

ANNEX IV OF INTEGRATED MANAGEMENT MANUAL

INTEGRATED POLICY

EQUIPOS INDUSTRIALS DE MANUTENCION , with address at Avda. de Madrid, 54. Alcalá de Henares (Madrid) hereinafter **EINSA** , is a company dedicated to the design, development, production, installation and after-sales service of:

- Ground support equipment for aircraft
- Equipment and adapters for weaponry and external loads
- Special equipment and vehicles, shelters and container
- Parachute drop simulators and utilities
- Test benches
- Engineering, maintenance and spares parts services

The General Management has defined general guidelines that, in addition to ensuring compliance with the requirements applicable to each contract, guide EINSA in achieving the goals and objectives of the Integrated Management System. These are:

- Develop our own technology that allows us to remain at the technological forefront in the markets in which we participate
- Ensure that the products and services delivered to our clients are safe, reliable, delivered within the agreed deadlines and that they meet the most demanding standards.
- Provide tailored solutions to the needs of our clients.
- Design equipment and vehicles in accordance with international standards to promote export activities and internationalization of the product.
- Design by families with standardization criteria for components, solutions, engineering and modes of operation, command and control.
- Establish actions and programs aimed at preventing defects and continuous improvement through process control.
- Establish systems to measure and increase the degree of customer satisfaction with EINSA products and services through effectiveness indicators.
- Assign the necessary resources and adequately plan their use to achieve the set objectives.
- Promote Opportunities for System Improvement and **process control**.
- Instruct, motivate and involve all staff in the management and development of the Integrated Management System implemented.
- Our ethical business practices support global initiatives to contribute to the eradication of human rights abuses in the extraction of conflict minerals and we communicate this to our suppliers.
- We are committed to ensuring transparency in our labor sourcing process and in our approach to addressing modern slavery throughout our supply chains.

In relation to the manufacture of vehicles of categories M1, N1, N2, N3, and so that they fully adapt to the needs of our clients and comply with the applicable regulatory acts that guarantee their safety and their putting into circulation, **EINSA** has implemented a Production Conformity System (CoP) in accordance with criteria of the Automobile Certification Unit (UCA) and current applicable legislation.

Likewise, **EINSA** is aware that quality of life is inescapably linked to respect for the Environment, considering that both the development of its activity and environmental protection are two realities that can and should go hand in hand on the basis of sustainable development, so that current circumstances can be responded to without compromising the ability to meet the needs of future generations. This environmental system is coherent with the nature, magnitude and environmental impact of **EINSA's** activities, products and services, so as to guarantee:

- The commitment to environmental protection and pollution prevention.
- Promote the participation, involvement and sense of environmental responsibility of all people who work in the organization or on its behalf, through appropriate communication, training and awareness.
- That the conservation of resources be promoted by adopting processes that reduce the use of natural resources, promoting the reduction, reuse or recycling of waste, as well as establishing objectives that reduce atmospheric emissions, improve discharges and waste management.
- Periodically establish objectives, goals and environmental management programs integrated into business decisions, as well as the mechanisms for their review in order to achieve an improvement in environmental performance, to which we are committed.

On the other hand, based on the prevention of occupational risks, **EINSA's** management is committed to:

- Develop its activities considering the safety and health of people as essential values.
- Achieve a safe work environment, eliminating hazards and reducing occupational risks, and controlling and/or minimizing risks that cannot be eliminated.
- Guarantee that the actions carried out by the company comply with current applicable legislation on occupational health and safety, as well as other additional requirements assumed as their own.

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- Advance in the continuous improvement of occupational health and safety management, as well as the prevention of damage and deterioration of health.
- Inform and train workers about the risks inherent to their work and the measures to be adopted for their correct prevention, to allow the development of the Prevention Policy.
- Allocate the necessary resources and adequately plan their use to comply with the objectives set in terms of OSH.
- Include the consultation and participation of workers, and worker representatives in OSH matters.
- Provide access to clear, understandable and relevant information on the OSH management system.
- Identify opportunities for improvement and implement the necessary actions to achieve the expected results in the OSH management system.

Finally, for EINSA, the objective of information security is vital, to ensure business continuity in the organization and minimize the risk of damage by preventing security incidents, as well as reducing their potential impact when unavoidable. To achieve this objective, the organization has developed a risk management methodology to carry out risk assessment, monitoring, as well as the adoption of measures when a risk is not acceptable, preserving the following security principles:

- **Confidentiality:** guarantee that the information is accessible only to those authorized to have access to it, especially that related to the personal data of employees, clients and EINSA.
- **Integrity:** ensure that information is accurate and complete, as well as the methods of its processing.
- **Availability:** guarantee that authorized users have access when required to the information and its associated assets. And that the information is protected against any unauthorized access.

These basic principles must be preserved and ensured in any form that the information takes, whether in electronic, manual, printed, visual or spoken format, and regardless of whether it is processed in EINSA facilities or outside of them.

Likewise, these principles must be considered in the following security areas:

- **Physical:** Understanding the security of premises, facilities, hardware systems, supports and any asset of a physical nature that processes or may process information.
- **Logic:** Including the protection aspects of applications, networks and electronic communication protocols and computer systems.
- **Political-corporate:** Formed by security aspects related to the organization itself, internal rules, regulations and legal regulations.

EINSA's General Management periodically reviews, together with the different people responsible for each system, the Integrated Management System, which includes compliance with the Standards UNE-EN-ISO 9001:2015, EN9100:2018, PECAL 2110 (ED. 4), PECAL 2310 AND UNE-EN-ISO 14001:2015, ISO 45001, ISO 27001 and the Production Conformity System (CoP), to ensure:

- Comply with the legal requirements, regulations and current regulations applicable to all referenced Systems.
- Promote and participate in continuous improvement in the different processes of the Integrated Management System.
- Ensure the suitability, adequacy and continuous effectiveness of the different systems within the Integrated Management System.
- Detect the needs to make changes in the integrated management system, in the proposed Policy or Objectives and in the need to provide new services, if the market requires it.

The General Management of EINSA, through the SIG, will disseminate this Policy throughout the Organization, so that it is understood and applied by all EINSA personnel.

EQUIPOS INDUSTRIALES DE MANUTENCION SA is committed to guaranteeing the maintenance of this policy, as well as making it available to workers and interested parties, and submit it to periodic review for its adaptation and modification if necessary, thus providing the framework to establish and review the indicated objectives and goals in terms of quality, environment, health and safety, information security and production compliance.

Madrid, March 11, 2025

Signature:
General Manager