

OVERALL STAFF POLICY OF THE AMPER GROUP

Corporate Policy

Adopted by the Board of Directors of Amper S.A. at its meeting on 31 January 2025

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1. PURPOSE AND SCOPE

Subject matter

The objective of this General Policy is to establish the strategy, guiding policies, commitments and objectives that guide the management of the workers of the Amper Group, as well as the relationship with the different interest groups that make up the ecosystem linked to the professionals working in the Group, promoting an inclusive, safe and focused work environment in the development of the talent of its professionals. This Policy seeks to ensure the fulfilment of the strategic objectives of the organization, to foster the commitment and satisfaction of working people and to contribute to the development of an organizational culture based on equity, excellence and mutual respect.

In addition, Amper considers it essential to promote a people's strategy that prioritizes inclusive leadership and lifelong learning, integrating digital technologies to facilitate collaboration, learning and adaptation to the challenges of the global environment.

Scope

This Policy applies to all Amper Group workers, their subsidiaries and companies involved, regardless of their hierarchical level, geographical location or type of employment contract. In addition, it extends to suppliers and external collaborators whose activity may have an impact on the work experience of Amper workers. The implementation of this policy is in line with the legal regulations in place in each country and international best practices in the field of human resources, including the United Nations Global Compact, of which Amper is a member, and the Sustainable Development Goals (SDGs) of the United Nations (UN).

For the purposes of this Policy, the “Amper Group” and the “Amper Group” companies are all those companies, companies, branches, consortia, etc. in which Amper, S.A. is in a dominant or control position in relation to another company because it is in one of the following situations: (i) owns directly or indirectly the majority of the voting rights; (ii) has the power to appoint or remove a majority of the members of the administrative body; (iii) has the power, by virtue of agreements concluded with third parties, to have a majority of the voting rights; and (iv) has appointed a majority of the members of the administrative body with their votes.

2. REGULAR POLICIES

- **Diversity, Equity and Inclusion (DEI):** Amper promotes an environment where all people, regardless of their personal characteristics, feel valued and respected. The

company implements policies and programs that promote diversity as an organizational strength, equity in access to opportunities and active inclusion in all work dynamics.

- **Welfare and Integral Health:** Amper guarantees safe working conditions through the implementation of comprehensive occupational risk prevention programs that protect the physical, mental and emotional health of its workers. This includes continuous risk assessment, the design of safe and ergonomic work environments, and the promotion of a workplace health culture based on prevention and comprehensive well-being.
- **Talent Management:** Amper attracts, develops and binds people working in the Group, ensuring their professional and personal growth through evaluation and feedback systems, continuous training, development plans, as well as fair pay models linked to performance.
- **Collaborative Labour Relations:** Amper fosters an environment based on mutual trust, respect and active cooperation among all workers, their legal representatives, trade union organizations and public bodies related to labour relations. This principle seeks to ensure constructive conflict resolution, foster social dialogue and promote joint initiatives that improve both working conditions and the quality of the working environment.
- **Improvement of Employee Experience:** Amper considers that the experience of working people is key to their commitment and performance, ensuring an environment that fosters satisfaction, integral well-being and professional development.

3. STRATEGIC OBJECTIVES

Strengthen employee experience: provide an attractive, balanced and motivating work environment to reduce turnover and increase sense of belonging and productivity, balancing personal and professional needs.

Promoting safety and health: achieving the highest standards in risk prevention and promoting healthy habits. Implement health prevention and promotion programmes, with special emphasis on mental health. Design wellness initiatives that include sports, cultural and social activities, fostering a healthy work environment.

To ensure professional development: to design personalized work paths and provide equitable access to growth opportunities with training programmes tailored to individual and organizational needs, promoting continuous learning and skills improvement.

- **Promoting innovation and sustainability:** harnessing diversity and talent as engines of innovative and sustainable solutions.
- **Attracting and Trusting Talent:** Implementing Inclusive Processes and transparent that value diversity and ensure equal opportunities, strengthening our

brand as a reference employer. Promote proactive recruitment strategies that allow us to anticipate future needs. Establish the necessary programmes to measure the commitment and increase it.

- **Developing collaborative labour relations:** creating an environment of trust and cooperation through open dialogue and participation of working people and their representatives, seeking social peace and in collaboration with public bodies.
- **Maintain the Commitment to Diversity, Inclusion and Equity:** Promote an inclusive and equitable culture through specific policies and programmes that remove barriers and promote the representation of diverse groups at all levels of the organization.
- **Continuous Measurement and Improvement:** establish clear metrics to assess the impact of people-related initiatives, conduct periodic diagnostics and adjust strategies according to the changing needs of working people and the organization.

ANNEX

This Annex lists the corporate management policies of people who develop this General Policy and its objectives, which apply throughout the Amper Group:

- Policies for Diversity, Equity and Inclusion
- Health and Safety Policy
- Talent Management Policies
- Collaborative Labour Relations Policy
- Policies for the Improvement of the Experience of Working Persons

This list of policies will be updated conveniently according to the evolution and needs of the company at each moment