

Iberia's Sustainability Policy

Iberia's Sustainability Policy constitutes the reference for developing the company's environmental and social impact strategy, within our Flight Plan 2030. It seeks to minimize the environmental impact of passenger transport and maintenance business activities.

Ensure our commitment with the environmental and social impact industry standards and its measurement

- Implement environmental **management systems** that prevent and mitigate the impact of activities and infrastructure on the environment, through efficient models that include proactive risk management.
- Ensuring **compliance with legislation, obligations and commitments** that it has adopted on a global, regional, national, and local level, as well as implementing internal regulations and international standards.

Include processes in our daily business activities that assure a positive and sustainable impact:

- Promote a low-carbon economy by reducing greenhouse gas emissions generated by our core activities, our most significant environmental aspect, by the promotion of sustainable aviation fuel, the fleet renewal and the operational efficiency measures adopted in our operations
- Integrate **circular economy** principles across all processes to maximize reuse and recycling, extend product life cycles, and reduce raw material consumption.
- Encourage best practices within our **supply chain** and among our partners.
- Promoting **innovative services** that support sustainable development and offers alternatives for improvement for all stakeholders
- Apply **continuous improvement** principles through systematic performance evaluation, with the aim of defining and achieving ambitious objectives aligned with the Flight Plan 2030.
- Actively contribute to the fight against **illegal wildlife trafficking** as a signatory of the Buckingham Palace Declaration; adopt a zero-tolerance policy towards illegal wildlife trade within our operations; and comply with the IATA module requirements on illegal wildlife trafficking by early 2026.
- Developing **monitoring projects** focusing on the social impact of our activities, both in Spain and abroad.

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Owner: Director of Strategy, Transformation and Sustainability

24 September 2025

Communicate regularly our performance to all stakeholders, addressing their concerns and expectations:

- Providing **training for our employees** and raising their awareness by conveying the importance of acting in a sustainably friendly manner.
- Endorsing the **"IAG Group Statement on Modern Slavery and Human Trafficking,"** ensuring respect for human rights within our operations and supply chain.
- **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.

This Sustainability Policy, developed by the Director of Strategy, Transformation, and Sustainability and approved by the company's Executive Committee, is subject to annual review to respond to a constantly evolving world with increasingly ambitious challenges.

These principles comprise the framework of objectives and goals set out for Iberia's Sustainability Strategy.



Approved by:

Marco Sansavini, Iberia CEO

24 September 2025