the aerospace, defence and mobility sectors.
- **Infrastructure** dedicated to offering services and developing its own products and patents in the areas of civil engineering (mainly in the water and transport sectors).

At Airtificial, our history has been built on a solid foundation of innovation and leadership in technology applied to critical mobility and sustainability sectors such as automotive, aeronautics, defence, rail and water management. With a presence in 14 countries, we are determined to continue to set the industry standard and deliver pioneering solutions to our customers around the world

### 1.1 Strategy

Our Global Growth and Technology Strategy is based on four cross-cutting pillars:

**Innovative diversification:** In a constantly evolving world, we are committed to diversify in products, technologies and sectors of activity, focusing on those that are characterised by the need for the application of technology and the provision of intelligence. We relentlessly seek opportunities to offer new, cutting-edge products and services to meet the changing demands of our customers,

present and potential.

**Global Growth:** Recognising the exponential growth of the Asian markets, especially in China, India and SEA, we are focused on strengthening our international presence:

We are determined to take advantage of these opportunities and strengthen our presence in the Asian region, as well as to consolidate our activity in the other regions where we are present (South America and Europe).

**Technological innovation:** Technology is the driving force behind our success. We will map our technological competencies and promote collaboration between our businesses, thus fostering the creation of synergies that will allow us to continue to lead in the technological field and make a difference in our sectors of activity.

**Organisational Development and Corporate Culture:** We recognise that our employees are our most valuable asset. We are committed to investing in the development of our teams, fostering a culture of innovation and excellence, and taking our employees to the next level to continue to overcome the challenges and goals we set ourselves by strengthening our management processes and working on sustainability for people.

In addition to these four cross-cutting pillars, we are working to strengthen each of our three business areas by leveraging the technologies in which we are most adept.

At Airtificial, we are ready to embrace the future with determination and leadership. Our strategy is not only a roadmap for success, but also a testament to our commitment to innovation, global growth and sustainable development.

### 1.2 Positive value for society

The Board of Directors of AIRTIFICIAL is legally empowered by law to determine the Company's policies. AIRTIFICIAL is convinced that companies should not only generate economic benefits, but also create positive value for society, the communities in which they operate and the environment, all with the aim of operating under a sustainable business model focused on the creation of long-term value.

Therefore, this Sustainability Policy (or "the policy"), as part of the company's overall strategy, reflects AIRTIFICIAL's commitment to the Sustainable Development Goals (SDGs) of the United Nations (UN).

This policy establishes the basic principles and the general framework of action for the management of sustainability practices assumed by AIRTIFICIAL, and serves as a basis for the integration of this into its business model.

The monitoring and supervision of the objectives and principles contained in this policy are the responsibility of the Audit and Sustainability Committee, which will report its conclusions to the Board of Directors.

As part of our commitment, as well as the various requirements of its stakeholders, the Board of Directors of AIRTIFICIAL approved this Sustainability Policy as of 8 November 2023.

## 2 Scope of application

This policy applies to and must be complied with by all group companies on a global scale and is extended to suppliers and business partners through the Sustainability Policy for Suppliers.

## 3 Performance principle and sustainability commitments

### 3.1 Principle of action

At AIRTIFICIAL we have a responsibility to act with integrity and to build trust with all our stakeholders. It is essential to act with integrity in all our actions and decisions in order to achieve long-term sustainable success and to maintain the trust of our stakeholders. AIRTIFICIAL manifests integrity in decision-making and behaviour as follows.

### 3.2 Corporate values:

**1) Transparency:** AIRTIFICIAL will define concrete commitments subject to annual review through a sustainability action plan, the fulfilment of which is described in our sustainability report on an annual basis.

**2) Compliance with regulations:** comply with the legislation in force at all times and in all territories where AIRTIFICIAL is present now and in the future.

**3) Culture of ethics and compliance:** to foster an environment in which integrity, honesty and compliance with legislation and company rules are fundamental values in all actions and decisions of every AIRTIFICIAL employee, in accordance with our Code of Ethics.

**4) Accountability,** through the regular reinforcement of corporate governance, as well as the assignment and acceptance of responsibility for every action and decision of the company.

## 3.3 Sustainability commitments in relation to our stakeholders

Based on the principles of action described above, our sustainability commitments are articulated in the following axes that we consider strategic for the company and our stakeholders, and linked to the Sustainable Development Goals (SDGs):

### Positive contribution to the environment (SDGs 11 and 13)

- **Climate change mitigation:** we are committed to reducing the environmental impact of our activities, including our value chain, by creating a positive impact through our technology solutions for industrial processes.
- **Product life cycle:** as a technology company, we provide hardware-based solutions for our customers. Therefore, we are committed to reducing waste generation as much as possible, incorporating technological solutions that ensure safety, durability, recyclability and efficiency.

### Regarding people (SDGs 5 and 8)

- **Commitment to employees:** we are committed to providing a working environment that favours the integration, development and diversity of all employees, in a safe, healthy and stable environment.
- **Commitment to local communities:** we are committed to promoting the development of the local communities in which we operate, encouraging local employment and recruitment, contributing to their socio-economic development and ensuring a fluid and transparent dialogue.

- **Commitment to customers:** we are committed to developing products and services that help our customers to be more sustainable in their performance, guaranteeing the highest quality standards. We are also committed to promoting communication channels to ensure maximum dialogue and transparency, guaranteeing the confidentiality of your data in accordance with the provisions of AIRTIFICIAL's Code of Ethics and Legal Compliance.
- **Commitment to our value chain:** we are committed to integrating the principle of sustainability in the management of the supply chain, extending the commitments contained in this Policy and the principles and values set out in the Code of Ethics and Legal Compliance to the company's suppliers, maintaining the highest standards of respect for Human Rights

#### Investing community (SDGs 5, 7, 8 and 13)

AIRTIFICIAL's objectives towards its current and potential investors are based on the principle of transparency described in section 4 of the Policy, thanks to which the company has a real and positive impact on the environment, in addition to the profitability it offers its investors.

At AIRTIFICIAL we recognise the importance of good corporate governance principles for the sustainable success of the organisation and the creation of long-term value for all our stakeholders. We are firmly committed to adhering to these principles of good governance and guide our actions and business decisions accordingly.

We are also committed to maintaining fluid communication with the investment community on the results of the main policies, procedures and performance in the field of sustainability.

## 5 Transparency, review and continuous improvement

This Policy is of a public nature and shall be permanently posted on the AIRTIFICIAL website, as well as any subsequent modifications.

AIRTIFICIAL's Sustainability Policy will be reviewed annually. The main aim of this review will be to adapt it, whenever necessary, to the new reality of both the company and the environment, so that it retains over time its vocation to guide the Company's strategy in response to the demands of stakeholders. The changes shall be approved by the Board of Directors.

## 4 Management

AIRTIFICIAL's sustainability policy, under the supervision of the Audit and Sustainability Committee, will be managed by the Sustainability Committee, which will be made up of representatives of the company's senior management.