

BLOCK D

**Annual Report
on Directors'
Remuneration
(ARDR)**





Block D ARDR	Remuneration Policy of the Company for the current financial year	Overall summary of how the remuneration policy was applied during the year ended
Details of the individual remunerations corresponding to each of the directors	Other information of interest	

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A REMUNERATION POLICY OF THE COMPANY FOR THE CURRENT FINANCIAL YEAR

A.1.1 Explain the current director remuneration policy applicable to the current year. To the extent that it is relevant, certain information may be included in relation to the remuneration policy approved by the General Shareholders' Meeting, provided that these references are clear, specific and concrete.

The specific determinations for the current year regarding directors' remuneration, both in their capacity as such and for executive functions carried out, which the board may have made in accordance with contracts signed with the executive directors and with the remuneration policy approved by the General Shareholders' Meeting must be described.

In any case, at a minimum, the following aspects must be reported:

- a) **Description of the procedures and bodies of the company involved in determining, approving and applying the remuneration policy and its conditions.**
- b) **Indicate and, if applicable, explain whether comparable companies have been taken into account to establish the company's remuneration policy.**
- c) **Information on whether any external advisors have participated and, where appropriate, their identity.**
- d) **Procedures covered by the current policy of director remuneration to apply temporary exceptions to the policy, conditions under which such exceptions may be used and components that may be subject to an exception under the policy.**

Aena S.M.E., S.A. (hereinafter "**Aena**" or the "**Company**"), is a publicly traded state-owned commercial company that is subject to the applicable regulatory legislation of the public sector, with this overriding the rule of any private law, given the mandatory and special nature of public regulations, in accordance with the State Attorney's Report dated 15 February 2016.

The overriding application of public regulations to Aena affects subject matters of critical importance to a listed company, such as the remuneration policy of Board members or directors, the acquisition of majority interests in other companies and the recruitment of personnel, among others.

Aena, therefore, is subject to both the regulatory framework applicable to the remuneration model of senior managers and directors in the public business sector, and to the provisions on remuneration for all employees as established in the corresponding Acts on General State Budgets.

Specifically, Aena is subject to the following:

- a) In terms of remuneration for its senior managers and directors (applicable to its Chairman-Chief Executive Officer and First Deputy Chairman, for the performance of executive duties), to the regulations contained in Royal Decree 451/2012, of 5 March, regulating the remuneration scheme for senior managers and directors in the public business sector ("Royal Decree 451/2012"); to the Order Published by the Ministry of Finance and Public Administrations of 30 March 2012; to the 8th additional provision of Royal Decree-Act 3/2012, of 10 February, on urgent measures for labour market reform related to the remuneration of senior managers and directors in the public sector ("Royal Decree-Act 3/2012"); Act 3/2015, of 30 March, regulating the exercise of high-ranking positions in the General State Administration ("Act 3/2015"); to the provisions of the Acts on General State Budgets relating to personnel costs, which for 2025 has been Act 31/2022, of 23 December, on the General State Budgets for 2023; extended due to the failure to approve the Acts on General State Budget for that fiscal year; similarly, for 2025, Royal Decree-Act 14/2025 of 2 December, approving urgent measures regarding remuneration in the public sector ("Royal Decree-Act 14/2025").

For 2026, the increase provided for in the aforementioned Royal Decree-Act 14/2025, consists of 1.5% of the remuneration in force on 31 December 2025, plus 0.5% linked to the evolution of the CPI. This increase will be applied when the corresponding authorisations are available, in the meantime, the remuneration values of 2025 remain in force.

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b) With regard to the remuneration of the members of the Board of Directors, the Published Order of the Minister of Finance and Public Administrations dated 8 January 2013, the Published Order of the Minister of Finance dated 30 July 2025 and the Published Order of the Minister of Finance dated 1 October 2025, Royal Decree 451/2012, Royal Decree 462/2002, of 24 May, on compensation for reasons of service ("Royal Decree 462/2012") and Act 3/2015.

Likewise, Aena does not have discretion to set remuneration in the terms indicated in Article 217.4 of the Corporate Enterprises Act, but can only propose a band of remuneration at levels according to those indicated by the regulations in force.

Consequently, the remuneration of directors for the current year is predetermined by public regulations, which take precedence over the rules governing capital companies.

For these purposes, the remuneration of the directors, excluding the expenses that must be reimbursed, is as follows:

- I. In 2026, nominee directors will receive an amount of €1,090.36 as a subsistence allowance for attendance at each Board meeting up to a maximum of €11,994 per year. In compliance with the aforesaid Published Order of 8 January 2013, the annual amount per Director may not exceed said annual limit in any case.

In addition, said Published Order stipulates that amounts may be increased by a maximum of €1,520 per year for the attendance at audit committees and other delegated committee, in those companies where they had been remunerating the attendance at said committees at the time the Order came into force. For this purpose, it is reported that, since Aena had not been remunerating for such attendance, the maximum amount of the allowances has not been increased, maintaining the maximum amount as stipulated in the Published Order of 8 January 2013, in accordance with the previous paragraph.

- II. Independent directors will receive in 2026 an amount of €6,800 as subsistence fee for each Board meeting, up to a maximum of €75,000 per year, in accordance with the Published Order of the Minister of Finance of 30 July 2025 and the Published Order of the Minister of Finance of 1 October 2025, which set the maximum annual amount to be received by independent directors of Listed State-Owned Commercial Companies.
- III. The only executive directors are the Chairman-Chief Executive Officer and the Executive Deputy Chairman, in addition to the Second Deputy Chairman.

For 2026, Royal Decree-Act 14/2025 provides for an increase of 1.5% of the remuneration in force on 31 December 2025, plus an additional 0.5% linked to the evolution of the CPI. This increase is pending implementation until the corresponding authorisations are available, in the meantime, the remuneration specified in section B, corresponding to the closed financial year, remains in force.

In 2025, the review consisted, on one hand, of applying the additional 0.5% that remained pending with respect to the remuneration in force as of 31 December 2023, provided for in Article 6.2 of Royal Decree-Act 4/2024, of 26 June, extending certain measures to address the economic and social consequences of the conflicts in Ukraine and the Middle East and adopting urgent tax, energy and social measures ("Royal Decree-Act 4/2024"); and, on the other hand, of the implementation of a 2.5% increase with respect to the remuneration in force as of 31 December 2024, pursuant to Royal Decree-Act 14/2025, mentioned above.

- IV Aena directors who are currently also high ranking officials or senior managers or directors of the public sector, do not receive the subsistence allowance indicated in section (i) above, and the amount corresponding to said allowance of Senior Officials is deposited in the Public Treasury.

In 2026, Mr. Maurici Lucena Betriu is considered a High-Ranking Official, and his allowance is therefore deposited in the Public Treasury.

Similarly, Mr. Francisco Javier Marín San Andrés, Executive Director of the Company and Second Deputy Chairman of the Board of Directors, does not receive the allowance for attending the Board of Directors as it is incompatible with his status as Executive Deputy Chairman of the Company, subject to Royal Decree 451/2012, which establishes, in its Article 8.1, the incompatibility of this salary remuneration with the collection of indemnities set forth in Article 27.1.a) of Royal Decree 462/2002, which regulates the charge for attending Board of Directors meetings.

In view of the foregoing, Aena remains a listed company that, due to its status as a state-owned commercial company, does not have a remuneration policy, given that the aforementioned public regulations apply.

In this sense, it should be noted that Aena cannot propose a remuneration policy comparable to those of the other Spanish listed companies (both those belonging to the IBEX-35 index and the remaining ones) since, unlike Aena, these companies have some remuneration determined for the mere exercise of the position of director (or member of a Committee of the Board of Directors) as well as for the performance of executive functions, resulting in remuneration amounts that are much higher than those of Aena, since the amounts are not restricted by any mandatory regulation (whereas Aena is subject to the restrictions by the aforesaid regulations in this regard).

Thus, in this Annual Directors' Remuneration Report it is necessary to point out that Aena cannot follow the Recommendations of the Good Governance Code of Listed Companies regarding remuneration of directors as has also been stated in the Annual Corporate Governance Report. In particular, the recommendations that cannot be followed, and that have to do with the remunerations of the directors, are the following: 51, 56, 57, 58, 59, 60, 61, 62 and 63.

In line with the above and in the absence of a remuneration policy to use, the Company has not required the participation of any external advisor for the establishment thereof.

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A.1.2 Relative importance of items of variable remuneration with respect to those of fixed remuneration (mixed remuneration) and what criteria and objectives have been taken into account in their calculation and ensuring an adequate balance between the components of fixed and variable remuneration. In particular, indicate the actions taken by the company in relation to the remuneration system to reduce exposure to excessive risks and adjust it to the objectives, values and long-term interests of the company, which will include, if applicable, a reference to measures intended to ensure that the remuneration policy addresses the long-term results of the company, measures taken in relation to those categories of personnel whose professional activities have a material impact on the company's risk profile and measures intended to avoid conflicts of interest.

Furthermore, indicate whether the company has established any period of accrual or consolidation of certain items of variable remuneration—either in cash, shares or other financial instruments, or any period of deferral in the payment of amounts or delivery of financial instruments already accrued and consolidated, or whether any clause has been agreed upon for the reduction of deferred remuneration not yet consolidated or which obliges the director to return remuneration received, when such remuneration has been based on data that has later been clearly shown to be inaccurate.

Variable remuneration affects only Mr. Maurici Lucena Betriu, Chairman-CEO and Mr. Francisco Javier Marín San Andrés, as Executive Deputy Chairman, for their executive functions in accordance with Article 7 of Royal Decree 451/2012, which establishes the assignment by the person exercising financial control or supervision, by the shareholder or, failing that, by the Ministry of appointing entities included in its scope, of the supplemental bonus for position and of the variable supplement in the remuneration of their managers and directors.

Taking into account these criteria and the limits established by the Order of 30 March 2012, of the Ministry of Finance and Public Administrations approving the classification of State-Owned Commercial Companies, pursuant to Royal Decree 451/2012 and until the availability of the corresponding authorisations to apply the 2026 provisions included in Royal Decree-Act 14/2025, consisting of an increase of 1.5% on the remuneration corresponding to 2025, plus an additional 0.5% linked to the evolution of the CPI; it is expected that, in the meantime, the same remuneration specified in section B, corresponding to the closed fiscal year, shall continue to be in force.

Consequently, the amount of the variable supplement for the Chairman-CEO is expected to amount to €14,484.89 and that of the Executive Deputy Chairman to €77,635.67.

Based on this data and that reflected in section A.1.4, the relative importance of variable remuneration components with respect to fixed remuneration components in the case of executive directors is as follows:

In the case of the Chairman-CEO, the Variable Supplement represents 7.41% of the total remuneration and 8% of the fixed remuneration.

In the case of the Executive Deputy Chairman, the Variable Supplement represents 36.54% of the total remuneration and 57.57% of the fixed remuneration.

In this regard, the variable supplement depends on the fulfilment of the Company's objectives by 100% for the Chairman-CEO, and by 50% of the incentive for the Executive Deputy Chairman, where the remaining 50% corresponds to the achievement of personal objectives and values.

The Company's objectives and the Executive Deputy Chairman's personal objectives for 2026 are as follows:

Company:

1. CONTROL OF OPERATING EXPENSES: Compliance with the Expenses budget (OPEX) adjusted for energy costs, approved in the 2026 Operations Budget. Degree of compliance with OPEX dependent on the evolution of passenger traffic. With a 25% weighting.
2. IMPROVEMENT OF COMMERCIAL REVENUES: Achieve the level of commercial revenues foreseen in the 2026 Operations Plan. Degree of compliance with the total commercial revenue 2026 (Total commercial revenue 2026 / Total commercial revenue budget 2026). With a 25% weighting
3. CARRYING OUT OF INVESTMENTS: Reach the regulated investment level approved in the 2026 Operations Plan. Degree of compliance with the investment approved for 2026 with accrual criteria. With a 25% weighting.

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4. **SUSTAINABILITY:** Climate Action Plan: emissions reduction and ACA certification at 19 airports in the network. Compliance with the 2026 strategic emissions reduction target and Airport Carbon Accreditation certification at 19 airports in the network. With a 25% weighting.

Executive Deputy Chairman:

1. Compliance with the Other Operating Expenses budget (without customer bad debts and other management expenses) and adjusted for energy costs and approved in the Operations Budget 2026. Degree of compliance with the Other Operating Expenses budget dependent on the evolution of passenger traffic. With a 20% weighting.
2. Compliance with the commercial revenue budget. Degree of compliance with the 2026 Operations Budget without linearisations, assuming OP traffic volume. With a 20% weighting.
3. Progress on Planets (GAP) and Augusta (Newcastle and Leeds) projects. Closure and control of aprons at Augusta airports. Proposed GAP Action Strategy. With a 20% weighting.
4. Drafting of DORA 3 and Strategic Plan 2027-2031. Presentation to the Board of the proposed DORA 3 and Strategic Plan 2027-2031 jointly with the Chairman. With a 20% weighting.
5. Reach the regulated investment level approved in the 2026 Operations Plan. Degree of compliance with approved regulated investment. With a 20% weighting.

For the calculation of the variable remuneration amount, the degree of compliance and the weighting of each of the objectives will be considered and the internal objective evaluation rules and procedures, established by the Company for its directors, will be applied. At the close of the year, the degree of achievement is determined.

The overall maximum achievement of the above four objectives may not exceed 100%. Annual variable remuneration is paid in full in cash.

The objective setting of the executive directors, their evaluation and the final result are approved by the Board of Directors at the proposal of the Appointments, Remuneration and Corporate Governance Committee (ARCGC). Subsequently, they are sent to the Ministry of Transport and Sustainable Mobility.

The company objectives will consist of those objectives of the Aena Strategic Plan determined by the Management Committee, based on strategic lines and economic and market recommendations, as well as the results of the previous fiscal year.

The objectives are monitored throughout the year through the various indices and statistics that are generated periodically. The evaluation of the objectives is carried out by conducting an interview between the professional under evaluation and their direct manager, where the results achieved are analysed, individually. All this information is recorded in a corporate tool.

The amount to be received as a variable supplement, accrued during the fiscal year by the executive directors, is paid in two parts: 80 percent of the amount to be received is paid in December of the fiscal year, and the remaining 20 percent is paid in March of the following year, once the final year-end data has been obtained.

At Aena there is no deferral period in the payment of amounts already accrued and consolidated and, therefore, no deferred remuneration reduction clause has been agreed. Once the year has closed, the achievement of the objectives by the executive directors is assessed and the corresponding variable remuneration is paid.

A.1.3 The amount and nature of the fixed components that are expected to be accrued in the fiscal year by the directors in their capacity as such.

As indicated above, nominee directors receive an allowance for attending board meetings up to a maximum of €11,994 per year, in compliance with the aforementioned regulations.

Independent directors also receive an allowance for attending board meetings up to a maximum of €75,000 per year, in compliance with the aforementioned regulations.

A.1.4 The amount and nature of the fixed components that will be accrued in the fiscal year in the performance of senior management duties by the executive directors.

The only executive directors are the Chairman-Chief Executive Officer and the Executive Deputy Chairman.

For 2026, Royal Decree-Act 14/2025 provides for an increase of 1.5% of the remuneration in force on 31 December 2025, plus an additional 0.5% linked to the evolution of the CPI. This increase is pending implementation until the corresponding authorisations are available, in the meantime, the remuneration specified in section B, corresponding to the closed financial year, remains in force.



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In 2025, the review consisted, on one hand, of applying the additional 0.5% that remained pending with respect to the remuneration in force as of 31 December 2023, provided for in Article 6.2 of Royal Decree-Act 4/2024; and, on the other hand, of the implementation of a 2.5% increase with respect to the remuneration in force as of 31 December 2024, pursuant to Royal Decree-Act 14/2025.

Accordingly, it is expected that the Chairman-Chief Executive Officer will receive a fixed annual remuneration of €129,392.80 in 2026.

Furthermore, following the same criteria, it is expected for now that in 2026 the Chairman-Chief Executive Officer will receive a supplementary remuneration, which includes a position-related supplement (€51,583.15) and a variable supplement as indicated in section A.1.2, which do not exceed the maximum percentage set for the group in which Aena is classified, which is Group 1.

The Executive Deputy Chairman is expected for now to receive a fixed annual remuneration of €112,823.67 in 2026.

Additionally, it is expected that as of now the Executive Deputy Chairman will receive a position-related supplement (€22,027.98) and a variable supplement as indicated in section A.1.2 in 2026.

The two executive directors of Aena, in addition to being considered as high-ranking officials or senior managers (in the case of the Chairman-CEO) or director (in the case of the Executive Deputy Chairman of Aena) and having their remuneration regulated by Royal Decree 451/2012 will not receive in 2026 the allowance for attending Board meetings, since they are incompatible with those received for their executive function, as established in Article 8 of the aforementioned Royal Decree 451/2012, and consequently the sum of this remuneration is deposited by Aena in the Public Treasury in the case of the Chairman-CEO, as a High-Ranking Official.

A.1.5 The amount and nature of any in-kind component of remuneration that will be accrued in the fiscal year including, but not limited to, the insurance premiums paid in favour of the director.

Executive Directors are beneficiaries of the group Life and Accident Insurance and Health Insurance policies, which are taken out for all employees of the company, but which do not apply to the rest of the directors.

These policies are imputed as remuneration in kind. In the case of the Life and Accident Insurance Policy, the entire premium is considered to be remuneration in kind and, in the case of Health Insurance, the amount exceeding €500 per year is considered remuneration in kind.

For the Chairman-CEO, Mr. Maurici Lucena Betriu, the expected Life and Accident Insurance premium for 2026 amounts to €96.76, and the Health Insurance premium is expected to exceed €500 per year, by €137.86.

For the Executive Deputy Chairman, Mr. Francisco Javier Marín San Andrés, the expected Life and Accident Insurance premium for 2026 amounts to €268.90 and the Health Insurance premium is expected to exceed €500 per year, by €969.13.

In addition, the Executive Deputy Chairman, Mr. Francisco Javier Marín San Andrés, receives remuneration in kind consisting of the use of a company vehicle and an allowance for fuel and electric charging, which amounts to €5,285.30.

A.1.6 The amount and nature of the variable components, differentiating between those established in the short and long term. Financial and non-financial parameters—including those of a social or environmental nature or related to climate change—selected to determine the variable remuneration in the current year, with an explanation of how these parameters relate to the performance—both of the director and of the company—and together with their risk profile and the methodology, the necessary time frame and techniques anticipated for calculating at the close of the year the effective degree of compliance with the parameters used in the structure of the variable remuneration, explaining the criteria and factors that apply in terms of the time required and methods used to verify that the conditions of their performance—or any other type to which the accrual and consolidation of each component of the variable remuneration were linked—have been effectively met.

Indicate the range in monetary terms of the different variable components based on the degree of compliance with the established objectives and parameters, and whether there is any maximum monetary amount in absolute terms.

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Aena sets the variable remuneration for a single fiscal year.

Based on what has already been explained in section A.1.2, the amount of the variable supplement for the Chairman-CEO for 2026 is expected to amount to €14,484.89, and that of the Executive Deputy Chairman to €77,635.67.

For the calculation of the amount of variable remuneration, the degree of compliance and the weighting of each of the objectives indicated in the previous sections will be considered and the internal rules and procedures for the evaluation of objectives, established by the Company for its directors, will be applied. At the close of the year, the degree of achievement is determined.

The Company's objectives and the Executive Deputy Chairman's personal objectives for 2026 are as follows:

Company:

1. CONTROL OF OPERATING EXPENSES: Compliance with the Expenses budget (OPEX) adjusted for energy costs, approved in the 2026 Operations Budget. Degree of compliance with OPEX dependent on the evolution of passenger traffic. With a 25% weighting.
2. IMPROVEMENT OF COMMERCIAL REVENUES: Achieve the level of commercial revenues foreseen in the 2026 Operations Plan. Degree of compliance with the total commercial revenue 2026 (Total commercial revenue 2026 / Total commercial revenue budget 2026). With a 25% weighting
3. CARRYING OUT OF INVESTMENTS: Reach the regulated investment level approved in the 2026 Operations Plan. Degree of compliance with the investment approved for 2026 with accrual criteria. With a 25% weighting.
4. SUSTAINABILITY: Climate Action Plan: emissions reduction and ACA certification at 19 airports in the network. Compliance with the 2026 strategic emissions reduction target and Airport Carbon Accreditation certification at 19 airports in the network. With a 25% weighting.

Executive Deputy Chairman:

1. Compliance with the Other Operating Expenses budget (without customer bad debts and other management expenses) and adjusted for energy costs and approved in the Operations Budget 2026. Degree of compliance with the Other Operating Expenses budget dependent on the evolution of passenger traffic. With a 20% weighting.
2. Compliance with the commercial revenue budget. Degree of compliance with the 2026 Operations Budget without linearisations, assuming OP traffic volume. With a 20% weighting.
3. Progress on Planets (GAP) and Augusta (Newcastle and Leeds) projects. Closure and control of aprons at Augusta airports. Proposed GAP Action Strategy. With a 20% weighting.
4. Drafting of DORA 3 and Strategic Plan 2027-2031. Presentation to the Board of the proposed DORA 3 and Strategic Plan 2027-2031 jointly with the Chairman. With a 20% weighting.
5. Reach the regulated investment level approved in the 2026 Operations Plan. Degree of compliance with approved regulated investment. With a 20% weighting.

A.1.7 Main characteristics of long-term savings systems. Among other information, it will indicate the contingencies covered by the system, whether it is a defined contribution or defined benefit system, the annual contribution that has to be made to the defined contribution systems, the benefit to which the beneficiaries are entitled in the case of defined benefit systems, the conditions of consolidation of the economic rights in favour of the directors and their compatibility with any type of payment or compensation for early termination or resolution, or arising from the termination of the contractual relationship, on the terms provided, between the company and the director.

It must be indicated whether the accrual or consolidation of any of the long-term savings plans is linked to the achievement of certain objectives or parameters related to the short- and long-term performance of the director.

The executive directors, in general, once they exceed the stipulated waiting period, will become members of the Joint Investment Pension Plan of the Aena Group Entities, as they are not linked to any parameter or achievement of objectives.

The Joint Investment Pension Plan of the Aena Group Entities was established with an indefinite duration on 27 December 2001, and is established as a private, voluntary and independent welfare institution of public Social Security, which, by reason of its constituent members, falls within the modality of the employment system, and is therefore, based on the stipulated obligations, regarded as a defined-contributions pension plan.

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This Plan covers the following contingencies:

- a) Retirement of the member or deferred member.
- b) Total permanent disability for customary professions, absolute disability for all employment and severe disability of the member or deferred member. These situations are understood as those that are recognised and declared by the National Institute of Social Security or competent body or, where appropriate, by the competent Jurisdictional Body.
- c) The death of the member, deferred member or beneficiary.

Being a member of the Plan is compatible with other types of compensation for early resolution or termination of the contractual relationship between the company and the executive director.

The share of the capitalisation fund that corresponds to it will constitute consolidated rights of the member based on payments and contributions, as well as the income generated by the funds invested, taking into account any breaches, costs or expenses that have occurred. In this sense, the company's making of contributions will be governed by what is indicated in the Act on General State Budgets in force each year.

For 2026, it is expected, for the time being, that the contributions corresponding to the aforementioned fiscal year will be the same as those set out in section B.9 of this report.

A.1.8 Any type of payment or compensation for early termination or resolution or derived from the termination of the contractual relationship in the terms provided between the company and the director, whether it was terminated at the will of the company or of the director, as well as any type of agreements made, such as those relating to exclusivity, post-contractual non-concurrence and permanence or loyalty, which entitle the director to any type of payment.

In the event of termination of the contract with the Chairman–CEO when leaving the Company in the absence of any of the causes for their termination (conduct that is unfair or severely harmful to the interests of the Company or that involves a breach of their obligations), as well as in the event that the contract terminates by unilateral decision of the director as a result of a serious contractual breach by the Company of its obligations, the director—not being a civil servant or employee of the state, autonomous or local public sector—will be entitled to monetary compensation equal to seven days of the annual remuneration, per year of service, with the limit of six monthly payments.

There are no agreements on exclusivity, post-contractual non- competition and permanence or loyalty.

In the event of termination of the contract with the Executive Deputy Chairman when leaving the Company in the absence of any of the causes for their termination (conduct that is unfair or severely harmful to the interests of the Company or that involves a breach of their obligations), as well as in the event that the contract terminates by unilateral decision of the director as a result of a serious contractual breach by the Company of its obligations, the director—being an employee of a public sector entity of the state with job security—will not be entitled to any compensation, except for that provided for a breach of the corresponding notice period to be given (see information in section A.1.9 below).

There are no agreements on exclusivity, post-contractual non- competition and permanence or loyalty.

A.1.9 Indicate the conditions that must be respected by the contracts of those who exercise senior management functions as executive directors. Among others, the following must be reported: the duration, the limits on compensation amounts, any permanence clauses, the notice periods, as well as any payment in lieu for the aforementioned notice period, and any other clauses related to contracting premiums, as well as any compensation or golden parachutes agreed for early termination or resolution of the contractual relationship between the company and the executive director. Include, among other things, any covenants or agreements of non-concurrence, exclusivity, permanence or loyalty and post-contractual non-competition, unless they have been explained in the previous section.

The legal regime applicable to the contract with the Company's Chairman-CEO is governed by the eighth additional provision of Royal Decree-Act 3/2012, Royal Decree 451/2012, and other applicable legal or regulatory provisions.

The duration of the contract with the Chairman-CEO is indefinite and no financial compensation is foreseen in the event of termination of the contractual relationship with the Company when this termination is a consequence of a breach of their obligations.

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In the event of termination of the contract with the Chairman-Chief Executive Officer when leaving the Company in the absence of any of the following causes: disloyal conduct or conduct seriously detrimental to the interests of the Company or involving a breach of their obligations, as well as in the event that the contract is terminated by unilateral decision of the director as a result of a serious contractual breach by the Company of its obligations, the Chairman-Chief Executive Officer—not being a civil servant or employee of the state, autonomous or local public sector—shall be entitled to compensation equivalent to seven days of annual remuneration in cash, per year of service, up to a limit of six monthly payments.

In the event of termination by mutual agreement between the parties or by resignation of the Chairman-Chief Executive Officer, without serious breach of contract by the Company, the Chairman-Chief Executive Officer shall not be entitled to any compensation.

The notice period stipulated in the contract is 15 calendar days for both the Company and the Chairman-Chief Executive Officer. In the event of non-compliance with this deadline, a compensation obligation is established for an amount equivalent to the remuneration corresponding to the breached notice period.

With regard to the exclusivity agreement, Article 13 of Act 3/2015, of 30 March, regulating the exercise of high-ranking positions in the General State Administration, is applicable to the Chairman-Chief Executive Officer, according to which he must have the authorisation of the Council of Ministers to exercise the position of Chairman of the companies referred to in Article 13.2 of the aforementioned act.

As explained in section A.1.8, there are no agreements on exclusivity, post-contractual non-competition and permanence or loyalty.

The legal regime applicable to the contract with the Executive Deputy Chairman (Executive Director) is the eighth additional provision of Royal Decree-Act 3/2012, Royal Decree 451/2012, and other applicable legal or regulatory provisions.

The duration of the contract with the Executive Deputy Chairman is indefinite and no financial compensation is foreseen in the event of termination of the contractual relationship with the Company when this termination is a consequence of a breach of their obligations.

In the event of termination of the contract with the Executive Deputy Chairman when leaving the Company in the absence of any of the following causes: conduct that is unfair or severely harmful to the interests of the Company or that involves a breach of their obligations, as well as in the event that the contract terminates by unilateral decision of the director as a result of a serious contractual breach by the Company of its obligations, the director—being an employee of a public sector entity of the state with job security—will not be entitled to any compensation, except for that provided for a breach of the corresponding notice period to be given.

In the event of termination by mutual agreement between the parties or by resignation of the Executive Deputy Chairman, without serious breach of contract by the Company, the Executive Deputy Chairman shall not be entitled to any compensation.

The notice period stipulated in the contract is 15 calendar days for the Company and 3 months for the Director (Executive Director). In the event of non-compliance with this deadline, a compensation obligation is established for an amount equivalent to the remuneration corresponding to the breached notice period.

As for the exclusivity agreement, in the event that the Executive Deputy Chairman wishes to carry out any of the exempt activities provided for in Article 19 of Act 53/1984, of 26 December, regarding incompatibilities of personnel in the service of Public Administrations, they will need to express it, to the financial supervisor/shareholder and have the authorisation, in the form of an agreement from the Board of Directors of the Company—notwithstanding the need for authorisation from the Council of Ministers in the cases provided for in Article 8 of the aforementioned act.

As explained in section A.1.8, there are no agreements on exclusivity, post-contractual non-competition and permanence or loyalty.

A.1.10 The nature and estimated amount of any other supplementary remuneration that will be accrued by the directors in the current fiscal year in consideration for services provided other than those inherent to their position.

Not applicable

A.1.11 Other items of remuneration such as those derived, where appropriate, from the concession by the company to the director of advances, credits and guarantees and other payments.

Not applicable

A.1.12 The nature and estimated amount of any other expected supplementary remuneration not included in the previous sections, whether paid by the company or other company of the group, which will be accrued by the directors in the current fiscal year.

<p>Block D ARDR</p> <p>Details of the individual remunerations corresponding to each of the directors</p>	<p>Remuneration Policy of the Company for the current financial year</p> <p>Other information of interest</p>	<p>Overall summary of how the remuneration policy was applied during the year ended</p>
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Not applicable

A.2 Explain any relevant changes to the remuneration policy applicable in the current year arising from the following:

- a) **A new policy or an amendment to the policy already approved by the General Shareholders' Meeting.**
- b) **Relevant changes in the specific determinations established by the Board for the current remuneration policy for the current fiscal year in relation to those applied in the previous fiscal year.**
- c) **Any proposals that the Board of Directors has agreed to submit to the General Shareholders' Meeting to which this annual report will be submitted and that are proposed to apply to the current fiscal year.**

There are none, based on what is explained in point A.1

A.3 Identify the direct link to the document that lists the company's current remuneration policy, which must be available on the company's website.

There is none, based on what is explained in point A.1

A.4 Explain, taking into account the data provided in section B.4, how the vote of the shareholders at the General Meeting to which the annual report on remuneration of the previous fiscal year was submitted to a consultative vote, was taken into account.

Although there were a number of negative votes from the consultative vote on the Annual Directors' Remuneration Report at the General Shareholders' Meeting held in 2025, representing 3.95% of the total, Aena does not have the ability to implement improvements to the remuneration of the Board of Directors, because as indicated in previous sections, Aena is a publicly traded state-owned commercial company that is subject to applicable regulatory legislation of the public sector, with this overriding the rule of any private law regulations, given the mandatory and special nature of public regulations, in accordance with the State Attorney's Report dated 15 February 2016, being subject to both the regulatory framework applicable to the remuneration model of senior managers and directors in the public business sector, as well as the provisions in terms of remuneration for all employees in the corresponding Acts on General State Budgets. Section A.1.1 lists the applicable regulations.

B OVERALL SUMMARY OF HOW THE REMUNERATION POLICY WAS APPLIED DURING THE YEAR ENDED

B.1.1 Explain the process followed to apply the remuneration policy and determine the individual remunerations shown in Section C of this report. This information will include the role performed by the remuneration committee, the decisions made by the board of directors and, where appropriate, the identity and role of the external advisors whose services have been used in the process of applying the remuneration policy in the year ended.

As set out in section A of this Report, Aena, as a state-owned commercial company, is subject to applicable regulatory legislation of the public sector, with this overriding the rule of any private law regulations, and therefore, as regards remuneration, it is subject to both the regulatory framework applicable to the remuneration model of senior managers and directors in the public business sector, as well as the provisions in terms of remuneration for all employees in the corresponding Acts on General State Budgets.

For these purposes, the remuneration of the directors during the fiscal year closed, excluding the expenses that must be reimbursed, is as follows:

- a. Nominee directors have received €1,090.36 as subsistence allowance for attending each Board of Directors' meeting up to a maximum of €11,994 per year, pursuant to Published Order of 8 January 2013, according to which the annual amount per director may in no case exceed said annual limit.
- b. Independent directors have received €1,090.36 as subsistence allowance for attendance at each Board meeting until July (included) in compliance with the Published Order of 8 January 2013, which determines the maximum amount of €11,994 per year to be received for attending the Boards of Directors of state-owned commercial companies, in accordance with the provisions of Royal Decree 451/2012 of 5 March.

As of September 2025 for independent directors not belonging to the public sector and, as of October 2025, for all independent directors, there was an increase in the remuneration payable to these categories of directors, pursuant to the following: (i) the amendments introduced in Royal Decree 451/2012, which included a new Third Additional Provision empowering the Minister of Finance to determine the maximum amount to be received for attendance at meetings of the Boards of Directors of listed state-owned commercial companies, and (ii) the successive Orders issued by the Minister of Finance approved under this empowerment.

The aforesaid Ministerial Orders set the maximum amount to be received for attendance at meetings of the Boards of Directors at €75,000 per year, to be distributed over a maximum of 11 meetings, each with a remuneration of €6,800.

In application of this regulation, the independent directors, with the exception of Mr. Ramon Tremosa i Balcells, received the sum of €6,800 in September as allowance for attending the Board of Directors. From October onwards, all independent directors received the monthly sum of €6,800 for their attendance at meetings of the Board of Directors.

- c. The directors of Aena who are also considered high-ranking officials or senior managers or directors of the public sector, have not received the allowance indicated in the previous section, with their amount being deposited by Aena in the Public Treasury in the case of High-Ranking Official.

In 2025, Mr. Maurici Lucena Betriu and Ms Angélica Martínez Ortega (the latter until June 2025) were considered High-Ranking Officials in the General State Administration, and their allowances were therefore deposited in the Public Treasury. Furthermore, in July and September (the date on which she tendered her resignation as a Director of Aena with effect from 1 October 2025) Ms. Angélica Martínez Ortega also did not receive the allowance for attendance at Board meetings, as she was appointed Managing Director of Organisation and Resources at Ineco, and as such, her contract is subject to Royal Decree 451/2012, which establishes, in Article 8.1, the incompatibility of this remuneration with the payment of indemnities provided for in Article 27.1.a) of Royal Decree 462/2002, which regulates payment for attendance at meetings of the Board of Directors.

- d. The Chairman-CEO receives a fixed annual remuneration of €129,392.80. In addition, he receives a supplementary remuneration, which comprises a supplemental bonus for position and a variable supplement, which cannot exceed the maximum percentage set for the group in which Aena is classified, which is Group 1.
- e. The Executive Deputy Chairman receives a fixed annual remuneration of €112,823.68. In addition, he receives a supplementary remuneration, which comprises a supplemental bonus for position and a variable supplement, which cannot exceed the maximum percentage set for the group in which Aena is classified, which is Group 1.

Block D ARDR	Remuneration Policy of the Company for the current financial year	Overall summary of how the remuneration policy was applied during the year ended
Details of the individual remunerations corresponding to each of the directors	Other information of interest	

In 2025, a salary review was applied, which consisted, on one hand, of applying the additional 0.5% linked to the HICP, corresponding to 2024, and provided for in Article 6.2 of Royal Decree-Act 4/2024, and which was pending with respect to the remuneration in force on 31 December 2023, and on the other, a 2.5% increase with respect to remuneration in 2024, pursuant to Royal Decree-Act 14/2025.

Prior to approval by the Board of Directors, the Appointments, Remuneration and Corporate Governance Committee favourably reports the objectives that will serve to calculate the variable remuneration received by the Executive Directors.

In line with the above and in the absence of a remuneration policy to use, the Company has not required the participation of any external advisor for the establishment thereof.

B.1.2 Explain any deviation from the procedure established for the application of the remuneration policy that occurred during the year.

There is none, based on what is explained in point A.1

B.1.3 Indicate whether any temporary exceptions to the remuneration policy have been applied and, if applied, explain the exceptional circumstances that have led to the application of these exceptions, the specific components of the remuneration policy affected and the reasons why the company considers that those exceptions have been necessary to serve the long-term interests and sustainability of the company as a whole or to ensure its viability. Also quantify the impact that the application of these exceptions has had on the remuneration of each director in the year.

There is none, based on what is explained in point A.1

B.2 Explain the various actions taken by the company in relation to the remuneration system and how they have contributed to reducing exposure to excessive risks and adjusting it to the objectives, values and long-term interests of the company, including a reference to the measures that have been taken to ensure that the accrued remuneration has addressed the long-term results of the company and has reached an adequate balance between the fixed and variable components of remuneration, what measures have been taken in relation to those categories of personnel whose professional activities have a material impact on the risk profile of the company, and what steps have been taken to avoid any conflicts of interest.

As indicated in previous sections, Aena, as a state-owned commercial company, is subject to both the regulatory framework applicable to the remuneration model of senior managers and directors in the public business sector, as well as the provisions of the corresponding Acts on General State Budgets, so there is no margin of discretion when setting specific actions in the area of remuneration of Directors.

B.3 Explain how the remuneration accrued and consolidated in the year complies with the provisions of the current remuneration policy and, in particular, how it contributes to the sustainable and long-term performance of the company.

Furthermore, report on the relationship between the remuneration obtained by the directors and the short- and long-term results or other performance measures of the company, explaining, where appropriate, how any variations in the company's performance have been able to influence changes in the directors' remunerations, including those accrued whose payment would have been deferred, and how they contribute to the company's short- and long-term results.

There is none, based on what is explained in point A.1

B.4 Report on the result of the consultative vote of the General Meeting on the annual remuneration report of the previous fiscal year, indicating the number of abstentions and negative votes, blank votes and those in favour that may have been issued:

	Number	% of the total
Votes issued	132,265,063	88.177

	Number	% of those issued
Votes against	5,218,713	3.946
Votes for	126,084,838	95.327
Blank votes	32	0
Abstentions	961,480	0.727

B.5 Explain how the fixed components accrued and consolidated during the year by the directors in their capacity as such have been determined, their relative proportion for each director and how they have varied from the previous year:

There is none, based on what is explained in point A.1.

B.6 Explain how the salaries accrued and consolidated by each executive director for the performance of management duties during the year ended were determined and how they have varied from the previous year.

The only executive directors are the Chairman-Chief Executive Officer and the Executive Deputy Chairman.

During fiscal year 2025, the position of Chairman–CEO has been held by Mr. Maurici Lucena Betriu and his remuneration accrued in this period has been as follows:

Fixed remuneration:	Basic remuneration:	€130,008.60
Supplemental Remuneration:	Bonus for Position:	€51,983.34
	Variable Supplement:	€14,469.38
Other items:	Life insurance (in kind):	€90.24
	Health insurance (in kind):	€20.26
	(*) Pension Plan contribution:	€1,242.53

(*) With consolidated rights, as of 31/12/2025, for the amount of €1,252.74

During the 2025 fiscal year, the position of Executive Deputy Chairman has been held by Mr. Francisco Javier Marín San Andrés, and his remuneration accrued in this period has been as follows:

Fixed remuneration:	Basic remuneration:	€113,360.64
Supplemental Remuneration:	Bonus for Position:	€23,947.61
	Variable Supplement:	€77,552.55
Other items:	Life insurance premium:	€244.68
	Health insurance (in kind):	€227.35
	Vehicle and fuel benefit (in kind):	€4,484.92
	(*) Pension Plan contribution:	€1,014.10

(*) With consolidated rights, as of 31/12/2025, for the amount of €1,022.44

Block D ARDR	Remuneration Policy of the Company for the current financial year	Overall summary of how the remuneration policy was applied during the year ended
Details of the individual remunerations corresponding to each of the directors	Other information of interest	

In both cases, the variation with respect to the previous year is due to the 0.5% HICP-linked payment, which was pending from 2024, and the payment of the salary review for 2025, which is 2.5%, as explained in section B.1.1. It also includes the increase in the Health Insurance Premium, which represents remuneration in kind amounting to over €500 per year.

In addition, during 2025, contributions have been made to the Pension Plan corresponding to the 2024 fiscal year, which consist of the amounts consolidated in the previous fiscal years.

The consolidated extraordinary contributions correspond to the following Acts/Royal Decrees:

- For 2018: 0.20% (Act 6/2018, of 3 July of the PGE for 2018).
- For 2019: 0.25% (RD-Act 24/2018, of 21 December, on urgent measures on remuneration for the public sector).
- For 2020: 0.30% (RD-Act 2/2020, of 21 January, on urgent measures in relation to remuneration for the public sector).

B.7 Explain the nature and main characteristics of the variable components of the accrued and consolidated remuneration systems in the year ended.

In particular:

a) Identify each of the remuneration plans that have determined the various items of variable remuneration accrued by each of the directors during the year ended, including information about its scope, its approval date, date of implementation, any conditions of consolidation, accrual and validity periods, criteria that have been used for performance evaluation and how this has impacted the setting of the variable amount accrued. Additionally, include the measurement criteria that had been used and the time required to be able to properly measure all stipulated conditions and criteria, with a detailed explanation of the criteria and factors that have been applied in terms of the time required and methods employed to verify that the performance conditions—or any other type to which the accrual and consolidation of each component of the variable remuneration were linked— have been effectively met.

b) In the case of savings plans consisting of shares or other financial instruments, the general characteristics of each plan will include information on the conditions both to acquire its unconditional ownership (consolidation), and to be able to exercise such options or financial instruments, including the price and period of conducting them.

c) Each of the directors, and their category (executive directors, external nominee directors, external independent directors or any other external directors), who are beneficiaries of remuneration systems or plans that incorporate variable remuneration.

d) If applicable, the established periods of accrual, consolidation or deferment of the payment of consolidated amounts that have been applied and/or the periods of retention/non-disposal of any shares or other financial instruments, must be reported.

Explain the short-term variable components of remuneration systems.

Article 7 of Royal Decree 451/2012, which establishes the assignment by the person exercising financial control or supervision, by the shareholder or, failing that, by the Ministry to which the entities within its scope of application are attached, of the position-related supplement and of the variable supplement in the remuneration of their senior managers and directors.

Only the executive directors (because of their status as executives of the Company) receive variable remuneration and, taking into account the criteria contained in the aforesaid Article 7 and the limits established by the Order of 30 March 2012 of the Ministry of Finance and Public Administrations approving the classification of State-Owned Commercial Companies, pursuant to Royal Decree 451/2012, the Ministry of Transport and Sustainable Mobility decided to set the amount of the variable supplement of the Chairman-Chief Executive Officer, which amounts to €14,484.89.

<p>Block D ARDR</p> <p>Details of the individual remunerations corresponding to each of the directors</p>	<p>Remuneration Policy of the Company for the current financial year</p> <p>Other information of interest</p>	<p>Overall summary of how the remuneration policy was applied during the year ended</p>
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In addition, taking into account the criteria specified in the regulations mentioned in the previous paragraph, the amount of the variable supplement payable to the Executive Deputy Chairman is €77,635.68.

The objectives set for 2025, as well as the degree of achievement of each of them for the receipt of variable remuneration, are indicated below:

1. **CONTROL OF OPERATING EXPENSES:** Compliance with the consolidated Expenses budget (OPEX) adjusted for energy costs, approved in the 2025 Operations Plan. Degree of compliance with OPEX dependent on the evolution of passenger traffic. This was achieved by 98.21%, and with a weight of 25%, gives a result of 24.34%.
2. **IMPROVEMENT OF COMMERCIAL REVENUES:** Achieve the level of commercial revenues foreseen in the 2025 Operations Plan. Degree of compliance with the total commercial revenue 2025 (Total commercial revenue 2025 / Total commercial revenue budget 2025). This was achieved by 103.11%, and with a weight of 25%, gives a result of 28.89%.
3. **CARRYING OUT OF INVESTMENTS:** Reach the regulated investment level approved in the 2025 Operations Plan. Degree of compliance with the regulated investment approved for the year 2025 with accrual criteria. This was achieved by 100%, and with a weight of 25%, gives a result of 27.89%.
4. **SUSTAINABILITY:** Climate Action Plan: emissions reduction and ACA certification at 19 airports in the network. Compliance with the 2025 strategic emissions reduction target and Airport Carbon Accreditation certification at 19 airports in the network. This was achieved by 107.00%, and with a weight of 25%, gives a result of 29.38%.

The compliance assessment for the 2025 fiscal year is from 1 January to 31 December. In order to be evaluated, it is necessary to remain at least four months (4) in the corresponding position.

Regarding the methods to verify that the performance conditions have been effectively met in order to be able to say that the objective has been achieved, the Economic-Financial Management has verified the fulfilment of the objectives as follows:

1. **CONTROL OF OPERATING EXPENSES:** Compliance with the consolidated Expenses budget (OPEX) adjusted for energy costs, approved in the 2025 Operations Plan. Degree of compliance with OPEX dependent on the evolution of passenger traffic. Compliance with the objective is verified with the information available in the Company's systems.
2. **IMPROVEMENT OF COMMERCIAL REVENUES:** Achieve the level of commercial revenues foreseen in the 2025 Operations Plan. Degree of compliance with the total commercial revenue 2025 (Total commercial revenue 2025 / Total commercial revenue budget 2025). Compliance with the objective is verified with the information available in the Company's systems.
3. **CARRYING OUT OF INVESTMENTS:** Reach the regulated investment level approved in the 2025 Operations Plan. Degree of compliance with the regulated investment approved for the year 2025 with accrual criteria. Compliance with the objective is verified with the information available in the Company's systems.
4. **SUSTAINABILITY:** Climate Action Plan: emissions reduction and ACA certification at 19 airports in the network. Compliance with the 2025 strategic emissions reduction target and Airport Carbon Accreditation certification at 19 airports in the network. Compliance with the objective is verified with the information available in the Company's systems.

The degree of achievement of the Company's objectives (which constitute the personal objectives of the Chairman-CEO) has been 110.5%. However, as already explained above, the maximum overall fulfilment of the objectives set may not exceed 100% and, therefore, the monetary amount set in the applicable regulations may not be exceeded, of which the annual variable remuneration is paid in full and in cash.

As to the degree to which the Executive Deputy Chairman's personal objectives are met, the specific objectives of the position have been met as shown below.

1. Commercial and real estate revenues 2027-2031. Proposal to the Board of Directors. This was achieved by 100%, and with a weight of 25%, gives a result of 30%.
2. Review of the corporate-subsidary relationship. Proposal to the Management Committee This was achieved by 100%, and with a weight of 25%, gives a result of 25%.
3. Defining Aena's strategic procedure in Artificial Intelligence. Defining the governance model and technological capabilities. This was achieved by 100%, and with a weight of 25%, gives a result of 25%.
4. DORA 3 proposal document. Proposal to the Board of Directors. This was achieved by 100%, and with a weight of 25%, gives a result of 25%.

Regarding the methods to verify that the performance conditions have been effectively met in order to be able to say that the objective has been achieved, fulfilment of the objectives has been verified using the information available in the Company's systems.

The overall degree of achievement of the Executive Deputy Chairman's objectives (Company objectives and personal objectives) was 105.25%. However, as previously explained, the maximum overall achievement of the set objectives cannot exceed 100%, and therefore, the monetary amount established in the applicable regulations cannot be exceeded. The annual variable remuneration is paid entirely in cash.

<p>Block D ARDR</p> <p>Details of the individual remunerations corresponding to each of the directors</p>	<p>Remuneration Policy of the Company for the current financial year</p> <p>Other information of interest</p>	<p>Overall summary of how the remuneration policy was applied during the year ended</p>
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For the calculation of the variable remuneration amount, the degree of compliance and the weighting of each of the objectives will be considered and the internal objective evaluation rules and procedures, established by the Company for its directors, will be applied. At the close of the year, the degree of achievement is determined.

The amount to be received as a variable supplement, accrued during the fiscal year by the executive directors, is paid in two parts: 80 percent of the amount to be received is paid in December of the fiscal year, and the remaining 20 percent is paid in March of the following year, once the final year-end data has been obtained.

Explain the long-term variable components of remuneration systems

There is no long-term variable.

B.8 Indicate whether certain variable components accrued have been reduced or claimed to be returned when, in the first case, the payment of unconsolidated amounts would have been deferred or, in the second case, the payment of consolidated and paid amounts would have been deferred, based on data that has later been clearly shown to be inaccurate. Describe the amounts reduced or returned by the application of the reduction (malus) or return (clawback) clauses, why they have been executed and the fiscal years to which they correspond.

This situation has not arisen.

B.9 Explain the main characteristics of long-term savings systems whose equivalent annual amount or cost is listed in the tables in Section C, including contributions for retirement and for any other survivor benefit plans, which are funded, partially or fully, by the company, whether provided for internally or externally, indicating the type of plan, whether it is a defined contribution or defined benefit plan, the contingencies it covers, the conditions of consolidation of the economic rights in favour of the directors and their compatibility with any type of compensation for early termination or resolution of the contractual relationship between the company and the director.

The executive directors, in general, once they exceed the stipulated waiting period, will become members of the Joint Investment Pension Plan of the Aena Group Entities, as they are not linked to any parameter or achievement of objectives.

The Joint Investment Pension Plan of the Aena Group Entities was established with an indefinite duration on 27 December 2001, and is established as a private, voluntary and independent welfare institution of public Social Security, which, by reason of its constituent members, falls within the modality of the employment system, and is therefore, based on the stipulated obligations, regarded as a defined-contributions pension plan.

This Plan covers the following contingencies:

- a) Retirement of the member or deferred member.
- b) Total permanent disability for customary professions, absolute disability for all employment and severe disability of the member or deferred member. These situations are understood as those that are recognised and declared by the National Institute of Social Security or competent body or, where appropriate, by the competent Jurisdictional Body.
- c) The death of the member, deferred member or beneficiary.

Being a member of the Plan is compatible with other types of compensation for early resolution or termination of the contractual relationship between the company and the executive director.

The share of the capitalisation fund that corresponds to it will constitute consolidated rights of the member based on payments and contributions, as well as the income generated by the funds invested, taking into account any breaches, costs or expenses that have occurred. In this sense, the company's making of contributions will be governed by what is indicated in the Act on General State Budgets in force each year.

During 2025, the contributions corresponding to the 2024 fiscal year have been made, which consist of the amounts consolidated in previous fiscal years, as follows:

- For 2018: 0.20% (Act 6/2018, of 3 July of the PGE for 2018).

<p>Block D ARDR</p> <p>Details of the individual remunerations corresponding to each of the directors</p>	<p>Remuneration Policy of the Company for the current financial year</p> <p>Other information of interest</p>	<p>Overall summary of how the remuneration policy was applied during the year ended</p>
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- For 2019: 0.25% (RD-Act 24/2018, of 21 December, on urgent measures on remuneration for the public sector).
- For 2020: 0.30% (RD-Act 2/2020, of 21 January, on urgent measures in relation to remuneration for the public sector).

For the Chairman-CEO, these contributions amount to €1,242.53 and for the Executive Deputy Chairman they amount to €1,014.10.

These contributions in consolidated rights, as of 31 December 2025, amount to:

€1,252.74 for the Chairman–Chief Executive Officer

€1,022.44 for the Executive Deputy Chairman

The accumulated consolidated rights of the Chairman-Chief Executive Officer and the Executive Deputy Chairman (special contributions authorised in the Act on General State Budgets for the fiscal years 2018 to 2020) as of 31 December 2025, amount to:

€7,897.34 for the Chairman–Chief Executive Officer

€6,621.51 for the Executive Deputy Chairman

B.10 Explain, where appropriate, the indemnities or any other type of payment derived from the early termination—whether the termination was at the will of the company or of the director, or the termination of the contract, under the terms provided for therein—accrued and/or received by the directors during the closed fiscal year.

There have been no severance payments or any other payments arising from the early termination of directors during the fiscal year.

B.11 Indicate whether there have been significant modifications to the contracts of those who exercise senior management duties as executive directors and, if any, explain them. Also, explain the main conditions of the new contracts signed with executive directors during the year, unless they have been explained in section A.1.

There have been no changes compared to the previous fiscal year in the contracts of individuals performing senior management functions as executive directors.

B.12 Explain any supplementary remuneration accrued by the directors as consideration for the services provided other than those inherent to their position.

Not applicable.

B.13 Explain any remuneration derived from the granting of advances, loans or guarantees, indicating the interest rate, its essential characteristics and the amounts eventually returned, as well as the obligations assumed on their behalf as a guarantee.

Not applicable.

B.14 Detail any in-kind remuneration accrued by the directors during the year, briefly explaining the nature of the various salary components.

Executive Directors are beneficiaries of the group Life and Accident Insurance and Health Insurance policies, which are taken out for all employees of the Company, but which do not apply to the rest of the directors.

Block D ARDR	Remuneration Policy of the Company for the current financial year	Overall summary of how the remuneration policy was applied during the year ended
Details of the individual remunerations corresponding to each of the directors	Other information of interest	

These policies are imputed as remuneration in kind. In the case of the Life and Accident Insurance Policy, the entire premium is considered to be remuneration in kind and, in the case of Health Insurance, the amount exceeding €500 per year is considered remuneration in kind.

The Life and Accident Insurance premium accrued in 2025 by the Chairman-CEO, Mr. Maurici Lucena Betriu, amounts to €90.24 and the Health Insurance premium amounts to €520.26. The Life and Accident Insurance premium accrued in 2025 by the Executive Deputy Chairman, Mr. Francisco Javier Marín San Andrés, amounts to €244.68 and the Health Insurance premium amounts to €727.35.

In addition, the Executive Deputy Chairman, Mr Francisco Javier Marín San Andrés, receives a remuneration in kind for the use of a company vehicle and the allowance for fuel and electric recharge, which amounts to €4,484.92.

B.15 Explain any remuneration accrued by the director by virtue of payments made by the listed company to a third entity in which the director provides services, when such payments are intended to remunerate the director's services in the company.

Not applicable.

B.16 Explain and give details of the amounts accrued during the year with regard to any remuneration item other than those listed above, whatever its nature or the group entity paying it, including all benefits in any form, such as when it is considered a related-party transaction or, in particular, when it significantly affects the true and fair view of the total remuneration accrued by the director, explaining the amount paid or pending payment, the nature of the consideration received and the reasons why, where appropriate, that it would not constitute remuneration to the director in his or her capacity as such or in consideration for the performance of his or her executive duties, and whether or not it has been considered appropriate to include it among the amounts accrued in the "Other Items" section of section C.

Not applicable.

C DETAILS OF THE INDIVIDUAL REMUNERATIONS CORRESPONDING TO EACH OF THE DIRECTORS

Name	Type	Accrual period fiscal year 2025
LUCENA BETRIU, MAURICI	Executive	From 01/01/2025 to 31/12/2025
ALCOCER PINILLA, BEATRIZ	Nominee	From 01/01/2025 to 31/12/2025
ANGULO REVILLA, ROBERTO	Nominee	From 28/10/2025 to 31/12/2025
CANO PIQUERO, IRENE	Independent	From 01/01/2025 to 09/04/2025
CORRAL ESCRIBANO, MARÍA CARMEN	Nominee	From 01/01/2025 to 31/12/2025
DELACAMPAGNE CRESPO, MANUEL	Nominee	From 01/01/2025 to 31/12/2025
FAUS ALCARAZ, ÁNGEL	Nominee	From 01/01/2025 to 27/10/2025
GONZALEZ-IZQUIERDO REVILLA, MARÍA CORISEO	Independent	From 01/01/2025 to 31/12/2025
DE HARO ACOSTA, ALICIA DE LOS REMEDIOS	Nominee	From 28/10/2025 to 31/12/2025
IGLESIAS HERRAIZ, LETICIA	Independent	From 01/01/2025 to 31/12/2025
LÓPEZ SEIJAS, AMANCIO	Independent	From 01/01/2025 to 31/12/2025
MARÍN SAN ANDRÉS, FRANCISCO JAVIER	Executive	From 01/01/2025 to 31/12/2025
MARTÍNEZ ORTEGA, ANGÉLICA	Nominee	From 01/01/2025 to 01/10/2025
MORONDO QUINTANO, AINHOA	Nominee	From 01/01/2025 to 31/12/2025
RÍO CORTÉS, JUAN	Independent	From 01/01/2025 to 31/12/2025
TERCEIRO LOMBA, JAIME	Independent	From 01/01/2025 to 31/12/2025
TREMOSA I BALCELLS, RAMON	Independent	From 09/04/2025 to 31/12/2025
VARELA MUIÑA, TOMÁS	Independent	From 01/01/2025 to 31/12/2025

C.1 Complete the following tables regarding the individual remuneration of each of the directors (including remuneration for the exercise of executive functions) accrued during the year.

Block D ARDR	Remuneration Policy of the Company for the current financial year	Overall summary of how the remuneration policy was applied during the year ended
Details of the individual remunerations corresponding to each of the directors	Other information of interest	

a) Remuneration paid by the company as is the subject of this report:

i) Remuneration earned in cash (in thousands of euros)

Name	Fixed remuneration	Allowances	Remuneration for membership of board committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Indemnity	Other items	Total fiscal year t (2025)	Total fiscal year t-1 (2024)
LUCENA BETRIU, MAURICI		0		182	14				196	191
ALCOCER PINILLA, BEATRIZ		12							12	12
ANGULO REVILLA, ROBERTO		3							3	
CANO PIQUERO, IRENE		3							3	12
CORRAL ESCRIBANO, MARÍA CARMEN		12							12	12
DELACAMPAGNE CRESPO, MANUEL		12							12	12
FAUS ALCARAZ, ANGEL		11							11	12
GONZÁLEZ-IZQUIERDO REVILLA, MARÍA CORISEO		37							37	12
DE HARO ACOSTA, ALICIA DE LOS REMEDIOS		1							1	0
IGLESIAS HERRAIZ, LETICIA		37							37	12
LÓPEZ SEIJAS, AMANCIO		37							37	12
MARÍN SAN ANDRÉS, FRANCISCO JAVIER		0		137	78				215	207
MARTÍNEZ ORTEGA, ANGÉLICA		0							0	0
MORONDO QUINTANO, AINHOA		12							12	12
RÍO CORTÉS, JUAN		37							37	12
TERCEIRO LOMBA, JAIME		36							36	12
TREMOSA I BALCELLS, RAMON		28							28	
VARELA MUIÑA, TOMÁS		37							37	12

Notes

The subsistence allowances accrued in 2025 by Mr Maurici Lucena Betriu, and until June 2025 by Ms Angélica Martínez Ortega, have not been taken into consideration for the purposes of completing this section, as these allowances have been paid directly into the Public Treasury, since these Directors are considered to be High-Ranking Officials of the State Administration, as indicated in Section A.1.

The amount of €19,626.48 corresponding to the allowances of these two directors has been paid into the Public Treasury.

Likewise, Mr. Francisco Javier Marín San Andrés, Executive Director and Second Deputy Chairman of the Board, does not receive the allowance for attending the Board of Directors as it is incompatible with his salary as Executive Deputy Chairman of the Company, in accordance with the provisions of Royal Decree 451/2012 and Royal Decree 462/2002.

For the same reason, as explained in Section B.1.1, the allowances of Ms. Angélica Martínez Ortega for attendance at the Board of Directors in July and September have also not been received by the director, given that her position as Managing Director of Organisation and Resources at Ineco, her contract is also subject to Royal Decree 451/2012, which establishes the incompatibility of this salary remuneration with the payment of this indemnity

ii) Table of movements of the remuneration systems based on shares and gross earnings from the consolidated shares or financial instruments

Name	Name of the Plan	Financial instruments at the beginning of the fiscal year 2025		Financial instruments granted during the fiscal year 2025		Financial instruments consolidated in the fiscal year				Instrument expired and not exercised	Financial instruments at the end of the fiscal year 2025	
		Number of instruments	Number of equivalent shares	Number of instruments	Number of equivalent shares	Number of instruments	Number of equivalent / consolidated shares	Price of the consolidated shares	Gross earnings from consolidated shares or financial instruments (thousands of euros)	No. instruments	Number of instruments	Number of equivalent shares
Director 1	Plan 1											
	Plan 2											

iii) Long-term savings systems

Remuneration for consolidation of rights to savings systems	
LUCENA BETRIU, MAURICI	1 (thousands of euros)
MARÍN SAN ANDRÉS, JAVIER	1 (thousands of euros)

Name	Contribution by the company for the fiscal year (thousands of euros)				Amount of accumulated funds (thousands of euros)			
	Savings systems with consolidated economic rights		Savings systems with non-consolidated economic rights		Fiscal year 2025		Fiscal year 2024	
	Fiscal year 2025	Fiscal year 2024	Fiscal year 2025	Fiscal year 2024	Systems with consolidated economic rights	Systems with non-consolidated economic rights	Systems with consolidated economic rights	Systems with non-consolidated economic rights
LUCENA BETRIU, MAURICI	1	1			8		6	
MARÍN SAN ANDRÉS, FRANCISCO JAVIER	1	1			7		5	

Notes

According to share value as of 31/12/2025, of the Collective Pension Fund of the Aena Group Companies.

Block D ARDR	Remuneration Policy of the Company for the current financial year	Overall summary of how the remuneration policy was applied during the year ended
Details of the individual remunerations corresponding to each of the directors	Other information of interest	

iv) Summary of other items (in thousands of euros)

Name	Item	Remuneration amount
MARIN SAN ANDRÉS, FRANCISCO JAVIER	Remuneration in kind (Life and Accident Insurance plus Health Insurance plus vehicle and fuel recharge)	5 (thousands of euros)

b) Remuneration to the directors of the listed company for their membership in administrative bodies of their subsidiary companies:

i) Remuneration earned in cash (in thousands of euros)

Name	Fixed remuneration	Allowances	Remuneration for membership of board committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Indemnity	Other items	Total for fiscal year 2025	Total for fiscal year 2024
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Director 1

Director 2

ii) Table of movements of the remuneration systems based on shares and gross earnings from the consolidated shares or financial instruments

Name	Name of the Plan	Financial instruments at the beginning of the fiscal year 2025		Financial instruments granted during the fiscal year 2025		Financial instruments consolidated in the fiscal year				Instrument expired and not exercised	Financial instruments at the end of the fiscal year 2025	
		Number of instruments	Number of equivalent shares	Number of instruments	Number of equivalent shares	Number of instruments	Number of equivalent / consolidated shares	Price of the consolidated shares	Gross earnings from consolidated shares or financial instruments (thousands of euros)	No. instruments	Number of instrument	Number of equivalent shares
Director 1	Plan 1											
	Plan 2											

Block D ARDR	Remuneration Policy of the Company for the current financial year	Overall summary of how the remuneration policy was applied during the year ended
Details of the individual remunerations corresponding to each of the directors	Other information of interest	

iii) Long-term savings systems

Remuneration for consolidation of rights to savings systems								
Director 1								
Name	Contribution by the company for the fiscal year (thousands of euros)				Amount of accumulated funds (thousands of euros)			
	Savings systems with consolidated economic rights		Savings systems with non-consolidated economic rights		Fiscal year 2025		Fiscal year 2024	
	Fiscal year 2025	Fiscal year 2024	Fiscal year 2025	Fiscal year 2024	Systems with consolidated economic rights	Systems with non-consolidated economic rights	Systems with consolidated economic rights	Systems with non-consolidated economic rights
	Director 1							

iv) Detail of other items

Name	Item	Remuneration amount
Director 1		

c) Summary of remuneration (in thousands of euros):

The sums corresponding to all items of remuneration included in this report that have been accrued by the director, in thousands of euros, must be included in the summary.

Block D ARDR

Remuneration Policy of the Company for the current financial year

Overall summary of how the remuneration policy was applied during the year ended

Details of the individual remunerations corresponding to each of the directors

Other information of interest

Name	Remuneration earned in the Company					Remuneration earned in group companies					
	Total remuneration in cash	Gross earnings from consolidated shares or financial instruments	Remuneration from savings schemes	Remuneration from other items	Total for fiscal year 2025 company	Total remuneration in cash	Gross earnings from consolidated shares or financial instruments	Remuneration from savings schemes	Remuneration from other items	Total for fiscal year 2025 group	Total for fiscal year 2025 company +group
LUCENA BETRIU, MAURICI	196		1		197						197
ALCOCER PINILLA, BEATRIZ	12				12						12
ANGULO REVILLA, ROBERTO	3				3						3
CANO PIQUERO, IRENE	3				3						3
CORRAL ESCRIBANO, MARÍA CARMEN	12				12						12
DELACAMPAGNE CRESPO, MANUEL	12				12						12
FAUS ALCARAZ, ÁNGEL	11				11						11
GONZÁLEZ-IZQUIERDO REVILLA, MARÍA CORISEO	37				37						37
DE HARO ACOSTA, ALICIA DE LOS REMEDIOS	1				1						1
IGLESIAS HERRAIZ, LETICIA	37				37						37
LÓPEZ SEIJAS, AMANCIO	37				37						37
MARÍN SAN ANDRÉS, FRANCISCO JAVIER	215		1	5	221						221
MARTÍNEZ ORTEGA, ANGÉLICA	0				0						0
MORONDO QUINTANO, AINHOA	12				12						12
RÍO CORTÉS, JUAN	37				37						37
TERCEIRO LOMBA, JAIME	36				36						36
TREMOSA I BALCELLS, RAMON	28				28						28
VARELA MUIÑA, TOMÁS	37				37						37
Total:	726		2	5	733						733

Notes

Notes: Remuneration for other items corresponds to Remuneration in kind in thousands of euros.

C.2 Indicate the progression over the last 5 years of the amount and percentage variation of the remuneration accrued by each of the directors of the listed company who have performed as such during the fiscal year, as well as of the consolidated results of the company and of the average remuneration on a full-time equivalent basis of the employees of the company and its subsidiary companies who are not directors of the listed company.

Total amounts accrued and % of annual variance									
	Fiscal year t (2025)	% of variation 2025/20	Fiscal year t-1 (2024)	% of variation 2024/2023	Fiscal year t-2 (2023)	% of variation 2023/20	Fiscal year t-3 (2022)	% of variation 2022/2021	Fiscal year t-4 (2021)
Executive Directors									
LUCENA BETRIU, MAURICI	197	2.60	192	2.67	187	3.31	181.00	3.43	175.00
MARÍN SAN ANDRÉS, FRANCISCO JAVIER	221	4.25	212	11.58	190.00	25.00	152.00	3.40	147.00
External Directors									
ALCOCER PINILLA, BEATRIZ	12	0.00	12	N/A		N/A		N/A	0.00
ANGULO REVILLA, ROBERTO	3	N/A	0	N/A		N/A		N/A	0.00
CANO PIQUERO, IRENE	3	-75.00	12	0.00	12.00	0.00	12.00	0.00	12.00
CORRAL ESCRIBANO, MARÍA CARMEN	12		12		8.00				0.00
DELACAMPAGNE CRESPO, MANUEL	12	0.00	12	0.00	12.00	0.00	12.00	500.00	2.00
FAUS ALCARAZ, ÁNGEL	11	-8.33	12	N/A	0.00	N/A	0.00	N/A	0.00
GONZÁLEZ-IZQUIERDO REVILLA, MARÍA CORISEO	37	208.33	12	0.00	12.00	20.00	10.00	N/A	0.00
DE HARO ACOSTA, ALICIA DE LOS REMEDIOS	1	N/A	0	N/A	0.00	N/A	0.00	N/A	0.00
IGLESIAS HERRAIZ, LETICIA	37	208.33	12	0.00	12.00	0.00	12.00	0.00	12.00
LÓPEZ SEIJAS, AMANCIO	37	208.33	12	0.00	12.00	0.00	12.00	0.00	12.00
MARTÍNEZ ORTEGA, ANGÉLICA	0	N/A		N/A		N/A		N/A	0.00
MORONDO QUINTANO, AINHOA	12	0.00	12	N/A	0.00	N/A	0.00	N/A	0.00
RÍO CORTÉS, JUAN	37	208.33	12	0.00	12.00	0.00	12.00	N/A	12.00
TERCEIRO LOMBA, JAIME	36	200.00	12	0.00	12.00	0.00	12.00	0.00	12.00
TREMOSA I BALCELLS, RAMON	28	N/A	0	N/A	0.00	N/A	0.00	N/A	0.00
VARELA MUIÑA, TOMÁS	37	208.33	12	0.00	12.00	N/A	0.00	N/A	0.00
Consolidated results of the company	2,858,560	11.85	2,555,680	18.00	2,165,890	-85.18	1,169,609	794.27	-168,465
Average remuneration of the employees	50	8.70	46.00	-4.55	44.00	-2.33	43.00	4.88	41.00

Block D ARDR	Remuneration Policy of the Company for the current financial year	Overall summary of how the remuneration policy was applied during the year ended
Details of the individual remunerations corresponding to each of the directors	Other information of interest	

Variations observed:

Fiscal Year 2025-2024

With regard to the remuneration of Aena employees, which also affects executive directors, the variation compared to 2024 is mainly due to the fact that in 2025, the additional increase that was pending, with respect to the remuneration in force on 31 December 2023, consisting of 0.5%, linked to the HICP, provided for in Article 6.2 of Royal Decree-Act 4/2024.

Additionally, in 2025, the salary review for the fiscal year has been applied, pursuant to Royal Decree-Act 14/2025, which represents an increase of 2.5% compared to the remuneration in force as of December 2024.

In addition to the salary review for 2025 indicated above, the existing variation in the average remuneration of employees between 2025 and 2024 is mainly due, to the application of the new measures contemplated in the 2nd Collective Bargaining Agreement of the Aena Group, published in the Official State Gazette (B.O.E.) on 30 July 2025.

As regards directors, there has been a change in the remuneration of independent directors as a result of changes in the applicable regulations. Independent directors have therefore received €1090.36 as allowance for attendance at each Board meeting until July (included) in compliance with the Published Order of 8 January 2013, which determines the maximum amount of €11,994 per year to be received for attending the Boards of Directors of state-owned commercial companies, in accordance with the provisions of Royal Decree 451/2012 of 5 March.

As of September 2025, however, for independent directors not belonging to the public sector and, as of October 2025, for all independent directors, there has been an increase in the remuneration payable to this type of director, pursuant to (i) the amendments introduced in Royal Decree 451/2012 of 5 March, which regulates the remuneration system for senior managers and executives in the public business sector and other entities, which included a new Third Additional Provision empowering the Minister of Finance to determine the maximum amount to be received for attendance at meetings of the Boards of Directors of listed state-owned commercial companies, and (ii) the successive Orders published by the Minister of Finance approved under such empowerment.

The aforesaid Ministerial Orders set the maximum amount to be received for attendance at meetings of the Boards of Directors at €75,000 per year, to be distributed over a maximum of 11 meetings, each with a remuneration of €6,800. This maximum amount replaces the previous maximum of €11,994 per year.

In application of this regulation, the independent directors, with the exception of Mr. Ramon Tremosa i Balcells, received the sum of €6,800 in September as allowance for attending the Board of Directors. From October onwards, all independent directors received the monthly sum of €6,800 for their attendance at meetings of the Board of Directors.

Fiscal Year 2024-2023

The variation compared to 2023 for employees and executive directors is mainly due to the fact that the salary review has been applied in 2024, in accordance with the 2023 Act on General State Budgets, still in force for 2024, and in accordance with Royal Decree-Act 4/2024. This review consisted of a 2% increase over the remuneration in force as of 31 December 2023, (an additional increase of 0.5% is pending application, with respect to the remuneration in force as of 31 December 2023, based on the change in the HICP, as provided for in Article 6.2 of Royal Decree-Act 4/2024)

Likewise, in 2024, the additional increase of 0.5%, linked to GDP, provided for in Article 19.Two.2.b) of the Act on General State Budgets for 2023, has been applied, which was pending with respect to the remuneration in force on 31 December 2022.

In addition to the salary review mentioned in the previous paragraphs, the change in the average remuneration of employees between 2024 and 2023 is mainly due to changes in the remuneration distribution of the workforce.

In addition, in the case of the Executive Deputy Chairman (office held since 1 May 2023), the variation is also due to the application of the salary adjustment authorised by the Joint Resolution of the State Secretariats for Budget and Expenditure and for the Civil Service (Ministry of Finance and Civil Service) of 21 February 2023 and its subsequent amendment on 20 April 2023, which provides for an additional increase of 33.5 per cent on the current salaries of the Airports and Commercial and Real Estate Business Managers and, for the position of General Manager of Airports (office held until 30 April 2023), an additional increase of 10 per cent.

Block D ARDR	Remuneration Policy of the Company for the current financial year	Overall summary of how the remuneration policy was applied during the year ended
Details of the individual remunerations corresponding to each of the directors	Other information of interest	

Fiscal Year 2023-2022

The variation in the average remuneration paid to employees between 2023 and 2022 is mainly due to the effect of the salary review corresponding to the 2023 fiscal year, laid down in Act 31/2022, of 23 December on General State Budgets for the year 2023, consisting of a fixed increase of 2.5% plus an additional 0.5% linked to the evolution of the HICP (an additional 0.5% rise linked to GDP is pending application in the event of compliance according to section Dos.2.b) of Article 19 of the aforementioned Act on General State Budgets) on the remuneration in effect on 31 December 2022.

In the case of the executive directors, the variation with regard to the fiscal year 2022 is due to the payment derived from the salary review corresponding to the fiscal year 2023, as set forth in Act 31/2022, of 23 December, on General State Budgets for the year 2023 and in the Resolution of the Council of Ministers, of 3 October 2023. This review consists of an increase of 3% with respect to the remunerations in force at 31 December 2022.

In addition, in the case of the Executive Deputy Chairman, the variation is also due to the application of the salary adjustment authorised by the Joint Resolution of the State Secretariats for Budget and Expenditure and for the Civil Service (Ministry of Finance and Civil Service) of 21 February 2023 and its subsequent amendment on 20 April 2023, which provides for an additional increase of 33.5 per cent on the current salaries of the Airports and Commercial and Real Estate Business Managers and, for the position of General Manager of Airports, an additional increase of 10 per cent.

Fiscal year 2022-2021

The current variation in the average remuneration of employees, which affects executive directors, between 2022 and 2021, is due to the payment derived from the salary review corresponding to the fiscal year 2022, as set forth in Act 22/2021, of 28 December, on General State Budgets for the year 2022 and in Royal Decree-Act 18/2022, of 18 October. This review consists of an increase of 3.5% with respect to the remunerations in force at 31 December 2021.

In order to make the information between fiscal years comparable, the amounts already reflected in the reports of previous fiscal years have been adjusted, allocating the arrears from the salary review to the fiscal year in which they have actually been earned, regardless of the year in which they have been paid.

D OTHER INFORMATION OF INTEREST

If there are any relevant aspects of the remuneration of the directors that may not have been reflected in the other sections of this report, but which it is necessary to include in order to provide more complete and reasoned information on the remunerative structure and practices of the company in relation to its directors, briefly describe them.

This annual report on remuneration has been approved by the board of directors of the company, at its meeting held on 24 February 2026.

Indicate whether any directors voted against or abstained from voting on the approval of this report.

Yes

No