ITP AERO

ITP AERO PEOPLE

A GLOBAL TEAM DRIVING SUSTAINABLE GROWTH

2026

ITP AERO PEOPLE

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.

With a track record of innovation of more than 35 years, 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.

By the end of the first quarter of 2026, ITP Aero employs approximately 6,600 people worldwide. Since 2022, the company has created 2,100 new jobs, combining organic growth with the integration of new capabilities and locations.

This expansion has been accompanied by a strong focus on quality employment, professional development and long-term stability. In 2025, 92% of the workforce holds permanent full-time contracts, and voluntary turnover remained exceptionally low at 2.6%, well below industry benchmarks.

ITP Aero's people are the foundation of the company's present and future, supporting operational excellence, innovation and long-term value creation across all geographies.

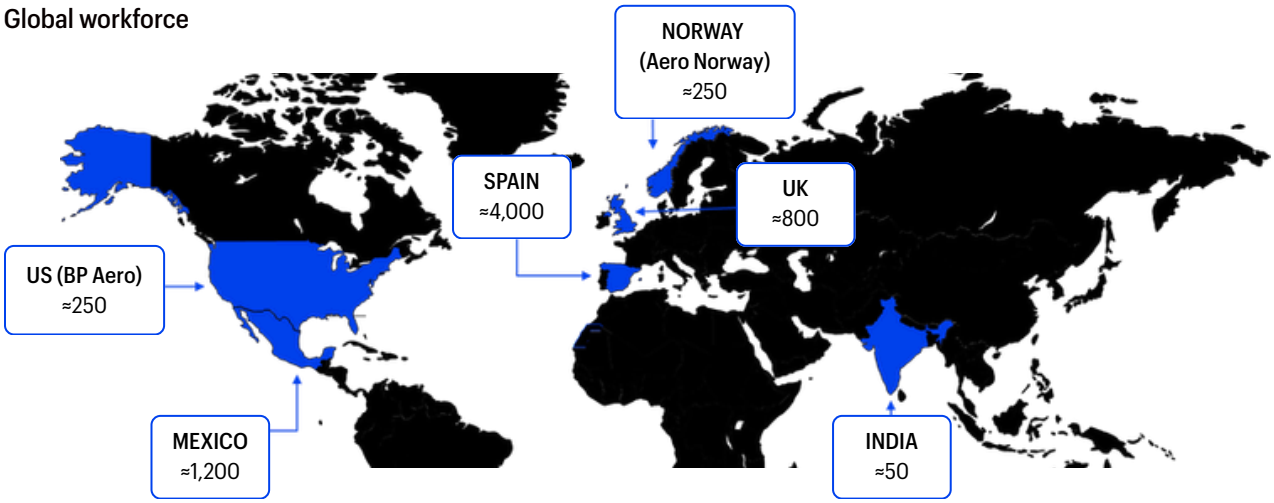
≈6,600 PEOPLE
worldwide

92% PERMANENT
full-time contracts

+2,100 NEW HIRES
since 2022

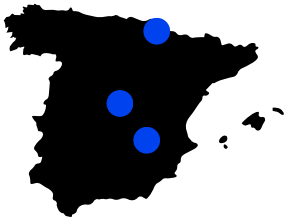
A GROWING GLOBAL FOOTPRINT

Global workforce



ITP Aero operates in 14 sites worldwide, distributed across Spain (8), the United Kingdom (2), Mexico (1), the US (1), India (1) and Norway (1). This footprint supports proximity to key customers and programmes, while enabling the development of specialised industrial and engineering capabilities in each location.

With its headquarters in the Basque Country, Spain remains the company's main employment hub:

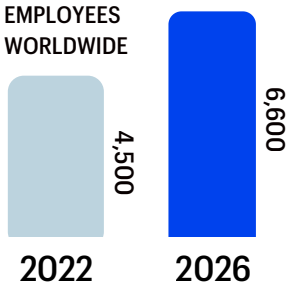


- With around 4,000 employees in 2025, accounting for more than 60% of the workforce, the company has created more than 1,300 new jobs in Spain since 2022, of which 950 were in the Basque Country, reaffirming ITP Aero's long-term industrial commitment to its home region.

ITP Aero also has the UK and Mexico as two of its key hubs, with a workforce of 797 and 1,215 employees, respectively, reflecting the scale and relevance of these locations within the company's global footprint.

The company also continued its gradual build-up in the US and India, strengthening engineering, operations and support functions while also progressing its inorganic growth strategy through the acquisition of Aero Norway, the latest addition to the ITP Aero family.

This growth has been consistent year after year, with total headcount rising from 4,500 employees in 2022 to 6,600 in 2026, reflecting sustained job creation and increasing global scale.

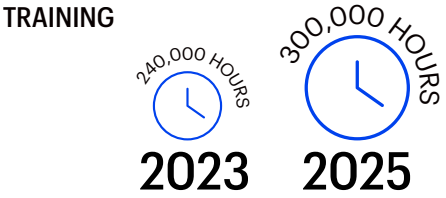


ATTRACTING, DEVELOPING AND RETAINING TALENT

ITP Aero places strong emphasis on attracting early-career **talent** and developing future capabilities. In 2025, more than 450 students completed internships across the company, the majority from STEM backgrounds, reinforcing the company's talent pipeline in engineering, manufacturing and digital skills. Also ITP Aero has reached more than 2,200 students through its UPLIFT programme, the company's contribution to promoting STEM vocations.

Training remains a strategic priority. During 2025, ITP Aero delivered almost 300,000 hours of training, representing a 20% increase from 2023 to 2025. Average annual training reached 48 hours per employee, with programmes tailored to different professional groups, from technical and shopfloor roles to managers and senior leaders.

2,200 STUDENTS
reached through the UPLIFT programme



Mobility is also a key component of professional development. At the end of 2025, more than 50 employees were participating in international mobility programmes, fostering knowledge transfer, cross-site collaboration and global leadership development.

DIVERSITY, INCLUSION AND EQUAL OPPORTUNITY

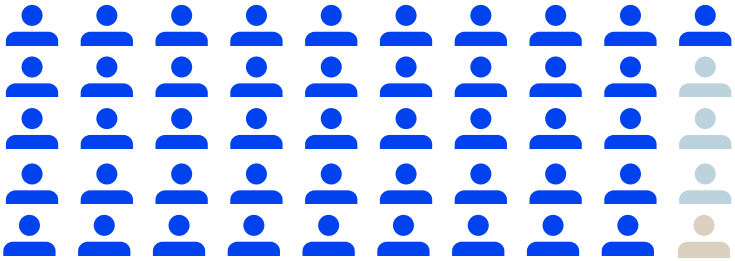
In 2025, women represented 18.5% of ITP Aero's total workforce, equivalent to 1,160 professionals. Progress continued in leadership representation, with 25% of leadership positions held by women, up from 23.2% in 2024, reflecting a 1.8 pp increase year on year.

WOMEN IN ITP AERO IN 2025

1,160 professionals

25% in leadership positions

Work-life balance is actively supported across the organisation. Since 2022, ITP Aero has implemented a hybrid working model in Spain, Mexico and the UK for office-based employees, enabling greater flexibility and allowing up to two days per week working from home.



- Permanent full-time **92.1%**
- Temporary full-time **6.7%**
- Permanent & Temporary part-time **1.2%**

At the end of 2025, **employment contracts** were predominantly permanent full-time.

The workforce included 92.1% permanent full-time employees, 6.7% temporary full-time employees and 1.2% permanent part-time and temporary employees, reinforcing employment stability across the company.

ITP Aero continued to reduce its overall **gender pay gap**, reaching 9.4% in 2025, down from 10.8% in 2024.

-2.8%
overall gender pay gap in Spain

Across the company's main hubs, Spain—representing more than 60% of the workforce— recorded particularly strong performance, with an overall gender pay gap of –2.8%. This reflects a four-point improvement compared to 2024 and remains significantly below the national benchmark of 20.3%. In Mexico, which accounts for 19% of the workforce, the gap stood at 10.5%, also below the national benchmark of 22.4%. In the United Kingdom, 13% of the workforce, the overall gap was 5.6%, remaining below the market figure of 6.9%.

ITP AERO

FLYING FORWARD, TOGETHER