

**POLICY ON INTEGRATED QUALITY,  
ENVIRONMENTAL, ENERGY  
EFFICIENCY AND OCCUPATIONAL  
HEALTH AND SAFETY  
MANAGEMENT AT AENA, S.M.E.,  
S.A.**

## I. PURPOSE

Aena, S.M.E., S.A. (hereinafter, the “**Company**” or “**Aena**”), as a leading management entity of air transport infrastructures, within the framework of quality, environmental, energy efficiency and occupational health and safety management, reinforces its firm commitment to excellence in managing its services, to promote the safe, efficient and sustainable development of air transport and to maintain long-term outstanding results for its stakeholder groups identified in the Stakeholder Relations Policy.

To this end, Aena is constantly and continuously taking action in these areas, by planning and implementing different strategic approaches and setting quantitative targets to contribute to the sustainable development of air transport, harmonising its activity with the protection of the environment and the health and safety of its workers.

In accordance with this commitment, Aena promotes the implementation and maintenance of an “*Integrated Quality, Environmental, Energy Efficiency and Occupational Health and Safety Management System*” based on the requirements established in the applicable international standards.

## II. SCOPE

This Integrated Quality, Environmental, Energy Efficiency and Occupational Health and Safety Management Policy (hereinafter, the “**Policy**”) is applicable to Aena (parent company) and any of the companies in its group (hereinafter, the “**Subsidiaries**”), under the terms established in Article 42 of the Commercial Code (the “**Aena Group**”).

Notwithstanding the foregoing, Subsidiaries registered outside of Spain may make the necessary adaptations to this Policy in order to comply with the local law applicable to them.

However, when within the scope of local law applicable to Subsidiaries registered outside of Spain there is a regulation in force, compliance with which requires the alteration or suppression of essential terms or principles of this Policy, its adaptation shall require that, once it is approved in the form of an addendum by the Board of Directors of the corresponding subsidiary, it be submitted, together with a legal report justifying the mandatory nature of the local regulation, to the Board of Directors of Aena for its final approval. Once the addendum has been definitively approved, it will be published on the website, along with the rest of the policies, and will be communicated to the Aena Management whose area of responsibility is related to this Policy.

The Board of Directors of Aena has approved a procedure regulating the steps to be followed to adapt corporate policies to the local law applicable to subsidiaries domiciled outside Spain in the cases referred to in the preceding paragraph.

### III. PRINCIPLES

Aena assumes the following principles that must serve as a guide and reference framework when carrying out its activity and that of its value chain:

- To promote the systematic integration of quality, environmental, energy efficiency and occupational health and safety management in the management of Aena.
- To periodically evaluate the performance of the management system and the needs and expectations of the stakeholders, in order to define priority lines of action aimed at the continuous improvement of the system.
- To count on the involvement and commitment of senior management to achieve the proposed objectives, using Aena's values and strategies as the main reference point for everyone in the Company.
- To guarantee the continuous training and education of the Company's personnel through training and awareness programmes in the areas of quality, environment, energy efficiency and health and safety at work.
- To establish measures to make the main interested groups aware of this Policy and the possible environmental impacts associated with airport activity.
- To ensure compliance with the legal requirements applicable to Aena's scope of action, as well as other requirements to which the Company subscribes in terms of quality, the environment, energy efficiency and occupational health and safety.
- To provide the resources and ensure the availability of information to achieve the objectives and targets established, as well as to continuously improve the performance of Aena's processes and results.
- To ensure environmental protection and pollution prevention, integrating sustainable development criteria that contribute to reducing the impact of our activity (especially with regard to climate change, air quality, noise management, water management and waste disposal, impact on biodiversity and management of hazardous and non-hazardous waste), promoting the sustainable use of resources and the fight against climate change in line with the objectives set out in the Sustainability Strategy in force.
- To promote energy efficiency, the use of renewable energies, the progressive reduction in the use of fossil fuels, and the acquisition of energy-efficient products and services, with the aim of reducing greenhouse gas emissions and optimising energy performance in line with the objectives set out in Aena's Climate Action Plan currently in force.
- To make airport activity compatible with the protection and conservation of the natural habitats in the environment and their biodiversity, minimising deforestation and

offsetting its impact through appropriate instruments.

- To promote and lead the prevention of occupational risks, providing safe and healthy working conditions, minimising risks to health and safety at work.
- To ensure that workers' representatives are consulted and participate, and that they have access to information regarding the means and measures to be adopted for the prevention of occupational risks, in accordance with the terms set out in current legislation.
- To communicate this Policy to all personnel and companies that carry out their activities in Aena, so that they are aware of their rights and responsibilities, and to make it available to stakeholders. To this end, Aena will promote employment of these principles and values in the rest of the companies with which it collaborates.

#### **IV. MONITORING AND CONTROL**

Supervision and commitment to compliance with this Policy is carried out by the Sustainability and Climate Action Committee.

#### **V. VALIDITY**

The Integrated Quality, Environment, Energy Efficiency and Occupational Health and Safety Management Policy was approved by the Board of Directors of Aena at its meeting on 29 November 2016 and updated at its meeting on 27 May 2025. It will remain in force as long as no amendments are made to it.