

MODERN SLAVERY STATEMENT

This statement is issued by Industria de Turbo Propulsores, SAU on behalf of itself and all of its subsidiaries (the "ITP Aero") consistent with section 54 of the United Kingdom's Modern Slavery Act 2015 and other similar legislations elsewhere in the world.

BUSINESS OVERVIEW

As a world-leading partner in future flight technologies, ITP Aero is specialised in designing, developing, manufacturing and providing lifecycle propulsion services for aeroengines that drive innovation, efficiency and sustainability.

Moved by a passion to power the future of flight together, ITP Aero leverages its engineering expertise, global operational capabilities and a culture of collaboration to ensure the delivery of reliable and smart solutions at scale.

With a 35-year track record of innovation and a growing workforce of almost 6200 professionals across 14 sites in 6 countries, ITP Aero plays a pivotal role in 40% of all commercial aircraft engine deliveries annually. With more than 5,000 engines in service, ITP Aero powers 8 aircraft take-offs every minute, partnering with all major engine OEMs to advance aviation globally.

WHAT IS MODERN SLAVERY?

Modern slavery is a serious crime and a breach of human rights. It includes various forms such as slavery, servitude, child labour, forced labour, and human trafficking, all of which involve depriving a person of their liberty for personal or commercial exploitation.

This issue is global, partly driven by the rapid increase in migration (both internal and external), and affects every region and type of economy. No sector or industry is immune with no scope for complacency.

INTRODUCTION

At ITP Aero we pursue the highest ethical and compliance standards across all our activities and expect the same from our partners and suppliers. We are committed to delivering the highest level of quality and safety, and to operating with best-in-class business ethical standards.

We believe that strong environmental, social and governance practices are foundational to our continued growth and success. This includes having clearly defined global policies and processes within our operations and throughout our supply chain and partners to avoid any potential risk of human rights violations of any sort including those related to modern slavery and human trafficking.

Our Code of Conduct and its associated Group policies specifically detail our commitment to ensuring we operate globally in line with our human rights standards and support and enable our suppliers and partners to uphold similar standards.

Through this statement, we set out ITP Aero's action plan to better understand potential modern slavery risks as they may relate to our business and to strategise steps aimed at mitigating such risks so as to ensure that within our operations, partners and supply chain, slavery or human trafficking does not occur.

We are dedicated in treating our employees and everyone connected to our business with fundamental dignity and respect, ensuring employment is freely chosen. We do not tolerate any form of modern slavery, which includes child labour, forced labour, human trafficking, slave labour, prison labour, indentured servitude, or bonded labour.

ORGANISATIONAL STRUCTURE AND SUPPLY CHAIN

As a leading company in the aerospace sector, ITP Aero recognises the vital role of active Environmental, Social and Governance (ESG) management in our strategic positioning and business success.

Our ESG strategy emphasises Governance, where we strive to act ethically and responsibly, adhering to best practices both internally and throughout our supply chain. ITP Aero is a signatory of the UN Global Compact (UNGC) and is committed to aligning its strategy and operations with the UNGC's ten principles related to human rights, labour standards, environmental stewardship, anti-corruption; and support the Sustainable Development Goals (SDGs).

Our commitment to human rights is based on the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the Ten Principles of the United Nations Global Compact. These standards drive us to respect the fundamental dignity of everyone affected by our operations, products, services, and business relationships worldwide.

Our principles are derived from the International Bill of Human Rights, the International Labor Organisation Declaration on Fundamental Principles and Rights at Work, and the Sustainable Development Goals. This includes recognition of the fundamental International Labour Organization conventions, including those that prohibit all forms of forced or compulsory labour, in line with the expectations of applicable reporting frameworks and legislation such as Law 11/2018. Using these foundations, we tackle modern slavery risks through targeted policies, training, awareness, due diligence, and remediation.

We have a policy framework that addresses human rights and the risk of modern slavery. This framework commits us to ethical business practices, implementing systems to prevent modern slavery in our operations and supply chain. Where relevant, third-party service providers, including security services, are expected to operate in accordance with applicable laws and respect human rights, acting proportionately and with respect for the dignity of individuals

RECRUITMENT AND EMPLOYMENT PRACTICES

ITP Aero is committed to ensuring that all employment within our operations is freely chosen and that no form of child, forced, bonded, or trafficked labour is present in our workforce. To support this commitment, we maintain robust recruitment and employment practices designed to prevent modern slavery risks within our own organisation as well as through any third-party labour providers.

ETHICAL RECRUITMENT PRINCIPLES

We follow a strict “no-fees” approach to recruitment, ensuring that no worker is ever required to pay for a job. Age verification checks are carried out prior to hiring to ensure compliance with legal minimum working age requirements and to prevent any form of child labour. Our recruitment activities, whether conducted directly or through approved employment agencies, prohibit:

The charging of recruitment, placement, or onboarding fees to candidates.
The withholding of identity documents, passports, or right-to-work papers.
Misleading job advertisements or coercive recruitment tactics.

These principles mirror our overarching commitment to respect the dignity and rights of everyone connected to our business.

DUE DILIGENCE ON RECRUITMENT AGENCIES

Where we engage third-party recruitment or labour agencies, we carry out due diligence to ensure that our partners uphold the same high standards expected throughout our supply chain. All agencies must comply with:

- Applicable labour and employment legislation,
- Our Code of Conduct and ITP Aero policies, and
- Our zero-tolerance approach to child labour, forced labour and human trafficking.

Recruitment partners are required to demonstrate transparent hiring practices and confirm that all employment is freely chosen, reflecting the same expectations to those placed on suppliers under our Supplier Code of Conduct.

WORKER PROTECTIONS AND ONBOARDING

All individuals joining ITP Aero, regardless of contract type or location, receive clear and comprehensible employment terms during recruitment and onboarding. As part of this process, we ensure that:

- Contracts are explained in a language the worker understands.
- Workers retain control of their personal documents at all times.
- Workers are free to leave their employment with appropriate notice and without penalty.

We further reinforce our expectations through training and awareness sessions delivered to employees, including HR staff and hiring managers, ensuring alignment with our Policies and Code of Conduct.

In compliance with applicable labour legislation, where young workers are employed, their employment is governed by the same standard policies, protections and working conditions applicable to all employees

SUPPLY CHAIN PARTNERS

We expect high standards from our contractors, suppliers, and business partners, requiring them to comply with our policies against child, forced, compulsory, or trafficked labour.

We work with trusted supply chain partners around the world. When contracting with our suppliers and partners we include provisions that detail our expectations that they comply with any applicable Labour Laws and that they have in place processes and procedures to ensure the protection of Human Rights (including, the prohibition of slavery and human trafficking and the use of Conflict Minerals) within their operation and their supply chain.

We ask our suppliers and partners to accept and apply the Suppliers Code of Conduct, that contains the ITP Aero's principles included in its Code of Conduct, and that forms part of the terms and conditions specified by ITP Aero in its contracts and purchase documents. ITP Aero retains audit rights to ensure performance against these obligations, where possible.

In addition, ITP Aero also requires that these suppliers and partners communicate these principles to their own suppliers with the aim of guaranteeing compliance with these principles throughout the entire supply chain.

According to our policies, suppliers and partners should source commodities in a manner that respects local communities and protects ecosystems. Suppliers and partners are expected to consistently monitor the social and environmental performance of their upstream suppliers in line with recognised due diligence frameworks and be conversant of responsible mineral sourcing mechanisms and industry collaboration.

The core principles of the Suppliers Code of Conduct guarantee the fundamental rights of workers and respect for professionals which includes:

- Respect the freedom of association.
- Reject any form of forced or compulsory labour and child labour.
- Promote an inclusive workplace, free of discrimination, in which each employee feels respected and valued regardless of his or her gender, age, race, religious beliefs, political ideology, sexual orientation or marital status.
- Encourage respectful treatment among employees and do not tolerate violent behaviour, physical, psychological or moral harassment, abuse of authority, or bullying or offensive behaviour.
- To comply with any applicable labour legislation.

POLICIES AND TRAINING

Our Code of Conduct underpins all that we do as a company by establishing our principles and how they apply to our business activities. Our code is supported by our policies, including wider people-related policies such as our Speak Up Policy; Global Compliance Policy; People Policy; Health and Safety Policy; and Environmental Policy; Diversity and Inclusion Policy; Anti-Discrimination Policy and our Immigration Policy.

Employees across the business are expected to complete annual training provided by ITP Aero covering different topics of the policies mentioned above. We believe that continuous forums of discussions and education on the importance of these policies are critical to creating and sustaining an effective compliance culture.

SPEAK UP

Our SpeakUp policy outlines our approach to handling allegations of breaches, ensuring investigations are conducted fairly and effectively across all markets.

We encourage our employees, suppliers and business partners to report potential or actual breaches of our Code, global policies, or standards through our confidential grievance and whistleblowing service, SpeakUp.

The whistleblowing channel, hosted by an independent company, allows reports to be made in any language in the countries where ITP Aero is established, anonymously or not. ITP Aero oversees the entire process once a report is submitted.

We share anonymous case studies of breaches with employees to facilitate learning. Our goal is to communicate details of closed breach cases promptly, regardless of the level, length of service, or record of those involved. Our reporting channel allows data analysis to identify trends.

In 2025 we have not received any reports related to modern slavery.

APPROVALS

This statement constitutes ITP Aero 's slavery and human trafficking statement for the financial year ending on 31st December 2025. It has been approved by the Board of Directors of Industria de Turbo Propulsores, SAU on 25^h of June of 2026, and signed by the Chief Executive Officer on their behalf:



Eva Azoulay
CEO