OVERVIEW OF THE MAIN POINTS OF THE GROUP CAREER MANAGEMENT POLICY

1. Basic principles

- **Equal opportunities and support for diversity:** A key pillar is a transparent approach and equal treatment for all employees, regardless of age, gender, origin, or any other personal characteristics. The directive actively promotes diversity as a source of innovation and creativity.
- **Transparent career progression:** Career growth is based on objective criteria of performance, competence, and potential.

2. Skills Development

- **70-20-10 model:** Development takes place primarily through practice (70%), mentoring and feedback (20%), and formal education (10%).
- **Individual development plans (L&D plans):** After the probationary period, an individual plan is created for each employee, which includes mandatory and optional training. These plans are regularly updated.
- **Support for technical and blue-collar positions:** Special attention is paid to skills development in technical and blue-collar positions, where regular specialized training is necessary to ensure qualification and work safety.

3. Development Programs

- **International programs:** There are programs for top management at the international level that connect leaders across the entire Elevion Group.
- **Local programs:** At the local level, development takes place using the 70-20-10 model and talent programs.
- **Training for all:** All employees have access to mandatory and optional training.

4. Succession Planning

- **Four-phase model:** Ensures continuity and stability in key positions.
    - **Discovery:** Identification of key positions.
    - **Talent ID & Assessment:** Searching for and evaluating talent.
    - **Development Planning:** Creation of individual development plans.
    - **Transition:** Support during the transition to a new position.

5. Internal Mobility

- The directive promotes **internal mobility** across the Elevion Group. The aim is to facilitate job changes, support personal growth, and foster employee loyalty.

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6. Performance Management

- **Cooperation:** Performance management is understood as a partnership between the employee and the manager, with the goal of continuous development.
- **Annual Plan:** The basis is an annual plan that defines goals that are in line with the company's priorities and the employee's personal ambitions.
- **Ongoing feedback:** Managers provide regular feedback and support with the aim of guiding employees to success and planning next steps.

Monitoring and reporting

- **Regular evaluation:** Annual evaluation of KPIs and L&D plans takes place by March 31.
- **Outputs:** The results serve as a basis for ESG reports and internal HR analyses.

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