



Iberia's Sustainability Policy

Iberia's Sustainability Policy constitutes the benchmark for developing the company's strategy. It seeks to promote a more mindful protection of the environment, minimize the environmental impact of passenger transport, and maintenance business activities in the areas in which these are being carried out, reduce the environmental impact of operations, provide a personalized and sustainable service to customers, train and raise awareness of sustainability for employees, and monitor aspects that can lead to an optimized management of the social impact of our activity.

In addition, Iberia is committed to complying with Human Rights in the scope of its activity and that of its supply chain, as stated in the "IAG Group Statement on Slavery and Human Trafficking".

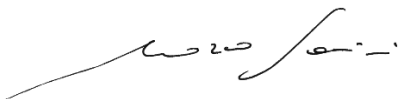
Iberia's Sustainability Policy, approved by the airline's Senior Management, commits to the following:

- Ensuring **compliance with legislation, and other obligations and commitments** that it has adopted on a global, regional, national, and local level, as well as implementing internal regulations and international standards in a complementary and coherent manner, in accordance with the principle of prevention.
- Applying **ongoing environmental improvement principles** to our activities, products, and services, through the systematic assessment of our environmental performance in order to define and implement ambitious but reachable objectives on a global, regional, national, and local level.
- Implementing **environmental management systems** that prevent and mitigate the impact that our activities and infrastructures might have on the environment, through the design of efficient management models and the effective management of environmental risks.
- **Preventing and reducing our environmental impact** through the consideration of environmental criteria in equipment-procurement processes and by implementing eco-efficient practices in fuel consumption.
- Promoting a **low-carbon economy** through an internal reduction of the greenhouse gas emissions resulting from our main activity, as this is the most relevant environmental aspect, and developing services and products that encourage our customers to adopt similar policies.

- Integrating the principles of the **circular economy** into all processes, thereby maximizing reuse and recycling to extend the life cycle of products and reduce the consumption of raw materials.
- Promoting **innovative services** that contribute to sustainable development and produce alternatives to environmental and social improvement of all interest groups.
- Providing **training for our employees and raising their awareness** by conveying the importance of acting in a sustainably friendly manner.
- **Involving employees** in the Sustainability Strategy, making them the **leaders** of the main actions to be conducted for the benefit of society.
- Promoting the **best environmental management practices, social and ethical criteria in procurement** and contracting standards across our supply chain and among our partners.
- Developing **monitoring projects focusing on the social impact** of our activities, both in Spain and abroad.
- Collaborating with other organizations in their **search for solutions that contribute to meeting the social challenges** of our time, prioritizing integration, diversity, and the development of communities where we operate.
- **Communicating regularly and transparently** our sustainability performance to all groups of interest and addressing their concerns in this area.

In a constantly changing world, with increasingly ambitious challenges placed upon us, it is necessary to regularly update this policy in order to respond to these more effectively.

These principles comprise the framework of objectives and goals set out for Iberia's Sustainability Strategy. We ask for strict adherence to these principles from all parties involved in order to leave the best legacy possible for future generations.



Marco Sansavini

Iberia CEO

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