



**NON-FINANCIAL
INFORMATION STATEMENT**
HEXCEL ESPAÑA

HEXCEL SPAIN'S SOLID COMMITMENT TO SAFETY, HEALTH AND THE ENVIRONMENT

Hexcel is firmly committed to Safety, Health and the Environment. Our challenge is to think and work responsibly, aware of the effect that our operations and processes have in the manufacturing plants we operate and on the communities in which we do business. It is also a basic pillar to ensure our good name and reputation, and to guarantee the continuous success of our business.

We strive to develop and improve processes that make it possible to achieve our most stringent objectives of Safety, Health and the Environment. Our managers in Spain are responsible for their respective departments, and at the same time we believe that it is a responsibility that must be shared by each and every employee.

We are determined to:

- Comply with applicable health, safety and environment legislation at a European, local and national level.
- Design, build and operate our facilities and installations so that we minimise the impact of our operations on the communities in which we operate.
- Continuously train our employees to deal with both our environmental responsibilities on an everyday basis and any emergencies that may arise.

Our staff work closely and constantly with the clients to develop technologically **advanced** and innovative products, **helping them** to achieve goals such as carbon emissions reduction. We manufacture products with light materials such as carbon fibre, which result in lower fuel consumption, and therefore, a smaller environmental impact, without detracting from their resilience and durability.

One of our values is working with integrity on behalf of our shareholders, customers and employees. We strive to set an example in the communities in which we operate, and we take our values to do the right thing very seriously. We hope to be able to share our progress in achieving these commitments.

LEGAL FRAMEWORK

This consists of the international legal requirements and standards for drafting this non-financial information report.

- Law 11/2018, of 28 December, amending the Commercial Code, the consolidated text of the Capital Enterprises Act enacted by Royal Legislative Decree 1/2010, of 2 July, and Law

22/2015, of 20 July, on Auditing of Accounts, with regard to non-financial information and diversity.

- Royal Legislative Decree 18/2017, of 24 November, amending the Commercial Code, the consolidated text of the Capital Enterprises Act enacted by Royal Legislative Decree 1/2010, of 2 July, and Law 22/2015, of 20 July, Auditing of Accounts, with regard to non-financial information and diversity.
- This has been prepared according to the provisions of the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines.
- 2030 Agenda and the 17 Sustainable Development Goals.
- Royal Decree of 22 August 1885, whereby the Commercial Code was published.
- Royal Legislative Decree 1/2020, of 2 July, enacting the consolidated text of the Capital Enterprises Act.
- Law 22/2015 of 20 July, on Auditing of Accounts.

CONTENTS

This report contains the information and structure defined in the Law 11/2018, which establishes the need for information regarding the following issues:

- A brief description of the company's business model.
- A description of the policies that apply to the company and main risks related to them.
- Information on environmental issues: pollution, the circular economy and prevention and management of waste, sustainable use of resources, the consumption and supply of water in accordance with local restrictions, climate change and biodiversity protection.
- Information on social topics and those related to personnel: employment, work organisation, occupational health and safety, social relations, training, universal accessibility for the disabled and equality.
- Information on respect for human rights.
- Information with regard to combating corruption and bribery.
- Information on the company: the company's commitments to sustainable development, subcontracting and suppliers, consumers and tax information.

CONTENTS

| | |
|---|----|
| 1. GENERAL INFORMATION | 4 |
| 1.1 BUSINESS MODEL | 5 |
| 1.2 OBJECTIVES AND STRATEGIES | 6 |
| MATERIALITY ANALYSIS | 10 |
| 2. ENVIRONMENTAL ISSUES | 12 |
| 2.1 2024 ENVIRONMENTAL GOALS | 13 |
| 2.2 THE CIRCULAR ECONOMY, WASTE PREVENTION AND MANAGEMENT | 16 |
| 2.3 SUSTAINABLE USE OF RESOURCES | 24 |
| 2.4 THE FIGHT AGAINST CLIMATE CHANGE | 31 |
| 2.5 PROTECTION OF BIO-DIVERSITY | 33 |
| 3. LABOUR AND STAFFING ISSUES | 34 |
| 3.1 EMPLOYMENT | 34 |
| 3.2 JOB ORGANISATION | 39 |
| 3.3 HEALTH AND SAFETY | 42 |
| 3.4 ACCESSIBILITY | 56 |
| 3.5 DIVERSITY AND EQUALITY | 56 |
| 4. HUMAN RIGHTS | 57 |
| 4.1 POLICIES | 57 |
| 4.2 CONTRIBUTIONS TO NOT-FOR-PROFIT FOUNDATIONS AND ENTITIES | 59 |
| 5. RULES TO COMBAT CORRUPTION, BRIBERY AND PREVENT MONEY-LAUNDERING | 60 |
| 6. COMPANY | 61 |
| 6.1 STAKEHOLDERS | 61 |
| 6.2 QUALITY | 64 |
| 6.3 COMMITMENT TO SUSTAINABLE DEVELOPMENT | 65 |
| 6.4 TAX INFORMATION | 66 |
| ANNEX I - CONTENT OF THE LAW 11/2018, OF 28 DECEMBER, IN COMPARISON WITH THE GRI STANDARDS .. | 67 |

INTRODUCTION

The Hexcel group is a group of companies that engage in the manufacture of composite materials. This report presents the company's performance in the economic, social, environmental and good governance fields of the **companies located in Spain** between 1 January and 31 December 2024.

Hexcel, in addition to social responsibility actions carried out in 2024, has signed important commitments to strengthen its active collaboration with stakeholders and the communities where it operates.

INTERNATIONAL STANDARDS: GRIS AND THE SDGS OF THE 2030 AGENDA

To guide reading in the analysis of the economic, social, environmental, fiscal and governance performance in 2023, the report has been prepared following the standards of the **Global Reporting Initiative (GRI)**, in addition to correlating its actions with some of the **Sustainable Development Goals (SDGs)** that are presented within the agenda entitled "**Transforming our world: the 2030 Agenda for Sustainable Development**", developed by the United Nations (UN) and by various sectors of civil society in 2015, to be fulfilled in 2030.



1. GENERAL INFORMATION

HEXCEL IS THE WORLD LEADER IN ADVANCED COMPOSITE MATERIALS TECHNOLOGY.

The Hexcel Group offers composite solutions in a wide range of applications. It has 21 manufacturing plants with around 6000 employees distributed over 4 continents (America, Europe, Africa and Asia). Its business is divided over the commercial aeronautics, aerospace, defence and industrial markets.

TIMELINE

(MAIN EVENTS)

1948: In September 1948, California Reinforced Plastics was incorporated, marking the official beginning of the Hexcel Corporation.

1967: International Expansion. Hexcel tackles the first challenges of globalisation by opening its first plant abroad in Welkenraedt (Belgium).

1969: Hexcel leaves its footprints on the Moon. The foot pads on the Apollo 11 lunar lander are made of a sheeting made by Hexcel.

1977: Hexcel enters the medical field with its acquisitions of Tower Scientific.

1986: Incorporation of HEXCEL COMPOSITES S.L. in Parla, Spain.

1988: The company celebrates 50 years with the most comprehensive range of technologies, geographic locations and integrated capabilities.

1999: “Lean enterprise” principles: Lean production focuses on eliminating or reducing inefficiencies in the production process, increasing the value of the products.

2001: Since 2001, Hexcel has been strongly based on innovation.

2008: Hexcel opens its first carbon fibre plant in Europe in Illescas, Spain. The company **HEXCEL FIBERS S.L.** is incorporated.

1.1 BUSINESS MODEL

(GRI 2-1, 2-2, 2-6)

In Spain, Hexcel operates in three units, two of them production and one sales:

Hexcel Fibers, S.L. (Plant in Illescas)

Located in Illescas, Toledo (Spain), this is Hexcel's first carbon fibre manufacturing plant in Europe, opened in 2008.

This plant produces high-performance carbon fibre using polyacrylonitrile (PAN) manufactured by Hexcel in Decatur (Alabama, USA) and in Roussillon (France). Carbon fibre is the most important component of the highest performance composite materials. The high resilience achieved in the production process means that the HexTow® carbon fibres offer a better alternative to metal for a wide range of new structural parts.

Hexcel Composites, S.L. (Plant in Parla)

It is located 25 kilometres to the south of Madrid. It was previously part of Hercules Corporation. It was acquired by Hexcel in 1996. Construction of the plant started in 1987 and the production of the first batch of materials was completed in 1989. In this plant, resin prepregs are manufactured, using carbon (UD and fabrics), glass and other fibres. Parla's prepregs are certified for tens of aeronautic programmes.

Hexcel Holding Spain, S.L.

Hexcel also has a Sales Office in the Industrial Park "Ciudad de Parla". All of the management (preventive planning, staff training, medical check-ups, environmental protection, etc.) is carried out at the Parla Plant.

Members of the board of management:

Hexcel Holding Spain, S.L.

Mr. Patrick J. Winterlich, Director and Chairman of the Board of Directors.

Mr. THIERRY PHILIPPE MERLOT, Director.

Mrs. GAIL E. LEHMAN, Director.

Mr. Mario Martín Gómez, Secretary and Director of the Board of Directors.

Hexcel Fibers, S.L. (Plant in Illescas) and Hexcel Composites, S.L. (Plant in Parla)

Mr. Patrick J. Winterlich, Director and Chairman of the Board of Directors.

Mr. THIERRY PHILIPPE MERLOT, Director.

Mrs. GAIL E. LEHMAN, Director.

Mr. Mario Martín Gómez, Secretary non-Board Member of the Board of Directors.

1.2 OBJECTIVES AND STRATEGIES

(GRI 2-9, 2-23, 2-24)

Hexcel's main aim is to drive forward the future of flight, of power generation, transport and leisure through excellence in advanced materials solutions that create a better world for everyone.

To achieve this, the company works tirelessly to be a leader in the industry and a responsible administrator of resources, both human and natural. This mission guides its actions, reflects the corporate culture and drives performance.

Thus, Hexcel's values are:

- **INNOVATION**: we encourage curiosity to explore ideas, the passion to defy the impossible, the conviction to achieve success beyond expectations and to create solutions that are increasingly sustainable and environmentally friendly.
- **RESPONSIBILITY**, building relationships of trust with our stakeholders, shareholders, suppliers and providers, employees, customers and society in general. We make a constant effort to ensure that everyone at Hexcel is, first and foremost, a good citizen of the communities in which they live and work.
- **Be "ONE HEXCEL"**, based on the contributions that each professional makes to the company, valuing diversity and equality, developing talent, encouraging decent work as part of a team and rewarding success.
- **INVOLVEMENT**, with accountability to customers, shareholders, the community, suppliers and providers and within the company itself, with the aim of achieving greater performance, always expecting excellence in all our actions.

The goals, indicators and results of the objectives and strategies related to said values will be presented throughout this report, by means of the policies, programmes, procedures, actions and results in the various areas of operation of Hexcel España.

The said values also contribute to the fulfilment of the SDGs:



INNOVATION

Hexcel maintains innovation both as a corporate value and as a business strategy. Hexcel currently has around 1,350 patents and applications worldwide.

At Hexcel, we encourage curiosity by exploring ideas, the passion to challenge the impossible and the conviction of succeeding beyond expectations.

Thus, Hexcel employs around 250 people in research and development.

SUSTAINABILITY: THE ESSENCE OF HEXCEL

Hexcel has a strategy for the development of innovations that lead to more sustainable technologies and products, more responsible operations, a healthier workplace, a responsible supply chain, an inclusive workforce, ethical business practices and respect for the community. Based on 2019, the sustainability objectives are as follows:

Corporate Sustainability Goals for 2030:

- 30% reduction in greenhouse gas emissions intensity.
- 30% reduction in waste sent to landfill.
- 20% reduction in use of fresh water.
- 50% improvement in the total reportable incidents rate (TRIR).
- 100% acceptance of the Code of Conduct for Hexcel suppliers and providers.
- 100% compliance with all laws, regulations and company policies.
- Diversity for 100% of posts, including executive management and board of management.
- 10% in donations through the Hexcel Foundation from 2022 to 2025.

These corporate objectives are transferred to the strategy of all plants so that initiatives are introduced to help achieve them within the environmental objectives of each plant. Each plant has created an environmental committee to develop initiatives of all kinds that contribute to achieving these objectives for 2030. The corporate environmental and sustainability department reviews the data, reports, metrics and initiatives to advise on or form the necessary tools to meet these objectives.

HEXCEL SPAIN'S CERTIFICATIONS

All Hexcel production plants have obtained certification in quality and environment management systems and, in the Parla plant, in Occupational Health and Safety. The company holds other certifications that add value to its products.

Plant in Illescas

[AS/EN 9100 / ISO 9001](#) [ISO14001](#) [NADCAP](#)

AS 9100D and Standard ISO 9001:2015

Manufacture of Carbon Fibre.

Standard ISO 14001:2015.

The manufacture of high-performance carbon fibre using a polyacrylonitrile precursor (PAN).

Nadcap Management Council

Manufacture of non-metallic materials.

Plant in Parla

[ISO9001](#) [AS/EN 9100](#) [ISO14001](#) [NADCAP](#) [ISO45001](#)

AS/EN 9100:2018 and Standard ISO 9001:2015

Production, sale and marketing of composite materials.

Standard ISO 14001:2015.

Development and manufacture of composite materials.

Nadcap Management Council

Manufacture of non-metallic materials.

Standard ISO 45001:2018.

Development and manufacture of composite materials.

1.3 IMPACTS, RISKS AND OPPORTUNITIES

(GRI 3-3)

Below we present the risks and impacts identified by Hexcel and how the company prepares itself to deal with them, whether globally or in Spain, with responsibility, transparency and collaboration:

| Risk | Impacts | Policies, strategies and opportunities |
|--|--|--|
| Risk of regulatory non-compliance | Possible non-compliances with the relevant regulations may result in penalties or other consequences. | Business Code of Conduct Supplier Code of Conduct Programme of Compliance with International Business Standards |
| Risk of the use of information and communication technologies (ICTs) | Possible incorrect use of new technologies, security failure, use and protection of data, etc. | Privacy Policy Cybersecurity Risk and Oversight |
| Reputational risk | Possible loss of the company's prestige and reputation due to malpractice, negative image or reputation. | Programme of Compliance with International Business Standards |
| Risk with regard to the environment and climate change | Possible environmental impacts and impacts on the surrounding area due to our activities. | 2030 Sustainability Goals ISO 14001:2015 (Environmental Management System) |
| Occupational health and safety risks | Possibility of a bad working environment, that work-related accidents may occur. Possible risks related to products and customers, in addition to warehouses, installations, transport and in offices. | Personal Safety and Product Safety REACH (Regulation of Registration, Assessment, Authorisation and Restriction of chemical products) ISO 9001:2015 Standard (Quality Management System) ISO 45001:2018 Standard (Occupational Health and Safety Management System) |
| Risks with regard to corruption and bribery | Possible unethical conducts such as bribery, fraud and errors in the entering into contractual commitments, in addition to conflicts of interest/business with related parties. | Business Code of Conduct Supplier Code of Conduct |
| Risks in subcontracting and with suppliers | Possible legal non-compliance of subcontracted companies, need for following up on good practices. | Technological monitoring plan Supplier's terms and conditions Supplier Selection Process |

| | | |
|--|---|--|
| | Possible risks related to technology transfers. | |
|--|---|--|

| Risk | Impacts | Policies, strategies and opportunities |
|--|---|--|
| Humanitarian risks | Possible humanitarian risks due to the exploitation and sale of minerals sourced from the Democratic Republic of the Congo and neighbouring countries. | Hexcel's Conflict Minerals Statement Participation in the Customs-Trade Partnership against Terrorism |
| Risk associated with sensitive products to temperature | Possible losses or non-compliance with measures for the transit and accommodation of products sensitive to temperature. | Hexcel Global Transit Conditions |
| IT risks | Possible risks related to the use of software that controls Hexcel's processes. | Control of Software |
| Risks in contracting and in price agreements, purchases or new product specifications. | Possible differences/discrepancies between the purchase order and the quotation, the offer or the contract with the customer with regard to Hexcel's standard terms. Possible failures in price/purchase agreements. Possible failures in the process of review and approval of new customer specifications or updated by Hexcel global plants. | Contract Review Review and approval of purchasing agreements Customer Specification Review Procedure |
| Risks in the launch of new products in Europe | Possible problems related to product development | New Product Introduction |
| Risks in the qualification of the materials produced | Possible failures in the activities needed to complete a qualification programme | Product & Plant Qualification |
| Risk of raw materials or processes | Possible risks of non-compliance with common global specifications of raw materials and of adverse effects on performance, quality, or the continuity of supply of the end product when there are changes to a raw material or to Hexcel's production process. | Change Control Management Creation of Global Raw Material Specifications |
| Risks of harm or damage to customers | Possible risks of escape of foreign objects (FOD: Foreign Object Damage or "remains of foreign objects") to Hexcel's customers. | Global FOD Prevention Procedure |
| Risks of faking | Possible faking of raw materials and end products supplied by Hexcel. | Global Counterfeit Parts Procedure |
| Risks in logistics | Possible non-conformities in the carriage of products manufactured in the plants in Spain. | Terms and Conditions for Carriage and Transit Companies |
| Risks in contracting and in price agreements, purchases or new product specifications. | Possible differences/discrepancies between the purchase order and the quotation, the offer or the contract with the customer with regard to Hexcel's standard terms. | Contract Review Review and approval of purchasing agreements Customer Specification Review Procedure |

| | | |
|--|--|--|
| | Possible failures in price/purchase agreements. Possible failures in the process of review and approval of customer specifications. | |
|--|--|--|

MATERIALITY ANALYSIS

(GRI 3-1, 3-2, 3-3)

The materiality analysis in this report was conducted via a relevance questionnaire made by each person in charge of the different areas. This was done by giving a quantitative assessment to each section, then classifying as high, moderate or low relevance.

| High relevance | Moderate relevance | Low relevance |
|-----------------------|---|---------------|
| Business Model | | |
| Staff | Combating corruption and bribery | |
| Environment | Human Rights | |
| Company | | |

COMPLIANCE SYSTEM

(GRI 2-23, 2-24, 2-25, 2-26)

At Hexcel there is a series of policies, at the global level, with regard to Compliance, that includes the anti-corruption and anti-bribery policies.

The Anti-Corruption Policy is one of the company's social commitments and defines secure procedures to identify, assess, prevent, and reduce the significant risks and impacts in this regard.

All of the documents and measures taken by the Company are available on the corporate website. For example, Hexcel's Corporate Code of Conduct establishes that compliance with all relevant anti-corruption and anti-bribery laws is mandatory, which includes those in force in Spain. To implement this policy, Hexcel has detailed anti-corruption rules that apply globally.

In addition to the aforementioned Code, Hexcel has the Supplier Code of Conduct, the Programme of Compliance with International Business Standards, and the Company's participation in the Customs-Trade Partnership against Terrorism. The company also holds ISO certification 9001:2015, which is important for the company's Quality System (including legal compliance related to these matters).

Hexcel also has policies related to employees, such as the Occupational Risk Prevention Policy, and those related to workers' Health and Safety.

Another important feature of Compliance is attention to respect for the Human Rights of all stakeholders: society as a whole, employees, shareholders, consumers, suppliers and subcontractors.

See Section 4: Human Rights, for more details on the specific policies and actions with regard to this matter.

In compliance with Law 2/2023, February 20, regulating the protection of persons who report regulatory or corruption infractions, transposing the European Directive 1937/2019 for the protection of people who report European Union law violations, Hexcel has modified its anonymous SafeTalk channel, which allows complaints to be made anonymously by phone or the Internet. Availability of the channel is made publicly visible on advertisements.

There were no reports of fraud or quality in 2024. There was a complaint in 2023 of Fraud/Quality whose allegations were considered to be unsubstantiated after being carefully analysed by Corporate Quality.

To monitor legal compliance, Hexcel España has external tools that provide knowledge of the domestic and international rules and standards that apply to the Company, which ensures comprehensive legal compliance in spheres of action such as labour, the environment, health and safety and issues, safety of facilities and installations and non-financial information.

2. ENVIRONMENTAL ISSUES

(GRI 3-3, 201-2, 2-23)

Hexcel maintains a firm commitment to the conservation of the environment by acting as a reliable and sustainable partner within the supply chain and demonstrating exceptional respect for the environment in those countries where it operates.

In this way, the Company makes a continuous effort to guarantee environmental safety in the performance of its economic activity and compliance with current law.

The corporate Safety and Environment Department, in conjunction with the company's legal department, conducts a detailed study of each of the regulations and laws that apply to the different plants; for example, the new European sustainability directives that are part of the European Green Deal. This ensures the involvement and application of these standards in each of the plants of both regions, EU and USA, taking actions for compliance.

Also, Hexcel is a member of different international associations involved in the review of current and future regulations to ensure their timely compliance, while providing the necessary resources for this.

The company's environmental responsibility is governed by a compliance framework determined by safety and environmental policies, and by the Environmental Management System (EMS).

The Parla and Illescas plants have a Safety and Environment Policy that minimises the production of waste and emissions, and reduces the carbon footprint of operations thanks to the use of both clean and sustainable raw materials and renewable and more efficient energies, in addition to ensuring employee safety.

The EMS is based on ISO 14001:2015, and is audited for carbon fibre manufacturing activities as well as for the development and manufacture of composite materials.

This system makes it possible, among other things, to appropriately manage the risks and opportunities that may arise in terms of environmental issues. In 2024, 104 actions have been identified at the Parla plant, of which 20 have been carried out, 79 are in progress and 5 have not been initiated. In 2024, 28 actions have been identified at the Illescas plant, of which 21 have been carried out and 7 are underway. In other words, through this exercise, a total of 132 actions could be identified in 2024 between both plants to mitigate risks and enhance opportunities, while 138 actions were identified in 2023.

The company seeks tirelessly to position itself as a leader in its sector, without neglecting sustainability and improving the efficiency of the use of natural resources.

To this end, objectives have been set to improve the environmental impact. At a global level, the 2030 Sustainability Goals have been launched, which comprise 8 cross-organisational objectives, 3 of which directly affect the environment, by promoting the reduction of emissions, waste and the use of fresh water.

In Spain, the two plants set annual environmental targets within their EMS. These objectives aim to minimise the impact of its activities and promote good practices. Periodic monitoring and measurements are carried out to ensure compliance or to take appropriate corrective actions.

As part of the internal communication strategy on environmental matters, it seeks to maintain a continuous dialogue with employees through monthly briefings, informative screens and downloadable presentations that cover a wide range of environmental issues.

There is also the newsletter "Insight", in which news is published for Hexcel employees around the world. This newsletter communicates important topics from the different divisions of the company, such as the publication of the 2030 sustainability objectives and sustainable projects that are carried out at a global level, where the environment plays an increasingly relevant part.

It is important to point out that Hexcel España, during the 2024 financial year, as in 2023, was not the subject of any infringement proceeding of any environmental laws or regulations.

This section includes the impacts that Hexcel currently produces on the environment, which are mainly related to atmospheric emissions and the generation of hazardous and non-hazardous waste. The mitigation measures of these impacts are also known, in order to continuously improve and minimise their environmental impact.

There is a robust Change Management system for analysing and managing the risks associated with changes included in a corporate standard. This system established the minimum requirements or systems to be made available for effective management of risks associated with changes in processes, equipment and materials; thus applying the principle of caution and minimising possible negative impacts on the environment.

Finally, with respect to the provisions and risk guarantees, Hexcel has civil liability insurance with environmental effects that covers the environmental risks identified in both plants. This insurance was contracted voluntarily, after identifying in the Environmental Risk Analysis that it was not a legal requirement for the company.

2.1 2024 ENVIRONMENTAL GOALS

(GRI 3-3, 2-23)

| Objective | Indicator | Plant | Desired or initial indicator | Final indicator | Status |
|--|--|----------|------------------------------|-----------------|--------------|
| Reduction in water consumption indicator | m3 consumed /m Tn. of fibre produced | Illescas | 55.00 | 61.77 | Not Achieved |
| Reduction in waste to landfill indicator | Tn. of waste to landfill / Tn. of fibre produced | Illescas | 0.060 | 0.075 | Not achieved |

| Objective | Indicator | Plant | Desired or initial indicator | Final indicator | Status |
|--|---------------------------------------|----------|------------------------------|-----------------|--------------|
| Reduction in atmospheric CO2 emissions indicator | Tn. CO2 / Tn. of fibre produced | Illescas | 14.00 | 15.10 | Not achieved |
| Zero prepreg waste sent to landfill | kg waste to landfill | Parla | 0 | 281,890 | Not achieved |
| Recycling of prepreg waste | kg waste recycled / kg waste produced | Parla | 100% | 0% | Not achieved |
| Eliminate the use of halogenated solvents | kg halogenated solvent consumed | Parla | 0 | 12,710 | Not Achieved |
| Reduction of refrigerant leaks | Refrigerant leaks / kg | Parla | 139 kg | 112 kg | Achieved |
| 10% Reduction in non-flammable resin waste | Non-flammable resin waste / kg | Parla | 5,060 kg | 5,278 kg | Not achieved |

Plant in Illescas

The objectives for reducing water consumption, waste to landfill and emissions were established locally with respect to the results obtained in 2023.

The established local objective of reducing the water consumption indicator was not achieved. Specifically, the indicator was increased by 13.7% compared to 2023, from 54.34 to 61.77 (m³ water consumed per Tn fibre produced). This was due to different breakdowns that led to several significant water leaks.

Also, the objective of reducing the waste to landfill indicator was not met. The indicator increased by 1.3% compared to 2023 (from 0.074 to 0.075 (Tn waste to landfill per Tn fibre produced), This was directly related to the slight increase in production with respect to 2023.

Nor was it possible to meet the local objective of reducing the CO₂ atmospheric emissions indicator, the indicator was increased by 5 % compared to 2023 from 14.34 to 15.10 (Tn CO₂ emissions equivalent per Tn fibre produced). The reason for this is the installation of new air conditioners, which were undergoing a trial period using very high power to be able to verify the project had been successful. This led to a temperature reduction in the furnace zone, forcing the ovens to increase gas consumption to maintain their temperature.

It should be noted that the company has taken measures to try to reduce the natural gas consumption indicator and with it, the CO₂ atmospheric emission indicator, to alleviate the increase in gas consumption in 2024 with respect to previous years due to the reasons indicated above. Measures

were also taken to try to reduce the landfill waste production indicator, although they were not effective enough to meet the planned objective, as well as measures will be taken to reduce the water consumption indicator.

With regard to other significant data, 5 Non-Conformities were identified in the Management System in 2024, a figure that coincides with the number of Non-conformities detected in 2023. The Company has taken the relevant corrective actions to resolve them, although it is worth noting that one is still in the process of being resolved.

In 2024, an internal audit of the Health, Safety and Environment Management System was carried out in accordance with ISO 14001 and 45001 standards, when 0 Non-Conformity, 3 Observations and 8 Improvement Opportunities were found.

Plant in Parla

Because they were biennial, most of the 2024 objectives were continued from 2023. Most of them are aimed at reducing and improving the treatment of some of the waste produced.

This is the case for the objectives, "zero pre-impregnated waste to landfill" and "pre-impregnated recycling". Although both objectives were worked on, their achievement was not possible due to the impossibility of recovering this waste at the Sarpi plant in Constantí, for reasons beyond the control of Hexcel, as well as the impossibility of sending this waste abroad for it to be recycled by Fairmat In France, as authorisation for its delivery abroad as a by-product was not received.

It was also not possible to eliminate the consumption of halogenated solvent when testing certain pre-impregnated material. This objective will be attempted in 2025.

There was a notable reduction of 19% in refrigerant gas leaks, equivalent to a 15% reduction, once the equivalent CO₂ tonnage corresponding to each type of refrigerant is taken into account.

In addition, although the objective of a 10% reduction in non-flammable resin waste was not fulfilled in terms of total amount of waste produced, if we had calculated the waste production indicator using the production volume (kg waste/m² pre-preg produced), this indicator would have reduced by 12.5% compared to the previous year and the objective would have been reached.

With regard to other significant data, in 2024 14 Non-Conformities were identified in the Management System during the year. The Company has taken the relevant corrective actions to resolve them, although it is worth noting that 6 of them are still in the process of being resolved.

In 2024, the Safety, Health and Environment Management System was internally audited in accordance with ISO 14001 and 45001 standards, when 2 Non-Conformity, 5 Observations and 10 Improvement Opportunities were found.

In 2024, a corporate internal audit of the Health, Safety and Environment Management System was carried out when 14 Non-Conformities were found.

2.2 THE CIRCULAR ECONOMY, WASTE PREVENTION AND MANAGEMENT (GRI 3-3)

Hexcel cares about managing its waste correctly. For this reason, the waste generated is sorted at source and managed differently to comply with the regulations and also to contribute to sustainability, to the extent possible. In addition, Hexcel has undertaken to increase the relevant valorisation rate for the treatment operations of its waste.

The Parla plant continues with the objective of ZERO WASTE TO LANDFILL through its waste manager. This objective aims to provide adequate treatment for hazardous and non-hazardous waste for recovery or reuse. However, this ultimately was not able to be achieved, as not all waste is suitable for this type of management; there is still no technology to subject them to environmentally sustainable way. Nevertheless, intense work continues to ensure that a decreasing proportion of waste goes to landfill each year.

At the Illescas plant, the landfill waste production indicator decreased by 20 %, fulfilling the objective established. In 2024, the results were worse, as the indicator increased by 1.3% compared to 2023. This objective could not be achieved as no recovery routes were found for Polyacrylonitrile (PAN) waste or fibre waste (from the process of transforming Polyacrylonitrile into carbon fibre).

In line with the waste hierarchy, Waste Minimisation Plans have been drawn up for the two Hexcel plants, both for hazardous and non-hazardous waste. These plans are consolidated in measures for the optimising of materials and procurement, optimising processes for more efficient consumption and the reuse of materials which, in turn, means a reduction of the waste generated.

| CONSUMPTION | REDUCTION | REUSE |
|--|--|--|
| <ul style="list-style-type: none"> *Use of reusable metal pallets *Elimination of the use of halogenated solvents. *Planning purchasing to avoid the expiry of unused products. | <ul style="list-style-type: none"> *Reduction of prepreg fabric, without affecting product quality. *Optimising the use of prepreg. *Optimising the consumption of film and PAN on coils. *Optimisation of chemical consumption to perform carbon fibre tests. | <ul style="list-style-type: none"> *Reuse of wooden pallets. *Reuse of cardboard packaging with customers. *Reuse of cans in cleaning operations and of plastic containers for the manufacture of epoxy resin solutions. *Maximising the use of products in cleaning operations. |

WASTE PRODUCED (GRI 306-3)

In 2024, 3,061.06 Tn of waste was produced. This represents a 30.34% increase compared to the waste produced in 2023 (2,348.48 Tn). This is mainly due to the increase of non-hazardous waste (NHW) from the Parla plant.

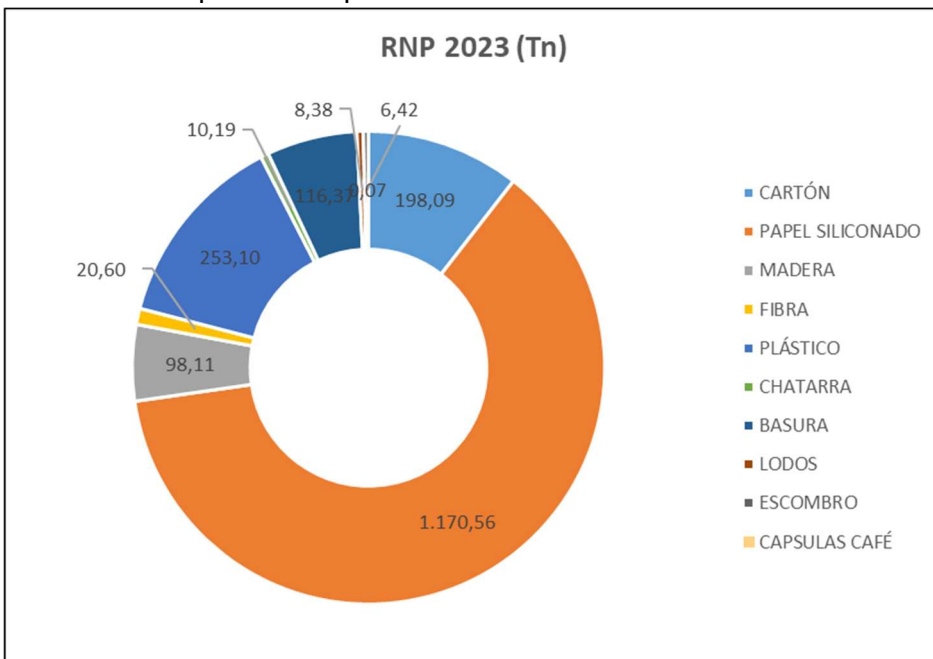


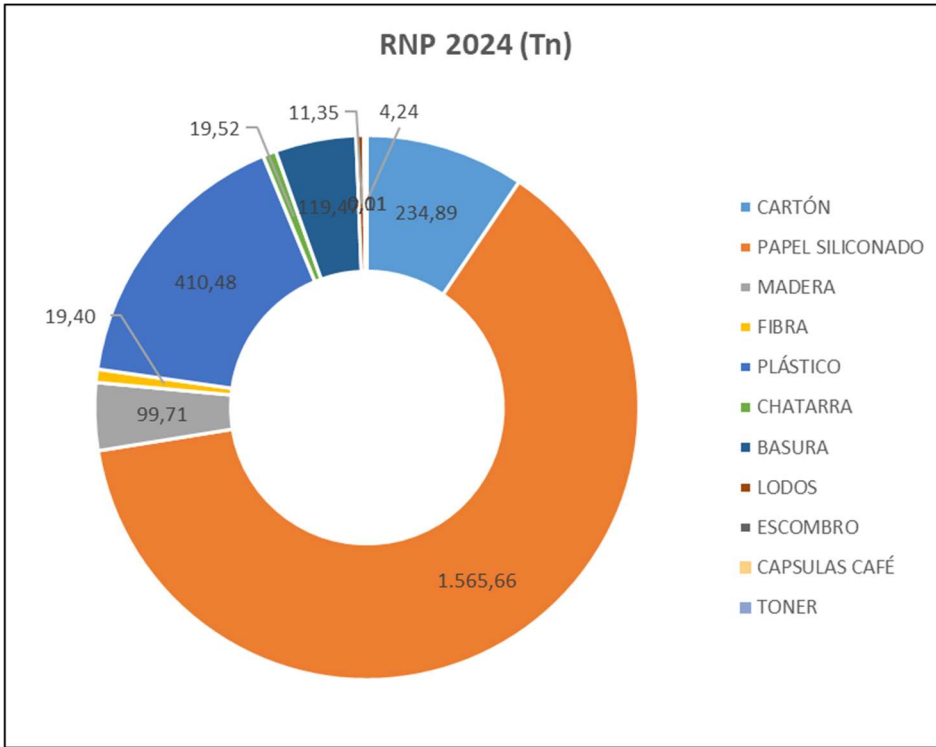
| | Parla | | Illescas | | Total | |
|-----------------|---------|---------|----------|--------|----------|----------|
| | 2023 | 2024 | 2023 | 2024 | 2023 | 2024 |
| NHW (Tn) | 1,741 | 2,370.7 | 140.8 | 114.11 | 1,881.80 | 2,484.84 |
| HW (Tn) | 440.30 | 543.92 | 26.25 | 32.30 | 466.67 | 576.22 |
| TOTAL | 2,181.4 | 2,914.6 | 167.06 | 146.41 | 2,348.48 | 3,061.06 |

At the Illescas plant, hazardous waste increased in 2024 by 23.5% compared to 2023, due to the increase in Polyacrylonitrile (PAN) waste production, for the aforementioned reasons.

NON-HAZARDOUS WASTE

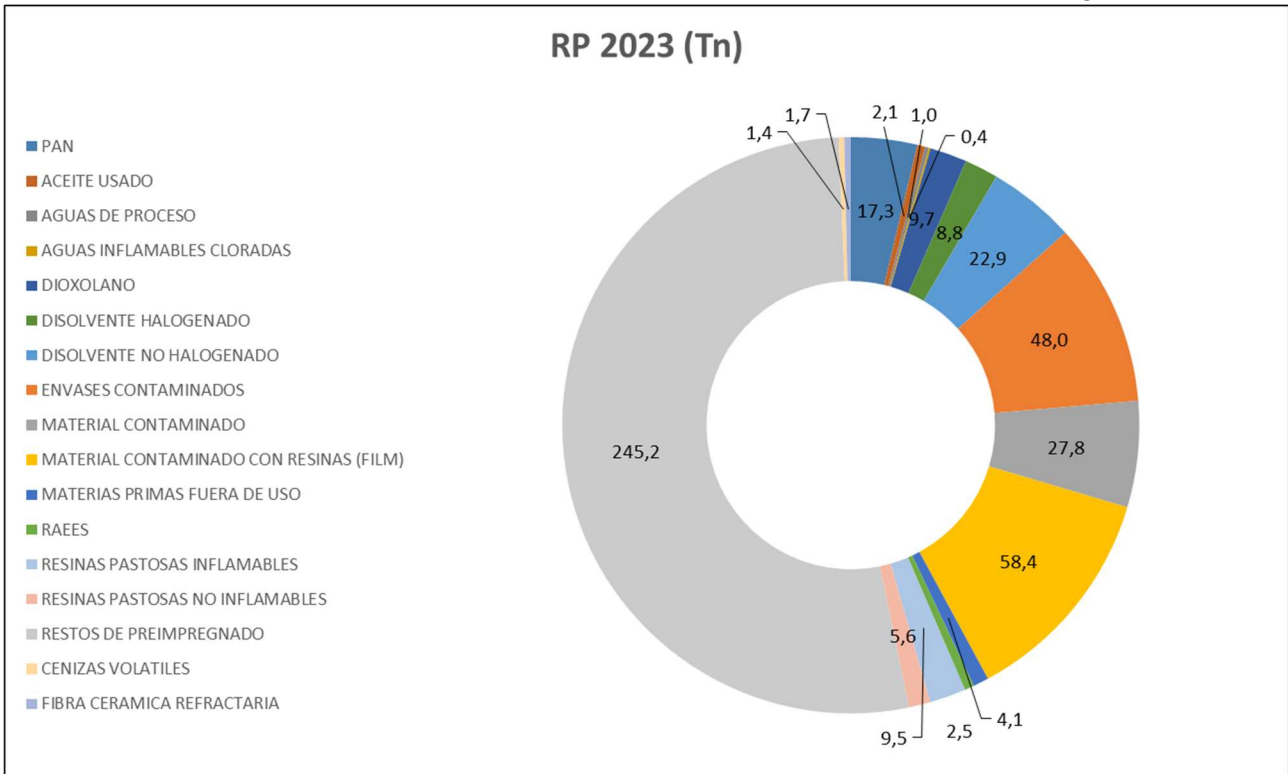
In 2024, 2,484.84 Tn of non-hazardous waste (NHW) was produced, which represents an increase of 32.04% compared to that produced in 2023 (1,881.80 Tn). This increase was due to the increase in pre-impregnated production, especially the significant increase in silicone paper waste production, inherent in the production process.

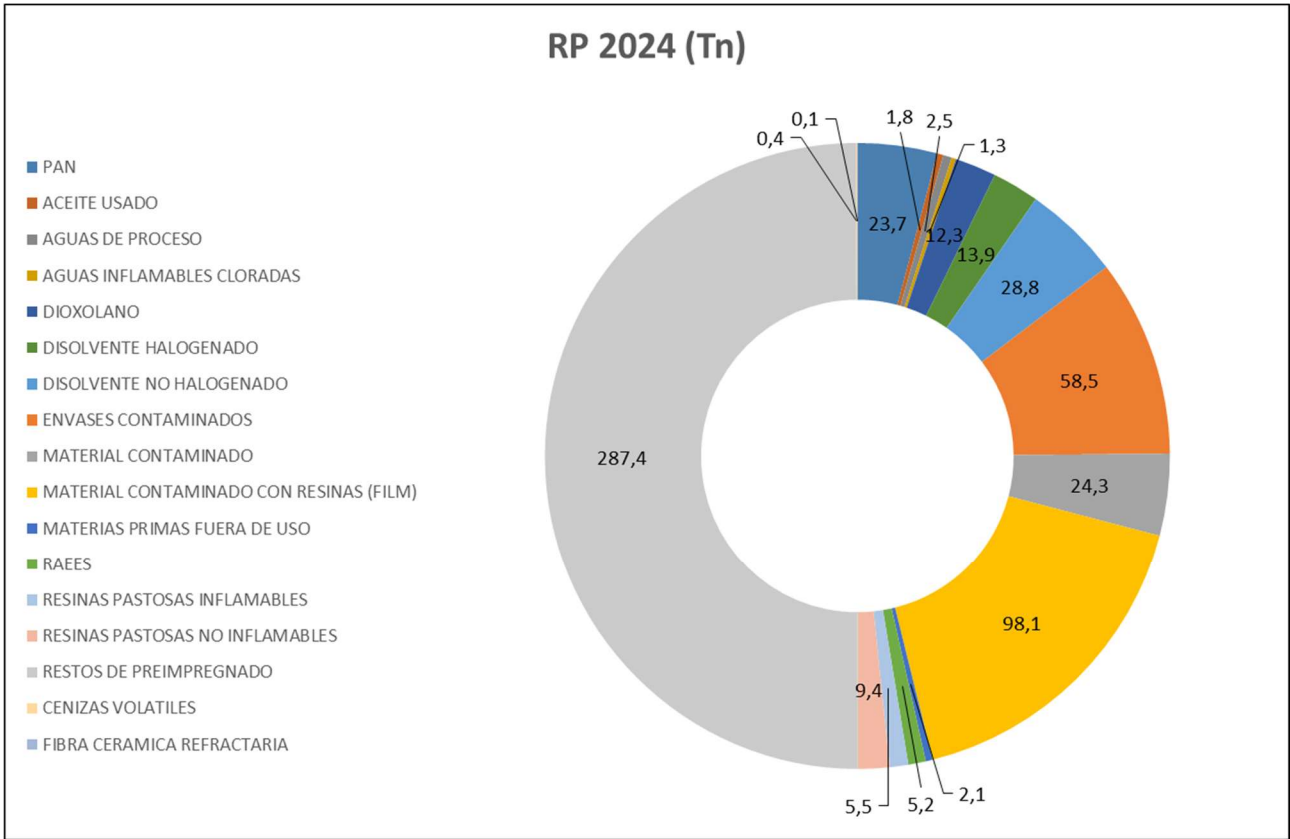




HAZARDOUS WASTE

In 2024, 576.22 Tn of hazardous waste (HW) was produced, which represents a 23.5% reduction compared to that produced in 2023 (466.67 Tn). The increase in the Illescas plant was due to an increase in PAN waste for the aforementioned reasons; while, in the Parla plant, the increase in hazardous waste production was due to the increase in the production of pre-impregnated material.





With the growing problem of waste at a global level, Hexcel plays a role as a responsible actor developing plans for waste that can be treated or recovered, developing plans and an action plan for the prevent minimisation ion of packaging and packaging waste.

Organic waste from food remains does not have a significant impact on plant waste; however, it is segregated and managed independently of solid urban waste at the Parla plant, and is collected by the municipality.

CIRCULAR ECONOMY

It also contributes to the circular economy by switching from the linear model of "buy, use and throw away", to the recovery and/or repair of material goods to reuse them. Reuse and recycling differ since recycling has to go through a process so that the parts or materials that compose it can become part of another product. In contrast, in reuse another utility is given to an object that would otherwise have been discarded.

Hexcel has sought to find environmentally friendly solutions for the carbon fibre left in the coils at the production stage. The waste is sent to an outsourced company that prepares it for reuse in other markets.



In 2024, 18,909 kg of carbon fibre were sold from the Illescas plant and 18,742 kg from the Parla plant for reuse, resulting in a total of 37,651 kg, 34% less than in 2023, when 56,988 kg of carbon fibre were sold for reuse (27,958 kg from Illescas and 29,030 kg from Parla).

At the Illescas plant, the cardboard cores from the fibre sold for reuse are also reused. At the Parla plant, the plastic separators that are placed in the prepreg roll packaging are also reused to prevent them from moving inside during transport.

POLLUTION. AIR EMISSIONS (GRI 3-3)

In line with the objectives of the Paris Agreement and the 2030 Agenda, Hexcel is concerned with mitigating the impacts derived from its activity and carrying them out through good practices and with the best available recognised techniques. In addition to its commitment to environmental responsibility, environmental risk analyses have been carried out in the two plants to identify possible environmental damage that may occur in accidents and prepare actions to prevent them and to be able to act appropriately.

In the analysis of environmental risks, the methodology set out in UNE standard 150.008:2008 has been followed and the requirements set out in Royal Decree 183/2015 of 13 March, certain risks related to the company's production processes and the substances used in them have been identified as significant. The use of chemical substances for the manufacture of carbon fibre and composites entails possible associated risks, such as:

- Risks of fire
- Risks of discharge of contaminated waters
- Risk of discharge of hazardous substances into the ground and into ground waters

The identification of these risks is a step forward in the implementation of appropriate measures for their prevention and management, including training for workers, programmes and procedures for different scenarios, the installation of safety equipment and periodic controls and maintenance.

The production processes carried out in Hexcel's plants cause emissions of Volatile Organic Compounds (VOCs), which have their origin in the chemical products necessary for the manufacture of carbon fibre and composite materials. Emissions of VOCs into the atmosphere can produce

harmful effects on health and the environment, so the company carries out controls of its emissions on a continuous basis. The measurements and annual monitoring of VOC consumption and emissions are reflected in the Solvent Management Plan and the annual environmental report submitted to the Competent Authorities.

The results of the measurements of VOCs and other polluting substances carried out in 2024 have shown that the limit values for channelled emissions set out in the facilities' environmental authorisations are met.

Additionally, Hexcel goes a step further in its mitigation measures by completely eliminating VOC emissions in some phases of the resin production process by using equipment that evaporates the organic solvent used for its production and that is either destroyed or adsorbed, thus preventing its emission into the atmosphere. However, the emission of VOCs occurs in other activities that require the use of solvents and other solvent-based compounds.

At the Illescas plant, global VOC emissions from the use of solvents are calculated by adding channelled and diffuse emissions, calculated by mass balance, and these are included in the annual report. Following a change in criteria compared to 2022, channelled TOC emissions are also included. In 2024, channelled TOC emissions were 1,477.8 kg and global VOC emissions 3,602 kg, consisting of 1,634 kg channelled emissions and 1,967 kg diffuse emissions.

Considering the aforementioned change in criteria, in 2023, channelled TOC emissions were 952 kg and global VOC emissions 2,819 kg, consisting of 1,053 kg channelled emissions and 1,766 kg diffuse emissions. VOC emissions in the Illescas plant in 2024 increased by 27.8% compared to 2023, due to the increase in diffuse VOC emissions, mainly caused by the increase in the use of solvent for cleaning.

The Parla plant has channelled sources or chimneys within the Integrated Environmental Authorisation. According to this, the sources must be measured frequently; some, such as the incinerator chimney, source number 5, must be measured every year. The others have a 4-year frequency.

Following a change in criteria already applied from 2023, the Parla plant reports the total VOCs emitted by using solvents, from both channelled and diffuse emissions. In addition, channelled TOC emissions are reported separately. Therefore, at the Parla plant in 2023, channelled TOC emissions were 5,852 kg and global VOC emissions 47,125 kg, consisting of 13,014 kg channelled emissions and 34,111 kg diffuse emissions. In 2024, channelled TOC emissions were 6,289 kg and global VOC emissions 38,562 kg, consisting of 12,551 kg channelled emissions and 26,011 kg diffuse emissions. Despite the slight increase in the channelled VOC and TOC emissions with respect to 2023, in the Parla plant there was a significant decrease in the diffuse VOC emissions, mainly due to the implementation of measures aimed at improving solvent use efficiency in cleaning operations, leading to a decrease in global VOC emissions compared to the previous year.

| TOC / VOC emissions (kg) – 2024 | | | |
|---------------------------------|--------|----------|--------|
| | Parla | Illescas | Total |
| Channelled TOC | 6,289 | 1,477 | 7,766 |
| Channelled VOC | 12,551 | 1,634 | 14,185 |
| Diffuse VOC | 26,011 | 1,967 | 27,978 |
| Global VOC | 38,562 | 3,602 | 42,164 |

| TOC / VOC emissions (kg) – 2023 | | | |
|---------------------------------|--------|----------|--------|
| | Parla | Illescas | Total |
| Channelled TOC | 5,852 | 952 | 6,804 |
| Channelled VOC | 13,014 | 1,053 | 14,067 |
| Diffuse VOC | 34,111 | 1,766 | 35,877 |
| Global VOC | 47,125 | 2,819 | 49,944 |

Hexcel aims to completely eliminate the use of halogenated solvents at the Parla plant, using a non-destructive analysis methodology or by replacing the current solvent with a non-chlorinated one. Work on the plan has been ongoing since 2021, when the initial intention was to validate it before the end of 2023. This objective has not yet been achieved, as replacing a qualified solvent is not a simple process: numerous tests have to be performed and validated from many points of view, such as quality, processes and safety.

There are projects currently underway in the Parla and Illescas plants to optimise the use of solvents in cleaning operations, by replacing the metal containers with dispensers (which provide more efficient use of the solvent) and reusing or diluting the solvent used for cleaning equipment used for resins and pre-impregnated material manufacture, as well as in the carbon fibre impregnation phase. In this way, we have optimised the consumption of cleaning solvent.

The rest of the polluting emissions that are associated with the activities are NO_x, CO₂, CO and SO₂ derived from the combustion installations and CO₂ from the consumption of natural gas.

| Emissions (kg)- 2024 | | | |
|----------------------|-------|----------|-------|
| | Parla | Illescas | Total |
| NO _x | 3,018 | 5,933 | 8,951 |
| CO | 349 | 1,297 | 1,646 |

| | | | |
|-----------------|-----------|-------|------------|
| CO ₂ | 1,634,218 | 8,741 | 10,375.218 |
| SO ₂ | 0 | 273 | 273 |

| Emissions (kg)- 2023 | | | |
|----------------------|-----------|-----------|------------|
| | Parla | Illescas | Total |
| NO _x | 1,106 | 25,151 | 26,257 |
| CO | 5,713 | 3,655 | 9,368 |
| CO ₂ | 3,178,669 | 7,948,545 | 11,127,214 |
| SO ₂ | 0 | 163 | 163 |

An increase in NO_x was observed with respect to 2023 in the Parla plant due to an increase in the number of plant operation hours, as these values mainly depend on the boiler heating and process operating time, as well as for the incinerator in the solvated pre-impregnated material line (focus no. 5). However, there was a decrease in CO emissions, possibly due to better burner adjustment in the incinerator of the pre-impregnated solvated resins line (focus no. 5). CO₂ emissions also reduced, by taking the natural gas consumption emissions as a sole, exclusive reference.

At the Illescas plant, NO_x emissions have been reduced by 23.6% in 2024 compared to 2023, due to the fact that the average concentration of NO_x emissions from source 909 (RTO) decreased by 12.1%, according to reports from the authorised control bodies that carried out the regulatory air emissions controls. Also, the NO_x from the boiler did not need to be measured during 2024 and so was not added. Meanwhile, CO emissions decreased by 35.5% in 2024 compared to 2023, due to the fact that the average concentration of CO emissions from the source 909 (RTO chimney) decreased by 25.43%, according to reports from the authorised control bodies that carried out the regulatory air emissions controls.

As for other types of pollution, such as by light, it must be taken into account that it is not a significant aspect in Hexcel's facilities, since they do not have significant outdoor lighting, in addition to being located in industrial estates, so they do not affect natural habitats or urban centres.

The problem of overcoming the environmental noise pollution limits at the Illescas plant during the night was resolved, once a predictive acoustic impact study was carried out with the characterisation of sound foci and resulting corrective actions were implemented; as evidenced by the environmental noise regulatory control carried out in 2022, with a new control not being necessary until 2025.

Pollution mitigation, prevention and management measures:

- Emergency plan (fires, radiation, spills, leaks, flooding, etc.).
- Periodic reviews and maintenance of equipment and storage areas.
- Staff training.

- Active carbon filters (Parla plant) and particle filters in extraction foci.
- VOC removal oven - incinerator (Parla plant).
- Regenerative Thermal Oxidation (RTO) and Selective Non-Catalytic Reduction (SNCR) treatment system, as well as a Venturi-type gas scrubber for emissions treatment (Plant in Illescas).
- Solvent Management Plan (Plant in Parla).
- Solvent Elimination Plan (Plant in Parla).
- Noise studies.
- Corrective measures plan to reduce acoustic impact.
- Flooring of storage, loading and unloading areas properly paved and waterproofed.
- Floor visual inspection and maintenance programme.
- Sealed containment chambers for accidental spills.
- Periodic measurements of subterranean water quality.
- Wastewater purification unit for water used for rinsing or washing surface treatment fibres (Plant in Illescas).

2.3 SUSTAINABLE USE OF RESOURCES

(GRI 3-3, 303-3, 301-1, 302-1, 305-1, 305-2)

WATER CONSUMPTION

(GRI 3-3, 303-3)

As a rule, the water used by Hexcel's two plants comes from the mains water supply. Therefore, no reused water is consumed in the activities carried out in Spain, with the exception of the reuse of reject water from the reverse osmosis plant at the Illescas plant, which goes to the emissions treatment system for the LT low temperature electric carbonisation furnace.

At the Parla plant, the water is used to clean the premises, to supply the sanitary network and to cool the processes by means of cooling towers. Water is also consumed to water the garden areas in the enclosure.

In contrast, at the Illescas plant, water consumption is mainly for the actual production process in its various phases, and for human consumption, in lavatories and changing rooms and for installing air conditioning. It is also consumed to water the garden areas in the enclosure.

Comparing the data, there was a decrease in water consumption in the Parla plant, as water consumption is not linked to the increase in production; while there was an increase in water consumption in the Illescas plant due to various breakdowns that caused water leaks.

| WATER CONSUMPTION (M3) | | | |
|------------------------|---------------|--------------|---------------|
| 2023 | | 2024 | |
| Parla | 21,670 | Parla | 19,571 |
| Illescas | 30,123 | Illescas | 35,821 |
| TOTAL | 51,793 | TOTAL | 55,392 |

Environmental awareness campaigns are carried out in the Parla plant via communication screens in the rest areas and dining rooms and a monthly safety and environment briefings carried out in all departments. These are dedicated to environmental measures, including reducing general consumption: of water, energy and paper, for example.

In the Illescas plant, the main water saving measure adopted is the reuse of reject water from the osmosis water produced in the emission treatment system from the low temperature carbonisation electric oven. Before the end of 2022, the date on which this measure was implemented, this reject water was sent to the wastewater treatment plant as homogenisation water, before being discharged at the wastewater discharge point.

DISCHARGES

Hexcel complies with the conditions and limit values for wastewater discharges established in its plants by the authorities, and in particular by the Integrated Environmental Authorisations.

At the Parla plant, as the discharges have the same characteristics as domestic wastewater, they are discharged directly into the municipal sewage network.

At the Illescas plant, there is an industrial wastewater purification unit to treat the discharges from the production process.

In addition, the existing rainwater and wastewater disposal networks are isolated from those areas and processes at risk of contamination, so that the discharges are not negatively affected in the event of an accident. A specific network for rainwater, another for wastewater network for the collection of sanitary and industrial water, a separate third watertight network for the collection of spills and leaks.

The Illescas plant has pH and wastewater discharge flow control systems, with alarms in place in the event of incidents. In 2024, an incident was recorded in pH control, due to the failure of a probe, which was rectified immediately, and no incidents were recorded in flow control. In 2023, there were no incidents in the pH control and 8 in wastewater discharge flow control, all of which were immediately remedied.

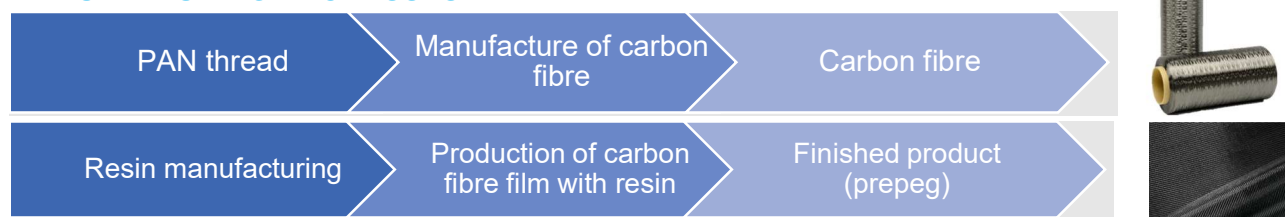
RAW MATERIALS

(GRI 3-3, 302-1)

The carbon fibre and composite materials manufacturing processes (prepregs) are associated with large consumption of raw materials. The company has developed actions to reduce the consumption of these products in the processes and environmental criteria have been incorporated so as to procure products that have the least possible impact on the environment.

The chemical products used include solvents, resins, and additives, among others. Nitrogen is shown separately. The latter is used to inertise the various furnaces of the production process, in processes of desorption and cleaning of equipment and in the inertisation of tanks with a risk of explosive atmospheres.

MANUFACTURING PROCESSES



CONSUMPTION OF RAW MATERIALS 2023

| Material | Parla | Illescas | TOTAL |
|---------------------------------------|------------|----------|----------|
| Chemical products (tn) | 527.28 (1) | 124.34 | 651.62 |
| Solvents (tn) | 364.66 | 2.82 | 367.48 |
| Nitrogen (l in Parla, tn in Illescas) | 165.281 | 6,697.97 | - |
| Carbon fibre (tn) | 915.531 | - | 915.531 |
| Siliconised paper (Mml) | 2,636.34 | - | 2,636.34 |
| Resin (tn) | 604.06 (2) | 8.71 | 609.77 |
| PAN (tn) | - | 1,073.67 | 1,073.67 |

CONSUMPTION OF RAW MATERIALS 2024

| Material | Parla | Illescas | TOTAL |
|---------------------------------------|----------|----------|----------|
| Chemical products (tn) | 556.00 | 160.21 | 716.21 |
| Solvents (tn) | 402.03 | 2.15 | 404.18 |
| Nitrogen (l in Parla, tn in Illescas) | 265.85 | 6,965.9 | 7- |
| Carbon fibre (tn) | 1,216.60 | - | 1,216.60 |
| Siliconised paper (Mml) | 2,785.00 | - | 2,785.00 |
| Resin (tn) | 615.68 | 8.54 | 624.32 |
| PAN (tn) | - | 1,172.5 | 1,172.50 |

- (1) The consumption data for chemical products for 2023 was modified by excluding the solvents consumed, so as not to repeat these quantities.
- (2) The resins consumption data for 2023 was modified in accordance with the resin consumption data for pre-impregnated material manufacture from 2024.

The consumption of raw materials is highly influenced by the volume of annual production, so it is not always possible to implement measures aimed at reducing raw material consumption. The most significant aspect performed in Parla in this matter was the reduction of scrap; that is, control of raw materials to optimise their consumption, by controlling their expiry or improving process operations, for example. There are, however, specific measures to reduce the amount of solvent used for cleaning and these operations are optimised.

The consumption of raw materials in the Illescas plant is usually directly proportional to production, as occurs in the Parla plant. However, it should be noted that, although practically the same production activity was maintained in 2024 as in 2023, at Illescas the use of chemicals increased by 28.8% compared to 2023. This increase was due mainly to an increase in the amount of 25% ammonia solution (used in the NOx emissions treatment system of the LT low temperature electric carbonisation furnace) and sodium hypochlorite (used in the wastewater treatment plant). As the parameters assigned in both treatment systems were not modified, the most likely explanation is that the use of PAN from Decatur led to these increases, as happened in the previous two years. As its composition leads to these needs.

ENERGY

(GRI 3-3, 302-1)

The consumption of energy is necessary to carry out the various activities that are performed in the installations and facilities, using electricity and various fuels such as natural gas and diesel.

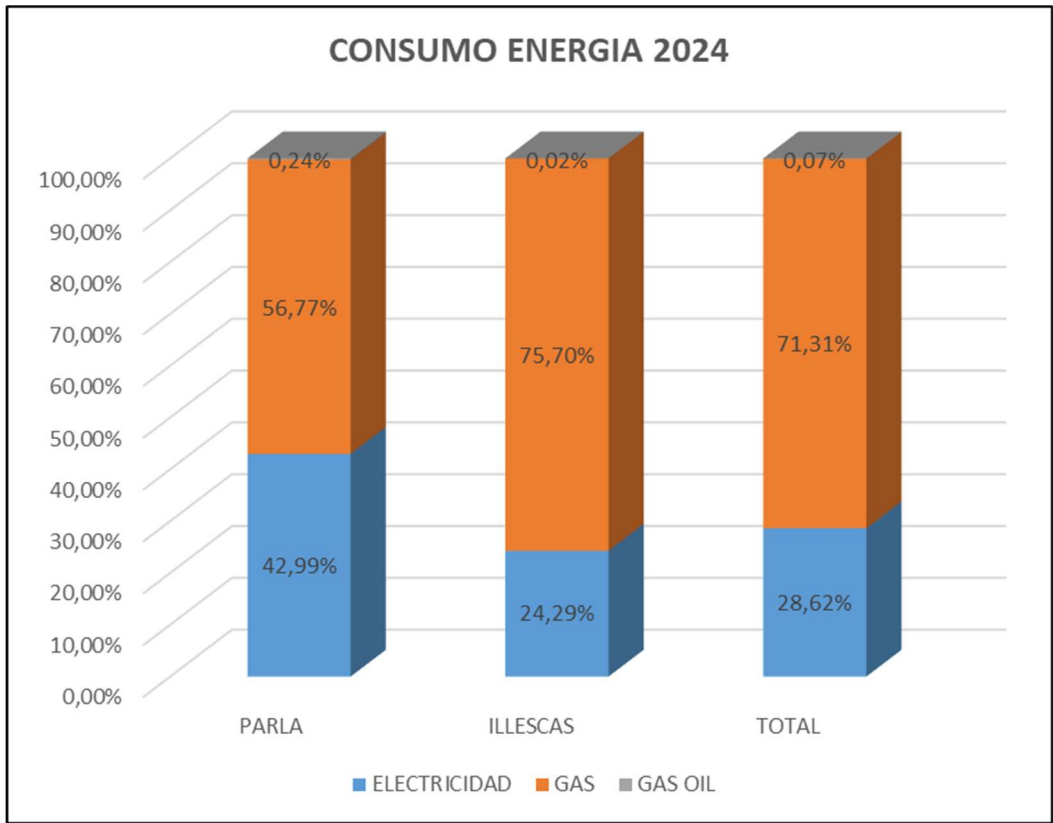
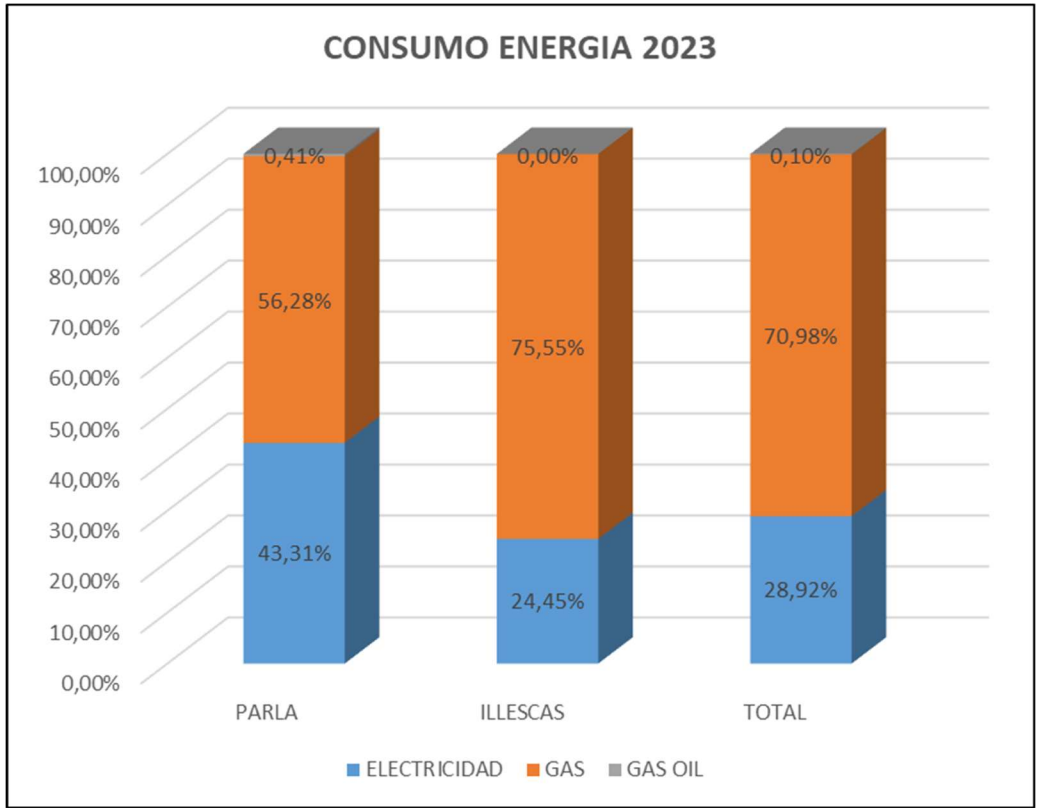
Electricity is used mainly for lighting, HVAC, office automation, electric furnaces, machinery, etc.

Natural gas is mainly used to power emissions treatment systems such as the Regenerative Thermal Oxidiser (RTO) and Direct Combustion Thermal Oxidiser, some process furnaces, and HVAC and heating systems.

Meanwhile, diesel is used in the Parla plant to operate some of the forklifts, for the firefighting pressure pump unit and the generators. In the Illescas plant, it is used only for the firefighting pressure pump unit and the generators.

The graph below, shows that in the Parla plant the natural gas and electricity consumption is very similar in proportion. However, at the Illescas plant, natural gas accounts for a higher percentage.

As for diesel, the higher consumption is at the Parla plant, since at the Illescas plant it is not used to operate mobile equipment, but for equipment for occasional use. However, diesel consumption is very low compared to electricity and natural gas, so it is not noticeable in the graph.



| ENERGY CONSUMPTION | | | | | | |
|--------------------|-----------|-----------|------------|------------|------------|------------|
| | Parla | | Illescas | | TOTAL | |
| | 2023 | 2024 | 2023 | 2024 | 2023 | 2024 |
| Electricity (kWh) | 7,012,396 | 7,432,702 | 12,736,499 | 13,906,032 | 19,748,895 | 21,338,734 |
| Natural gas (kWh) | 9,113,653 | 9,816,592 | 39,357,026 | 43,343,162 | 48,470,679 | 53,159,754 |
| Diesel (litres) | 6,503 | 4,000 | 0 | 1,000 | 6,503 | 5,000 |
| Diesel (kWh) | 66,980 | 41,200 | 0 | 10,300 | 66,980 | 51,500 |

Note: Diesel use is measured in units of litres and kWh, so it can be comparable with other energy consumption.

In the Parla plant there was an increase in the consumption of electricity of 8% and natural gas of 9.7% compared to 2023, due to the increase in pre-impregnated material production, whose plant operation hours also increased.

In the Illescas plant, electricity consumption increased by 9.2% and gas by 10.13%. This increase was due to the installation of new air conditioning systems for the oxidation furnace zone.

ENERGY EFFICIENCY

(GRI 3-3)

In terms of its contribution to the Sustainable Development Goals (SDGs) of the 2030 Agenda, Hexcel has made large investments to move towards decarbonisation and mitigate its impacts derived from energy consumption.

Measures taken by the Parla Plant:

- Energy efficiency plan with energy audits.
- Replacement of fluorescent screens and luminaires with LEDs.
- Replacement of a boiler in 2020 with a more efficient one.
- Adjustment of the temperature of burners in 3 boilers.
- Recovery and recirculation of energy from the direct combustion thermal oxidiser.
- The installed cooled or heated equipment is fitted with thermal coatings to prevent heat or cold losses.
- Equipment with regulator to control the intake and output of process gases.
- Change in the air conditioning system in the locker room and office areas of building 1.
- Improvement in insulation by changing windows throughout building 1.

Measures taken by the Plant in Illescas:

- Reduction in electrical consumption in various drying units and in all of the carbonisation furnaces.
- Energy optimisation in atmospheric emission treatment systems.
- Replacement of fluorescent screens and luminaires with LED equipment.
- Thermal coatings of equipment and premises to prevent heat losses.
- Reduction of raw materials and finished product transferred between the plant and the external warehouse, and between the plant and end customers, with the consequent savings in fuel and emissions associated with this transport.

2.4 THE FIGHT AGAINST CLIMATE CHANGE

(GRI 3-3, 305-1, 305-2)

Given the business and location of the Parla and Illescas plants, we consider there is no potential risk derived from climate change. However, Hexcel still carries out a risk and opportunity analysis, which it reviews annually, following the provisions of the environmental management system. This analysis includes the risks and threats that climate change may pose, such as adverse meteorological phenomena. The company has established actions to address these risks in the contingency and business continuity plan.

Hexcel calculates the carbon footprint at corporate level in order to identify the aspects with the greatest environmental impact, so that it can take steps to reduce those aspects. To calculate the organisation's carbon footprint, Scopes 1 and 2, the emission factors published by the United States Environmental Protection Agency (EPA) for the Greenhouse Gas Inventory have been used.

The parent company, Hexcel Corporation, has established a strategy for calculating scopes 1 and 2 of the carbon footprint. Scope 3 will not be included in this strategy until 2025. Therefore, this strategy will be followed at the local level until it is determined which categories and factors are used for the calculation of scope 3.

| TOTAL EMISSIONS (TN. EQ. CO2) | | | |
|--------------------------------------|--------------|-----------------|-----------------|
| 2023 | | 2024 | |
| SCOPE1 | | | |
| Parla | 1,845 | Parla | 1,939.99 |
| Illescas | 7,133 | Illescas | 7,855 |
| SCOPE2 | | | |
| Parla | 0 | Parla | 0 |
| Illescas | 0 | Illescas | 0 |

CARBON FOOTPRINT

Direct emissions

those that stem from the Company's own operations and activity.

Indirect emissions

arising from the purchase and consumption of electricity.

Indirect emissions

They are generated through the Company's value chain, from the extraction of raw materials to the management of waste.



Coolant gas

Cooling and HVAC systems.

Natural gas/diesel

Logistics operations, boilers

Electricity

Machinery, lighting, office automation, etc.

Waste management

Carried out by third parties

Water, diesel or natural gas

Subcontractors

The calculation of the Carbon Footprint shows us that the direct emissions derived from the use of natural gas and diesel for the activity amount to a total of 9,794.99 tonnes of CO₂ equivalent for 2024. There was an increase in direct emissions compared to 2023 (8,978 tons of equivalent CO₂), mainly due to an increase in gas consumption in both plants, as previously mentioned.

The Company's electricity consumption in 2024 was 21,338,734 compared to 19,748,895 kWh in 2023. This increase in electricity consumption is not reflected in the calculation of direct CO₂ emissions corresponding to Scope 2, as the two Hexcel plants in Spain consume electricity from clean energy. In this way, the emission of around 4,850 tonnes of CO₂ equivalent was prevented.

Hexcel participates in the Carbon Disclosure Project, making public information about sustainability and environmental impacts, contributing to transparency in the Company's operations to its stakeholders.

Following its commitment to the 2030 Agenda and the objective of the Paris Agreement to limit the increase in global temperature below 1.5°C compared to pre-industrial levels, Hexcel, as a responsible actor, has set its own targets to reduce and mitigate the environmental impact caused by its activities. These targets are encompassed in the areas of waste, emissions and consumptions.

However, taking it a step further, Hexcel makes sure to implement the best techniques available in its sector. The following are additional measures to those mentioned in previous sections:

Global measures:

- Global participation in the Carbon Disclosure Project (CDP).
- Plan for the prevention and control of leaks and spills.

- Proper separation and storage of the different waste types; transport and treatment carried out by authorised waste managers.
- More efficient cleaning protocols that reduce emissions.
- Application of coating techniques that minimise emissions.

Main measures taken at the Parla Plant:

- Monitoring of solvent consumption and VOC emission controls.
- Identification plans for critical equipment and contingency plans for that equipment.
- Forced ventilation system.
- Replacement of raw materials with others that have less of an impact.
- Equipment with regulator to control the intake and output of process gases.
- Storage of air-conditioned materials to prevent emissions.

Main measures taken at the Plant in Illescas:

- Equipment subjected to high temperatures equipped with suitable thermal coatings to achieve maximum energy efficiency.
- Distributed Control System (DCS) to monitor and control the main parameters of each of the processes.
- Gas or particulate extraction systems in the different processes and material storage areas.
- Leak detection systems with alarm.
- Closed-circuit cooling system in carbonisation furnaces.
- Central suction system for cleaning oxidation furnaces.
- Reduction of ammonium bicarbonate consumption on surface treatment and sodium hypochlorite at the wastewater treatment plant.
- Reduction of nitrogen consumption in carbonisation furnaces.
- Reduction of paper documents.

2.5 PROTECTION OF BIO-DIVERSITY

La(GRI 3-3)



The two Hexcel plants are located in industrial estates that are not close to protected natural areas identified by current law (SCI, Bird Sanctuaries, etc.) so it is not considered that the plants can have an impact on biodiversity. However, the company's activities comply with the regulations, and Environmental Impact Studies were carried out prior to the start of its activities to consider the impacts that may occur and take the most appropriate decisions to prevent and minimise such effects.

3. LABOUR AND STAFFING ISSUES

(GRI 2-7)

This section presents all the data regarding employees, which involve general information, employment, work organisation, topics related to the Risk Prevention Policy (RPL) such as Health and Safety (H&S) and health surveillance, social relations, training of Hexcel España professionals, universal accessibility for people with disabilities and equality and diversity policies.

In 2024, the total workforce in Spain consisted of 289 professionals, with a total of 241 men and 48 women, in addition to three employees with disabilities. All employees at the Parla and Illescas plants have full-time permanent contracts. In 2023, the total workforce in Spain consisted of 266 professionals, with a total of 228 men and 38 women, including three employees with disabilities. All employees at the Parla and Illescas plants had full-time permanent contracts.

The professional groups to which the employees belong are those described in article 22 of the 20th [General Collective Agreement of the Chemical Industry](#), published by the Resolution of 6 February 2025, of the General Directorate of Labour.

3.1 EMPLOYMENT

(GRI 2-7)

The following is the consolidated information of Hexcel España regarding employees by sex, age and professional group, in addition to the types of contracts as of 31 December 2024:

2024

| By gender | Men | Women |
|------------------|-----|-------|
| No. of employees | 241 | 48 |

| By age | No. of employees |
|-------------------------|------------------|
| Under 25 years | 0 |
| Between 25 and 40 years | 69 |
| Over 40 years | 220 |

| By professional group | Group 1 | Group 2 | Group 3 | Group 4 | Group 5 | Group 6 | Group 7 | Group 8 |
|-----------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|
| Total no. of employment contracts | 9 | 122 | 7 | 78 | 32 | 16 | 6 | 19 |

2023

| By gender | Men | Women |
|------------------|-----|-------|
| No. of Employees | 228 | 38 |

| Sections | Number of Employees |
|----------|---------------------|
|----------|---------------------|

| | |
|-------------------------|-----|
| Under 25 years | 0 |
| Between 25 and 40 years | 62 |
| Over 40 years | 204 |

| By professional group | Group 1 | Group 2 | Group 3 | Group 4 | Group 5 | Group 6 | Group 7 | Group 8 |
|-----------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|
| Total no. of employment contracts | 118 | 7 | 73 | 28 | 16 | 5 | 19 | |

By contract type (all contracts are full-time and permanent):
2024

| By gender | Men | Women |
|------------------------------------|-------|--------|
| Total no. of employment contracts | 241 | 48 |
| % of Full Time permanent contracts | 83.39 | 16.61% |

| By age | Under 25 years | Between 25 and 40 years | Over 40 years |
|------------------------------------|----------------|-------------------------|---------------|
| Total no. of employment contracts | 0 | 69 | 220 |
| % of Full Time permanent contracts | 0 | 23.78 | 76.22 |

| By professional group | Group 1 | Group 2 | Group 3 | Group 4 | Group 5 | Group 6 | Group 7 | Group 8 |
|------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|
| Total no. of employment contracts | 0 | 118 | 7 | 73 | 28 | 16 | 5 | 19 |
| % of Full Time permanent contracts | 3% | 42% | 2% | 27% | 11% | 6% | 2% | 7% |

2023

| By gender | Men | Women |
|------------------------------------|-----|-------|
| Total no. of employment contracts | 228 | 38 |
| % of Full Time permanent contracts | 86% | 14% |

| By age | Under 25 years | Between 25 and 40 years | Over 40 years |
|------------------------------------|----------------|-------------------------|---------------|
| Total no. of employment contracts | 0 | 62 | 204 |
| % of Full Time permanent contracts | 0 | 23% | 77% |

| By professional group | Group 1 | Group 2 | Group 3 | Group 4 | Group 5 | Group 6 | Group 7 | Group 8 |
|-----------------------|---------|---------|---------|---------|---------|---------|---------|---------|
|-----------------------|---------|---------|---------|---------|---------|---------|---------|---------|

| | | | | | | | | |
|------------------------------------|----|-----|----|-----|-----|----|----|----|
| Total no. of employment contracts | 0 | 118 | 7 | 73 | 28 | 16 | 5 | 19 |
| % of Full Time permanent contracts | 0% | 44% | 3% | 27% | 11% | 6% | 2% | 7% |

Averages:

2024

| By gender | | Men | Women |
|--|--|-----|-------|
| Average of Full Time permanent contracts | | 239 | 46 |

| By age | Under 25 years | Between 25 and 40 years | Over 40 years |
|--------------------------------|----------------|-------------------------|---------------|
| Average of permanent contracts | 0 | 65 | 220 |
| Full Time | | | |

| By professional group | Group 1 | Group 2 | Group 3 | Group 4 | Group 5 | Group 6 | Group 7 | Group 8 |
|--|---------|---------|---------|---------|---------|---------|---------|---------|
| Average of Full Time permanent contracts | 6 | 121 | 7 | 77 | 30 | 16 | 6 | 18 |

2023

| By gender | | Men | Women |
|--|--|-----|-------|
| Average of Full Time permanent contracts | | 223 | 40 |

| By age | Under 25 years | Between 25 and 40 years | Over 40 years |
|--------------------------------|----------------|-------------------------|---------------|
| Average of permanent contracts | 0 | 62 | 201 |
| Full Time | | | |

| By professional group | Group 1 | Group 2 | Group 3 | Group 4 | Group 5 | Group 6 | Group 7 | Group 8 |
|--|---------|---------|---------|---------|---------|---------|---------|---------|
| Average of Full Time permanent contracts | 0 | 113 | 6 | 72 | 28 | 15 | 5 | 19 |

REMUNERATION

In Hexcel España there is a social commitment to decent and stable work. This fact is borne out by the stability in employment generated by the company, prioritising 100% indefinite hiring and improvements in wage conditions imposed in collective agreements.

In this regard, it should be noted that the remuneration model entails equality in economic and salary conditions among employees with the same level of functions, tasks and working times, regardless of gender. Any possible wage differences in the average remuneration between men and women

are explained not by a difference in the salaries received, but by a difference in the presence of women in positions with more variable remuneration.

Managers perform their duties and responsibilities at different levels (local, European and international). The remuneration model establishes equal pay under equal conditions, so that the wage differences can be explained by the difference in functions and the difference in the presence of women. As for the position of Director, the position is not remunerated in any way.

The figures presented below refer to average gross salary for the year 2024 by gender, age, and professional category (group), consolidated in Hexcel España. The collective agreement establishes a maximum annual figure of 1,752 hours of actual work performed on normal workdays.

To calculate total remuneration, all items that correspond to the gross annual salary are included: base salary, supplements (e.g., transportation bonus and food bonus) and salary in kind, for example; that is, the sum of fixed and variable remuneration.

In 2024, the average annual remuneration of men was € 58,179.41/year, whereas for women the figure was €54,845.25. The pay gap was therefore 6%, calculated as follows: (average annual remuneration of men - average annual remuneration of women)/(average annual remuneration of men). The average annual remuneration by age was € 51,047.04 for workers aged between 25 and 40 years, while the figure was € 59,451.19 for workers over the age of 40. By pay groups, the average annual remuneration in euros was € 43960,24 for Group 1, € 48030,79 for Group 2, for Group 3, the figure was € 47,325.98. For Group 4, the figure was € 54,595.13. For Group 5, the figure was € 63,451.02. For Group 6, the figure was € 62,428.78. For Group 7, the figure was € 68,502.08, for Group 8 the average annual remuneration was € 127,728.71, lower than in 2023. To conclude this point, the remuneration for managers, in terms of average gross annual salary, is € 133024.06 for men and € 101251.96 for women. The salary gap may be higher or lower depending on the salary group analysed.

In 2023, the average annual remuneration of men was € 55,786.09/year, whereas for women the figure was € 52,207.48. The pay gap was therefore 6%. The average annual remuneration by age was €48992.92 for workers aged between 25 and 40 years, while the figure was 57,184.07 for workers over the age of 40. By pay groups, the average annual remuneration in euros was 43,791.07 for Group 2. For Group 3, the figure was €42814.67. For Group 4, the figure was € 49,255.61. For Group 5, the figure was € 57,502.62. For Group 6, the figure was € 57,860.38. For Group 7, the figure was €63456.19. Finally, for Group 8, annual average remuneration was €142455.90. To conclude this point, the remuneration for managers, in terms of average gross annual salary, is € 151,481.26 for men and € 94,320.64 for women.

SICK LEAVE AND REDUCED WORKING DAYS

In 2024, Hexcel made important efforts to preserve employment for its staff.

Sick leave and workday reductions (Hexcel España consolidated data):

| (as at 31 December) | 2024 | 2023 |
|---------------------|------|------|
| Maternity Leave | 2 | 1 |
| Paternity Leave | 10 | 9 |

| | | |
|--|---|---|
| Unpaid Leave granted to Legal Guardians | 0 | 0 |
| Working Day reductions due to Legal Guardianship | 8 | 8 |

Dismissals:
(GRI 401-1)

| By gender | Men | Women | Total 2024 |
|--------------------|-----|-------|------------|
| Number of lay-offs | 1 | 0 | 0 |

| By gender | Men | Women | Total 2023 |
|--------------------|-----|-------|------------|
| Number of lay-offs | 0 | 0 | 0 |

| By age and type of contract 2024 | Under 25 years | Between 25 and 40 years | Over 40 years |
|------------------------------------|----------------|-------------------------|---------------|
| Number of lay-offs | 0 | 0 | 1 |
| % of Full Time permanent contracts | 0 | 0 | 0 |

| By age and type of contract 2023 | Under 25 years | Between 25 and 40 years | Over 40 years |
|------------------------------------|----------------|-------------------------|---------------|
| Number of lay-offs | 0 | 0 | 0 |
| % of Full Time permanent contracts | 0 | 0 | 0 |

| By professional group 2024 | Group 1 | Group 2 | Group 3 | Group 4 | Group 5 | Group 6 | Group 7 | Group 8 | total |
|----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|-------|
| No. of dismissals | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |

It's important to note there was only one dismissal in Hexcel in 2024

| By professional group 2023 | Group 1 | Group 2 | Group 3 | Group 4 | Group 5 | Group 6 | Group 7 | Group 8 | total |
|----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|-------|
| No. of dismissals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

3.2 JOB ORGANISATION

(GRI 3-3, 402-2, 403-1)

Hexcel España respects the working hours of its workers and suppliers, and promotes personal and family work/life balance within the limits established by law and by the collective agreements that are currently applicable. In this regard, the company works to maintain a healthy work environment, prioritising a healthy work/life balance, equality and non-discrimination, in addition to a series of social benefits that have been guaranteed in difficult times such as the pandemic.

Some important policies, such as the work disconnection policy, are part of Hexcel's next steps to continue moving forward and improving the company's actions with respect to employees.

WORK/LIFE BALANCE MEASURES

Parental leave: Maternity and paternity leave and reductions in working hours for legal guardianship.

Proximity system and management autonomy: It allows managers to organise, in an agile way, the adjustments of work shifts to help make the working day compatible with workers' personal needs.

Promotion of the use of new technologies and innovation: Use of new technologies and internal communication channels.

Continuous training: training on work tools, occupational risk prevention, environment, health, policies and all topics tailored to the workplace, carried out on its own platform and others managed by Hexcel.

COLLECTIVE EMPLOYEES REPRESENTATION

The information procedures are always carried out through the Works Council, including the consultation of the staff and negotiation as well as General Meetings. The results are passed on to the Company Management, which issues General Information Communications to employees when circumstances so require.

SOCIAL BENEFITS

At Hexcel España, several social benefits are negotiated and established in the Internal Agreements, which are habitually negotiated every 3 years.

The social benefits include:

- Subsistence Allowance.
- Travel allowance.
- Productivity bonus.
- Study Assistance for workers' children of school age.
- Study Assistance for workers who enrol in a subject related to their work in Hexcel.
- Language Studies Funding (languages of countries in which Hexcel has a production plant are subsidised).
- Pension Plan.

- Daily change of work clothing, laundered by the Company.
- Flexi-time on Fridays for office staff, as per the established policy.
- Possibility of remote working for office staff, as per the established policy.
- Flexibility for changes of long shifts for direct staff (Production, Warehouse, Laboratory, Maintenance).

In **Hexcel España**, furthermore, measures were adopted that go further than what is demanded by the relevant Collective Agreement, such as:

- Seniority payment.
- Night-working payment.
- Shift-work payment.
- Compensation for performing duties and responsibilities of a higher category.
- Leave for illness and for carrying out certain official procedures.

All the benefits granted demonstrate **Hexcel España's** genuine concern for and appreciation of its employees.

ORGANISATION OF WORKING TIME

Below, we present how working time is organised in the company, with the number of hours per annum of workdays in relation to the working hours established in the collective agreement and how the weekly workday is distributed in each of the three units of **Hexcel España**.

Parla Plant (1,752 hours per annum):

- The working day is calculated on the basis of hours worked per annum.
- Staff whose department is likely to involve shift work receive a shift-work increment, including those periods in which due to production needs shifts not carried out.
- Personnel whose department is not likely to involve shift work have, as a general rule, a split working pattern, except for continuous working hours that can be agreed for the summer months. This split working pattern will be from 8:00 a.m. to 5:00 p.m., with flexibility of half an hour both for starting and finishing.
- When the workload does not require special shift patterns, the workers involved in the production processes are governed by the Rotation from Monday to Friday, the latter being the natural shift system in the workplace.
- If for production needs it is necessary to establish different schedules of an individual nature or in specific areas, the Company Management can establish them with the involvement of the workers' representatives established in the labour legislation and in the General Collective Agreement of the Chemical Industry.
- The following distribution systems of the annual working day are established: rotating from Monday to Friday, split day, special weekend, special lines 4, 5, 6 and 7 and intensive day, as described below:

a) Rotation Monday-Friday:

- The working day takes place in 8-hour days from Monday to Friday in rotating weekly shifts at night (from 22:00h to 6:00h or from 23:00h to 07:00h), afternoon (from 14:00h to 22:00h or from 15:00h to 23:00h) and morning (from 6:00h to 14:00h or from 07:00h to 15:00h).

b) Special arrangements for weekends:

- 12-hour days in weekly rotating daytime (from 10:00 a.m. to 10:00 p.m.) and night shifts (from 10:00 p.m. to 10:00 a.m.) that take over from the last and first rotating shift from Monday to Friday.

c) Special arrangements for Lines 4, 5, 6, and 7:

- Working day to be worked in days of 8 or 12 hours in rotating shifts from Monday to Sunday according to the calendar that is agreed annually between the Management and the Works Council representing all the staff assigned to those lines.
- 12-hour days from 7:00 a.m. to 7:00 p.m., and days of 8 p.m. from 11:00 p.m. to 7:00 p.m., from 7:00 a.m. to 3:00 p.m. and from 3:00 p.m. to 11:00 p.m.

d) Intensive working pattern:

- This applies from 1 June to 30 September, both inclusive.
- The Intensive schedule will be from 7:00 a.m. to 3:00 p.m. in the afternoon with the conditions and flexibility agreed in the internal procedure.

Plant in Illescas (1,752 hours per annum)

- Shift schedule ("American" system), from Monday to Sunday for Production staff.
- Shift schedule, from Monday to Friday for production-packaging staff.
- Split working day, from 8:00 a.m. to 5:00 p.m., with one-hour flexibility for both start and finish, for administration and maintenance personnel.
- Intensive day, the same as in the Plant in Parla (Hexcel Composites).

Hexcel Holding (1,752 hours per annum):

- There is only one split shift from 8:00 a.m. to 5:00 p.m., with flexibility of half an hour both at the start and end of the shift.
- Intensive working day as at the Parla Plant (Hexcel Composites).

GENERAL TRAINING

Hexcel España designs and implements annual training plans, aimed at all employees and suppliers. They are based on the company's legal requirements and the policies adopted, such as the Code of Conduct and the Anti-Corruption Policy. Some key figures:

- 100% of the workforce have undergone at least one training course.
- In 2024, training courses have been delivered to 289 employees.
- Different training programmes are organised every year: in 2024, there were 39 training actions.

The total number of hours of training per professional category in 2024 is not recorded in Hexcel, as it has not been required either by the Company or by the internal audits which the company undergoes annually. Work has been ongoing during 2024 to obtain the breakdown, but it is only available for one plant. In 2024, almost €44,000 was invested in training compared to €43,000 in 2023.

The results compared to 2023 were as follows:

- 100% of the workforce received at least one training course.
- In 2023, training courses have been delivered to 266 employees.
- Different training programmes are organised every year: in 2023, there were 37 training actions.

3.3 HEALTH AND SAFETY

(GRI 403-9)

Hexcel is committed to making an effective effort for the safety and health of the entire company. Although all employees are involved in safety and health, management is responsible for accountability and providing the guidelines and resources to make this effort successful.

Achieving Hexcel's goals in this area is an important measure of performance and requires the commitment of all employees. Continuous improvement in areas related to prevention is more important due to the challenges posed by the company's growth and expansion.

Hexcel's focus on health and safety is a supportive process to ensure effectiveness across all operations.

- ISO 14001-45001 integrated management system (HSE) for environmental management and workers' health and safety.
- Periodic assessments of the management system.
- A strong organisation related to the safety and health of workers.
- Reporting of information on health and safety performance.
- Recognition of higher achievements in safety.

All of the products' safety data sheets can be requested from Hexcel's website: <https://es.hexcel.com/About/HSCcommitment>.

Health and Safety Objectives:

- Eliminate work-related accidents.
- Protect the health of employees from occupational hazards.
- Prevent incidents in the safety of processes.
- Compliance with safety and health regulations.
- Protect Hexcel property against accidental loss.
- Promote the safe use of **Hexcel** products.

ABSENTEEISM RATE

The Absenteeism Rate refers to the temporary disability recorded in the company due to accidents and occupational diseases.

The following are the rates related to the parameters of occupational accidents and diseases related to the year 2024

| Indicador | Empresa | Sector(*) | Descripción |
|----------------------|--------------|-----------|--|
| Índice de Incidencia | 7,02 | 26,83 | $I_i = \frac{\text{Accidentes con baja}}{\text{Trabajadores/as}} \times 1.000$ <p>Accidentes con baja: 2 Trabajadores/as: 285</p> <p>Número de procesos de contingencia profesional con baja, excluidos accidentes in itinere y recaídas, acaecidos durante la jornada de trabajo, por cada 1000 trabajadores/as expuestos/as al riesgo.</p> |
| Índice de Frecuencia | 3,99 | 14,92 | $I_f = \frac{\text{Accidentes con baja}}{\text{Horas totales trabajadas}} \times 10^6$ <p>Accidentes con baja: 2 Horas totales trabajadas: 500.745</p> <p>Número de procesos de contingencia profesional con baja, excluidos accidentes in itinere y recaídas, acaecidos durante la jornada de trabajo, por cada millón de horas trabajadas de los/as trabajadores/as expuestos al riesgo.</p> |
| Índice de Gravedad | 0,29 | 0,49 | $I_g = \frac{\text{Jornadas periodo}}{\text{Horas totales trabajadas}} \times 10^3$ <p>Jornadas periodo: 145 Horas totales trabajadas: 500.745</p> <p>Número de días perdidos por cada 1.000 horas de trabajo. Se incluyen las recaídas y se excluyen procesos in itinere.</p> |
| Duración Media | 72,50 | 32,08 | $DM = \frac{\text{Jornadas periodo}}{\text{Accidentes con baja}}$ <p>Jornadas periodo: 145 Accidentes con baja: 2</p> <p>Número de días no trabajados en el periodo de estudio por cada accidente ocurrido durante la jornada de trabajo. Se incluyen también las jornadas perdidas de las recaídas y se excluyen las de los procesos in itinere.</p> |

The equivalent indices for 2023 were as follows:

| Indicador | Empresa | | Sector(*) | | Descripción |
|----------------------|--------------|------|--------------|------|--|
| Índice de Incidencia | 7,58 | | 23,52 | | $I_i = \frac{\text{Accidentes con baja}}{\text{Trabajadores/as}} \times 1.000$ <p>Accidentes con baja: 2 Trabajadores/as: 264</p> <p>Número de procesos de contingencia profesional con baja, excluidos accidentes in itinere y recaídas, acaecidos durante la jornada de trabajo, por cada 1000 trabajadores/as expuestos/as al riesgo.</p> |
| | H | M | H | M | |
| | 8,97 | 0,00 | 29,89 | 0,74 | |
| Índice de Frecuencia | 4,32 | | 13,11 | | $I_f = \frac{\text{Accidentes con baja}}{\text{Horas totales trabajadas}} \times 10^6$ <p>Accidentes con baja: 2 Horas totales trabajadas: 462.528</p> <p>Número de procesos de contingencia profesional con baja, excluidos accidentes in itinere y recaídas, acaecidos durante la jornada de trabajo, por cada millón de horas trabajadas de los/as trabajadores/as expuestos al riesgo.</p> |
| | H | M | H | M | |
| | 5,12 | 0,00 | 16,66 | 0,41 | |
| Índice de Gravedad | 0,08 | | 0,42 | | $I_g = \frac{\text{Jornadas periodo}}{\text{Horas totales trabajadas}} \times 10^3$ <p>Jornadas periodo: 37 Horas totales trabajadas: 462.528</p> <p>Número de días perdidos por cada 1.000 horas de trabajo. Se incluyen las recaídas y se excluyen procesos in itinere.</p> |
| | H | M | H | M | |
| | 0,09 | 0,00 | 0,52 | 0,02 | |
| Duración Media | 18,50 | | 30,39 | | $DM = \frac{\text{Jornadas periodo}}{\text{Accidentes con baja}}$ <p>Jornadas periodo: 37 Accidentes con baja: 2</p> <p>Número de días no trabajados en el periodo de estudio por cada accidente ocurrido durante la jornada de trabajo. Se incluyen también las jornadas perdidas de las recaídas y se excluyen las de los procesos in itinere.</p> |
| | H | M | H | M | |
| | 18,50 | 0,00 | 29,84 | 3,03 | |

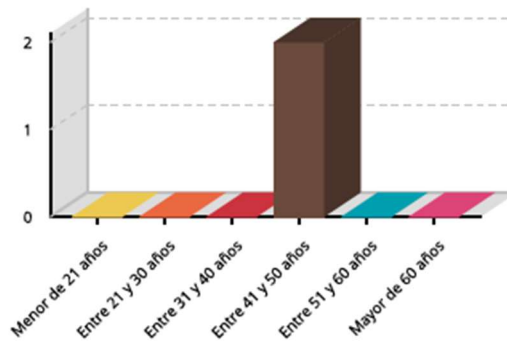
It is important to mention that in 2024 there were no cases of occupational diseases.

ACCIDENT AND LOSS RATES

The low number of accidents and their respective rates demonstrate that occupational risk prevention policies and all related procedures and actions have been achieving success over the years:

2024 by age and gender

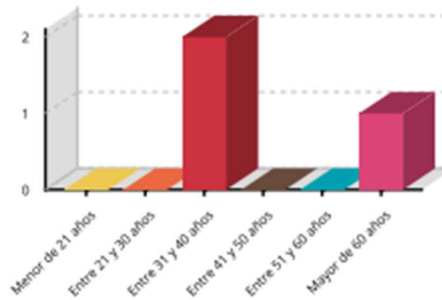
| Descripción | Nº Casos | Porcentaje |
|--------------------|----------|------------|
| Menor de 21 años | 0 | 0,00% |
| Entre 21 y 30 años | 0 | 0,00% |
| Entre 31 y 40 años | 0 | 0,00% |
| Entre 41 y 50 años | 2 | 100% |
| Entre 51 y 60 años | 0 | 0,00% |
| Mayor de 60 años | 0 | 0,00% |



All accidents involved men.

2023 by age and gender

| Descripción | Nº Casos | Porcentaje |
|--------------------|----------|------------|
| Menor de 21 años | 0 | 0,00% |
| Entre 21 y 30 años | 0 | 0,00% |
| Entre 31 y 40 años | 2 | 66,67% |
| Entre 41 y 50 años | 0 | 0,00% |
| Entre 51 y 60 años | 0 | 0,00% |
| Mayor de 60 años | 1 | 33,33% |



All accidents involved men.

Accidents with sick leave

| Accident rate with sick leave by gender and age | | 2024 | 2023 |
|---|--|-------------------------|-------------------------|
| Gender | | No. of accidents | No. of accidents |
| Men | | 2 | 3 |
| Accident rate by gender and age | | 2024 | 2023 |
| Gender | | No. of accidents | No. of accidents |

Accidents with and without loss of work time

| Hexcel España Accident rate | 2024 | 2023 |
|---|------------|-----------|
| No. of workers | 285 | 266 |
| No. of accidents without sick leave | 5 | 1 |
| No. of accidents with sick leave | 1 | 2 |
| No. of in itinere accidents with sick leave | 1 | 1 |
| Total no. of accidents | 7 | 4 |
| Occupational diseases | 0 | 3 |
| Workdays lost | 145 | 82 |
| Rates | 2024 | 2023 |
| Accident frequency rate ¹ | 3.99 | 7.58 |
| Severity rate ² | 0.29 | 0.08 |
| Incidence rate ³ | 7.02 | 7.58 |
| Average duration | 72.25 | 18.50 |
| Sick leave due to occupational diseases | 0 | 0 |

¹Number of work-related accidents that occur for every million hours worked

²Number of workdays lost due to work-related accidents for every thousand hours worked

³Number of accidents by people exposed

The 145 workdays lost in the case of accidents at work in 2024 are days not worked. On the basis that all workers are full-time, with an eight-hour day, there have been 1160 hours of absenteeism in the aforementioned year.

In Hexcel España there were only 7 accidents in 2024, all involving men. Therefore, considering the rates of frequency and severity by sex, the figure is 100% men, in this case.

The 82 workdays lost in 2023 are days not worked. On the basis that all workers are full-time, with an eight-hour day, there have been 656 hours of absenteeism in the aforementioned year, impacted by the increase in working days lost as a result of occupational illnesses.

In Hexcel España there were only 4 accidents in 2023, all involving men. Therefore, considering the rates of frequency and severity by sex, the figure is 100% men, in this case.

Sick leave due to occupational diseases were 0 in 2024 compared to 3 in 2023.

PREVENTION OF HAZARDS AT WORK.

Hexcel works in accordance with a management system whose documents and activities are the following:

- Assessment of Hazards at Work
- Monitoring Programme of Objectives and Targets.
- Plan for the Prevention of Work-related Risks.
- Safety and Environment Policy.
- Occupational Health and Safety Audits.
- Health Surveillance Programmes.
- Health and Safety Campaigns.

ASSESSMENT OF HAZARDS AT WORK

HEXCEL HOLDING SPAIN, S.L.

The last assessment was carried out in 2024 at Hexcel Holding Spain, in accordance with the specialities agreed by the company (Industrial Hygiene, Ergonomics and Applied Psychosociology, Safety at Work), in compliance with the requirements of the current Law 31/1995, in order to comply with current Prevention of Occupational Risks.

The document contains the identification and results of the risk assessment, with the description and risk assessment of areas/jobs, the list of affected workers, the list of work equipment and chemical products, the criteria for the protection of pregnant workers, workers who have given birth or are breastfeeding and, finally, the relevant legal criteria for the management of occupational risk prevention.

Hexcel Fibers, S.L. (Plant in Illescas)

The last assessment was carried out in 2024 at the Plant in Illescas, in accordance with the specialities agreed by the company (Industrial Hygiene, Ergonomics and Applied Psychosociology, Safety at Work), in compliance with the requirements of the current Law 31/1995, in order to comply with current Prevention of Occupational Risks.

The document also contains the proposal for preventive/corrective measures, the legislative-technical criteria, the regulations and reference guidelines, the list of work equipment, the list of chemical products, the definition of the criteria for the protection of pregnant workers, workers who have given birth or are breastfeeding and, finally, the legal criteria of application for the management of the prevention of occupational risks.

Hexcel Composites, S.L. (Plant in Parla)

The last assessment was carried out in 2024 at the Plant in Parla with the aim of defining the system followed by Hexcel Composites, S.L. to evaluate the risks and opportunities and plan the consequent preventive activities.

It applies to all facilities, all activities carried out and all plant personnel, including visitors and subcontractors.

The document also contains the proposal for preventive/corrective measures in occupational safety, industrial hygiene, ergonomics and psychosociology, health surveillance, planning of preventive activity and personal protective equipment.

PLANNING OF PREVENTIVE ACTIVITIES

Based on the assessments, preventive actions have been planned in the short, medium and long term. In the Parla plant, for example, following the update of the risk assessment carried out at the end of 2024, a total of 335 actions were identified, whose implementation will be planned progressively throughout the 2024-2027 period according to their priority. However, 72% of the 120 actions resulting from the Health and Safety at Work programmes were completed, with the remainder being moved for completion in 2025. In the Illescas plant, 61% of the 304 actions resulting from the Health and Safety at Work programmes were completed, with the remainder being moved for completion in 2025, while the new plan is pending review after the risk assessment review.

MONITORING PROGRAMME OF OBJECTIVES AND TARGETS

Below, Hexcel presents its Security Objectives for the year 2024 and the results of their follow-up. These objectives are set to achieve a safe working environment for both own and external workers.

| Objective | Indicator | Plant | Status |
|--|---|----------|--|
| Zero accidents | No. accidents = 0 | Illescas | Not achieved (1 accident) |
| Increasing the commitment ratio to employee safety | employee/year interactions (Ratio \geq 24) | Illescas | Achieved (Ratio= 25.65) |
| Not having health and safety management programme actions outside the deadline | Actions outside deadline = 0. | Illescas | Achieved (0 Actions outside deadline) |
| Zero accidents | No. accidents = 0 TRIR=0,00 | Parla | Achieved (0 accidents) |
| Safety work ending (requested Intervention Yes > 97%) | KPI SI > 97% | Parla | Not Achieved (87.82%) |
| Completion of actions derived from implementing RD 1215/97 in the Cutting Machine, Line 2 and Respool 1 and 2. | Actions resolved = 100% | Parla | Not achieved (66%) |

PLAN FOR THE PREVENTION OF WORK-RELATED RISKS

The **Hexcel** Prevention Plan aims to:

- Facilitate the preventive management of the company, through the different procedures focused on the elimination or reduction of occupational risks, establish the necessary measures, both human and economic or of any other nature, to close the actions identified in the Company's risk assessment and improve the employees' health and safety conditions.
- To set the guidelines so that the prevention of occupational risks is effectively integrated into its management and in all its activities, as well as in all its hierarchical levels, pursuant to Law 31/1995 on the Prevention of Occupational Risks and its subsequent amendment in Law 54/2003, on the reform of the regulatory framework for the prevention of occupational risks.

The Plan includes the essential instruments for its management and application in its two plants. Among the contents of the Plan, the following stand out:

- Accident investigation.
- Roles and responsibilities.
- Health and safety committee.
- Consultation and communication with workers.
- Relationship with temporary employment agencies.
- Coordination of business activities.
- Issue of information and personal protective equipment (PPE).

SAFETY AND ENVIRONMENT POLICY

Hexcel incorporates its values of One Hexcel, Innovation, Involvement and Responsibility in each and every one of the daily operations, procedures, management systems and behaviours. Thus, the objective of this policy is to create a culture of excellence focused on environmental sustainability, health and safety in all operations to avoid accidents, occupational diseases, process safety problems and minimise the generation of waste and emissions, as well as reduce the carbon footprint of operations.

This commitment is consolidated in a document available to all stakeholders of the company:



OCCUPATIONAL HEALTH AND SAFETY AUDITS

Hexcel continuously performs H&S Diagnostic Internal Audits, with the aim of verifying the development, implementation, management and integration of the Occupational Risk Prevention

System, in compliance with the Occupational Risk Prevention Regulations, the requirements established by the ISO 45001: 2018 standard, as well as internal policies, standards and procedures. Information on the audits conducted in 2024:

Plant in Parla

Audit of the Environmental Management System and of Occupational Health and Safety of Hexcel Composites S.L. conducted on 9 July 2021, as per the requirements of the standard UNE-EN ISO 14001:2015 of Environmental Management systems and UNE-EN ISO 45001:2018 of Occupational Health and Safety.

The system is audited internally every year in accordance with the two standards.

Plant in Illescas

Certification Audit of the Environmental Management System of Hexcel Fibers S.L. conducted from 28 to 30 June 2023, as per the requirements of the standard UNE-EN ISO 14001:2015 of Environmental Management systems.

The system is audited internally every year in accordance with the two standards.

Internal Audit of the Environmental Management System and of Occupational Health and Safety of Hexcel Fibers S.L. conducted from 10 to 11 December 2023, as per the requirements of the standard UNE-EN ISO 14001:2015 of Environmental Management systems and UNE-EN ISO 45001:2018 of Occupational Health and Safety.

ANALYSIS OF ENVIRONMENTAL RISKS

Hexcel carried out the relevant Environmental Risk Analysis in 2021 in its two plants, in accordance with Law 26/2007, of 23 October, on Environmental Responsibility and Royal Decree 183/2015 amending the Regulation of partial implementation of Law 26/2007, of 23 October on Environmental Responsibility, approved by Royal Decree 2090/2008, of 22 December.

This analysis is reviewed annually to identify any changes in the environmental risks of both plants; and thus initiate the necessary actions to treat them. Both Hexcel Parla and Hexcel Illescas have had one person dedicated to health and safety and environmental risks during 2024; the same as in 2023. The expenses allocated during 2024 to the protection and improvement of the Environment, charged directly to the profit and loss account, was € 397,000 for Hexcel Parla and € 327,000 for Hexcel Illescas. In 2023, they were € 247,000 and €280,000, respectively.

Most of the expense in the Parla plant for 2024 was for waste management (€356,000). The rest of the expense was completed by purchasing various materials; emission, discharge and groundwater regulatory controls; and environmental management system audits.

The €327,000 corresponding to Illescas went mostly to waste management, legally required environmental measures and the purchase of safety material, spare parts and improvement measures.

HEALTH SURVEILLANCE

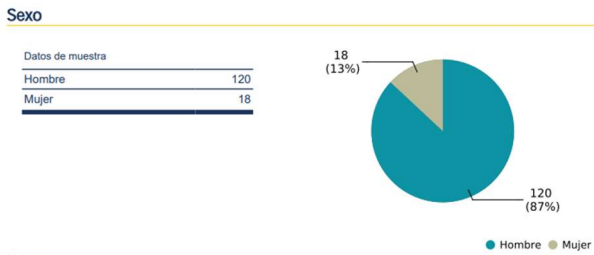
In Hexcel there is a constant action aimed at the prevention of diseases through specific plans on the risks inherent to the workplace such as health surveillance, periodic medical examinations, job adaptations and health promotion campaigns.

Also, acceptance of and attendance at medical examinations has continued to be encouraged among workers. Medical check-ups were performed in the Parla plant for 2024. 172 people Hexcel Composites, 14 in Hexcel Holding and 51 in Hexcel Fibers; thus increasing the number of people undergoing them.

In 2023, 51 professionals from the Illescas Plant, 138 from the Parla Plant and 14 from Hexcel Holding Spain underwent periodic medical checks.

The following are the main data and the summary of the medical activities carried out in the Hexcel plants (Annual Report 2023-2024):

**Hexcel Composites, S.L. (Plant in Parla)
2023**



2024

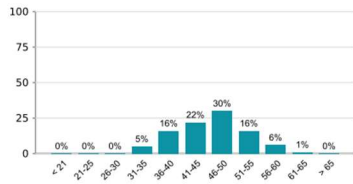


| Gender | No. of employees | % |
|--------|------------------|--------|
| Men | 149 | 84.18% |
| Women | 28 | 15.82% |

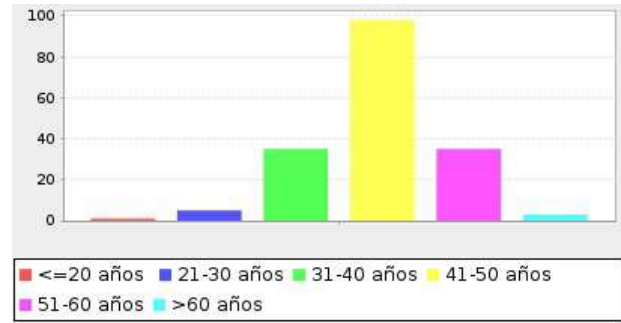
2023

2024

Edad



| Datos | |
|------------|------|
| Media | 46 |
| Máxima | 62 |
| Mínima | 31 |
| Desviación | 6,59 |



| Average | No. of employees | % |
|-------------|------------------|--------|
| <=20 years | 1 | 0.56% |
| <=20 years | 1 | 0.56% |
| 21-30 years | 5 | 2.82% |
| 31-40 years | 35 | 19.77% |
| 41-50 years | 98 | 55.37% |
| 51-60 years | 35 | 19.77% |
| > 60 years | 1 | 1.69% |

2023

| ACTIVIDADES MÉDICAS | TOTAL |
|--|------------|
| Reconocimientos médicos | |
| Periódicos | 130 |
| Tras ausencia prolongada | 5 |
| Revisión de aptitud | 1 |
| | 136 |
| Vacunaciones | |
| Gripe | 35 |
| | 35 |
| Vigilancias médicas específicas | |
| General | 1 |
| | 1 |
| TOTAL | 172 |

2024

| RESUMEN DE EXÁMENES DE SALUD REALIZADOS | Nº DE PERSONAS TRABAJADORAS | | |
|--|-----------------------------|-----------|------------|
| | HOMBRES | MUJERES | TOTAL |
| Periódico | 145 | 27 | 172 |
| Conclusión de aptitud | 2 | 2 | 4 |
| Reincorporación tras baja prolongada | 5 | 2 | 7 |
| Solo Analítica | 1 | 0 | 1 |
| Total de Exámenes de Salud realizados | 153 | 31 | 184 |

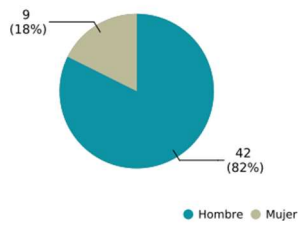
Hexcel Fibers, S.L. (Plant in Illescas)

2023

Sexo

Datos de muestra

| | |
|--------|----|
| Hombre | 42 |
| Mujer | 9 |



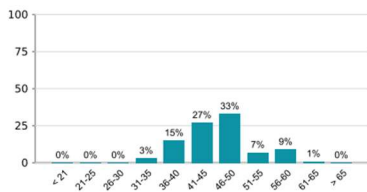
2024



| Gender | No. of employees | % |
|--------|------------------|--------|
| Male | 44 | 89.80% |
| Female | 5 | 10.20% |

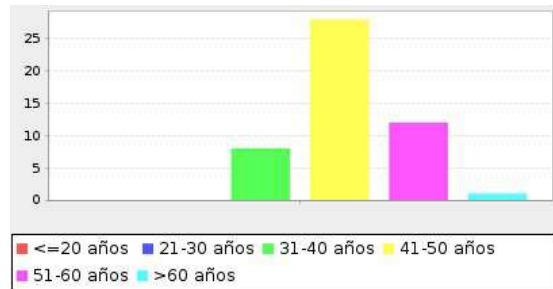
2023

Edad



| Datos | |
|------------|------|
| Media | 46 |
| Máxima | 63 |
| Mínima | 32 |
| Desviación | 6,75 |

2024



| Average | No. of employees | % |
|-------------|------------------|--------|
| 31-40 years | 8 | 16.33% |
| 41-50 years | 28 | 57.14% |
| 51-60 years | 12 | 24.49% |
| > 60 years | 1 | 2.04% |

2023

2024

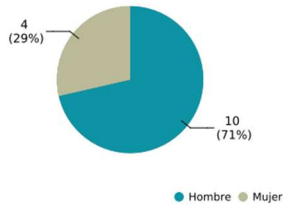
| ACTIVIDADES MÉDICAS | TOTAL |
|--------------------------------|-----------|
| Reconocimientos médicos | |
| Periódicos | 50 |
| Iniciales | 1 |
| | 51 |
| Vacunaciones | |
| Gripe | 13 |
| | 13 |
| TOTAL | 64 |

| RESUMEN DE EXÁMENES DE SALUD REALIZADOS | Nº DE PERSONAS TRABAJADORAS | | |
|---|-----------------------------|---------|-------|
| | HOMBRES | MUJERES | TOTAL |
| Periódico | 42 | 4 | 46 |
| Reincorporación tras baja prolongada | 2 | 1 | 3 |
| Total de Exámenes de Salud realizados | 44 | 5 | 49 |

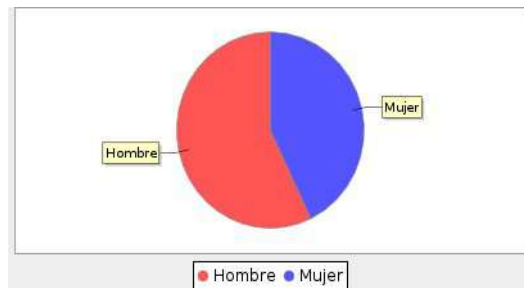
HEXCEL HOLDING SPAIN, S.L.
2023

Sexo

| Datos de muestra | |
|------------------|----|
| Hombre | 10 |
| Mujer | 4 |



2024

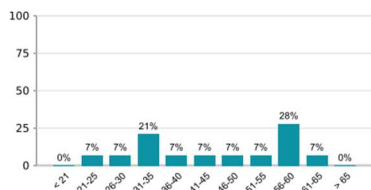


| Gender | No. of employees | % |
|--------|------------------|--------|
| Male | 8 | 57.14% |
| Female | 6 | 42.86% |

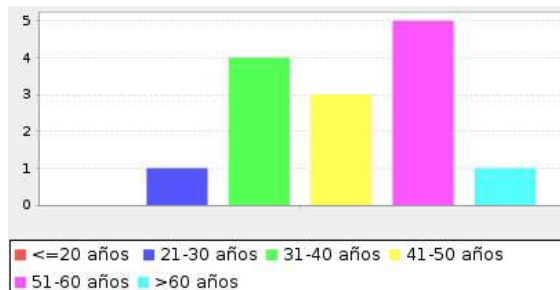
2023

2024

Edad



| Datos | |
|------------|-------|
| Media | 44 |
| Máxima | 62 |
| Mínima | 22 |
| Desviación | 12,94 |



| Age | No. of employees | % |
|-------------|------------------|--------|
| 21-30 years | 1 | 7.14% |
| 31-40 years | 4 | 28.57% |
| 41-50 years | 3 | 21.43% |
| 51-60 years | 5 | 35.71% |
| > 60 years | 1 | 7.14% |

2023

| ACTIVIDADES MÉDICAS | TOTAL |
|--------------------------------|-----------|
| Reconocimientos médicos | |
| Periódicos | 14 |
| TOTAL | 14 |
| APTITUDES | |
| Aptos | 14 |

2024

| RESUMEN DE EXÁMENES DE SALUD REALIZADOS | Nº DE PERSONAS TRABAJADORAS | | |
|---|-----------------------------|---------|-------|
| | HOMBRES | MUJERES | TOTAL |
| Periódico | 8 | 6 | 14 |
| Total de Exámenes de Salud realizados | 8 | 6 | 14 |

After analysing the data obtained in the epidemiological study, neither the general nor occupational health of the company's workers not present significant alterations that require specific collective interventions. The individual alterations detected have been brought to the attention of the affected workers, and they have been given in their individual reports the personalised recommendations required depending on the pathology detected.

ISSUING OF PREVENTION INFORMATION

To ensure health and safety in facilities and installations for employees and visitors, Hexcel issues a number of documents, procedures and protocols on a regular basis, such as Newsletters for Hexcel employees worldwide. They are permanent actions that improve the existing levels of health and safety.

CORPORATE COMMUNICATION

For communication purposes, the screens of the relaxation rooms are used to communicate important aspects for the employees, with a monthly change of content. In addition to global meetings, Hexcel also sends health, safety and environmental presentations to its employees.

SAFETY CAMPAIGNS

Among the different campaigns carried out, an annual Safety Month has been established. During Safety Month, held in June, each of the plants faced the challenge of finding creative ways to boost attention and energy to highlight the importance of safety both in the workplace and outside work.

A letter was sent from the management (CEO) to all employees. In addition, the operations leaders of the different business units at a global level carried out communications through video stressing the point that safety has to extend to all aspects of activities.

The involvement of the plants accepting the challenge of Safety Month was very successful, creating a great deal of informative material, videos, posters, podcasts, etc.

HEALTH AND SAFETY INFORMATION AND TRAINING

Every year Hexcel run courses that include basic training in safety, health, the environment and quality. In addition, there are specific courses according to the sector, which follow an annual planning and monitoring.

There are also information activities, such as the "HSE Briefing", where an HSE topic chosen monthly is explained to all workers, an opportunity which is used to elicit suggestions, clarify queries and establish other information channels.

Some of the topics that have been covered:

- Improvements in safety, accident data, thinking before acting. NMs occurring
- Circular economy, sustainability and environmental objectives.
- Electrostatic risks Explosive atmospheres.
- Emergencies. Action
- Personal protective equipment
- Waste management.
- Industrial hygiene. Exposure controls and measures adopted.
- Accident measures.
- Eye protection.
- Risk recognition.
- First aid.
- Hexcel golden rules.

TRAINING OF SUBCONTRACTED COMPANIES

When subcontractors enter either the Parla or Illescas plant, access control provides them with a leaflet containing security and environmental information. This is followed by a small meeting in the office to review the work to be done and any associated risks, with the latter being reflected in a work permit. They are also informed of the plant emergency measures and action protocol.

It is carried out periodically at Hexcel's Parla plant, a training event aimed at subcontractors with the aim of raising awareness and publicising and incorporating the health and safety and environmental measures implemented by Hexcel in Spain. The last took place in 2023.

Topics covered:

- Business Activities Coordination Platform (CAE).
- The Health, Safety, Health and Environment Policies.
- Emergency Situations.
- Requirements for hiring Contractors.
- Main Risks of Hexcel Parla.
- Special Work.

3.4 ACCESSIBILITY

GRI 3-3

Hexcel España is firmly committed to the integration of the disabled in its hiring.

The planning of the activities of the occupational medicine speciality includes the study and assessment of the risks that may affect particularly sensitive workers, certain risks due to their personal characteristics, biological status, and with special emphasis on known physical, mental or sensory disabilities.

At the Illescas plant, there is an office building, which a person of reduced mobility can access, since it is on the ground floor and has special toilet facilities. For the production hall, access is through the high-speed doors, but there are no special toilet facilities. At the Parla plant, there are two production warehouses with offices. Access to one of the offices has been modified for people with reduced mobility, with a lift and special toilet facilities, while access to the other offices is not yet modified. In the two production areas, access is via high-speed doors or doors at ground level, with special toilet facilities in one of the areas.

3.5 DIVERSITY AND EQUALITY

(GRI 3-3, 2-23, 405-1, 2-30)

The Equality Plan was approved for Hexcel Composites S.L. (Parla Plant) and for Hexcel Fibers S.L. (Illescas Plant).

Furthermore, Hexcel's Code of Conduct already addresses the concern and attention given to these issues by the Company, including with regard to measures against sexual and gender-based harassment.

With regard to diversity, the "One Hexcel" value is channelled into the importance of the contribution that everyone makes to the company, in addition to showing respect for the origins, capabilities and opinions of all stakeholders.

Through inclusivity, Hexcel builds a workplace as diverse as the communities in which it operates.

In all Hexcel workplaces, diversity and inclusion at all levels are supported, either through recruitment and development practices, and with the valuing of all employees' opinions.

With regard to equality, Hexcel protects workplaces from toxic behaviours by defining behaviours that are acceptable and knowing how to respond when acts that are not in accordance with the company's values are observed.

With regard to privacy, Hexcel is committed to all domestic and international regulations in this area and its privacy policies govern the practices of gathering, handling, use and communication of information.

Hexcel also offers a whistleblowing channel and helpline called Safe Talk for the topics mentioned above and others, such as those related to human rights. This is managed by an independent company and is a free service, available 24 hours a day, seven days a week, guaranteeing anonymity.

In 2024 an anonymous complaint was received through the SafeTalk channel, which was investigated and resolved by the legal services and Hexcel Human Resources Department. The facts claimed were unable to be proven as certain, as of the date of issuance of this EINF.

Three queries were received in 2023 regarding the same issue, the pension insurance to which employees are entitled.

4. HUMAN RIGHTS

(GRI 2-23, 2-26, 3-3)

At Hexcel España, all relationships and activities performed by and with all its stakeholders are respectful of human rights.

As mentioned in other sections, there are policies that guarantee the protection and integration of employees. Furthermore, respect for human rights is specifically ensured through a framework consisting of the Code of Business Conduct, internal policies and actions in the community.

The United Nations Universal Declaration of Human Rights and the UN Sustainable Development Goals, especially SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth) and SDG 10 (Reducing Inequalities) govern Hexcel's stance and are an intrinsic part of its values.

4.1 POLICIES

Hexcel's Code of Business Conduct emphasises the unacceptability of conduct that violates human rights. This guarantees:

Safe working environment:

In accordance with the Company's Code of Conduct, all employees have the right to work in a safe and healthy work environment.

Freedom of association, organisation, collective bargaining and freedom of assembly and movement:

The social relations established by Hexcel España reflect a continuous social dialogue through Associations, Works Councils and collective bargaining. 100% of employees are covered by the relevant collective agreements.

Freedom of thought, conscience, religion, opinion and expression:

All workers and collaborators are free to express their opinions; this cannot result in differences in treatment or entail any form of discrimination.

Abolition of child labour and elimination of forced and compulsory labour:

All forms of forced labour, child labour or labour performed under duress are rejected. No minor children are employed. Physical punishment and abuse are prohibited.

Diversity, non-discrimination and non-violence:

In accordance with the Code of Business Conduct, all types of discrimination are prohibited. Furthermore, no form of intimidation, harassment or violence, of any kind and by anyone, is tolerated in the workplace or in connection with professional activity.

The annual training on the Code of Business Conduct, which covers 100% of employees and security personnel, is one of the actions of information, training and assessment of human rights. The 2030 Sustainability Goals are also a strength in terms of valuing rights. Other important policies in the matter are in the Company's Supplier Code of Conduct and Anti-Corruption Policy. In 2023, 78 people completed this certification.

As already mentioned in the previous section, Hexcel maintains a helpline and reporting channel, which is an important measure of management and prevention of abuses against employees, in addition to the Code of Conduct itself, which provides examples of misconduct and how they should be reported and managed.

In 2024 there were no complaints in this regard, nor in 2023.

We currently do not carry out due diligence operations in our operations and value chain to identify and address potential human rights violations; however, the Code of Conduct indicates Human Rights policies and programmes, among other matters. Hexcel has the "Safetalk" helpline, a free service managed by an independent company, available 24 hours a day, 7 days a week, through which complaints can be made anonymously. During 2023, there were no complaints made to it.

Finally, Hexcel España has signed important agreements and contracts with clauses on human rights:

- ❖ Modern Slavery Act Statement: covers all Hexcel entities worldwide and outlines the measures implemented at Hexcel to ensure that slavery, human trafficking, and child and forced labour do not take place within the company and its suppliers.
- ❖ Hexcel's Conflict Minerals Statement: due diligence efforts based on the Company's commitment and that of its suppliers to avoid and not contribute to conflict related to mineral exploitation.
- ❖ Participation in the Customs-Trade Partnership against Terrorism.

4.2 CONTRIBUTIONS TO NOT-FOR-PROFIT FOUNDATIONS AND ENTITIES (GRI 201-1, 2-28)

Hexcel Parla supports various social initiatives and projects: the plant donated more than €12,500 in the course of 2024. Non-profit bodies covered:

- ADEMPA (Early Care Centre for Minors with Disabilities in Parla).



- APADEM (Parla Multiple Sclerosis Association)
- AECC (Spanish Association Against Cancer).
- RED CROSS, specifically for the project to provide aid following the volcanic eruption in La Palma, Canary Islands.
- ALADINA FOUNDATION: an association that helps children with cancer.
- JUVENTUDES HOSPITALARIAS [non-profit NGO].

In Hexcel Illescas, through the reporting of incidents in the field of Health, Safety and Environment that occurred through a donation programme to non-profit organisations, the plant donated more than €3,000 throughout 2024:



- AECC (Spanish Association Against Cancer)
- Spanish Red Cross

These donations are part of an annual programme established at the plant three years ago: every time an employee reports an incident, identifies a safety hazard or presents an idea for continuous improvement, they receive two cards, each worth €5. The employee then donates the cards to one or both organisations. Workers deposit their cards, and sometimes cash, in two containers located at the entrance of the plant, to be donated later.

Hexcel Spain also sponsored the Quijote Rugby Club Sports Association (inclusive section) for €2,000.

Hexcel's corporate-level contributions to foundations and non-profit organisations are listed on the website: <https://www.hexcel.com/About/Community-Involvement>

5. RULES TO COMBAT CORRUPTION, BRIBERY AND PREVENT MONEY-LAUNDERING

(GRI 2-25, 2-23, 2-26)

Hexcel has created a series of rules to combat corruption, bribery and money-laundering. The main actions are set out in the Business Code of Conduct and in the Supplier Code of Conduct.

Hexcel has established anti-corruption practices and processes for all employees, officers, directors and third-party intermediaries worldwide, with a robust set of internal controls designed to deter, detect and prevent potential breaches. The anti-corruption process is supervised by Hexcel's legal department. Here are a number of important measures:

In compliance with Law 2/2023, February 20, regulating the protection of persons who report regulatory or corruption infractions, transposing the European Directive 1937/2019 for the protection of people who report European Union law violations, Hexcel has modified its anonymous SafeTalk channel, which allows complaints to be made anonymously by phone or the Internet. Availability of the channel is made publicly visible on advertisements.

WHISTLE-BLOWING SYSTEM

Hexcel makes available numerous resources for employees to seek guidance on anti-corruption, various legal matters, and various methods for employees and third parties to report any concerns. Thus, Hexcel has a Whistleblowing System that allows employees, customers, suppliers and other intermediaries to report illegal or unethical behaviour related to corruption. The Safe Talk Helpline is available in Spanish and can be reached by phone, via the website <https://Hexcel.ethicspoint.com> and mobile phone using a QR code. The channel was modified in accordance with Law 2/2023, February 20, regulating the protection of persons who report regulatory or corruption infractions, transposing the European Directive 1937/2019 for the protection of people who report European Union law violations.

RISK ANALYSIS

Hexcel's risk analysis indicates that the greatest anti-corruption risk comes from Hexcel's third-party intermediaries, which include authorised distributors, agents, and sales advisors. Anti-corruption procedures provide for a strict review process of intermediaries.

Thus, Hexcel's sales and marketing staff supervise the intermediaries, who receive anti-corruption training once a year. European distributors also receive this training. In this way, all external intermediaries are monitored, and they are required to annually confirm their compliance with global anti-corruption laws and the company's Code of Conduct.

Hexcel offers employees extensive resources and training for the practice of ethics and compliance that are consistent with the Company's values and to ensure compliance with laws and regulations in this country and abroad.

These resources and training include regular ethics and compliance training for all employees and more detailed anti-corruption training for employees who interact directly with customers, suppliers, and intermediaries.

In 2024, as in 2023, there were no reports with regard to corruption and bribery in Spain, which indicates that the measures adopted are effective.

6. COMPANY

(GRI 3-3, 2-29, 2-16)

Hexcel has a permanent commitment to society, in which it behaves an ethical and responsible way. Its employees are treated with dignity and respect in every aspect of the employment relationship.

Thus, employee satisfaction is essential to achieve the satisfaction of other stakeholders, such as investors, shareholders, suppliers, distributors, customers and the communities where Hexcel's activities are located in Spain.

That is why the company is committed to complying with the law wherever business is done and to maintaining the highest standards, through obtaining quality, environmental and occupational health and safety certifications, in addition to the adoption of Policies, such as the internal Code of Conduct, the specific code for Suppliers and internationally accepted programmes.

This section reflects the actions related to sustainability in its holistic sense: care for people, peace, prosperity and the planet, carried out thanks to several alliances, without which it would not be possible to move forward, even more in the midst of a global pandemic.

6.1 STAKEHOLDERS

INVESTORS AND SHAREHOLDERS

Hexcel's relationship with its investors is ethical and transparent. Information is available on the organisation's website regarding:

- Financial summary.
- News for investors.
- Annual financial reports.
- Quarterly results.
- Share price listing.
- Prices history.
- Coverage of analysts.
- Investment calculator.
- Dividends and share splits.
- Governance.

On this last point, some aspects stand out, such as the composition of the Board of Directors, Management and the Committee. In the Ethics and Business Conduct Programme, the Company offers a series of measures that guarantee and certify its financial sustainability and credibility.

Hexcel's financial report, on a global level, is available at: [2024-Hexcel-Annual-Report.pdf](#)

SUPPLIERS AND DISTRIBUTORS

Hexcel suppliers play an important role in the success of the organisation. The Company works with more than 1,000 suppliers to provide raw materials, goods and services that drive risk management and quality performance throughout the supply chain.

Hexcel seeks innovative suppliers with a proven track record of operational excellence. They are required to have structured their social and environmental responsibility policies.

Corporate selects a sample of suppliers each year to carry out a Supplier Risk Assessment, as part of its supplier audit programme. In 2024, there were 32 risk assessments and audits performed. In 2023, 8 documents were sent. As a result of the aforementioned analyses and audits, no supplier has been ruled out for sustainability reasons in either of the two years.

In addition, we work so that the relationship with suppliers and distributors is based on transparency and trust. Hexcel's Code of Business Conduct and Supplier Code of Conduct are an integral part of the way business is conducted, therefore all suppliers and distributors are sensitised to abide by the Code in order to ensure ethical and sustainable business.

The Code of Conduct and the Suppliers Terms and Conditions are available on Hexcel's global website: <https://es.hexcel.com/About/Suppliers>

Supply Chain Management: suppliers are responsible for legal compliance, following ethical business practices and of sustainability in all their operations.

CLIENTS

Hexcel is one of the players in the global supply chain. Our programme of compliance with the rules of international trade ensures that the requirements on imports and exports of products are respected.

Our active and committed participation in the main international security certification programmes, such as C-TPAT and AEO, allow Hexcel to minimise shipping delays, maintaining our supply guarantee to our customers.

Some important measures are:

Supply chain security

Hexcel participates in the Customs-Trade Partnership against Terrorism and in the Authorised Economic Operator programmes to ensure the delivery of products to customers even when there are temporary or extraordinary restrictions.

Export regulatory compliance

Hexcel works closely with the relevant government authorities to confirm that its export management system meets the requirements of all national authorities.

Import regulatory compliance

Hexcel continuously reviews the import needs of the countries that are part of the supply chain. Periodic actions are carried out to ensure compliance with applicable regulations and optimise goods import processes.

Technological control plan

The use of technology is closely related to Hexcel's production processes. In this way, a strict control plan is maintained to determine who can receive this technology by applying regulatory requirements. This government-approved control plan protects not only Hexcel's technology, but also that of our customers.

We act together with our clients with transparency, ethics and safety, guaranteeing our leadership in the segment worldwide.

During both 2024 and 2023, no complaints regarding violations of International Trade regulations.

COMMUNITY

Hexcel employees worldwide live our values and fulfil our purpose, to the extent that we collaborate to build houses for low-income families, participate in races to fund cancer research, prepare meals for people without resources, provide school supplies to children in need, work closely with local NGOs with social projects, etc.

The plant in Illescas is part of associations, such as the Aeronautical Cluster of Castile - La Mancha, which has as one of its main objectives the development of the aeronautical fabric of the region.

Both the Illescas and Parla plants collaborated with training entities focused on the aeronautical sector, via training talks and by providing the material necessary to perform the necessary practices.

Other projects that aim to promote positive impact on communities are:

Hexcel Foundation Scholarship Program

In certain countries, Hexcel awards scholarships to the children of Hexcel employees who plan to pursue a post-secondary education in university and vocational programmes at any accredited institution the student chooses. Since 1987, scholarships totalling more than \$1.6 million have been awarded.

Support for student research

Hexcel is proud to support the various colleges and universities around the world, helps us recruit our best talent, while also providing limited quantities of our products, such as carbon fibre, reinforced fabric, honeycomb, resins and adhesives in support of research and other projects.

6.2 QUALITY

Hexcel España has a Quality Manual and Quality Policy, documents that also serve as a communication tool for all employees and departments of the organisation on the need to maintain a Quality Management System with the ability to supply products and services that meet the requirements of customers, regulators and other stakeholders. In addition, it provides an adequate identification of risks and opportunities associated with the different processes of the company, and compliance with the requirements established by the certifications obtained and the company's own internal system.

Hexcel is ISO 9001:2015 certified at both plants, in addition to AS/EN 9100 and NADCAP (National Aerospace and Defense Contractor Accreditation Program) certification.

In these areas, the context of the organisation, leadership, approach to processes, risks, applicability to services and management of the company in terms of planning, process support, performance evaluation and customer satisfaction are valued, measured and assessed.

The customer communication and complaint system is carried out through the *Supply Chain and Customer Service departments*. The analysis of the data regarding evaluations, surveys, claims and rejections is carried out in the plants of Hexcel España.

Quality objectives focus on customer satisfaction, among others the OTD (Number of order lines sent on time), or PPM's (parts rejected by the customer per million parts delivered to customers)

The 2024 result of the Plant in Parla for the OTD was 96.6%, meeting the minimum target of 90%. In 2023, OTD was 93.9%.

The PPM of 52 in 2024 was excellent; undercutting the maximum objective of 350. In 2023 the PPMs were 124.

The number of actual claims is at an average of 4.5 per month, compared to a target of 4.5 maximum per month. In 2023 the average was 4.6 per month. At the end of 2024, 2 claims were pending resolution; none from previous years was outstanding.

Both the Plant in Parla and the one in Illescas have a Quality Management System, a Continuous Improvement Procedure, a Change Control Procedure and a Risk Analysis and Management Procedure. The Quality departments maintain constant communication with customers and suppliers, through meetings and periodic visits.

For the Plant in Illescas, in 2024 there were no materials rejected by customers (PPM) and the percentage of on-time deliveries to customers (OTD) was 95%. No complaint was received during the year. In 2023, there were also no materials rejected by customers (PPM) and the on-time deliveries to customers was 99%.

PRODUCT SAFETY

Hexcel's product safety information and policies ensure not only legal compliance, but also assist its stakeholders in handling and using its products safely:

Carriage of hazardous goods

Hexcel classifies its products to identify those that are hazardous for transportation according to global regulations for the transport of hazardous goods by road, sea and air. They have experts to ensure compliance with legal obligations.

Safety technical data sheets

Hexcel prepares safety data sheets to meet legal requirements and provide guidance for the safe use of its products. The Safety Data Sheets are issued in several languages.

REACH

Hexcel undertakes to comply with the legal obligations relating to REACH (regulation of registration, evaluation, authorization and restriction of chemicals). We work closely with both suppliers and customers to establish and maintain a bilateral information flow in the supply chain that creates an environment of mutual support.

Our objectives are:

- Manage REACH requirements within the calendar established by law to ensure compliance.
- Reduce the impact of REACH on the supply chain and protect business continuity.
- Improve the protection of factories and the environment from the effects of chemicals by disseminating health and safety information in the supply chain.

The objectives are achieved by:

- Use of appropriate resources within the organisation and integration of REACH activities into the company's commercial and operational structure.
- Maintain an appropriate level of knowledge of REACH and its developments.
- Improved communication throughout the supply chain.
- Compliance with the guidelines of the European Chemicals Agency (ECHA) and local competent authorities, CEFIC, industry sector groups and other parties advising on good practice.
- Monitoring Hexcel's compliance progress through periodic reviews by senior management.

6.3 COMMITMENT TO SUSTAINABLE DEVELOPMENT

As a summary of all the actions carried out by Hexcel España in 2024, the following are the most important issues and their correlation with the Sustainable Development Goals of the 2030 Agenda:



Impact on employment: Hexcel is committed to the generation of stable jobs, seeking equality in all aspects.



Impact on local development: collaboration with local non-profit organisations, such as ADEMPA (Early Care Centre for Children with Disabilities in Parla), in addition to belonging to associations such as the Aeronautical Cluster of Castile - La Mancha.



Communication channels such as Really Simple Syndication (RSS), the information bulletin “Insight” and the helpline Safe Talk. .No complaints have been received from any of the local communities



Sponsorship actions for health, safety and education promotion campaigns, such as aid to children of employees.



Innovation in all processes, which guarantees the improvement of products and practices, the most efficient and sustainable management of resources and waste, and the continuous increase in the quality of the materials offered.

Finally, the responsibility for comprehensive sustainability is reflected in the organisation's SUSTAINABILITY GOALS FOR 2030.

6.4 TAX INFORMATION

(GRI 207-4, 201-4)

TAXES

For Hexcel, paying taxes is one more way to contribute to society.

True to its philosophy, the company maintains strict control over its accounts and the payment of taxes, managed in an integrated manner with respect to the companies that comprise Hexcel España, by an internal accounting management department, with its own financial director, in addition to having internal and external advisors at the local and global level.

Annually, the relevant external financial audits are carried out for the three entities present in Spain.

The Effective Company Tax for 2024 not including tax credits from previous years was € 5.232 million, compared to € 4.533 million in 2023.

The consolidated profits after tax in Spain in 2024 was € 17,192 thousand, whereas in 2023 it was € 14,628 thousand.

GRANTS

Hexcel Illescas has not received significant grants in 2024.

Hexcel Illescas received in 2023 the subsidy of € 4,898.82, related to Line 1 of Investment in Prevention of Occupational Risks of the "Castile-La Mancha Safer" Programme, an initiative of the regional government to "promote the improvement of safety and health conditions at work, to reduce occupational risks, as a priority measure to promote the improvement of the work environment and the improvement of protection levels".

ANNEX I - CONTENT OF THE LAW 11/2018, OF 28 DECEMBER, IN COMPARISON WITH THE GRI STANDARDS

| Content of the Law 11/2018 | | GRI standard used | Pages |
|-----------------------------------|--|--|-----------|
| Business Model | Description of the business model: | GRI 2-1 Organisational details | 5-12 |
| | Business environment | GRI 2-2 Entities included in the sustainability report presentation | |
| | Organisation and structure | GRI 2-6 Activities, value chain and other business relationship | |
| | Active markets | GRI 2-9 Governance and composition structure | |
| | Objectives and strategies | GRI 2-23 Policy commitments | |
| | Main factors and trends that could affect its future evolution | | |
| Materiality | Materiality analysis | GRI 3-1 Process to determine material topics GRI 3.2 List of material topics GRI 3-3 Management of material topics | 11 |
| Policies and their results | Description of the policies applied by the group and the results of these policies, including the key indicators of the relevant non-financial results. | GRI 2-23 Policy commitments GRI 2-24 Embedding policy commitments | 5-12 |
| Main risks and impacts identified | Main risks related to these issues and to group activities, including, when relevant and proportionate, their commercial relations, products or services that may have negative effects in these areas. | GRI 3-3 Management of material topics | 9-11 |
| Environmental management | Current and predictable effects of company business | GRI 3-3 Management of material topics GRI 2-23 Policy commitments Law 26/2007, Environmental Responsibility (if applied) | 13-17 |
| | Environmental assessment or certification procedures | | 13 and 14 |
| | Resources allocated to the prevention of environmental risks | GRI 3-3 Management of material topics GRI 2-23 Policy commitments | 54 |
| | Implementation of the do no harm principle | Law 26/2007, Environmental Responsibility | 13 |
| | Amount of provisions and guarantees to cover environmental risks | | 14 |
| Pollution | Measures to prevent, reduce or remedy carbon emissions (also includes noise and light pollution) | GRI 3-3 Management of material topics | 21-26 |

| | | | |
|---|---|---|-------|
| The circular economy and the prevention and management of waste | Measures for the prevention, recycling, reuse and other forms of recovery and disposal of waste | GRI 3-3 Management of material topics GRI 306-3 (2020) Waste generated | 17-21 |
| | Steps to combat the wastage of food | GRI 3-3 Management of material topics | 21 |
| Sustainable use of resources | Water consumption and the water supply, in accordance with the local constraints | GRI 3-3 Management of material topics GRI 303-3 Water withdrawal | 27 |
| | Consumption of raw materials | GRI 3-3 Management of material topics GRI 301-1 Materials used by weight or volume | 28-30 |
| | Energy consumption : direct and indirect | GRI 302-1 Energy consumption within the organization | 30-33 |
| | Measures taken to improve energy efficiency | GRI 3-3 Management of material topics | |
| | Use of renewable energies | GRI 302-1 Energy consumption within the organization | |
| Climate change | Important elements of generated greenhouse gas emissions | GRI 305-1 Direct GHG emissions (scope 1) GRI 305-2 Indirect GHG emissions associated with energy (scope 2) If applicable: GRI 305-3 Other indirect GHG emissions (scope 3) | 33-36 |
| | Measures adopted to adapt to the consequences of climate change | GRI 3-3 Management of material topics | |
| | Voluntary reduction goals | GRI 3-3 Management of material topics | |
| Protection of biodiversity | Measures taken to preserve or restore biodiversity | GRI 3-3 Management of material topics | 36 |
| | Impacts caused by activities or operations in protected areas | | |
| Employment | Total number and distribution of employees by gender, age and occupational category | GRI 2-7 Employees | 37-40 |
| | Total number and distribution of employment contracts by type of contract | GRI 405-1 Diversity of governance bodies and employees | |
| | Annual average of permanent, temporary and part-time contracts by sex, age and professional category | GRI 2-7 Employees | |
| | Number of dismissals by gender, age and occupational category | GRI 401-1 New employee hires and employee turnover | |
| | Pay gap | Internal frame: The calculation was done using the following formula: (Salary Average Women - Salary Average Men - Salary Average Men) | |
| | Average remuneration by sex, age and professional category | Internal framework: Average remuneration (includes annual salary, fixed salary and all variable remuneration (e.g. allowances, compensation and savings payments) obtained during the year. | |
| | Average remuneration of directors by sex | Internal framework: Average remuneration (includes annual salary, fixed salary and all | |

| | | | |
|--|---|---|-------------------|
| | Average remuneration of managers by sex | variable remuneration (e.g. allowances, compensation and savings payments) obtained during the year. | |
| | Implementation of work disconnection policies | GRI 3-3 Management of material topics | 34.36-39 |
| | Employees with disabilities | GRI 405-1 Diversity of governance bodies and employees. | |
| Work organisation | Organisation of working time | GRI 3-3 Management of material topics | 42-44 |
| | Number of hours of absenteeism | Internal frame: absenteeism rate | 46, 49 |
| | Measures aimed at facilitating a work/life balance and to encourage the jointly responsible use thereof by both parents | GRI 3-3 Management of material topics | 42-43 |
| Health and safety | Health and safety conditions in the workplace | GRI 403 Occupational health and safety management system | |
| | Number of work accidents and occupational diseases by sex, frequency rate and severity by sex | GRI 403-9 Work-related injuries Frequency rate = number of accidents with absence x 1,000,000/ No. hours worked (excluding external accidents travelling to and from work) Severity rate = number of working days lost x 1,000,000/ No. hours worked (excluding external accidents travelling to and from work) | 45-60 |
| Social relations | Organisation of social dialogue | GRI 3-3 Management of material topics | |
| | Percentage of employees covered by a collective bargaining agreement by country | GRI 2-30 Collective bargaining agreements | |
| | Overview of the collective bargaining agreements, particularly in the area of occupational health and safety | GRI 3-3 Management of material topics | 37, 40, 42-43, 62 |
| | Mechanisms and procedures the company has to promote the involvement of workers in company management, regarding information, consultation and participation | GRI 2-29 Approach to stakeholder engagement | |
| Training | Policies implemented in the field of training | GRI 404-2 Programs for upgrading employee skills and transition assistance programs. | 44-45 |
| | Total number of hours of training broken down by occupational category. | Internal framework | |
| Universal equality and accessibility for persons with a disability | | GRI 3-3 Management of material topics | 60 |
| Equality | Measures adopted to promote equal treatment and opportunities among women and men | GRI 3-3 Management of material topics | 9-11, 60-61 |
| | Equality plans , measures taken to promote employment, protocols to counter sexual and gender-based harassment | GRI 3-3 Management of material topics GRI 2-23 Policy commitments | |

| | | | |
|---|---|--|------------------|
| | Universal integration and accessibility for persons with a disability | GRI 3-3 Management of material topics | |
| | Policy to counter all types of discrimination and, where applicable, the management of diversity | GRI 3-3 Management of material topics GRI 2-23 Policy commitments | 62 |
| Information on respect for human rights | Implementation of due diligence processes with regard to human rights | GRI 2-26 Mechanisms for seeking advice and raising concerns GRI 3-3 Management of material topics | 9-11, 61-63 |
| | Prevention of the risks of violation of human rights and, where applicable, measures to mitigate, manage and remedy possible abuses committed | GRI 3-3 Management of material topics GRI 2-23 Policy commitments GRI 2-26 Mechanisms for seeking advice and raising concerns | |
| | Reports of cases involving the violation of human rights | Internal frame: quantitative information of the number of complaints. | |
| | Promotion and compliance with the provisions of the fundamental agreements of ILOs related to respect for freedom of association and the right to collective bargaining; the elimination of discrimination in employment and occupation; and the elimination of forced or mandatory labour and the effective abolition of child labour | GRI 3-3 Management of material topics GRI 2-23 Policy commitments | |
| Information with regard to combating corruption and bribery | Measures implemented to prevent corruption and bribery | GRI 2-25 Processes to remediate negative impacts GRI 2-23 Policy commitments GRI 2-26 Mechanisms for seeking advice and raising concerns | 9-11, 63-65 |
| | Measures to combat money-laundering | GRI 2-25 Processes to remediate negative impacts GRI 2-23 Policy commitments GRI 2-26 Mechanisms for seeking advice and raising concerns | |
| | Contributions to not-for-profit foundations and entities | GRI 201-1 Direct economic value generated and distributed | |
| The company's commitments to sustainable development | Impact of the company's activities on employment and local development | GRI 3-3 Management of material topics | 65-66, 68, 70-71 |
| | Impact of the company's activities on local inhabitants and the region | GRI 3-3 Management of material topics | |
| | Relations with agents of the local communities and the forms of dialogue with them | GRI 3-3 Management of material topics | |
| | Actions of association or sponsorship | GRI 3-3 Management of material topics GRI 2-28 Membership associations Internal Frame: Description of association or sponsorship actions | |
| Subcontracting and suppliers | Inclusion in the procurement policy of social, gender equality and environmental issues | GRI 3-3 Management of material topics | 9-11, 66-77 |

| | | | |
|--------------------|--|--|-------------|
| | Consideration in relations with suppliers and subcontractors of their social and environmental responsibility | GRI 2-6 Activities, value chain and other business relationship GRI 2-24 Embedding policy commitments | |
| | Systems of oversight and audits, and the results thereof | | |
| Consumers | Measures to ensure the health and safety of consumers | GRI 3-3 Management of material topics | 9-11, 68-70 |
| | Systems for processing complaints and claims | GRI 2-16 Communication of critical concerns GRI 2-25 Processes to remediate negative impacts | |
| | Complaints received and their resolution | GRI 2-25 Processes to remediate negative impacts Internal Frame: Information about complaints and improvement opportunities | |
| Fiscal information | Profits obtained by country | GRI 207-4 Country-by-country reporting | 71-72 |
| | Taxes paid on profits | GRI 207-4 Country-by-country reporting | |
| | Government grants and subsidies received | GRI 201-4 Financial assistance received from the government | |

HEXCEL HOLDING SPAIN, S.L.U AND SUBSIDIARY COMPANIES

FORMULATION OF THE CONSOLIDATED NON-FINANCIAL

INFORMATION STATEMENT FOR 2024

In compliance with the requirements established in article 44.6 of the Commercial Code, the Board of Directors of Hexcel Holding Spain S.L. (a single-shareholder company) prepared the annual consolidated non-financial information statement for the year ending December 31, 2024 on March 30, 2025; to form part of consolidated management report for this year.

Signatories:

Signatures:

President:
Mr. Patrick J. Winterlich

Director:
Mrs. Gail E. Lehman

Director:
Mr. Thierry Merlot

Secretary Board Member:
Mr. Mario Martín

Parla, 30 March 2025.