



Environmental Sustainability Policy

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1. INTRODUCTION

ENAIRe, as part of its vocation for service and its commitment to be an organisation that is socially and environmentally responsible, is obligated, through its business and leadership model, to sustainable development that balances its commitment to governance, society and the environment, and that lays out the strategy of the 2025 Flight Plan.

Through this Environmental Sustainability Policy, ENAIRe reaffirms its desire to create sustainable value for all its stakeholders, ensuring that its activity and services are carried out in accordance with the values, purpose, mission and vision of ENAIRe and the environmental criteria defined in the Integrated Management System.

2. PURPOSE AND SCOPE

This Policy aims to define and establish ENAIRe's fundamental principles and commitments to comply with the environmental strategic goal of its 2025 Flight Plan: "To contribute to sustainable mobility in the air transport sector by minimising the impact of ENAIRe's activity on the environment and committing to its decarbonisation".

ENAIRe relies on the following environmental objectives established in this Policy:

- ⇒ Protect the environment and prevent pollution.
- ⇒ Minimise the environmental impact of our activity through the strategic initiatives developed in our Environmental Sustainability Plan.
- ⇒ Manage risks and ensure compliance with environmental regulations.
- ⇒ Comply with the environmental goals defined in ENAIRe's Strategy (2025 Flight Plan) and help tackle the environmental challenges facing society.

In order to achieve these environmental objectives, ENAIRe has implemented and certified an Environmental Management System that is based on Senior Management's commitment to create and convey to its stakeholders a Culture of Environmental Sustainability linked to excellent environmental performance, which seeks to rely on technology to contribute to the fight against climate change and resource depletion. Through this commitment, Management makes available to the organisation and stakeholders the necessary resources to systematically, proactively and continuously improve ENAIRe's environmental performance, comply with the applicable legal and regulatory requirements, and with all those that the organisation undertakes for the continuous improvement of its Environmental Management System.

This Policy applies to all ENAIRe personnel, the members of its Management Committee and Board of Directors, who are required to know, understand and comply with the provisions of this Policy.

Similarly, persons acting on behalf of and representing ENAIRe, even if they are not part of its organisation, will undertake to act in accordance with this Policy when representing the Company or acting on its behalf in the performance of their duties, and they agree to extend these principles to the value chain.

Due to the wide-ranging nature of sustainability, this Policy, which is part of the Sustainability Policy, is structured to provide the reference framework that underpins the principles that guide ENAIRe's actions in environmental matters. This policy is also consistent with the contents of the Integrated Management System.

3. OPERATING PRINCIPLES AND COMMITMENTS

ENAIRe, as part of its commitment to Environmental Sustainability, has developed this Policy to serve as a guide for its Environmental Sustainability Plan: [Green Sky](#). This Plan is consistent with the principles of the Paris Accord, the United Nations Sustainable Development Goals (SDGs), ICAO Assembly Resolution 40-18 on climate change, as well as the Green Deal, the Smart and Sustainable Mobility Strategy and the Circular Economy, and with the needs and expectations of its stakeholders as these pertain to environmental sustainability.

Through this Policy, ENAIRe commits to:

- Undertake the fight against climate change as a strategic priority so as to reduce greenhouse gas emissions and help mitigate its effects in order to attain carbon neutrality and achieve zero global emissions.
- Integrate environmental sustainability in all business areas, promoting and transferring to stakeholders a culture of environmental sustainability whose goal is to protect and preserve the planet and the health and well-being of society.
- Reduce aircraft emissions by implementing more efficient procedures, improving the horizontal and vertical efficiency of flights while en route, as well as optimising continuous climbs and descents in the initial and final phases of flights by relying on digitised monitoring and working together with our stakeholders: airport managers, airlines, Air Force Staff, CIDETMA, DGAC, AESA and government agencies.
- Minimize noise emissions in population centres either directly from our activity, or from the activity of third parties related to our activity, by coordinating with the agents involved (airports, airlines and government agencies) and maintaining effective communication with the affected parties, municipalities and neighbourhood associations.
- Minimize the impact on biodiversity, mainly birds, through aerial manoeuvring projects in collaboration with experts in the field.
- Reduce consumption in the organisation and minimise waste generation through responsible consumption, fostering the transition to a circular economy that includes every process.
- Transition to clean, more environmentally friendly energy in an effort to contribute to the fight against climate change, resource depletion and to achieving the SDGs.
- Improve the knowledge associated with environmental sustainability to align all the actors involved in air transport.
- Determine the effects of our work on society and conduct awareness campaigns on the importance of air transport and its real environmental impacts on the planet and society.
- Establish stable and lasting alliances and relationship frameworks by designing channels of communication that favour active listening and collaboration with our stakeholders.

- ⇒ Actively and transparently contribute to the Governance of our organisation through Management's approval of the Environmental Sustainability Plan and systematically monitoring its objectives.

4. MONITORING MECHANISMS

The body responsible for supervising the operation of and compliance with this policy is the [regulatory compliance body](#). Until this organisation is created, the current internal or external regulations will apply.

Given the relevance of environmental issues, specific functions are attributed to specialised committees, such as the Environmental Monitoring Committee (COSEMA). In particular, COSEMA is the internal body that is tasked with assessment and oversight duties in environmental sustainability. It is responsible for determining, promoting, guiding and supervising the objectives, action plans, practices and policies in this area.

5. DISCLOSURE AND DISSEMINATION

This Policy is supported by Senior Management and is kept as substantiated information.

In compliance with the requirements of international transparency standards and practices, this Policy will be made available to all stakeholders on ENAIRE's [website](#) for their information and consultation.

Similarly, the Policy will be appropriately communicated and [disseminated](#) internally using existing tools, to aid everyone acting on behalf of ENAIRE to understand and apply it.

6. APPROVAL AND VALIDITY

Following its presentation to the Management Committee on 17 February 2023, this Policy was approved by ENAIRE's Board of Directors at its meeting of 23 February 2023, coming into force on that date. It shall remain in force until amendments are made to the Policy, which will be properly communicated.

This Policy is subject to review and updating as needed to adapt it to any regulatory, social, economic or organisational changes.