

The OHLA Group Human Resources Policy is based on its human capital, which constitutes the principal strategic resource, decisive to achieve the highest level of productivity, efficiency and in obtaining profitability.

Said principles are:

- I. An absolute respect for the legal regulations in effect in all the territories in which the Group carries out its activity.
- II. Having the best professionals, promoting a work environment among them characterized by the respect, cordiality and collaboration with others, the commitment to the Group and the orientation towards excellence.
- III. Promoting a professional development based on the principals of capability, competence, mobility, merits and continuous evaluation, and driven by training, career plans and development itineraries.
- IV. Establishing a competitive remuneration policy, which has basic core of internal equality, the recognition of results obtained and the differentiation of talent.
- V. Implement programs and training plans orientated towards professional perfection as well as the adapting to the technological, organizational and market changes.
- VI. Promote the principle of equal opportunity as one of the pillars of growth, as well as encourage non-discrimination due to gender, race, age, ideology, political opinions, nationality, religion, sexual orientation or any other personal, physical or social condition among its employees.
- VII. Promote a balance between the work and family life as one of the key factors of pride of belonging amongst our employees.
- VIII. Aspire to the highest quality standards in the areas of employee security, protection and health.

OHLA Group human resources management will promote the adequate transmission of these values and will ensure the compliance with, and adequate application of these regulating principals.

Approved by the Steering Committee at its meeting held on February 20, 2017.