PEOPLE MANAGEMENT POLICY

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The objective of the People Management Policy of Navantia, S.A., S.M.E. (Navantia) is to define and implement a model that will attract, promote and retain talent and foster the personal and professional growth of all the people belonging to the Company. In order to develop this objective, Navantia has defined the following priorities:

- To recognize and drive **diversity, equal opportunities and inclusion** as core values that improve the labour climate and enable people to develop their full potential in an environment of tolerance and respect.

- To support the staff throughout their **career**, ensuring a consistent Welcome Plan, fostering their training, ongoing learning and development, providing opportunities for internal mobility or promotion and ensuring that their knowledge remains within the organization.

- To promote the Company's **cultural evolution** through its **Leadership model**, focusing on the importance of knowing ourselves so that we are able to lead our teams and people and ultimately lead towards external and internal customers, with a commitment to results.

- To provide the workforce with an extensive catalogue of **training** adapted to the job competencies and the Company's strategy so that people can stay up to date and learn in accordance with their needs.

- To develop people's talent within a framework of equal opportunity

- To work towards a total **compensation** scheme that ensures attractive remuneration policies based on individual performance, that values cooperation and teamwork and recognizes people's contribution to achieving results for the company.

- To prioritize the **safety** of all our workers in the performance of their activities, in accordance with the Occupational Health & Safety and Environment Policy drawn up for this purpose.

Navantia is **involved at the highest level** in the design, implementation and monitoring of this Policy. Through its HR policy, Navantia encourages the development of a new **corporate culture** based on flexibility, respect and mutual commitment, one in which people are at the heart of its actions.