

HUMAN RESOURCES POLICY OF CABLES DE COMUNICACIONES ZARAGOZA S.L.

The Human Resources Policy of Cables de Comunicaciones Zaragoza S.L. establishes the basic framework for the proper management of the company's human resources in accordance with its vision and values.

CablesCom's vision in terms of Human Resources is to improve the lives of its employees, promote their growth, development, and well-being; to strengthen talent and value diversity, initiative, and innovation, fostering a balance between personal and professional life to achieve shared progress.

CablesCom's success is based on the capacity and quality of its human team, which is one of its main competitive advantages. For this reason, CablesCom remains committed to continuously improving the skills, capabilities, and motivation of its employees, always with maximum attention to working conditions and safety.

FUNDAMENTAL PRINCIPLES

Shared Responsibility

HR managers will actively contribute to the quality of HR management throughout the company, establishing appropriate policies and ensuring that their application is coherent and fair. They will advise and propose solutions whose impact on the company's effectiveness is positive.

Human Relations Based On:

- Respect and trust: Any form of intolerance, harassment, or discrimination will be considered an expression of disrespect and will not be permitted. This principle applies at all levels and in all circumstances, without exception.
- Equal opportunities: CablesCom will guarantee equal opportunity and treatment, as well as non-discrimination on the basis of birth, race, sex, religion, opinion, or any other personal or social condition, for all its staff and for all candidates participating in a selection process. Its guiding principles draw from Title I, Chapter II of the Spanish Constitution, the Universal Declaration of Human Rights (1948), and the Spanish Workers' Statute.
- Effective Communication based on transparency and honesty in professional relationships.

- Open Communication, aimed at sharing each person's skills and stimulating creativity; without this, it is impossible to delegate tasks effectively or expand knowledge.
- Promoting teamwork and quality control as tools to drive excellence through well-executed work.
- Communication is not only informing, but also listening and engaging in dialogue. All employees have the right to maintain open conversations with their supervisors or colleagues. Personal contact should always be prioritized over written communication, encouraging responsibility and minimizing bureaucracy.

Selection

The objective of CablesCom's selection process is to identify the most suitable candidates for the positions to be filled, according to the company's needs. This procedure is oriented toward talent selection, professional development, and equal opportunity. All participants in the selection process will ensure fair

treatment and act with integrity, honesty, and respect toward candidates. Freedom and confidentiality will be guaranteed at all stages.

Work–Life Balance

At CablesCom, we believe that our employees should achieve a good balance between professional and private life. We provide flexible working conditions and encourage employees to have interests and motivations outside their professional life.

Compensation

CablesCom seeks to offer competitive, motivating, and equitable compensation structures, proposing attractive salary conditions. Compensation includes base salary, variable pay, social benefits, and all other components established in the applicable Collective Bargaining Agreement. The HR representative must ensure that the compensation policy is applied objectively across the company in compliance with established principles. CablesCom has committed that all employees receive a fair and decent wage.

Professional Development

- **Training:** Supporting and enhancing training and learning is an integral part of our corporate culture. All employees must be aware of the need to continuously improve their skills and knowledge. CablesCom develops appropriate training programs, based insofar as possible on active learning. Each manager is responsible for assessing the progress made after training.
- **Innovation :** CablesCom promotes ideas aimed at improving processes, products, and services.
- **Evaluation and Development :** Each employee is responsible for their own professional development. The company strives to provide opportunities for progress to all workers who are committed and who have the necessary potential to further develop their abilities. The goal is to retain and develop employees by offering career paths that are attractive yet realistic, taking into account economic conditions and a constantly evolving environment. Versatility and job rotation are encouraged. Formal employee evaluations should be carried out regularly, preferably once a year. Evaluations are based on facts, not opinions. Each manager is responsible for effectively managing evaluation results and achieving pre-established objectives.

- **Succession Plans :** Succession plans within the company will be aligned, as far as possible, with individual development plans. All decisions regarding assignment, treatment, and development of employees will be based on professional merit.
- **Internal Selection and Mobility:** CablesCom will promote internal selection and mobility whenever possible, based on the application of the skills, abilities, experience, knowledge, and competencies required for each position. Candidate suitability will be assessed using appropriate evaluation techniques.

Labor Relations

CablesCom guarantees the freedom of association of its employees and the effective recognition of the right to collective bargaining. Relations with trade unions must strictly comply with current legislation, local practices, and the international recommendations to which CablesCom has voluntarily adhered. Likewise, it guarantees freedom of expression and protection against reprisals for worker representatives exercising their representation rights.

Human Resources Organization

HR processes, systems, and professional tools serve to support management and must never be used to the detriment of the human dimension, which must be present at all times. The main task of CablesCom's HR department is to add value to the company's activity, play a proactive role whenever its contribution is required, and provide top-level administrative support.

Human capital is increasingly important and plays an essential role in designing and implementing HR strategies that impact financial results, reputation, and the company's effectiveness.

Safety and Risk Prevention

Occupational risk prevention is one of the most important areas for CablesCom, and this effort has led to satisfactory results in the management of workplace risk prevention. CablesCom is guided by its Occupational Risk Prevention Policy approved in 2008. Worker participation (through their representatives) in matters related to safety and health at work is not merely a legal requirement but a fundamental support for integrating and advancing risk prevention within the company in an active and consensual manner. An example of this is the creation and operation of the Health and Safety Committee.

D. Qiang Wang

– Chair BoD – 2025



Zaragoza, 14th May 2025