

PEOPLE POLICY

The **objective** of the People Policy of Sociedad Anónima De Electrónica Submarina, S.M.E. ("SAES"), is to define and implement a model that enables the attraction, development, and retention of **talent, fostering the personal and professional growth** of all members of the Company. To achieve this objective, SAES has established the following priorities:

- Attract and select **highly qualified professionals**, including early recruitment from educational institutions, and develop strategies that strengthen the employer brand.
- Facilitate an effective onboarding process for the swift adaptation of new hires.
- Identify and implement actions that create a **work environment conducive to talent development**, including recognition programmes, the promotion of flexible working models to support work-life balance, and ensuring open and effective communication at all levels of the organisation.
- Adopt policies and practices that foster **diversity, inclusion, and equity** at all levels of the organisation, promoting equal opportunities across the board to form and manage a diverse workforce and improve the work climate in an atmosphere of tolerance and respect.
- Promote a **collaborative leadership** style based on values, commitment, and generosity. A leadership that contributes to change management, talent development, and the creation of a **corporate culture**. Leadership focused on the personal and professional development of employees, aiming to maximise their potential and promote their growth.
- Implement **training programmes** in new technologies and the development of social and leadership skills, based on the Company's needs and talent maps. This will enhance productivity, efficiency, and loyalty, resulting in economic growth for SAES.
- Prioritise the **safety and health** of all our employees in the performance of their activities, in accordance with the Quality, Occupational Health and Safety and Environmental Policy developed for this purpose.

SAES is deeply involved at the highest level in the design, development, and monitoring of this Policy. Through the management of its People, SAES fosters the development of a new corporate culture based on flexibility, respect, and mutual commitment, where people are placed at the centre of its actions.