

Aena achieves the Equality in the Company award

- **Women outnumber men in Aena's Management Committee, and the two Managing Directors in the company are women (Airports and Commercial and Real Estate Managing Directors)**
- **Women also account for 50% of the Board of Directors**
- **The Ministry for Equality grants this recognition which highlights the application of equal treatment and equal opportunities policies for its workers**
- **The distinguished companies are periodically assessed to ensure that they maintain their level of excellence in matters of equality**

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The Ministry for Equality has awarded Aena the "Equality in the Company" (DIE) distinction for its firm commitment in this area. This recognition underlines that Aena stands out in a relevant and especially significant way in the application of equal treatment and equal opportunities policies for its workers.

In the Executive Management Committee of the Ibex35 listed company, women outnumber men (60%) and on the Board of Directors, women account for 50%. The two Managing Director positions of Aena are occupied by women (Airports and Commercial and Real Estate), and of the total number of positions of responsibility in Aena (structure), 45% are occupied by women.

In addition, three airports, which account for more than 25% of the network's air traffic, are managed by women: Josep Tarradellas Barcelona-El Prat, Alicante-Elche Miguel Hernández and Ibiza.

In recent years, the presence of women in Aena has increased considerably, from 32% to 38%. Excluding heavily male-dominated groups, such as the Fire and Maintenance Service, the representation of women at 31 December 2023 is over 50% of the total workforce. This increase is due not only to the progressive incorporation of women into the workforce, but also to the fact that Aena's selection processes guarantee the principles of equality, publicity, merit and capacity.

Continuous assessment

The "Equality in the Company" label is a mark of excellence awarded by the Ministry for Equality to companies and other entities that stand out in the development of policies of equality between women and men in the workplace, through the

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implementation of equality plans and measures in areas such as access to employment and working conditions, including measures of reconciliation and co-responsibility, remuneration policy with a gender approach, inclusive communication, aspects relating to the organisational model, Corporate Social Responsibility, etc.

The awarding of this distinction implies a continuous effort from the moment it is granted, as the distinguished companies are periodically assessed to ensure that they maintain their level of excellence in the matters of equality for which they were awarded the distinction.

This recognition also implies being part of the network of companies with the “Equality in the Company” label (DIE Network), which allows for constant interaction between its member companies and the Institute of Women through different activities and tools, both face-to-face and virtual.

The common objective of the DIE Network is to build an egalitarian working environment that turns the company’s equality policy into one of the main organisational strategies, whose impact, developed through the Equality Plan itself, contributes positively to the company’s economic results.