

POLICIES FOR DIVERSITY, EQUITY AND INCLUSION (DEI)

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

At Amper, we are committed to promoting and ensuring a diverse, equitable and inclusive working environment (DEI), where all people, regardless of gender, race, sexual orientation, religion, abilities, age or any other personal characteristic, can develop personally and professionally, contribute to the business project and be treated with the utmost respect. We are convinced that a diverse and managed workforce generates innovative ideas and strengthens our business performance, allowing us to offer more comprehensive and valuable solutions for our customers and communities.

This Policy applies to Group Amper and all its subsidiaries and to all working persons, members of the Steering Committee and members of the Board of Directors of Group Amper, who have the obligation to know, understand and comply with the provisions contained in this Policy in their daily work, as well as to draw on it in their relations with the other interest groups, all in accordance with the legislation in force in each country and following international best practices, including the provisions of the United Nations Global Compact, of which Amper is a member, and the Sustainable Development Goals (SDGs) adopted by the United Nations (UN) in these areas.

In Amper, we understand that diversity, equity and inclusion are not only an ethical goal, but also a competitive advantage. Promoting a DEI culture is an ongoing process that requires commitment and momentum at all levels of the organization. We are convinced that by integrating these values into all aspects of our performance as a company, we will create a more innovative, just and humane environment for all.

2. DEFINITIONS Diversity

Diversity in Amper is understood as a fundamental value that recognizes, respects and celebrates individual differences between people, promoting environments where all perspectives, experiences and talents are valued equally.

We foster an environment in which individual difference is valued and respected. We promote the participation of people of various ages, genders, races, ethnicities, sexual orientations, cultural abilities and backgrounds, among other aspects.

Diversity encompasses not only visible aspects such as gender, age, ethnicity or disability, but also less tangible dimensions such as sexual orientation, religious beliefs, ideas and vital experiences.

Equity

Equity in Amper is defined as the commitment to ensure that all people within the organization have access to the same opportunities and resources, considering and addressing individual differences so that each partner can reach its maximum potential.

We are committed to providing all working people with equal opportunities for professional development, recognition and reward. This implies eliminating any form of discrimination

and promoting fair and competitive remuneration, based on merit and not on factors unrelated to work performance.

This approach goes beyond equality, recognizing that people have different starting points, contexts and needs. Equity seeks to create a fair environment, where those differences are considered to remove barriers and ensure that success is not conditioned by factors beyond the control of individuals.

Inclusion

Inclusion in Amper is defined as creating a working environment where all people, regardless of their individual characteristics or personal contexts, feel valued, respected and supported to contribute fully to the success of the organization.

Inclusion involves not only accepting differences, but actively integrating them as an essential part of organizational culture, promoting the equal participation of all workers in the decisions, processes and dynamics of the company.

We promote an inclusive working environment in which all members of the organization feel respected, valued and supported. We ensure that business decisions, policies and processes are accessible to all people, and that all partners feel an integral part of the team, regardless of their origin or personal characteristics.

3. BASICS OF THE DEI POLICIES IN AMPER

- Commitment to Equal Opportunities:
 - Ensure a working environment where all people have access to equal opportunities for employment, training and professional development, irrespective of gender, race, ethnicity, sexual orientation, religion, age, disability or other personal or social status.
- Culture of Inclusion:
 - Fostering an organizational culture that values and respects differences individual, ensuring that each collaborator feels listened to, valued and part of the team.
- Transparency and Accountability:
 - Clearly define and communicate DEI objectives, measuring progress in a transparent manner and taking responsibility for its implementation and results.
- Promotion of the Different Talent:
 - Identify, attract and develop diverse talent to secure teams multidisciplinary, creative and representative of society.
- Inclusive Leadership:

- Train leaders to take inclusive practices, make equitable decisions and act as role models in promoting diversity.
- Action against discrimination:
 - Establish clear policies and mechanisms to prevent, identify and address any form of discrimination, harassment or exclusion within the organisation.
- Equity in Remuneration and Development:
 - Ensure equity in pay systems and opportunities of professional growth, reducing and trying to eliminate any kind of wage gap or barrier that impedes professional development.
- Promotion of Networks and Affinity Groups:
 - Create and support internal networks or affinity groups to promote dialogue and mutual support between people with common interests and experiences.
- Education and Awareness:
 - Design continuous training programs in DEI for all working people, which promote a respectful environment for all. Training actions on diversity, equity and inclusion will be included in training plans, such as training in unconscious biases, management of cultural diversity, etc. These initiatives will be complemented by workshops aimed at raising awareness of the contents of DEI and promoting solidarity actions with different communities and groups.
- Cooperation with the Community:
 - Extend DEI practices beyond the organization, collaborating with partners, customers and local communities to generate a positive impact on society.
- Continuous Measurement and Improvement:
 - Perform periodic evaluations to diagnose areas of risk and opportunities and thus measure the impact of DEI policies, identifying areas of improvement and adapting to the changing needs of working people and society. Having tools to facilitate diagnosis will allow measuring the effectiveness of the action plans implemented

4. DIVERSITY

Specific Principles of Diversity in Amper

1. Recognition of Differences
 - Accept that each person brings a unique perspective that enriches the working environment and contributes to collective success.
2. Active inclusion

- Transform diversity into a fortress by creating a space where all working people feel valued and listened to.
- 3. Focus on Equity
 - Promote equitable access to opportunities to ensure that differences do not become barriers to professional development.
- 4. Diversity as an Innovation Engine
 - Take advantage of the variety of perspectives and experiences to promote creativity, solving problems and leading in a global market.

Diversity in Practice: Actions and Initiatives

1. Diversified Representation Programs
 - Increase representation of under-represented groups in all levels of the organization, with emphasis on leadership positions.
2. Education and Awareness-raising
 - Design campaigns and workshops to educate working people about the benefits of diversity and how each person can contribute to an inclusive environment.
3. Affinity Groups and Internal Networks
 - Create communities within Amper where workers with shared interests or experiences can collaborate and provide mutual support.
4. Strategic partnerships
 - Collaborate with external organizations that promote diversity, to learn and share best practices.

Objectives of Diversity in Amper

- ✓ Better organizational performance: diverse teams tend to be more innovative and making better decisions.
- ✓ Attractive as an employer: To be recognized as a company that values the diversity improves the ability to attract talent.
- ✓ Strengthening reputation: Amper reinforces its image as a company committed to corporate and social responsibility.

5. EQUITY

Specific Principles of Equity in Amper

1. Recognition of Individual Needs

- Identify and address the structural or cultural inequalities that may affect certain groups or individuals within the organization.
2. Equitable Access to Resources and Opportunities
 - Adapt policies, programmes and tools to ensure that all working people, regardless of their circumstances, have the same chances of success.
 3. Elimination of Gaps
 - Perform periodic analyses to identify and correct differences in key aspects such as remuneration, access to training and professional development.
 4. Evaluation and Continuous Improvement
 - Set clear metrics to measure equity in selection, promotion, compensation and recognition, ensuring constant improvement in these areas.

Equity in Practice: Actions and Initiatives in Amper

1. Pay Equity Audits and Equality Plans
 - Regularly review wage structures to identify and closing possible gaps between workers who occupy similar roles. Development and updating of equality plans
2. Empowering Women's Talent
 - Promote the development and visibility of women in the organization, ensuring their access to key roles and decision-making.
3. Flexibility and Adaptability
 - To offer, whenever possible and to the extent that the nature of the business and function permit, flexible labour policies that respond to different personal circumstances, such as teleworking, adapted schedules or support in specific family situations.
4. Training in Unconscious Sesgos
 - Train leaders and teams to identify and mitigate biases unconscious that may affect decision-making and job interactions.
5. Equitable Selection Processes
 - Implement skills-based talent attraction practices objective, ensuring that all people have the same opportunities from the start.

Aims of Equity in Amper

✓ Strengthening Internal Confidence: Working people perceive that their efforts are valued fairly, which improves job satisfaction and commitment.

✓ Greater Diversity in Leadership: Equity Allows Different Talents ascend to key roles, enriching the strategic vision of the company.

✓ Improved Productivity: An equitable environment motivates people workers to give their best, knowing that they have the same chances of success as their peers.

6. INCLUSION

Specific Principles of Inclusion in Amper

1. Belonging and Valuation
 - Foster an environment where each working person sits accepted, secure and integral part of the team.
2. Active Participation
 - Ensure that all voices are heard and provide channels for That's it.
3. Reduction of Cultural and Social Barriers
 - Identify and eliminate any practices, norms or prejudices that may exclude or marginalize certain groups or individuals.
4. Inclusive Leadership
 - Promote a leadership style that inspires, supports and facilitates collaboration among people with diverse professional backgrounds and different skills

Inclusion in Practice: Actions and Initiatives in Amper

1. Diversity in Teams
 - Form multi-disciplinary and diverse teams to ensure a balanced representation and integration of multiple perspectives.
2. Promotion of Affinity Networks
 - Support internal groups that connect working people with common interests or experiences, strengthening cohesion and mutual support.
3. Celebration of Diversity
 - Organize activities, events and campaigns that celebrate differences
4. Training in Inclusion
 - Offer workshops and trainings to develop inclusive skills at all levels of the company, from leaders to collaborators.

Objectives of Inclusion in Amper

✓ Increased Work Commitment: When Working People Are feel included, are more motivated and committed to the organization.

✓ Better Decision Making: Diversified Ideas and Active Participation contribute to more innovative and effective solutions.

✓ Strengthening Organizational Culture: Inclusion encourages a positive environment where collaboration and mutual respect are a priority.

✓ Reputation as an Inclusive Employer: Being Recognized as a Company inclusive reinforces the ability to attract and retain talent.

7. THE 8 AMPER COMMITMENTS

1. Commitment to talent attraction

Amper will ensure that your selection and recruitment processes are inclusive, promoting an approach based on talent, experience and skills, regardless of personal characteristics such as gender, race or disability. We will work actively with diverse communities and organizations that promote inclusion to attract a diverse pool of candidates.

2. Commitment to training and awareness-raising

We will implement continuous training programs on diversity, equity and inclusion for all working people. These programmes will include workshops on unconscious biases, management of cultural diversity, awareness-raising on the inclusion of persons with disabilities, among others.

3. Commitment to conciliation and flexibility

We offer flexible working conditions and policies that promote work and personal life balance whenever feasible and taking into account the nature of the different businesses and activities. Amper will promote, as far as possible, access to flexible hours, remote work and licenses tailored to the individual needs of our working people.

4. Commitment to building resource groups and internal networks

The creation of resource groups for people will be encouraged workers, who focus on the support and representation of specific groups, such as women, LGBTQ+ people, people with disabilities, among others, with the aim of building a more inclusive community.

5. Commitment to measurement and monitoring

We will establish clear metrics to measure progress in the implementation of our DEI policy. We will conduct anonymous surveys on the satisfaction of working people, periodically review the rates of rotation and promotion, and adjust our strategies according to the results obtained.

6. Safe and confidential areas

We guarantee that our working people have access to channels safe and confidential to report any form of discrimination, harassment or exclusion. Amper shall take appropriate action in the event of any incident of discrimination, ensuring that the necessary corrective action is taken.

7. Commitment to the external community

Amper will actively work with organizations that promote diversity, equity and inclusion, both within and outside industry, and will support initiatives aimed at reducing gaps in education, access to opportunities and social justice.

8. Leadership commitment

Amper leaders are committed to promoting and supporting policy DEI at all levels of the organization. Our leaders will act as examples and advocates of these principles, ensuring that diversity, equity and inclusion are a strategic priority.