

POLICY FOR IMPROVING THE EXPERIENCE OF WORKERS

Corporate Policy

Adopted by the Management Committee of Amper S.A. at its meeting on 23 January 2025

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SUBJECT MATTER AND SCOPE

The experience of working people is one of the pillars of action with respect to the human team within the Amper Group, understanding that the improvement of this experience constitutes an element of improvement of the performance and productivity of the company through an optimization of the quality of the experience of the people within the Amper.

Their treatment is an opportunity to have a motivated team, highly oriented to the achievement of the objectives of the company and that work in projects so they feel a high degree of bonding and belonging, descending the rates of rotation.

At Amper, we recognize our human team as the key actor of our organization. The experience of working people is decisive for the professional success of the working person, so we commit ourselves to providing a working environment that promotes the well-being, professional development and commitment of our collaborators.

The aim of this policy is to establish the principles, actions, objectives and commitments that will enable Amper to continuously improve the experience of its working people. This includes providing a working environment that promotes the well-being, satisfaction, commitment, and professional development of the partners while ensuring the fulfilment of the organization's strategic objectives.

This policy applies to all Amper workers, regardless of their hierarchical level, department, geographical location or type of employment contract, always taking into account the necessary adaptations to the particularities and needs of different businesses. In addition, it extends to interactions that the company has with external collaborators and suppliers that can impact the work experience of working people.

This policy is comprehensive and dynamic, designed to adapt to changes in the needs of working people and in the organizational context.

DEFINITIONS

Experience of the working person

The experience of the working person refers to the set of perceptions, emotions and interactions that a person has with the organization with which he maintains a working relationship and in which he provides his professional services throughout his working life cycle. This includes from the first contact in the selection process to its disassociation from the company, even in previous and subsequent aspects to the two defined starting and ending points, and covering all aspects of its relationship with the work environment, people, organizational culture and work tools.

The experience of the working person is impacted by, among others, the culture of the organization, the initiatives that allow to balance personal and professional life and well-being, the opportunities to maximize their professional potential, to be able to have the

necessary technological and digital means and tools and to be part of active listening and feedback processes, among other factors.

POLICY BASICS

1. Organizational culture, values and leadership style

Develop an equitable, inclusive, ethical and positive work ecosystem that boosts trust, collaboration and belonging, sharing values such as agility, integrity, rigor and teamwork. With an inspiring leadership model, based on mutual trust and empowering that fosters professional growth from honesty, coherence and accountability.

2. Focus on the person

Design work environments, including work spaces, and processes taking into account the needs, expectations and aspirations of working people. For this purpose, working people are actively heard to understand their perspectives and to be able to have correct feedback processes.

3. Comprehensive well-being and professional/personal balance.

Promote initiatives such as wellness programs where physical, mental and emotional health care Articulate measures and actions so that workers can balance their work and personal responsibilities.

4. Effective and Bidirectional Communication

Establish effective channels for employees to express their ideas, concerns and comments.

Sharing key information about the company in a clear and timely manner, generating trust and commitment.

5. Digitization of Experience

Provide tools and technologies that facilitate the relationship between the person

workers and Amper, with special focus on the key processes of the life of the worker in the company and his professional development, for a more efficient and satisfying work experience.

6. Commitment and volunteering

To plan and develop actions that allow to generate links beyond the related to the work function among people working in Amper and allowing healthy habits based on sport, communication and culture to be put into practice.

Facilitating the collaboration of working people in initiatives outside Amper's businesses through voluntary actions that allow us to positively impact our society

7. Measurement of Experience and Continuous Improvement

Regularly evaluate employee experience through surveys, interviews and other feedback mechanisms.

Continuously implement data-based improvements, ensuring dynamic and relevant work experience.

IMPROVING THE EXPERIENCE OF EMPLOYMENT IN PRACTICE: ACTIONS AND INITIATIVES

1. Satisfaction and Feedback Surveys

Periodic surveys are conducted to measure the experience and commitment of the working person, as well as establish action plans on each of the dimensions. Including the experience of the worker who has just been incorporated, at two different times

2. Welfare and mental health

Action is being taken to improve and preserve the health of people, such as healthy eating, combating smoking and specific programmes, with mental health as a priority

3. Tools for adequate personal/professional balance

We have a powerful package of measures designed to make work experience more flexible, including different hybrid and complete models of teleworking, digital disconnection, day adaptations, flexibility in entrances and exits, days compressed in teaching periods, etc., applied, taking into account the needs and particularities of each business and job

4. Implementation and development of “TALENTO”.

We implement the Success Factors tool as a central point of unification of different applications and processes of relationship with people as they are: from the most basic (rolling consultations, calendars, manuals...) to key processes in talent management such as goal-based management and competency evaluation.

5. Corporate Volunteering and Engagement Actions Programme

Amper has a calendar of actions that contribute to strengthening the links between people beyond the strictly professional relationship, generating more collaborative and friendly work environments, where interpersonal relationships are easily realized. These are actions linked to sport, culture and the like.

Similarly, a volunteer programme is being developed for collaboration with entities outside Amper with a clear impact on society.

6. Focus on the Person

We deploy actions to improve our physical work spaces, for be able to match them with hybrid work models and maintain adequate standards of comfort and comfort.

Improvement of our rest and selling areas, looking for functionality, health and places where you can pause in the working day.

7. Development of the model of shared leadership, values and culture.

Amper is aware of the need for a solid culture to serve of cohesion to the whole organization and allows the working people to know how the relationships and processes are carried out in the Group, for this purpose it makes a diagnosis of the state of the culture to establish plans of improvement, deploys suitable the transversal values of the company and works the model of leadership with present and future leaders.

OBJECTIVES FOR IMPROVING THE EXPERIENCE OF EMPLOYMENT

✓ Fidelization of Talent: Keeping the best talents within the organization, decreasing the rate of rotation, through strengthening the sense of belonging and emotional connection between working people and the organization.

✓ Employer's Mark: High rates in valuing the worker's experience positively impact the company's reputation as an employer.

✓ Increase Commitment and Motivation: It can be measured through the Commitment Survey with impact on high professional performance and increased productivity.

✓ Create healthy work environments: Creates a balance between professional and personal life to prevent negative psychosocial factors such as exhaustion and stress, measured in psychosocial surveys.

✓ Stimulating Innovation: Fostering an environment where people share ideas and propose solutions.

✓ Reducing Absenteeism: The existence of policies related to well-being and high degree of attachment and belonging impact on the reduction of absenteeism rate.

✓ Improvement of Labour Relations and Social Conflicts: Prevents internal conflicts by ensuring fair policies and participation.

THE 8 COMMITMENTS TO IMPROVE THE EXPERIENCE OF AMPER'S EMPLOYMENT

1. Commitment to promote the integral well-being of employees in a Healthy and Safe Work Environment

Amper guarantees working conditions where the physical and mental health of people will be a priority, implementing welfare programs and ensuring compliance with the highest standards in the prevention of occupational risks.

2. Commitment to develop a cohesive culture, with cross-cutting values and supported by the IED pillars

The set of values, norms and behaviors that are practiced in Amper and shape their culture value and respect the cultural differences, gender, age, skills and other aspects of diversity of the people who work in Group, functioning as a cohesive and facilitating element of the life of the people in the Company.

3. Commitment to Recognize and Reward Talent

Amper establishes mechanisms to value and reward performance and achievements from objective prisms, providing all those who make up the company with the opportunities necessary to be able to develop professionally.

4. Communication and Feedback Commitment

Amper is committed to establishing feedback systems to evaluate and improve work experience. In addition, there are open and secure channels where workers can express their complaints, congratulations, suggestions, concerns, etc.

5. Commitment to Facilitating Work/Personal Balance

Amper offers flexible working hours, teleworking options, digital disconnection policies and measures to promote the proper balance between professional and personal life, depending on each business and job specificity.

6. Commitment to technology and digitization

Amper is committed to accessible and digital tools that facilitate people's interaction and collaboration with the organization and other people.

7. Commitment to Ensuring Responsible Leadership Management

Amper develops his current and future leaders on the basis of exemplariness, empathy, support and respect, ensuring that his leaders are ambassadors of the company's values: teamwork, rigor, agility and integrity.

8. Commitment to Evaluate and Measure to Improve Continuously

Amper regularly evaluates the level of employee satisfaction and commitment through surveys or other methods.

It establishes action and contingency plans based on the results obtained and measures the evolution of the dimensions evaluated.