



TALENT MANAGEMENT POLICY

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A1 V2 A1	24/02/2021 13/03/2024 24/02/2021	Head of HHRR	Created for information	Board of Directors of Gransolar Group, S. L
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Approvals

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BoD (24/02/2021)	V1
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The Board of Directors of Gransolar Group, S.L. (hereinafter, 'Gransolar'), as part of its general and non-delegable power to develop and approve the general policies and strategies of the company, has approved this Policy (hereinafter, the 'Policy').

1. Introduction

At Gransolar, we consider policies and procedures as fundamental within our organization, as they ensure compliance with rules and regulations, provide clear guidance on how to carry out different tasks, and simplify internal processes.

At Gransolar, we base our management on excellence, addressing the needs of our stakeholders, delivering value to society, and pursuing social, economic, and environmental sustainability. As a Participant Member of the United Nations Global Compact, we promote the Sustainable Development Goals, embracing our role as an agent of change in sustainability matters. Furthermore, Gransolar advocates for the recognition of Human Rights, adopting a stance of defence against potential violations in the territories where we operate and extending our Whistleblower Channel to all our stakeholders.

Moreover, Gransolar is committed to the highest standards of transparency and accountability, adhering to a zero-tolerance policy toward any behaviour contrary to what is outlined in our Corporate Policies and extending these commitments to all our stakeholders. This commitment, integrated into all our internal regulations, is based on a corporate culture firmly rooted in the sustainability of the business model and extends to all operations and the Group's value chain.

Gransolar is convinced of its role as a key agent of change. For this reason, we embrace a culture of "early adopters" concerning the new regulations recently approved by the EU, as well as the indications, guidelines, and recommendations of recognized international organizations.

At Gransolar, we are committed to human and engaged talent, promoting its constant growth in a diverse and equal environment. We have different areas focused on offering energy solutions in an exciting and ever-evolving environment. To retain the best talent and align it with the organization's values, this policy encompasses the development of technical skills and competencies, along with training to facilitate adaptation to new technologies, processes, or regulations, thereby enhancing work quality and contributing to the organization's success. We believe that continuous learning among our professionals is key to moving forward together, motivating employees to improve their performance and acquire new skills. Some benefits of internal promotion include recognizing internal talent, developing competencies for positions of greater responsibility, retaining employees, and filling vacant positions with internal staff—all carried out fairly and based on merit, providing equal opportunities to all employees. With 15 years of international experience, we have been recognized for our high capacity and adaptability to each situation. For professionals who want to be part of an innovative company committed to renewable energy and the environment, Gransolar is the place to be.

2. Aim & Purpose

The Talent Management Policy of the Gransolar Group cohesively integrates the strategies for attracting, retaining, training, promoting, and developing personnel, ensuring that all aspects are aligned with our Mission, Vision, and Values.

We aim to attract the best professionals through equitable and transparent selection processes and innovative recruitment strategies that reflect our principles. Once onboard, every employee understands that continuous training is an integral part of our culture. We offer courses to enhance skills and knowledge applicable to each area, as well as training in leadership, motivation, teamwork, and recognition, always within a framework of equal treatment and opportunities. We encourage interest in work, initiative, and growth within the company, recognizing employee performance and commitment, and internally promoting talent focused on the professional journey of each employee. This contributes to the development of competencies for positions of greater responsibility and to employee retention, ensuring fair and merit-based placement.

In this way, our comprehensive strategy ensures that all aspects of talent management and corporate responsibility are aligned, creating a work environment that fosters personal and professional growth while contributing to sustainability, community well-being, and environmental care.

3. Scope of application

This Talent Management Policy applies to all Gransolar companies, as well as to subsidiary companies over which the Group has effective control, taking into account the specific legislation of each country where it operates.

4. General Principles

The Talent Management Policy focuses on creating an attractive and welcoming work environment that fosters both professional and personal development. This is achieved through specific strategies such as continuous professional development, an inclusive corporate culture, competitive compensation packages, recognition and reward systems, and the promotion of a healthy work-life balance. Technical training, as well as management and leadership skill development, are essential for updating and refining competencies, while internal promotion is based on recognizing employee performance and commitment, ensuring equal and meritocratic treatment.

Talent Attraction

1. Attractive and Welcoming Work Environment:

- Create an environment that is appealing to potential candidates, emphasizing a culture of inclusion, respect, and collaboration.
- Offer competitive compensation and benefits packages that meet the needs and expectations of employees.

2. Corporate Culture:

- Foster a culture where all employees feel valued and supported, making it attractive to new talent.
- Promote policies that enable a healthy work-life balance, such as flexible schedules and remote work options.

3. Recognition and Rewards:

- Implement recognition and reward systems to celebrate employee achievements and contributions, attracting talented individuals who seek a workplace where their efforts are appreciated.

Training

1. Professional Development:

- Provide continuous training and development programs to enable employees to enhance their skills and advance in their careers.
- Offer technical training to update and refine the professional competencies required for each position, area, or department.

2. Management and Leadership Skills Training:

- Provide training in management and leadership skills to support employees' professional growth and career progression, facilitating internal development.
- Offer training in tools that support daily work development to improve adaptability to technological and organizational changes.

3. Evaluation and Continuous Improvement:

- Conduct annual performance evaluations (People Review) to identify areas for improvement and training needs.
- Implement satisfaction and effectiveness surveys to ensure the relevance and quality of training programs and to measure their impact on employee performance.

Promotion and Development

1. Internal Promotion:

- Recognize employee performance and commitment, motivating them to improve their performance and acquire new skills.
- Conduct internal assessments to evaluate the best-positioned candidates following the Performance Evaluation.

2. Competency Development:

- Foster healthy competitiveness among employees to acquire knowledge and skills for higher-level organizational roles.
- Provide training in team management and emotional management to encourage the development of synergies, leadership, self-motivation, and self-awareness.

3. Succession Plans:

- Identify key positions within the organization and create succession plans to position individuals with the greatest potential.
- Methodically and systematically plan the transition of employees in key roles to ensure the company's continuity and success.

In conclusion, the Group's Talent Management Policy focuses on attracting, training, and developing its employees through an attractive work environment, continuous training programs, and internal promotion systems based on merit and performance. These strategies are designed to enhance the company's competitiveness and ensure the personal and professional growth of its employees.

5. Identification of related internal regulations

At Grupo Gransolar, our Talent Management Policy, aligned with the overarching People Policy, is based on equal opportunities and non-discrimination in the selection, hiring, training, promotion, and development of our personnel. We ensure impartiality and the absence of bias regarding gender, age, disability, sexual orientation, religion, or ethnicity, guaranteeing fair and equitable access to employment.

We implement internal regulations to identify potential internal trainers, with the aim of preserving know-how and fostering internal talent. Our goal is to strengthen our team by valuing the individuality of each employee and efficiently allocating training resources.

6. Flow Chart and Responsible Parties

The following unified chart provides a clear and concise visualization of how Talent Management is carried out within the organization, integrating both the evaluation and approval of positions as well as the training and development of employees.

1. Talent Management

Evaluation and Approval of Positions

- **Process:**
 - All positions to be filled within the organization must be evaluated and approved by the People Committee.
 - Each department is responsible for analyzing and justifying its requirements.
 - Department directors present and defend their needs before the Committee.
- **People Committee:**
 - Corporate & Governance Director
 - CFO
 - CTO
 - COOs of the Business Lines
 - Resources Director
 - Representatives from the People Department
- **Objective:**
 - Ensure a strategic approach aligned with the needs identified by the respective departments.
 - Guarantee that decisions are aligned with organizational priorities and established strategic objectives.

2. Training and Development

- **Process:**
 - Training requests must be submitted by the direct manager to the Training and Development Department.
 - Requests are based on the identification of training needs.
 - An evaluation is conducted based on the available annual budget.

- The manager and the Training Department determine the priority level of the requested needs.
- **Objective:**
 - Ensure that training programs address identified needs and align with the available budget.

7. Communication and awareness-raising

Gransolar will make this document available to all its stakeholders, promoting its dissemination and publishing it on its website. Additionally, it will be accessible on Gransolar's intranet for all employees, both in Spanish and its English translation.

8. Review and update process

The People & Culture Department will periodically review and update the content of this Policy within a maximum period of three years and will propose to the Board of Directors any modifications that contribute to its development and continuous improvement.



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