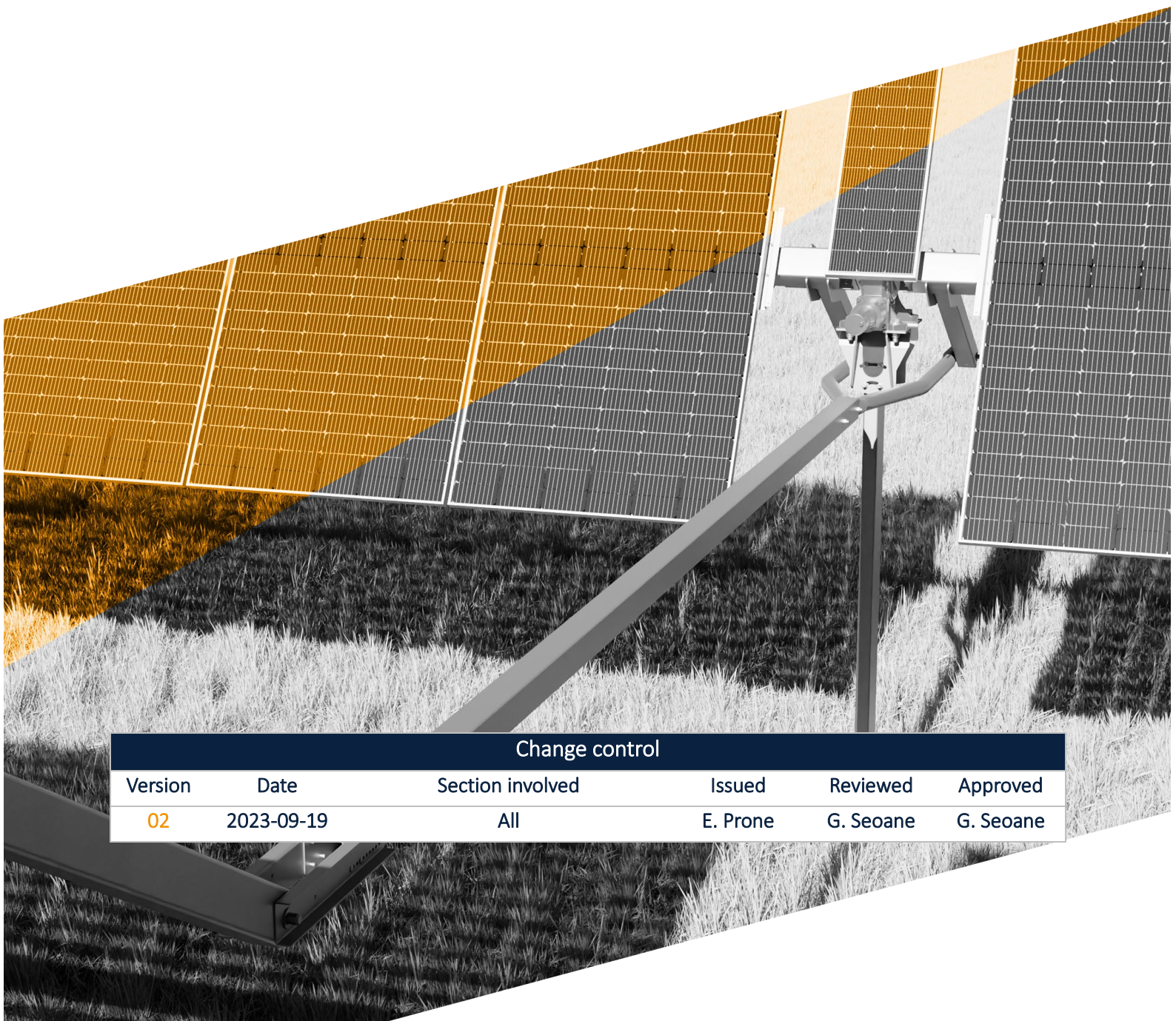




Global Human Resources Policy

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Change control						
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1 Introduction.

At Soltec, we believe that our people are the energy of the company. We rely on their talent and diversity to drive growth and achieve the goals we set as a group.

We have a team of highly skilled and dedicated professionals who work seamlessly together in a long-term alliance to ensure the company's success.

In this way, we foster **an inclusive, dynamic and motivating work environment** where our employees can reach their full potential and achieve their goals.

In addition, Soltec is committed to the well-being of the communities in which we operate. That is why we strive to **maximize the wealth and well-being of local communities** through job creation and support for social and environmental causes.

On behalf of Soltec, we present our Global People & Culture Policy, which outlines the basic principles for respecting the labor rights of individuals, ensuring a safe and healthy work environment where equal opportunity and work-life balance are a reality, developing talent and fostering personal and professional growth.

The content of this policy is established as a minimum, without prejudice to additional and specific regulations that may be approved on the matter and without prejudice to specific legal regulations that may apply in any of the countries in which the Company or any entity of its Group may operate.

2 Scope.

This policy is formulated and approved in accordance with the following commitments made by the Company to its employees:

- Comply with all national and international laws and regulatory obligations.
- Establish mechanisms to monitor and control the Company's principles, values and commitments, ensuring the unequivocal condemnation of any irregular behavior, especially any practice of corruption, fraud or bribery.
- Take firm action against any form of discrimination based on, among other things, gender, race, age, nationality, disability, ideology or religion.
- Provide appropriate channels for handling complaints or reports, always ensuring confidentiality and non-retaliation.
- Ensure proper and careful use of the Company's physical, financial, technological or intellectual assets, avoiding waste, damage or loss.
- Refrain from participating in decision-making processes where there is a conflict of interest that could affect impartiality.

3 General Principles.

Soltec's People & Culture Policy sets the guidelines for the strategies followed by this department within the Group and the initiatives conducted to attract and retain our main source of energy: the people who make up our team.

The People team is deeply committed to the employees of Soltec, which is why the basis and definition of this policy is focused on caring for them and enhancing their skills and competencies to consolidate our human team.

We are convinced that the success of our company also comes from setting common goals, defining clear competencies and selecting the best strategic skills. All this is done with the awareness that Soltec operates globally, always respecting local laws and practices.

4 Human Resources: Serving people.

To support people who follow the principles and beliefs of the company, the People & Culture team always keeps Soltec's Mission, Vision and Values in mind.

Mission:

Soltec's mission is to create a clean, sustainable and fair world based on the **efficient production of photovoltaic energy** through **transparent leadership and social balance**. The realization of this mission is possible by using different resources or capital.

Vision:

The vision is to position ourselves as an **international reference in sustainable solar energy and a supplier of complete, innovative solutions throughout the added-value chain**. Soltec's stakeholders are as follows:



Society

- Job creation and contribution to social development
- Ethical behavior
- Creation of environmentally responsible products
- Clean energy supply
- Voluntary actions and community impact
- Clear and transparent language
- Efficient resource management



Clients

- Sustainable product development
- Quality control
- Value for money
- Global position and market share
- Corporate Social Responsibility and ethical and legal behavior
- Safety at the facilities
- Contractual conditions



Financial market

- Transparent and truthful information
- Financial stability and strength
- Proper management of resources
- Inclusion of sustainability within all company processes
- Ethical behavior and respect for legality
- Sustainability and environment



Suppliers

- Development of joint solutions.
- Adoption of terms driving business sustainability



Regulatory Body

- Compliance with policies and regulations
- Ethical and responsible behavior
- Transparent information



Employees

- Clear and transparent language
- Work-life balance
- Job stability and training
- Payrolls and personal income tax withholdings
- Availability of resources necessary for project implementation
- Equality and diversity
- Health and safety

Values:

Soltec has **strong values** governing our daily activity.

- These values emphasize the priority of society, commitment to social justice, commitment to sustainability and environmental responsibility, transparency, equality and innovation as mechanisms for positive change.
- Soltec's employees have **a strong sense of non-conformity** and **proactivity**, as well as loyalty and respect for its mission and vision. **Teamwork and trust** in the project are **essential for the development of the company**.

Client-oriented.

Organize results efficiently, anticipate scenarios and proactively respond to the changes of today's globalized, ever-changing world.

Commitment.

Strategic alliances with stakeholders to address social, economic and environmental challenges.

Change adaptation.

The company's environment is constantly evolving, making adaptability and flexibility two priority aspects.

Quality and continuous improvement.

Continuous improvement of products and services through innovation is a key element of our business proposal and an all-around element of the company's culture.

5 SOLTEC team, Our reference.

The entire Soltec team is focused on executing various projects in a coordinated and planned manner, committed to teamwork and strong involvement of all parties.

To this end, People & Culture provides Soltec's employees with the necessary tools to enhance their competencies and strengthen their personal and professional development, ensuring:

- A positive working environment that fosters relationships.
- Professional development to strengthen the competencies of individuals in their roles.
- Safety and well-being in the workplace.
- Protection of human rights in accordance with the Universal Declaration of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, as well as the specific commitments outlined in our Code of Conduct, with particular attention to:
 - Ensuring freedom of expression within the Group.
 - Tackling any form of discrimination based on gender, sexual orientation, race, age, nationality, disability, ideology or religion.

- Protect personal integrity through anti-harassment and sexual harassment procedures and other mechanisms.
- Provide an ethics channel for the submission of questions, incidents or reports.
- Ensuring freedom of association and the right to collective bargaining, recognizing the protection of employee representatives and facilitating relevant channels of information and participation in their activities.
- Promote a work environment that encourages work-life balance.
- Ensure equal opportunity, diversity and inclusion.
- Internal equity within the company.

6 The Pursuit of Success: Our actions.

RECRUITMENT:

Soltec believes that the success of a company is determined by the people who make it up. That is why in our recruitment process we look for professionals who are dedicated to the work that Soltec does.

We look for people who bring their experience and knowledge to the organization, who constantly seek to improve their professional environment, who promote teamwork and use their skills to achieve the goals set.

We are a dynamic company that strives for efficiency in everything we do. Therefore, in our selection process, we prefer candidates who share our values, respect other cultures and want to make a positive contribution to building a cleaner, more inclusive and sustainable world.

Candidates' talents and fit with the company are assessed through a variety of technical and competency tests, with an emphasis on diversity and collaboration with hiring managers. To ensure that the final selection of candidates is not influenced by irrelevant factors when evaluating an individual's talent, all reports are blind, meaning they do not include sensitive information such as date of birth, gender, marital status, etc.

At Soltec, we prioritize providing a good candidate experience for those who apply for our open positions:

- We communicate our value proposition as an employer through multiple channels, highlighting our values, benefits, conditions and role responsibilities.
- We maintain close and ongoing communication with candidates to provide them with all relevant aspects of the position and the status of the selection process.

- In the execution of projects in the Services area, we prioritize the hiring of local people and provide specific training programs in the photovoltaic sector to acquire the technical skills necessary for their execution.

We encourage collaboration with the academic and educational world to ensure the appropriate channels for talent attraction, knowledge management and opportunities that support the internal employability of our employees and other external groups that may be considered critical or high priority for the company.

DEVELOPMENT:

Soltec considers it essential to retain internal talent by developing their competencies and facilitating their professional growth and advancement within the Soltec team.

For this reason, the People and Culture team identifies employees' strengths and areas for improvement through performance evaluation and annually creates a training and development plan based on the learning needs of internal talent, considering market trends and requirements.

Thanks to the design and management of the training and development plan, our employees grow with the project and have a positive impact on their environment. We have several tools and actions to achieve this challenge:

- Internal and/or external training programs that promote continuous adaptation to business needs and a multicultural environment, as well as the ongoing development of competencies.
- Encouraging self-directed learning and continuous updating through digital tools that allow employees to improve their skills in different roles and at different levels of responsibility throughout their careers.
- Job rotation to increase versatility and gain a global view of the business.
- Cross-functional projects with multidisciplinary teams from different countries, which focus on process improvement and enhance the ability to adapt to change, flexibility and teamwork.
- Fostering teamwork and creating a collaborative work environment that promotes closeness, knowledge sharing and excellence in the company's management model.
- Language training to improve internal communication between employees from different offices and relationships with customers.
- Mentoring.

At Soltec, retaining talent is critical, which is why we invest not only in the training of our employees, but also in the promotion and professional development of individuals who stand out for their competencies and alignment with our values, providing them with growth opportunities within the Group.

HIRING AND COMPENSATION:

Soltec has a strong commitment to recruitment and offers its employees stable and dignified working conditions, respecting and improving the regulations in force.

In terms of compensation, we apply a policy based on internal equity, external competitiveness, the impact of positions on the company's results and the evaluation of employee performance, always exceeding the provisions of collective agreements in different countries. Our talent management model is based on incentivizing individuals who achieve established goals through a variable compensation system linked to individual and company objectives.

At Soltec, we promote a benefits model that is adapted to the needs and requirements of each work environment and location.

WORK-LIFE BALANCE MEASURES.

With the goal of increasing employee engagement and participation, we have implemented work-life balance and flexibility measures that have reduced absenteeism, minimized its impact on various work teams, and improved work-life balance.

These measures include:

- **Flexible start and end times for office positions**, always respecting the working hours set by each subsidiary and complying with relevant labor laws.
- **Encouraging telecommuting for office positions throughout the Group to improve work-life balance**, always in compliance with local labor laws.
- **Childcare leave.**
- **Continuous working days for site personnel.**
- **Right to digital disconnection:** We recognize and respect the right of employees (including managers) to digital separation in the work environment to the extent that business activities permit. This means respecting employees' rest, vacation and holiday time, as well as their personal and family privacy, outside of legal or customary working hours.

7 Diversity and Inclusion.

At Soltec, we believe that diverse talent is a competitive advantage and a source of innovation. Therefore, our People department strives to create an inclusive work environment that values and celebrates differences and ensure that all voices are respected and heard.

To achieve respect and appreciation for the diverse people within our organization, we must ensure the following objectives:

- Promote an inclusive culture that creates a collaborative and respectful work environment.
- Promote the integration of people from diverse backgrounds so that the company reflects the communities in which it operates.
- Provide work-life balance policies that allow employees to balance their personal and family lives.
- Establish policies, rules and procedures for selection, hiring, compensation, evaluation, development and promotion that ensure equal opportunity for all employees.
- Maintain and promote neutral and inclusive language in internal and external communications.
- Encourage the contribution of women in the company by promoting female representation in leadership positions, eliminating the gender pay gap, and developing programs and initiatives that contribute to the development and advancement of women.
- Establish active listening channels to ensure that the needs of the team are addressed.
- Communicate and extend our commitment to diversity to other stakeholders, especially suppliers and subcontractors.

8 Communication.

Being part of an environment where change is constant, Soltec has always embraced technological innovation and considered people and their talent as the driving force.

At Soltec, we have decided to give meaning to all this by moving towards Internal Communication 2.0, as we believe it is a necessary step for our digital evolution within the Social Business and to meet the needs of today's professionals, who are increasingly social.

This cultural change, driven by the Communication, People & Culture and Information Technology departments, focuses on providing a collaborative professional environment that breaks down geographical barriers, is innovative, values initiative and rewards talent.

The implementation of our corporate social network, our internal platform and our digital newsletters are some of the actions that demonstrate our commitment to ensuring that our employees can participate, share and feel like real protagonists of our story.

9 Equality and Intercultural Tolerance Policy.

Soltec is characterized by the multiculturalism of its people, who must coexist in an egalitarian and tolerant working environment in all possible scenarios.

We believe in and defend equal opportunities in all the activities conducted in our company, as well as in all the policies we promote, ensuring that the treatment and working conditions are the same for all individuals, regardless of gender, nationality, ethnic origin, religion or personal beliefs.

Soltec declares its commitment to establish and develop policies that integrate equal treatment and opportunities for women and men, without direct or indirect discrimination based on gender, and to promote and encourage measures to achieve real equality within our organization, making equal opportunities between women and men a strategic principle of our Corporate Policy and People & Culture.

We apply the principle of equal opportunities between women and men in all areas of the company's operations, from recruitment to promotion, including pay, training, working and employment conditions, occupational health, working hours and work-life balance, with particular attention to indirect discrimination, defined as "a situation in which a neutral provision, criterion or practice puts persons of one sex at a particular disadvantage compared with persons of the other sex".

These principles are put into practice by promoting equal opportunity policies:

- Hiring unemployed individuals to replace female employees on medical leave due to sexual harassment.
- Training for female employees to facilitate their promotion to management positions and under-represented roles.
- Facilitate access to refresher courses for employees returning from parental leave and female victims.
- Introduction of training modules on gender equality.
- Training for the management team in human resources management from a gender perspective.
- Creation of a suggestion box for work-life balance conciliation measures.
- Establish a special mailbox for reporting sexual harassment situations.
- Create a non-sexist communication manual for internal and external company communications.
- Equal opportunities in all group selection processes.