

S4A, Solutions for Aviation, S.L. has established its Integrated Management Policy under the principles of the standards UNE-EN-ISO 9001 (Quality Management System), AS/EN-ISO 9100 (Aerospace Quality Management System), and UNE 19601:2017 (Criminal Compliance Management System).

Aware of the commitments it undertakes with its customers and other stakeholders, the company reaffirms its commitment to continuous improvement and excellence in all its activities and in the provision of the following services:

- Design and manufacturing control of aeronautical systems and structures under development.
- Design updates for aircraft.
- Aeronautical consulting.

This policy integrates the key aspects of interest for both S4A and its stakeholders, in line with our vision: To be a global reference in the development of efficient and innovative aeronautical solutions that enable our customers' aircraft to operate continuously, sustainably, and safely.

It establishes a framework of Ethical Principles, Quality, Information Security, Service Safety and Quality, Occupational Health and Safety, Equal Opportunities, Environmental Protection, and Criminal Compliance, and is materialized through the following commitments:

- Provision of services based on sustainable development, ethical principles, and social responsibility.
- Compliance with the expectations, legal requirements, and/or standards of customers and other stakeholders, as well as any applicable criminal legislation.
- Satisfaction of our customers' needs under the highest quality standards.
- Compliance with aeronautical safety standards and promotion of the safe, efficient, and sustainable development of air transport.
- Protection and proper handling of personal data and information.
- Promotion of a safe and healthy working environment and the wellbeing of our team.
- Fostering a positive work climate, equal opportunities, non-discrimination, respect for diversity, and work-life balance, encouraging the professional growth of our people.
- Execution of our processes with the utmost respect for the environment.
- Ensuring business profitability as a guarantee of sustainability and growth.
- Identification, assessment, and control of criminal risks associated with our activities, with the aim of preventing crimes and unlawful conduct and minimizing the organization's exposure to criminal risks.
- Leadership by top management as an example of ethics, integrity, and regulatory compliance, promoting a culture of criminal compliance throughout the organization.
- Ongoing training and awareness of all employees and collaborators on ethics, legal compliance, and crime prevention.
- All members of the organization, as well as related third parties, must report any suspicious acts or behavior. For this purpose, secure, confidential, and accessible communication channels are implemented to report potential breaches, ensuring the protection of good-faith whistleblowers and guaranteeing that no retaliation will be taken against them.

- S4A strictly prohibits the commission of any criminal acts or unlawful conduct in the course of its business activities.
- A Compliance Body with sufficient authority and independence will be established to support the periodic supervision of the effectiveness of internal compliance controls and the continuous improvement of the integrated management system.

This Policy is communicated to all S4A personnel and made accessible to any interested parties upon request. It is reviewed annually to ensure its alignment with the company's circumstances and with the needs and expectations of its stakeholders.

Non-compliance with the requirements of this Policy or with those derived from the implemented management system will result in measures proportional to the severity of the case, which may include the adoption of disciplinary actions.

S4A encourages the commitment of all employees to comply with the principles stated in this Policy and provides the necessary resources to establish, implement, maintain, and improve the Management System.

Additionally, five corporate values have been defined, which guide the behavior and decision-making of our employees in pursuit of S4A's vision and mission for the future:

- ❖ CUSTOMER PASSION
- ❖ PROACTIVE COMMITMENT
- ❖ CONTINUOUS RESILIENCE
- ❖ INTELLECTUAL INQUIRY
- ❖ EXPONENTIAL TRANSPARENCY

Francisco Calvo (CEO)