

COLLABORATIVE LABOUR POLICY

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 policy of collaborative labour relations between Amper and the legal representatives of workers, trade union centres and other social actors aims to establish a framework of interaction based on mutual respect, open dialogue and strategic cooperation.

It seeks to guarantee just working conditions, the fulfilment of legal rights and obligations, and the development of a work ecosystem conducive to social peace, aligned with the values and objectives of the company.

This policy applies at all organizational levels of Amper, including its managers, managers and all employees in general and specifically to the usual social partners such as the Group's staff departments and staff delegates, Works Councils, trade union delegates, trade union centrals and other potential social partners and agents, affecting social interrelations and negotiations where Amper operates, whether in a local or international context.

These occasions of interaction between Enterprise and workers' representative bodies will usually take place during collective negotiations, regular and extraordinary regular meetings, electoral processes, the resolution of labour disputes and any joint initiatives, programmes and negotiations.

DEFINITION

Collaborative Labour Relations

Collaborative labour relations refer to a comprehensive approach to interaction between Amper and the Legal Representation of Workers and other potential social actors, characterized by cooperation, mutual respect, trust, open communication and the search for shared benefits, and that facilitate conflict resolution and social peace.

BASIC ON COLLABORATIVE LABOUR RELATIONS

1. **Mutual respect:** Understand that industrial relations are based on the recognition of the rights and responsibilities of both parties.
2. **Open and constant dialogue:** Communication channels are built on a regular basis, dealing with topics that are the subject of negotiation, information and/or interest.
3. **Honesty and transparency:** The decisions that impact the employees are treated from a prism of business ethics, with clear and accessible information flows, and with the company's Code of Ethics as a benchmark.
4. **Collaboration vs. Confrontation:** Company and RLT seek ways a constructive approach to problems, jointly managing the conflict.
5. **Normative compliance:** Ensure that all decisions and agreements comply with applicable labour laws and regulations. Requiring due diligence to the value chain where appropriate.

COLLABORATIVE WORK RELATIONS IN PRACTICE: ACTIONS AND INITIATIVES

1. **Joint Follow-up Commissions:** Joint works committees and legal representatives of individuals are established workers to address specific issues such as job security, equality, etc.
2. **Meetings and discussion forums:** There is a regular schedule of meetings between the Enterprise and representatives of working people to follow up on common issues, extraordinary, company results, etc.
3. **Regular contacts with the Group's senior management:** Timely meetings are established with CEO, CCO, CFO and other figures relevant to the company at the request of the legal representation of the workers or the Company.
4. **Regular delivery of relevant information:** Annual accounts and status and progress reports are provided
5. **Continuous evaluation:** Annually review the effectiveness of the policy and adapt it to the changing needs of the organization and working people.

OBJECTIVES OF COLLABORATIVE LABOUR RELATIONS

- ✓ **Social Peace:** Reduce conflict by tackling problems from the outset, Addressing the conflict from constructive perspectives.
- ✓ **Avoidance of the judicialization of industrial relations:** dialogue and mediation before judicial bodies.
- ✓ **Establishment of bridges and communication routes with power stations Trade Unions:** Maintenance of network of contacts within trade union organisations
- ✓ **Strengthening the employer's brand:** Amper as a company that respects scrupulously the legality of labor and trade union.
- ✓ **Establishment of a confidence indicator:** Measuring the confidence level the legal representation of workers in respect of the Enterprise.

AMPER'S COMMITMENTS TO KEEP COLLABORATIVE LABOUR RELATIONS

1. **Fair negotiations:** Amper addresses collective bargaining processes with a balanced approach, seeking the study of alternative scenarios that may be presented by the other party or the reasoned refusals to do so.
2. **Respect for trade union participation:** Amper respects employees' freedom of association, processes trade union elections, trade union freedom and the trade union's own work.
3. **Conflict management through negotiation:** Amper prioritizes negotiation as a formula for resolving labor disputes and disagreements.

4. **Promotion of labour peace:** Amper encourages continuous dialogue with the social partners and potential mediators, putting it before judicial solutions whenever possible.
5. **Active listening:** Amper commits to listen and take into account opinions and suggestions from the social side for the business project.