



SUSTAINABILITY **REPORT**

GESTAIR GROUP
2023



INDEX

01

LETTER

02

SIMPLY GESTAIR

03

GESTAIR GROUP
IN FIGURES

04

ABOUT THIS
REPORT

05

CSR AT GESTAIR

06

GESTAIR, COMMITTED TO
WHAT WE DO

07

TABLE OF
CONTENTS GRI

01

LETTER

Carlos Gericó

CEO

At Gestair Group we are proud to have been helping our customers to simply fly for more than 45 years. Nowadays, there are more and more people who travel, who move from one point to another on the planet using the airplane as a means of transportation. From the aeronautical sector, we are facing this period full of challenges, focusing our efforts on meeting these needs and promoting new sustainability technologies that are transforming aviation.

Fiscal year 2023 has once again demonstrated that the values we share and our team, with their efforts and daily work, have boosted the consolidation of each of the Group's business units.

Corporate culture, process digitalization, and economic growth have been the focus of our daily work. Expansion of training (B737) at Gestair MRO, agreements with energy companies to supply sustainable aviation fuel (SAF) on the flights we commercialize, or fleet expansion and modernization at our AOC in Malta and Spain are some examples of the projects carried out during these months.

At Gestair, we are prepared to continue to face this change, to continue achieving goals and proposing new challenges in an increasingly sustainable environment.

Carlos Gericó



Anabel Azor

GENERAL COUNSEL

2023 has been another year of progress for the Gestair Group on its path to becoming a modern, competitive and sustainable company over time. This report reflects how a large part of our efforts in these months have been aimed at advancing sustainability and contributing to the creation of ethical, social, environmental and economic value.

We are aware that we have a direct responsibility on the impact generated by our activity, therefore, aligned with the Sustainable Development Goals, we work to achieve our objectives in a more agile and respectful way.

Milestones such as the first flight with sustainable aviation fuel (SAF) or the total compensation of the carbon footprint of the flights marketed by the fleet operated by Gestair through the HORIZON Program are part of the actions that, year after year, we implement, promote and reinforce. From the Gestair Group we will continue working to generate value proposals for the Group, people and the planet.

Our strong corporate culture and agile decision-making, marked by prudence and the commitment of our employees, partners and suppliers, allow us to continue to grow and move towards a more sustainable future.

Anabel Azor

02

SIMPLY GESTAIR

With more than 45 years of experience in the sector, the Gestair Group is the leader in business aviation in Spain and one of the main references in Europe. A solid track record that allows us to offer customers a 360° service. The Group has more than 300 professionals and is divided into three strong business areas: Gestair Aviation, Gestair MRO and Gestair Aeroplanning, which focus on becoming the best alternative for air transfers, aircraft management and maintenance. It delivers its services globally and on demand and provides 24/7/365 uninterrupted operational support.

Strongly committed to its customers, regulatory compliance, environmental protection, social rights and corporate governance principles, the Group is fully aware of all aspects related to sustainability and the future of our planet. It develops solutions within its scope of action that have a positive impact. A business approach aimed at making a positive impact on the lives of people and the planet.



1

AOC Spain

Pioneers in Executive Aviation in the Iberian Peninsula.

2

Hangars Madrid

More than 23,000m² covered at the Adolfo Suárez Madrid-Barajas Airport

3

AOC Malta

The Group manages everything from small jets to scheduled commercial passenger aircraft, air cargo and, of course, corporate aircraft.

Gestair Aviation

Unit specialized in management and operation of business aircraft with AOCs in Spain and Malta. Among its areas of expertise are the comprehensive management of aircraft, including marketing and design of tailor-made flights, technical and operational support worldwide, airworthiness management and advice on the purchase and sale of aircraft according to the needs of each client. It currently has more than 35 aircraft in fleet based in different cities and countries in order to offer the best solution to each of its customers.

Gestair Aviation works under the highest standards of safety, quality, confidentiality and excellence. As part of its commitment to responsibility in the face of climate change, the company has the ISO 14001:2015 Environmental Management Certificate and the HORIZON Program, a program through which it offsets the emissions of all commercialized flights. In addition, in 2023 the first flight was made with sustainable aviation fuel (SAF), a fundamental step towards ensuring that by 2024 all flights marketed by the company's fleet will incorporate this type of fuel during their journeys.

Gestair MRO

It is the unit specialized in aeronautical maintenance. Its main activity is carried out at the Adolfo Suárez Madrid-Barajas Airport where the company has its main facilities with 2 hangars totaling more than 23,000 m2 of covered area. Its four main areas of specialization are: base maintenance, logistics, hangarage and avionics, covering 360° of aeronautical maintenance worldwide. Gestair MRO is an Authorized Dassault Falcon Service Center, a recognized Gulfstream center for the management of fleet aircraft warranties and a Bombardier Authorized Service Center, as well as an official distributor for Honeywell, Rockwell Collins and Universal Avionics among others.

The company has an Integrated Management System (IMS) certified according to ISO standards (9001:2015 and 14001:2015) and PECAL designed to manage all aspects of its operations related to quality and environmental management. The company has an environmental approval project document for aircraft maintenance and shelter for the 2 hangars at the Adolfo Suarez Madrid-Barajas Airport facilities, submitted to the Ministry of the Environment, Land Planning and Sustainability, which concludes that there are no significant impacts on biodiversity.

Gestair Aeroplanning

From this business area, the Gestair Group offers ground and flight support to companies and individuals, always seeking the best solution to all the operational and technical requirements of a flight for executive, private or scheduled airlines.

It has the best technicians and professionals in flight coordination who develop their activity in a Flight Planning Center specially prepared for this activity. These professionals are prepared to act with the utmost efficiency and flexibility in the planning, dispatching and monitoring of any flight, guaranteeing maximum safety anywhere in the world 365/7/24.

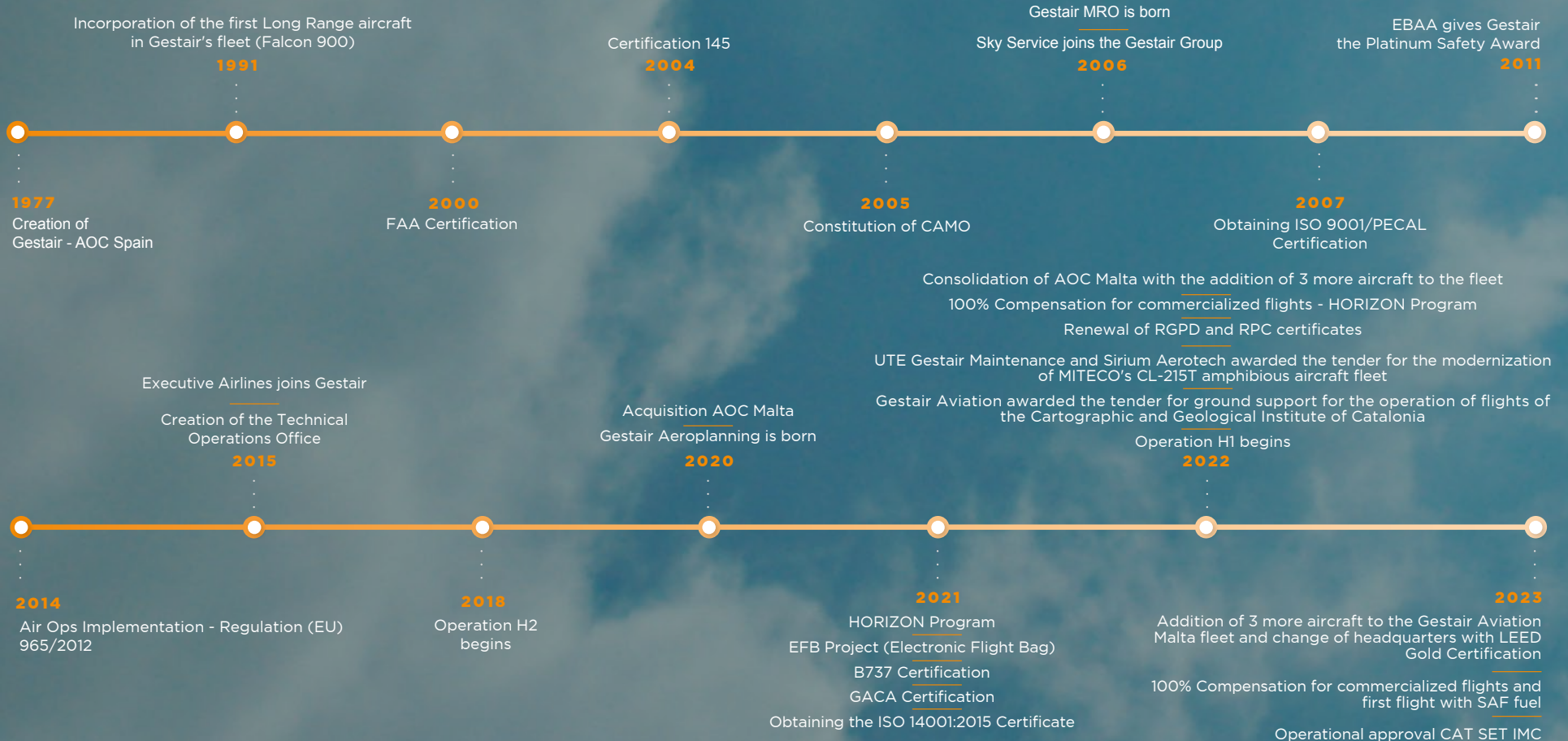
In line with the rest of the Group's areas, Gestair Aeroplanning is involved in processes and developments that improve the environment. Since 2021, the EFB Project (Electronic Flight Bag) has been in place to eliminate most of the printed manuals on board all the aircraft managed by the company, promoting actions focused on reducing the use of paper and awareness-raising actions for personnel on good environmental practices and measures to save on the use of raw materials.

03

GESTAIR GROUP IN FIGURES

2023 has been a year of consolidation and growth for the Gestair Group. The efforts of the people who make up the Group have made it possible to materialize the planned projects and achieve a 9.4% CAGR (compound annual growth rate) from 2016 to 2023, meeting beyond the objectives set and increasing Gestair Aviation's turnover by 13% compared to the previous year.

Timeline



Highlights

During the period 2023 the Gestair Group, through its three business areas, has achieved a turnover of:

GESTAIR GROUP: 203Mill.€.



**Gestair
Aviation**

173Mill.€



**Gestair
Aeroplanning**

3Mill.€



**Gestair
MRO**

27Mill.€

The fleet operated by Gestair Aviation has flown more than 12,400 hours and performed more than 6,100 flights around the world in 2023.

Gestair MRO in 2023 reached 49,000 hours of maintenance and performed close to 300 technical assistance services.

Gestair Aeroplanning's team of professionals has carried out during 2023 nearly 7,000 flight plans for its more than 50 domestic and international customers.

04

ABOUT THIS REPORT

Objective of the report

The objective of the publication of the Sustainability Report 2023 by the Gestair Group is to report on significant environmental, social and personnel-related issues. Also on those related to human rights and the fight against corruption and bribery that are relevant to the Group in the execution of its business activities. All of this in compliance with current legislation.



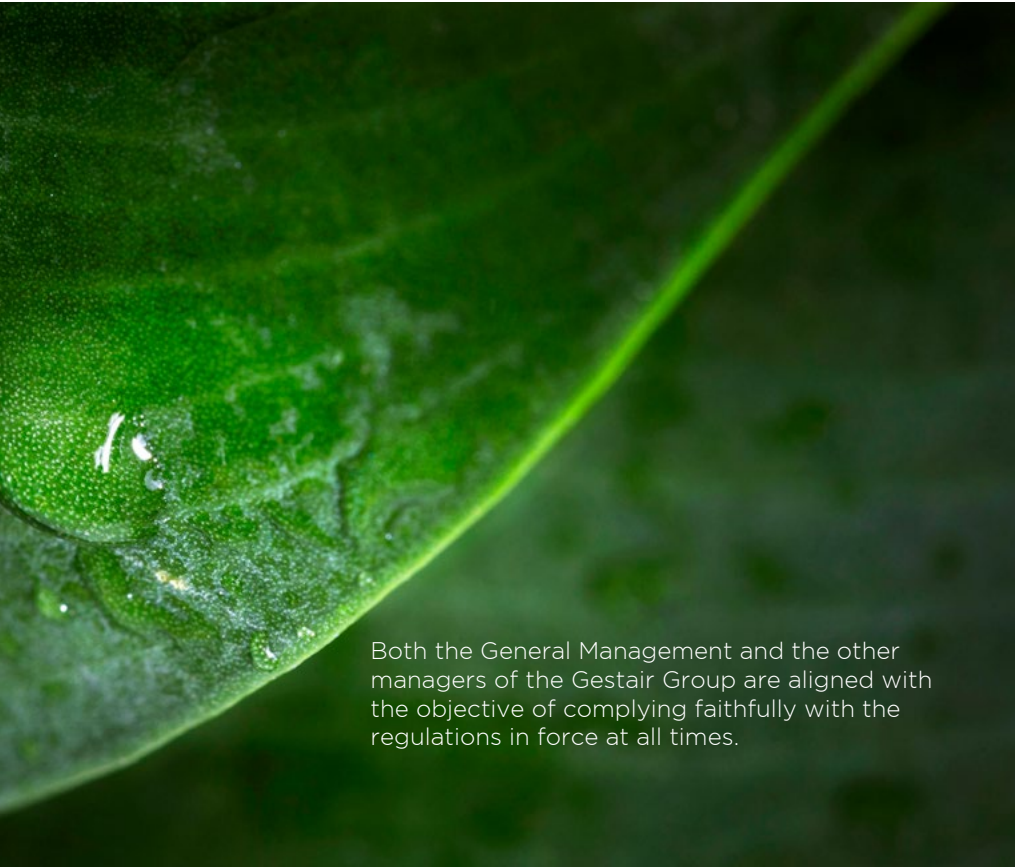
This Report is based on the Statement of Non-Financial Information verified by external company as required by the standard and aligned with the requirements established in Law 11/2018 of December 28, 2018 on non-financial information and Diversity. It is annual in nature and refers to the data of the following Group companies:

- **GLOBAL AVIATION INVESTMENT, SL**
- **GESTAIR SAU**
- **GESTAIR SERVICES, SLU**
- **GESTAIR MAINTENANCE, SLU**
- **GESTAIR AVIATION MALTA, LTD**
- **Joint Venture, GESTAIR MAINTENACE, SLU
and SIRIUM AEROTECH, SL**

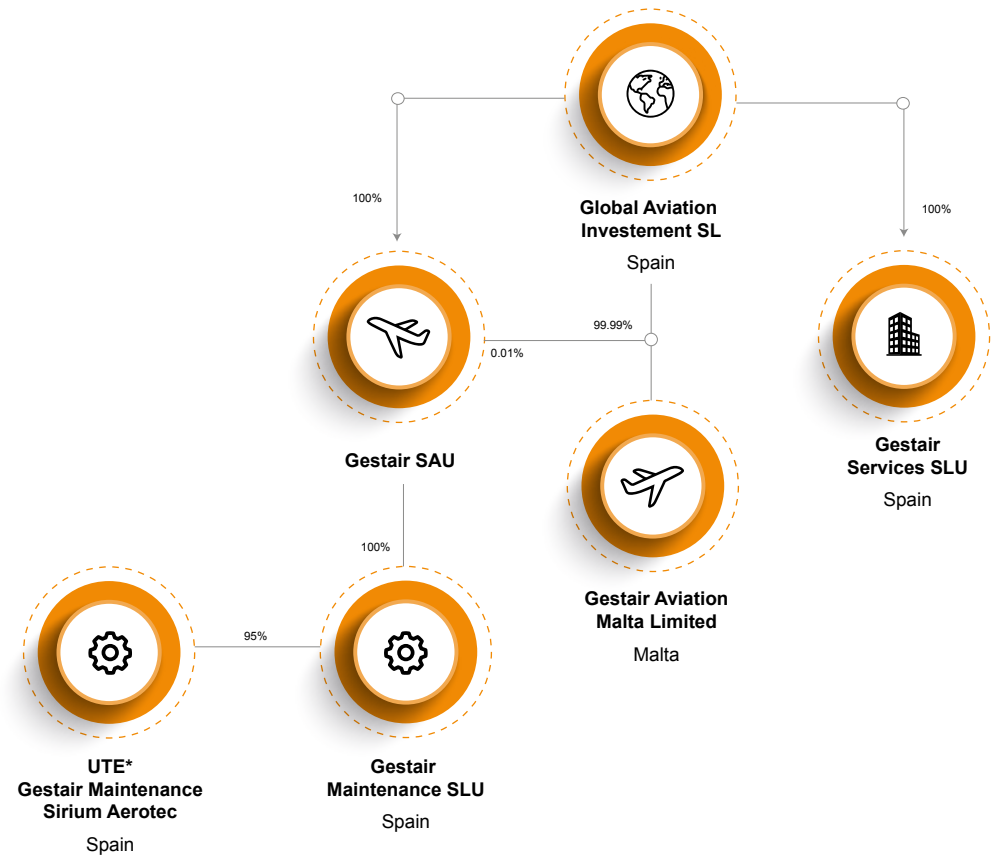
Corporate vs. commercial organization chart

The Gestair Group is made up of four companies established in Spain and a fifth in Malta, whose Board of Directors (in the Spanish companies, Global Aviation Investment S.L., Gestair S.A.U., Gestair Services S.L.U and Gestair Maintenance S.L.U.) or the Sole Director (in Gestair Aviation Malta Ltd.) or the Sole Director (in Gestair Aviation Malta Ltd) are the Administrative Body, i.e. the supervisory and control body that validates and approves the strategic policies of each of them.

At the operational and business level, it is the Management Committee, comprising the Group Chief Executive Officer / CEO, the Group General Counsel, the Group CFO, the General Manager of Gestair Aviation and the General Manager of Gestair MRO, which takes decisions on the most relevant issues of each Group Business Unit (Gestair Aviation, Gestair MRO and Gestair Aeroplanning) not reserved to the Board of Directors.



Both the General Management and the other managers of the Gestair Group are aligned with the objective of complying faithfully with the regulations in force at all times.



(*) Gestair Maintenance and Sirium Aerotec in a temporary joint venture, with the sole and exclusive purpose of executing the contract resulting from the tender called by MITECO, Ministry of Ecological Transition and Demographic Challenge, for the design, certification and supply of 11 modernization kits for the amphibious aircraft fleet of this Ministry.

05

RSC AT GESTAIR

Corporate Social Responsibility (CSR) refers to the actions that companies carry out to manage their impacts; it is, therefore, responsibility towards the environment and towards the whole of the society of which it is a part. The Gestair Group is certain that it is the mission of all the people involved in its companies to make these decisions and to build a solid vision of CSR.

Moreover, in the Group we are aware of the role of companies in achieving the challenges posed by the 2030 Agenda and we are working to achieve Corporate Sustainability, a further step in Corporate Social Responsibility. In this way we focus our actions and efforts not only in the short term, but also incorporate measures for the future, seeking to preserve and improve current resources in order to have a positive impact on future generations.

Because solving the problem of climate change represents a great challenge for everyone, the Gestair Group has made the following commitments in 2023 to help mitigate its consequences.

5.1 Commitment to regulatory compliance

As an aeronautical group, Gestair has internalized regulatory compliance as a fundamental value, this being the basis for the functioning of the Group's organization. All those responsible are aligned to faithfully comply with the regulations in force at all times. It is the company's commitment to carry out its activity with social and environmental criteria.

5.2 Ethical commitment

The Gestair Group's Code of Ethics includes the ethical and moral commitment to equality, non-discrimination, privacy, industrial and intellectual property, confidentiality, the environment, efficient and legal waste management, free competition and fiscal responsibility. In short, it is the company's statement of values and mission, the purpose of which is to serve as an orientation and guide in the relationships established with suppliers, customers, administrations and the company's own personnel.

In 2023, the Group launched the new Internal Information System (IIS) Channel, which offers the possibility of raising questions related to compliance with the Code of Ethics. It also allows us to confidentially report the possible commission of a criminal offense, including the violation of any internationally recognized human rights.

The Gestair Group's Foundations and Principles include the following list of values that we apply in all our spheres of influence, both external and internal, as part of the ethical and sustainable behavior of all members of the group:

- ▶ Credibility,
- ▶ Transparency and social and legal responsibility
- ▶ Faithful compliance with all current regulations, control and self-control of our internal and external collaborators.
- ▶ Ethical and moral commitment to equality, non-discrimination and Industrial and Intellectual Property.
- ▶ Care and protection of the environment, efficient and legal waste management, implemented EMS and ISO 14001:2015 certification.
- ▶ ISO 9001:2015 Quality Certificate in Gestair Maintenance.
- ▶ PECAL 2110 certified at Gestair Maintenance, with quality assurance throughout the supply chain of goods and services for work with the Ministry of Defense.
- ▶ Free competition
- ▶ Proper conduct of the civil service, fiscal responsibility and other social contributions
- ▶ Honesty
- ▶ Confidentiality
- ▶ Privacy
- ▶ HR: equal opportunities, training, decent and reliable working conditions (PRL)
- ▶ Fairness and transparency in all its contractual relationships
- ▶ Integrity

The Gestair Group also has an internal Internal Control Office (OCI) with specialized personnel to handle any doubts, queries or incidents that may arise from the application or monitoring of the Code of Ethics.

5.3 Commitment to the environment

The Gestair Group is an aviation company committed to the sustainable development of the planet that addresses its commitment through the management of environmental risks associated with the activities it carries out and, consequently, with the objectives and improvement actions it implements.

The group supports the sector's ecological transition guided by the parameters set by the European Green Pact, which establishes how to make Europe the first climate-neutral continent by 2050 by boosting the economy, improving health and quality of life for all.

Because it is everyone's responsibility, the Group works to ensure sustainable and efficient growth, integrating sustainability into the business through continuous improvement in environmental management with responsibility and transparency. To this end, the CSR Department has developed a roadmap from which to continue promoting key projects committed to the environment:

- ▶ HORIZON Program, a program to offset CO₂ emissions from flights marketed by Gestair.
- ▶ EFB project, electronic flight case to replace manuals and in-flight documentation with a tablet
- ▶ Electronic work order (WO) management tool that eliminates the high use of paper in the request, execution and certification of online maintenance work.

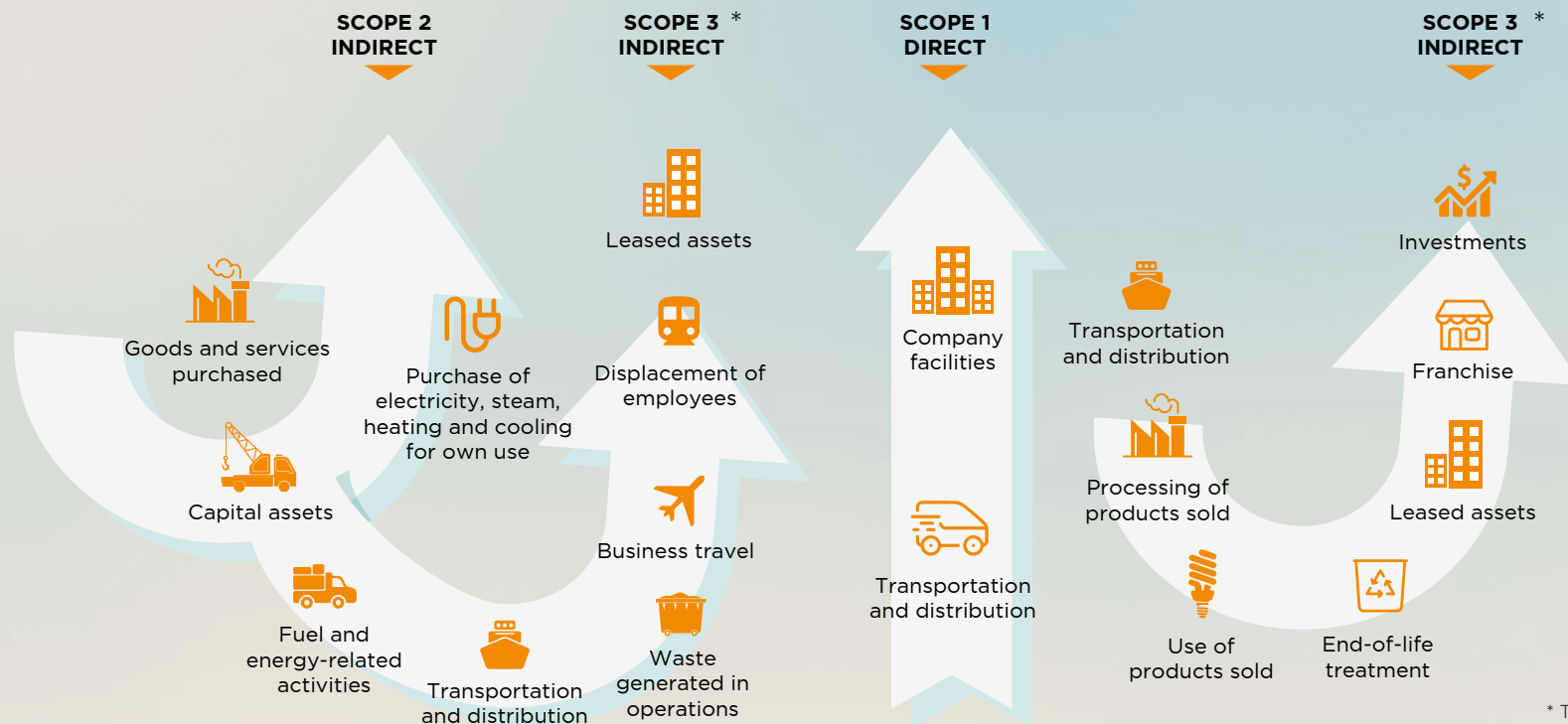
- ▶ Training and improvement in the storage of pollutant or hazardous products at Gestair MRO
- ▶ Study on the possibility of using new materials or more sustainable suppliers as an opportunity to improve our system.

To consolidate these projects and objectives, during 2023, all the organization's personnel received ongoing training, included in the annual environmental plan, on the main requirements and application of the UNE-EN-ISO 14001 standard, including correct environmental management, the acquisition of raw materials, the proper use of natural resources, waste segregation, good environmental practices and the legal requirements applicable to the activity.

This training is complemented by and is in line with the training included in the area of Corporate Criminal Responsibility, Code of Ethics and the specific resources on Data Protection, where it is emphasized that transparency is part of the basis of actions and professional relationships. All employees must be committed to maintaining and demonstrating ethical conduct, transparency and integrity.

In addition, the group prepares an annual report on the measurement of the Carbon Footprint (CF) of all its companies.

The HC is the key environmental indicator, reflecting the gases emitted by the company's activity. These gases accumulate in the atmosphere and produce the greenhouse effect. For the analysis of the Gestair Group, the following emission sources have been taken into account: vehicle fuel consumption, building fuel consumption, electricity consumption and aircraft. In addition, the Group consolidates its GHG emissions on the basis of an operational control approach, i.e. on the operations over which it exercises control: financial and operational.

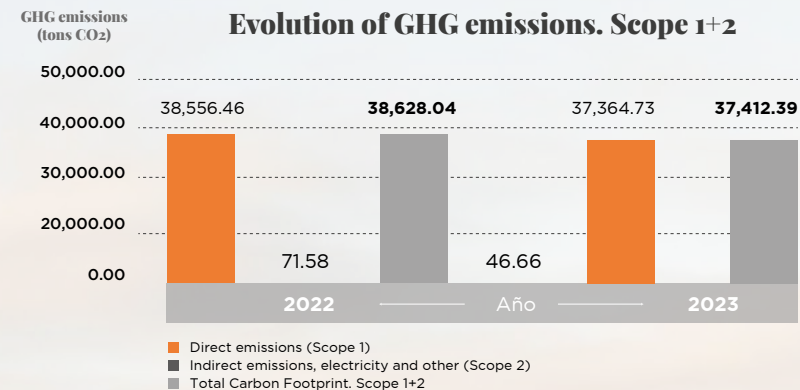


* The Gestair Group does not currently measure Scope 3.

The calculation of the Gestair Group's carbon footprint is represented in the following graphs that show the evolution of GHGs from 2022 to 2023, highlighting a decrease of 3.14% this year compared to 2022.

	2022	2023	Reduction compared to year 22
Direct emissions (Scope 1)	38.556,46	37.364,73	-3,1%
Indirect emissions, electricity and other (Scope 2)	71,58	47,66	-33,4%
Total Carbon Footprint. Scope 1+2	38.628,04	37.412,39	-3,1%

This calculation identifies all sources of GHG (Greenhouse Gas) emissions and provides a better understanding of the critical points. In this way, consumption reduction and energy efficiency measures can be defined more precisely.



5.4 Stakeholders and materiality

The Gestair Group carries out its activities within a framework of responsibility and transparency, caring for the environment and collaborating in the social sphere. This commitment is extended to its stakeholders:



The Gestair Group is also affiliated to the following associations belonging to the aeronautical sector:



EBAA
(European Business Aviation Association)



SPBAA
(Spain and Portugal Business Aviation Association)



MBAA
(Malta Business Aviation Association)

06

COMMITTED TO WHAT WE DO

The Gestair Group has developed its sustainability model, which it organizes through standards and procedures. Because sustainability is a priority, this model incorporates the most relevant environmental, social and governance issues.

In addition, the group generates initiatives that seek to maximize positive impacts and minimize negative impacts on the environment and society throughout the value chain by incorporating sustainability issues into its strategy and business model, which condition decision making and project promotion.

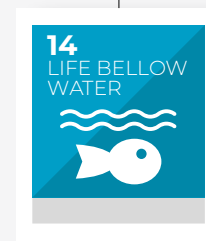
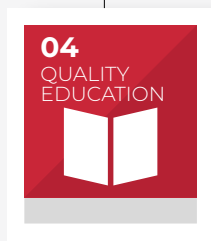
The group supports and defends the 2030 Agenda adopted at the United Nations General Assembly in 2015. This agenda is made up of 17 Sustainable Development Goals that aim to protect the planet, end poverty and improve people's prosperity.

The CSR department prepares and corrects projects and actions related to the company's activity, which allow us to be more consistent with the environmental impact, highlighting among others:

- ▶ EMS (Environmental Management System) and IMS (Integrated Management System) maturity: ISO 9001:2015, ISO 14001:2015 and PECAL 2110.
- ▶ Development of digital tools to reduce and eliminate the use of paper.
- ▶ HORIZON program, emission offset program and operation of the first flight with SAF fuel
- ▶ Changeover to more efficient lighting, air conditioning and IT equipment, as well as new, less polluting company and industrial vehicles with C or ECO label
- ▶ Methodology implemented for waste management and training actions in this area
- ▶ Study of new possibilities for the use of more sustainable materials or suppliers
- ▶ Distribution of the good environmental practices guide both internally and to suppliers and subcontractors
- ▶ EcoNews, a newsletter with the main environmental news that contributes to environmental awareness and information within the Group

The 2030 Agenda is made up of 17 Sustainable Development Goals (SDGs) that aim to protect the planet, end poverty and improve people's prosperity.

Gestair works to integrate it throughout the organization and most of its projects are framed within the carbon offsetting and reduction plan for international aviation (CORSA) focused on the following SDGs.



These projects are based on generating energy through clean technologies, waste management or reforestation programs that are located in developing countries and are directly related to the integration of the Sustainable Development Goals (SDGs).

6.1 Our commitment to the environment

HORIZON program

Companies in the aviation industry are working to pave the way for more sustainable aviation. Proof of this are:

- ▶ The Toulouse Declaration, in which 37 European countries and nearly 150 private aviation industry entities committed to achieving net carbon neutrality for aviation by 2050
- ▶ The launch in Europe of the Zero Emission Aviation Alliance (a public-private organization that seeks to facilitate the development and introduction of electric and hydrogen-powered aircraft).
- ▶ At the global level, the 41st ICAO Assembly approved the long-term aspirational goal (LTAG) to decarbonize commercial aviation by 2050, among others(*).

Moreover, all this is reinforced by emissions compensation systems, including mandatory schemes (EU ETS, CORSIA), adding other alternatives to achieve emissions balance such as air traffic volume management, or atmospheric carbon sequestration (CCS). Of course, all these plans and proposals will have to be backed by a political, business and citizen will of the first order to achieve objectives as ambitious as they are necessary (*).

Being aware of the environmental impact that aeronautical activity generates on the planet, the Gestair Group, in addition to complying with the established standards, launched HORIZON in 2021, a group program from which to research, develop strategies and implement different projects that help minimize and offset this impact produced by its activity. The commitment to fly sustainably.

() COIAE Report on Environmental Sustainability in the aeronautical sector.*

In 2023, through the HORIZON Program, the company offset the carbon footprint of 100% of the flights marketed and operated by Gestair (21,717 tn of CO₂ offset), withdrawing from the market the purchase of carbon credits by investing in sustainable projects.

These projects, in turn, aim to reduce greenhouse gas (GHG) emissions. All projects are based on generating energy through clean technologies, waste management or reforestation programs that are located in developing countries and are directly related to the integration of the Sustainable Development Goals (SDGs). Gestair's projects are framed within the carbon offsetting and reduction plan for international aviation (CORSIA).

It is necessary to go further, and during 2023 a collaboration agreement has been signed with Repsol for the commitment, on the part of both companies, to move towards more sustainable mobility, promoting and encouraging the development of projects based on the use of new energies in the business aviation sector. In addition, areas of collaboration will be created for the analysis and formulation of proposals aimed at to promote the development and consumption of SAF (Sustainable Aviation Fuel) on Gestair flights, improving efficiency, carbon capture and offsetting emissions.

In May 2023, the first refueling with SAF was carried out and Gestair Aviation is committed to incorporating SAF on all flights marketed by the company as of January 2024.



EFB project

The EFB project, Electronic Flight Bag, was launched in 2021 with the aim of supplying electronic devices (tablets) with all the manuals necessary for the operation of the aircraft and almost all the documentation required for each flight. Each Gestair Aviation pilot has a Tablet with the necessary information for the development of the flights.

This project has enabled the reduction of paper consumption in 100% of flights during 2023, as well as reducing the weight of aircraft by eliminating manuals on board, which in turn saves fuel and CO₂ emissions and other greenhouse gases. A project to continue on the path of saving paper, fuel and, consequently, reducing emissions.

The group is working to develop other applications and tools to transfer this system to other areas of the organization.

▶ Energy consumption

Since 2022, the Group has had as a priority objective, in terms of good corporate governance, to environmental practices, the implementation of measures that have contributed to the to the reduction of electricity consumption in its infrastructures, which will continue to be promoted and maintained during 2023:

- ▶ The replacement of conventional lighting with LED lighting and the installation of light sensors in common spaces.
- ▶ Default energy saving settings on computers and printers.
- ▶ Compliance with periodic maintenance of air conditioning equipment.
- ▶ Raising employee awareness by distributing a guide to good environmental practices, including energy savings.
- ▶ Installation of signage in all facilities informing about “turning off lights and devices not in use”.
- ▶ Temperature regulation at the appropriate level in office and hangar facilities.

The consumption of resources such as electricity and gas in the Gestair Group’s infrastructures has been, during 2023, a clear target for improvement. Thanks to the continuous recording and monitoring of energy consumption that the Group carries out year after year, it is possible to highlight the improvement in environmental management due in part to the implementation of the initiatives and projects contemplated in the sustainability plan. Some data that support this are the **61%** reduction in gas consumption and a **9%** reduction in electricity consumption.

The fuel used at Gestair MRO is natural gas because of its lower environmental impact, with CO₂ emissions 40-50% lower than those of coal and 25-30% lower than those of diesel.

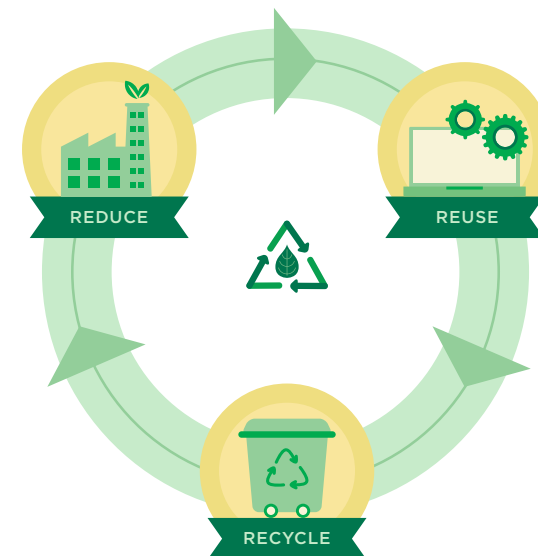


Waste management

Waste management is one of the environmental initiatives in constant improvement due, in part, to the aircraft maintenance activity, in base and line, that the Group has in its airport infrastructures. The company has authorized companies for waste management, ensuring the exhaustive and correct treatment of waste.

The Gestair Group, in addition to having an Environmental Management System (EMS), an Integrated Management System (IMS) as well as ISO 14001:2015 Certification and ISO 9001:2015 and PECAL 2110 Certification, has established specific actions for the minimization of significant environmental impacts analyzed according to the life cycle of its activities. For example, the policy of purchasing and using recycled paper, integrating measures to reduce the generation of waste, continuous internal training etc.

The three principles on which the Circular Economy is based are increasingly internalized internally in the Group's companies: REDUCE, REUSE AND RECYCLE. This is achieved by means of a circular consumption our environmental impact. The Group continuously informs and trains employees, partners and suppliers.



Noise control

The aeronautical sector, specifically the air transport sector, is working hard to combat noise pollution. A great challenge faced by airlines and administrations to improve the quality of life of the environment and in which the research and development of aircraft with new technologies will be a great leap for the control and mitigation of this environmental impact.

Each of the aircraft operated by Gestair has a noise certificate and the company complies with the procedures established by the Spanish Civil Aviation Authority (Dirección General de Aviación Civil Española).

Aware of the importance of this aspect in terms of environmental impact, the crews rigorously apply the provisions established by the Spanish State Aviation Safety Agency and, among other measures, they make limited use of auxiliary engines at airports, also reducing the use of the reverse thrust brake and following the routes established by air traffic control for entry and exit at each airport.

6.2 Our human capital

For the Gestair Group, human capital is the engine that drives business, especially because it is a group dedicated 100% to offering services based on excellence. The people who make up Gestair are our main competitive advantage, the key to being a sustainable company, as they are always at the center of all decisions, whether they are part of the work teams, clients or suppliers.

Recognition, stability and training are the basis on which we work on a daily basis. The Group is committed to enabling people to grow and develop professionally by being a benchmark for equal opportunities.

The Gestair Group is committed to equal opportunities, employee-centered management of diverse talent, work-life balance, training and development, and attracting and retaining talent. Around this, during 2023, actions have been developed aimed at the promotion, implementation and monitoring of the Equality Plan, measures have been adopted to promote equal treatment and opportunities among all members of the Group, as well as the reduction of the wage gap, work-life balance, and training and accessibility to the work environment for people with disabilities.



Equality plan

A photograph of a woman and a child standing in a field of tall grass, looking out over a landscape at sunset. The woman is wearing a black dress with white polka dots, and the child is wearing a white hat and a brown jacket. The scene is bathed in the warm, golden light of the setting sun.

The main objective of the Plan is to integrate the principle of equality between women and men, to promote and maintain a safe working environment that respects the dignity, individual freedom and fundamental rights of all the people who make up the company. It is a duty to promote real equality of opportunity and no discrimination of any kind is accepted in the professional sphere on grounds of age, race, ethnicity, color, national origin, gender, sexual orientation, gender identity, marital status, family responsibilities, disability, sensitive medical situations, social origin, religion, political opinion, education or any other condition. In this context, the Group has a procedure for action in cases where there are complaints of moral, sexual and/or gender-based harassment.

During 2023, work has been done to make the role of women and their human potential visible at work within the Group. One of the actions has been the “Shooting Mujer” action which, through the digital channels available to the Group’s companies, has spread the important role of women in all areas of work within the organization. As a group that works in favor of people, these actions help to build relationships and team building.

Equal treatment and opportunities for all are commitments assumed by the entire organization and especially by the management, guaranteeing a climate of equality of treatment and work environment respectful of human rights and people's dignity. This involvement is focused on the objective of making it possible for Gestair to declare that attitudes of sexual harassment and harassment based on sex represent a serious attack on the dignity of people and their fundamental rights.

CATEGORY	Total contracts 1/1/2022	Total contracts 31/12/2022	Sex		Age		
			Average men	Average women	Average <30 years	Average 30-50 years	Average < years
TOTAL	291	302	207	90	43	164,5	89
Permanent	289	299	206	88	41,5	163,5	89
Temporary	2	3	1	1	0,5	0,5	0
Part-time	2	2	0,5	2	1	1	0

Pay gap, work-life balance and training

The Gestair Group focuses its efforts on maintaining and improving the active listening of employees, guaranteeing fair, flexible and strategic compensation, and deepening work-life balance and flexibility, diversity and equal opportunities.

During 2023, we have worked to expand new work-life balance and work flexibility measures. The Labor Disconnection policy together with the compliance of working hours are some of the measures promoted and supervised by the company.

The Group has an active policy of training and attracting new talent, giving opportunities to young people who are studying or just finishing their entry into the labor market, accompanying them with the experience offered by the professionals who make up Gestair.

Employee training is an intrinsic part of our business. Crews, maintenance technicians and technicians, engineers, among others, require continuous training, but in addition to this mandatory training regulated by Civil Aviation, all Gestair Group teams can join the training programs promoted by the HR department. The total number of training hours provided in 2023 was 12,085 hours. A well-trained team is a guarantee of success towards a modern, flexible and enterprising company.



6.3 Human rights

Human rights create the essential conditions for sustainable development. The 2030 Agenda recognizes that inclusive and participatory economies and societies where governments are accountable, achieve better results for all, leaving no one behind.

Because sustainability and human rights cannot be addressed in isolation, in the Gestair Group we approach human rights management under a continuous improvement approach aligned with our Sustainability Model. The Group has the following policies that guide and regulate compliance.



Code of Ethics

Statement of values and mission of the company.



Anti-Harassment Protocol

To promote and maintain a safe working environment that respects the dignity, individual freedom and fundamental rights of all the people who make up the Gestair Group.



Equality Plan

Principle of equal treatment and opportunities between men and women and non-discrimination.



Crime Prevention Plan, corporate criminal responsibility

Audit and supervision of the organization's departments and structures with respect to corporate crime prevention.



Personal Data Protection Manual

Regulation of all matters relating to the protection and processing of personal data and the free circulation thereof.

Social action

As part of the Group's general Corporate Social Responsibility policy, every year the Management Committee analyzes different collaboration actions with non-profit organizations and foundations dedicated to the social and cooperation fields, always in line with the Group's values.

During 2023, we have collaborated and made contributions to CaixaBank's Social Action through the project "El Árbol de los Sueños" (The Tree of Dreams). Thanks to this action, the group helps to fulfill the dreams of nearly 25,000 children at risk of social exclusion expressed in letters written by themselves.

Likewise, we have continued to collaborate with local entities and schools to promote interest in technical careers among students.

6.4 Flight against corruption and bribery. KYC

The Gestair Group's corporate culture includes promoting professionalism, responsibility and ethical behavior among employees, suppliers and customers. Integrity and transparency are key elements for the proper functioning of each and every one of the business areas of the group's companies.

Fully committed to the highest standards of ethical conduct and compliance with all Spanish and international laws, rules and regulations to which it is subject due to its activity, the Group has a Crime Prevention Plan that detects and minimizes criminal risks in order to prevent Corporate Criminal Liability.

The internal communication policy enables the anti-corruption policies and procedures approved by the governing bodies to be communicated to all employees and collaborators of the Gestair Group. In addition, periodic training actions are carried out to ensure knowledge and compliance. The organization has a Compliance Officer, who is in charge of monitoring compliance with external regulations and internal control of the corporate and regulatory policies of conduct and ethics that the organization requires of its employees. The rules derived from these policies are applicable to all the companies that form part of the Gestair Group, to all its employees and to third parties related to it.

Compliance with laws, internal regulations, good governance, sustainability and transparency are always present and are incorporated into the Group's strategy, decision-making, day-to-day processes and relations with third parties.

With regard to money laundering, Gestair has incorporated in its criminal risk analysis some sections and controls related to this. During 2023, no cases of corruption or situations in which it has been necessary to terminate or not renew contracts with business partners have been detected, nor has any complaint been received through the channel provided for this purpose (Internal Information System, IIS).

6.5 Tax report

The Gestair Group ensures economic profitability, soundness, transparency and solvency by strictly complying with tax regulations, which are reflected in the financial statements of each of the Group's companies.

PERIOD	JURISDICTION	COMPANY	BUSINESS Number 1)	INTRAGROUP INCOME OTHER JURISDICTIONS	EBT	ASSETS	IS PAID	IS PYG	DIFF EFFECTIVE LEGAL RATE
2023	SPANISH	GESTAIR	-148.407.128	3.658.709,80	3.006.374	1.678.111	230.176	752.579,60	521.417
2023	SPANISH	GESTAIR SERVICES	-10.038.320		1.349.109	2.223.548	85.093	308.813,69	252.184
2023	SPANISH	GESTAIR MAINTENANCE	-26.688.913		-330.596	680.111	0	-325.961,14	
2023	SPANISH	GLOBAL AVIATION	-358.767		-540.159	66.270	0	0,00	
2023	MALTESA	GESTAIR AVIATION MALTA	-17.689.308	233.180,36	153.319	15.977	0	49.897,58	

07

GRI TABLE OF CONTENTS

PAGE	SECTION	CONTENTS	CRITERIA
		BASIS OF PRESENTATION OF THE STATEMENT OF NON-FINANCIAL INFORMATION	
		SCOPE	
		VERIFICATION	
		BUSINESS MODEL	
5 17,24	2. Simply Gestair 5. CSR at Gestair 6. Committed to what we do	Description of the business model Business environment	GRI 102-2 GRI 102-8, GRI 102-9, GRI 102-40, GRI 102-13
13	4. About this Report	Organization and structure	GRI 102-18, GRI 102-45
5	2. Simply Gestair	Markets in which it operates	GRI 102-4
17	5. CSR at Gestair	Objectives and strategies	GRI 102-26
17,24	5. CSR at Gestair 6. Committed to what we do	Main factors and trends affecting the evolution	GRI 102-34
		POLICIES	
24	6. Committed to what we do	Policies of respect for human rights	GRI 103-2
24	6. Committed to what we do	Equality and non-discrimination labor policies	GRI 103-2
17	5. CSR at Gestair	Environmental policies	GRI 103-2
17	5. CSR at Gestair	Policies on society	GRI 103-2
		ENVIRONMENT	
24	6. Committed to what we do	Pollution, climate change and improvement pathways, noise pollution	GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, GRI 305-5, GRI 305-6, GRI 305-7
24	6. Committed to what we do	Effects and remedies	GRI 103-1, GRI 103-3, GRI 103-2
24	6. Committed to what we do	Circular economy and waste prevention and management	GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4, GRI 306-5
24	6. Committed to what we do	Sustainable use of resources	GRI 303-5, GRI 301-1, GRI 301-2, GRI 301-3, GRI 302-1, GRI 302-2, GRI 302-4, GRI 302-5
5	2. Simply Gestair	Biodiversity protection	GRI 304-2, GRI 304-4
		SOCIAL AND PERSONNEL ISSUES	
24	6. Committed to what we do	Employment	GRI 401-1, GRI 405-1, GRI 405-2, GRI 401, GRI 401-3
24	6. Committed to what we do	Work organization	GRI 401, GRI 401-3
17	5. CSR at Gestair	Health and safety	GRI 403-1, GRI 403-9, GRI 403-10
24	6. Committed to what we do	Social Relationships	GRI 402-1, GRI 407-1 (b)
24	6. Committed to what we do	Training	GRI 404-1
24	6. Committed to what we do	Universal accessibility for people with disabilities	GRI 102-34
24	6. Committed to what we do	Equality	GRI 103-2



PAGE	SECTION	CONTENTS	CRITERIA
		HUMAN RIGHTS	
24	6. Committed to what we do	Applicable policies and results	GRI 102-16
17	5. CSR at Gestair 6. Committed to what we do	Risk prevention	GRI 102-15
24	5. CSR at Gestair 6. Committed to what we do	Complaints	GRI 103-2
17,24	5. CSR at Gestair 6. Committed to what we do	Promotion of and compliance with provisions and agreements; elimination of discrimination in employment.	GRI 103-2
17,24	5. CSR at Gestair 6. Committed to what we do	Elimination of forced labor	GRI 409-1
17,24	5. CSR at Gestair 6. Committed to what we do	Effective abolition of child labor	GRI 408-1
17,24		ANTI-CORRUPTION AND BRIBERY	
17,24	5. CSR at Gestair 6. Committed to what we do	Measures taken against corruption and bribery	GRI 205-1, GRI 205-2, GRI 205-3
17,24	5. RSC en Gestair 6. Comprometidos con lo que hacemos	Measures to combat money laundering	GRI 205-1, GRI 419-1
24	6. Committed to what we do	Contributions to foundations and nonprofit organizations	GRI 205-1
		INFORMATION ABOUT THE COMPANY	
3	1. Letter	Commitment to sustainable development	GRI 413-1, GRI 415-1, GRI 103-2
5,17,24	2. Simply Gestair 5. CSR at Gestair 6. Committed to what we do	Subcontracting and suppliers	GRI 308-2, GRI 414-2
5,10,17,24	2. Simply Gestair 3. Gestair Group in figures 5. CSR at Gestair 6. Committed to what we do	Consumers	GRI 416-2, GRI 103-2
24	6. Committed to what we do	Tax information	GRI 207-4



SUSTAINABILITY **REPORT**

GESTAIR GROUP
2023

[Download the full report here](#)

NFIS 2023

Main Offices. Calle Anabel Segura, 11, 28108 Alcobendas. Madrid