



# Personnel Management Policy

**1. Objective** To promote and highlight the importance of equality and non-discrimination in the workplace, valuing the individual differences of each employee and external related party.

**2. Scope:** All stakeholders that interact with the company.

**3. Foundation:** CSAV believes that humans are born free and equal in dignity and rights, which is why it promotes and practices equal treatment in its relationships with personnel and third parties. Equal treatment is designed to ensure that our current and future employees and external counterparts feel respected, included and represented and develop based on their own merit.

CSAV seeks to provide a workplace with high quality of life standards and opportunities for professional development with diverse and competitive teams that contribute different and creative ideas.

This policy is designed to strengthen the development of each of our current or future employees. To that end, we commit to:

1. Reject any form of discrimination from the outset of the recruitment process.
2. Promote an organizational culture that includes the values of equality, prohibiting any discrimination or distinction made on the basis of sex, sexual orientation or gender expression; age; race; nationality; religion; social, economic or personal condition; or any similar criterion.
3. Include men and women in recruitment and selection processes.
4. Promote internal development and create the same mobility opportunities for all employees.
5. Facilitate training and skills acquisition for their roles.
6. Ensure that compensation is based on the role, individual performance, and responsibility without considering criteria related to gender, age, sexual orientation or other factors.
7. Take steps to promote work, family and personal life balance.

**4. Responsibility:** The Company's Chief Financial Officer must implement and promote this policy. Senior management must ensure that the Company has an inclusive and diverse culture and provide resources to enforce the policy. Our external stakeholders are responsible for adequately communicating this policy and promoting it within their organizations.

#### **5. Approval and Updating**

This policy is part of CSAV's Sustainability Plan, approved by its Board of Directors in an ordinary session in December 2021. Its content will be reviewed annually and updated as needed, as of its entry into force.