

People Management Policy

Amara NZero Group

September 29, 2023

1. Introduction

Amara NZero Group (collectively "**Amara NZero**" or the "**Group**") understands that people are its main asset, which is why it focuses its people management activities on attracting, developing and retaining talent, with the objective of fostering the personal and professional growth of its people.

The Amara NZero Group establishes people management based on the principles and foundations of the Declaration and Conventions of the International Labour Organisation (ILO), the Universal Declaration of Human Rights and the United Nations Global Compact, to which the Amara NZero Group is a member.

2. Purpose and Scope

The purpose of this People Management Policy (the "**Policy**") is to set out the principles by which it develops its activity from a sustainable and people-based perspective.

This Policy applies to all employees of the companies that make up Amara NZero, and this document is a corporate tool aligned with our principles and core values.

3. Principles of action

For all these reasons, we have established this Policy based on the following principles of action:

ENSURE compliance with labour and social legislation and regulations applicable to our activities, as well as other commitments to which the Company subscribes.

PROMOTE the best practices identified in relation to human resources management in order to contribute to global management in this area.

APPLY social and people principles and best practices in our actions.

ENHANCE the attraction, selection and retention of talent, using transparent, responsible and objective selection criteria, generating positive experiences with the utmost respect, guaranteeing confidentiality, equal opportunities and non-discrimination. All of this by implementing innovative procedures, with the aim of creating a stable and quality employment offer, due to its direct relationship with the commitment, job satisfaction and individual wellbeing of our employees.

OPTIMISE the training and development of our professionals, promoting the professional career of our people through the development of their personal and professional skills in an environment of collaboration, teamwork and continuous improvement, facilitating the design of action plans in favour of learning, motivation and professional orientation of the Company's people, establishing criteria of transparency in the criteria for promotion and professional development.

RECOGNISE the responsibility, dedication and effort of our human capital, favouring the development, commitment, recognition and individual talent of our company's professionals, improving the quality of life of our professionals and their environment, improving job satisfaction.

PROMOTE the safety, health and well-being of our employees, fostering a culture of prevention and maintaining a safe and respectful environment for our staff, applying the appropriate measures in terms of occupational risk prevention, health and safety at work. We consider it essential to raise awareness, prevention and promotion of health in a strategic and responsible way, promoting different alternatives, recommendations and good practices for a healthy life.

PROMOTE equal opportunities, integration and diversity, guaranteeing non-discrimination, dignity, the integrity of each person in the workplace and the promotion of socially responsible measures.

PROMOTE digital conciliation and disconnection, maintaining a balance between the professional and personal environment, with the reinforcement of the satisfaction and loyalty of professionals, resulting in improved productivity.

MAINTAIN fluid communication with Amara NZero's people, as well as with authorities, local communities, and society in general, which favours knowledge of the real effects of the Company's operations and responds positively to requests for information in this regard.

INCORPORATE sustainability criteria into our strategic planning for people, with the aim of developing, maintaining and improving the organisation's social performance.

PROJECT an image to the outside world of a company that respects people, for which we will train and raise awareness among our staff, encouraging participation.

This Policy has been approved by the Board of Directors of Green Bidco, S.A.U., parent company of the Amara NZero Group, on 29 September 2023.

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