

TALENT MANAGEMENT POLICIES

Corporate Policy

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

CONTENTS

SUBJECT MATTER AND SCOPE

DEFINITIONS IN TALENT MANAGEMENT

BASIC FOR STALENT MANAGEMENT POLICIES

ATTRACTION OF THE TALENT: PRINCIPLES, PRACTICES AND OBJECTIVES

DEVELOPING THE TALENT: PRINCIPLES, PRACTICES AND OBJECTIVES

FIDELIZATION OF THE TALENT: PRINCIPLES, PRACTICES AND OBJECTIVES

SENIOR TALENT: PRINCIPLES, PRACTICES AND OBJECTIVES

8 AMPER TALENT MANAGEMENT COMMITMENTS

SUBJECT MATTER AND SCOPE

The present policy encompasses the commitments in the area of talent management aimed at attracting, developing and loyalty to the working people of Grupo Amper, incorporating a special chapter for senior talent.

The Amper Group's talent policy focuses on creating a working environment that promotes the professional and personal development of its employees, promoting diversity, equal opportunities and non-discrimination. The company values adaptability, the generation of synergies, initiative, commitment and guidance to excellence as key competencies in its team. In addition, Amper is committed to innovation and continuous learning, offering challenging projects in sectors such as Defense, Security and Communications; and Energy and Sustainability

For Amper, proper talent management is an essential component for the long-term success of our organization. Having strategies aimed at the promotion and development of talent, facilitating work environments that maximize the potential of people working in Amper, ensures that we have the best human team to face the challenges of the present and the future.

This policy applies to all workers of the Amper Group, without distinction of hierarchy or function, including subsidiaries and participating companies, 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 inspiration from it in their relations with the rest of the workforce.

DEFINITIONS

TALENT

The talent of Amper people is an intangible value and wealth of the company. It refers not only to technical capabilities but also to interpersonal skills, creativity, leadership skills and commitment to the values of our company. The talent for Amper is the combination of the ability, commitment and action of its professionals that allows them to excel and contribute to the achievement of the objectives of the company

TO ATTRACT

We work to identify those people who have the skills, knowledge and values that match Amper's strategic needs and objectives, offering an attractive and transparent value proposition that contributes to long-term commitment.

DEVELOPING

We promote the continuous development of our people, offering them the opportunities for training and professional growth that each individual needs to achieve their full potential and contribute significantly to the Group's objectives.

FIDELIZING

We strive to create a work environment that motivates and retains our people. In this way, we seek to strengthen your long-term commitment, based on a mutual commitment: Our teams are committed in the long term to Amper and Amper projects committed to the professional and personal development of their teams.

BASIC FOR STALENT MANAGEMENT POLICIES

1. Attraction and acquisition of talent:

Amper seeks to identify and attract professionals with skills and attitudes aligned with their key competencies, working on the excellence of their proposal as employer brand

2. 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, sexual orientation, religion, age, disability or other personal or social status.

3. 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.

4. Transparency and Accountability

Clearly define and communicate the acquisition and loyalty objectives of talent, measuring progress in a transparent manner and taking responsibility for its implementation and results.

5. Promotion of the Mistaken Talent

Identify, attract and develop diverse talent to secure teams multidisciplinary, creative and aligned with the humanly diverse reality of the world in which we operate.

6. Inclusive Leadership

Train leaders to adopt inclusive practices, take and act as role models in promoting diversity.

7. Action against discrimination

Establish clear mechanisms to prevent, identify and address any form of discrimination, harassment or exclusion within the organization.

8. Equity in Development

Ensure equity in career growth opportunities, reducing and trying to eliminate any wage gap or barrier that impedes professional development.

9. Continuing training

Design continuous training programs for all people workers, who promote a respectful environment for all.

10. Cooperation with the Community

Extend the practices beyond the organization, collaborating centers of training, schools, institutions to generate a positive impact on society.

11. Measurement and Continuous Improvement

Conduct periodic assessments to measure the impact of the policy, identifying areas of improvement and adapting to the changing needs of working people and society.

ATTRACTION OF THE TALENT: PRINCIPLES, PRACTICES AND OBJECTIVES

The strategies of attracting talent guarantee us, as an organization, that we are able to identify, connect and select the most qualified and suitable professionals to meet the current and future needs of the company.

Specific principles for the attraction of talent in Amper

- **Quality employment:** achieving adequate, homogeneous and sustainable working conditions quality in all societies of the Group is a priority. We promote job stability in our teams.
- **High performance talent:** building highly trained and motivated work teams is one of our main premises to contribute to the achievement of the goals, both of the individual and of the organization.
- **Employer brand:** how we present ourselves and our reputation are the key to connecting with talent. Emphasize that our values, culture, well-being and growth opportunities offer us as a desirable place to work.
- **Experience of the candidates:** we strive because all the people who go through our selection processes, regardless of whether they are finally hired or not, have the best of the experiences at the different stages of the process.
- **Promote diversity and inclusion:** We ensure that our processes are inclusive, promoting an approach based on talent, experience and skills, regardless of personal characteristics such as gender, race or disability. Working with diverse

talent allows us to tackle problems from different perspectives and reach different markets with the greatest effectiveness.

- **Agility:** We ensure that our selection processes are agile, efficient and effective, allowing us to quickly identify talent to reduce recruitment times and improve experience for both the company and candidates.

Practices: actions and initiatives in Amper

- A proposal of clear and attractive value: we communicate with transparency our values, culture, opportunities to strengthen our company as an ideal place to work.
- We establish partnerships with universities and educational centers: we collaborate with institutions, making professional presentations and offering internship programs to attract the youngest talent.
- Experience of the candidate: we respect the time of all people involved in the selection process. We maintain professional and friendly communication and provide feedback at different stages to our candidates.
- Use of professional networking platforms: we publish our vacancies on our external website and social networks, so that professionals can better understand the culture, work environment and opportunities we offer.

Objectives of talent attraction

- ✓ **Ensure coverage of key vacancies:** adequate recruitment gives the confidence to be able to have stable equipment that guarantees the continuity of the operations.
- ✓ **Adapting to new trends:** keeping up to date on labour market trends ensures the competitiveness and attraction of the best talent, especially in a context of rapid technological evolution.
- ✓ **Proactive attraction:** implementing a recruitment strategy that not only responds to open vacancies, but also seeks to attract talent before there is an immediate need, allows for a source that accelerates the recruitment process.

TALENT DEVELOPMENT: PRINCIPLES, PRACTICES AND OBJECTIVES

Having internal development plans ensures that our staff have the most suitable skills and skills to execute the work today and be prepared for future changes.

Specific principles for the development of talent in Amper

- **Leadership:** establishing a style of differential leadership that combines aspects technical and emotional implementation of flexible and forward-looking management.
- **Recognition:** assessing potential and performance through People Review, to enhance the recognition and momentum of the leadership of professionals with high potential.

- **Promote and update talent:** establish and develop the skills and skills needed in professionals, through development and training plans, for the achievement of strategic objectives.

Practices: actions and initiatives in Amper

- **Digital learning:** incorporating digital learning tools that enable learn in a more flexible and personalized way
- **Succession plans:** identify those with potential successors and key positions to protect the organization from any change
- **Training plans:** design training plans based on our 5 pillars of learning: competency, mandate, skills, technical and strategic
- **Measuring the impact of talent development:** monitoring through tools and measuring mechanisms applying key KPIs such as retention, performance, satisfaction or performance.

Amper Talent Development Goals

- ✓ **Continuous growth approach:** understanding development as a process continuous and not a unique event positions us to face challenges immediately.
- ✓ **Culture of development:** promoting self-learning and training individual interests with the objectives of the organisation
- ✓ **Innovation:** promoting digital culture in order to advance consolidation and transformation of the Group into different markets.

FIDELIZATION OF THE TALENT: PRINCIPLES, PRACTICES AND OBJECTIVES

The loyalty of talent is key to Amper. To achieve with actions that the workers of Grupo Amper feel involved and motivated, identify with the company and want to continue their career in it is one of our main objectives.

Specific Principles of Talent Loyalty in Amper

- **Align people with the organization's strategy, through:**
 - Performance & Goals model that guides working people in the achievement of the organization's strategic objectives related to their professional and competence development
 - Compensation models that drive equipment and ensure internal equity and wage competitiveness vis-à-vis the market.
- **Generate commitment:** promote a work environment in which each individual feels the importance of their contribution
- **Encourage participation:** launch commitment initiatives and volunteering means that working people also find opportunities in Amper to develop their social commitment.

- **Leadership and communication:** practice strong leadership and communication transparent fosters trust and security in equipment.
- **Organizational culture:** creating a working environment that promotes well-being, inclusion and respect in which working people feel valued and part of a team

Practices: actions and initiatives in Amper

- **On Boarding process:** the first year of a new incorporation is key, by that reason, through surveys and follow-up interviews at two and six months, we assure that the adaptation process is a success.
- **Life balance:** aiming to facilitate the balance of personal and professional life by incorporating measures that promote quality at work and adapt to the different realities of Amper workers.
- **Development and learning:** opportunities articulated through programmes continuing training and the promotion of internal mobility of talent.

Objectives of the loyalty of talent in Amper

- ✓ To encourage the involvement of working people in order to reach links between long term equipment
- ✓ Increase talent retention to ensure continuity of knowledge, experience and skills within the organization
- ✓ To offer an attractive system of total compensation, which guarantees the external competitiveness and internal equity, responding to the different realities of the company and generating a framework that rewards the high performance and recognition of key contributions of our professionals.
- ✓ Create an environment in which people feel free to propose ideas, experiment and collaborate to improve products, services or processes within the organization.

SENIOR TALENT: PRINCIPLES, PRACTICES AND OBJECTIVES

The coexistence of different generations in Grupo Amper is a reality and in turn our challenge. Generational diversity implies the implementation of practices that must be aligned with the collective in order to take advantage of the maximum value that our professionals provide while guaranteeing their career expectations, development plans and adaptation of organizational and environmental changes.

Specific principles for senior talent management

- **Recognition:** we value and recognize knowledge, wisdom and experience accumulated by our senior professionals. Its legacy is essential to the success and continuity of the organization.
- **Generational inclusion:** We encourage the inclusion of all generations within Amper, recognizing that generational diversity enriches the culture of our organization and contributes to innovation.

- **Continuous learning:** senior talent is paramount for our company, what we drive development and learning opportunities.

Practices: actions and initiatives in Amper

- **Succession plans:** structured to enable working people senior to train and prepare the next generation ensuring a smooth transition of knowledge and responsibilities
- **Mentoring programmes:** programmes targeted at younger generations than may benefit from this senior talent, and vice versa.
- **Retirement programs:** we make it easier for those working people who they comply with the legal requirements may, as far as possible, benefit from early retirement options provided by the legal provisions established for that purpose.

Objectives of senior talent management

- ✓ **Consolidation of knowledge:** ensuring that experience and knowledge acquired by senior workers are kept within the company, avoiding their loss and favoring their transfer to other members of the team.
- ✓ **Senior competitiveness:** encouraging the progressive rise in age to lead to productivity maintenance and become a crucial added value for the success of the organisation.
- ✓ **Reskilling and upskilling plans:** lifelong learning for working people as a strategic axis of competitiveness. We rely on reskilling to retain talent by training it for a new discipline. Upskilling allows the worker to improve in his current position and increase his added value.

8 AMPER TALENT MANAGEMENT COMMITMENTS

1. **Quality work:** To offer stimulating, challenging and efficiency-oriented work, promoting the implementation of new forms of work, digitization and a continuous process of organizational development.
2. **Challenger environment:** Promote ways of working that promote active listening, entrepreneurship and collaboration, as well as the exchange of experiences and knowledge among teams to evolve towards an innovative mindset.
3. **Inspiring Leadership:** Accompanying our leaders in their evolution towards a more inspiring and innovative management style, where teams are the protagonists of the transformation of the company, within an environment of leadership based on trust and responsibility
4. **Professional development:** Generate a framework that favors the achievement of high performance, professional careers and the key contributions of working people, responding to the different realities of the teams and impacting on the achievement of the objectives of the company
5. **Compensation:** offer an attractive pay system that is competitive and equitable based on personal performance, goal reach, and individual and aggregate contribution as a team of our people.

6. **Working climate:** fostering a positive environment that accompanies the transformation of the company and that is based on a high commitment and sense of belonging.
7. **Fostering a culture of recognition:** Establish programs where you recognize and celebrate employees' achievements, increasing their commitment and job satisfaction
8. **Measure, analyze results and propose improvement actions:** Use tools to evaluate the effectiveness of talent management strategies, identifying areas of improvement and opportunities.