

JUNIOR INTERNATIONAL PROFESSIONAL PROGRAM

GLOSSARY

Junior International Professional (**JIP**) Program.
Human Resources (**HR**) Department.
Information and Technology (**IT**) Department.
Cost of Living Adjustment (**COLA**).

PROGRAM SUMMARY

This is a development program for young professionals designed and implemented by the ALSA-CMC Group for its International Road Passenger Transport division.

It involves recruiting young professionals so that, through a carefully designed international training plan lasting three years, they can develop their skills and knowledge, laying the foundations for a career with the Group.

PROGRAM OBJECTIVE

To search for talent and allow it to grow within the Group.

The development and training of people with strong potential who, by integrating the Group's values and culture, will be given the chance to grow professionally and personally, to take on positions of responsibility in the near future should they successfully achieve the necessary skills.

THE PROGRAM

After successfully passing the recruitment process, where the candidates will interview with the HR department, the responsible person from the department they are interested in and be asked to complete a psychometric test, an indefinite employment contract with a trial period of 6 months will be signed between the participant and the chosen company at the destination country, where the participant will become an employee, being registered are the destination country's social security system.

The working conditions during this phase will be those set out in the Group's JUNIOR INTERNATIONAL PROFESSIONAL PROGRAM, adapted to local legislation, according to which the participant will not hold a position within the Company's organizational chart and will not be governed by its collective agreement. They will report to the person designated by the Company, who will usually be the head or the appointed Manager of the department where they work.

Every six months, participants undergo a performance evaluation, which will allow their progress within the program to be analyzed. This evaluation will provide feedback to be given in interviews and vital decisions will be made regarding the tasks to be undertaken, training, and possible department changes etc., as well as the decision regarding whether the participant will continue with the program.

Additionally, at the end of each year, they will receive the plan for the next period, which will outline the aims and expectations relating to their professional development.

The program consists of two separate stages:

1- Initial training plan (first year)

Should the needs and circumstances of the company allow it, at the initial stage of employment the participant will attend training on activities performed in Spain. These activities will be similar or related to the tasks they will be assigned in the department they have been selected for. This training period will ideally happen during the initial stage of employment however, it is possible that the company will decide to arrange the initial or further training at different times, according to the needs at the time of the employment.

During the first 6 months, an introductory plan for the department will be undertaken. This plan will provide general training for the department they have been selected for will be delivered, including an explanation of the organization, activities, and roles within the Company.

By the time the training is completed, they will be assigned a position in the department where, under the supervision of a manager/mentor (normally the department's head), they will complete different tasks, functions, and projects aimed at familiarizing them with the department and the business.

During this phase, they will also be given specific training to strengthen any aspects that require improvement or support, with particular emphasis on English as a basic communication tool.

2- Development plan (second and third year)

Over the next two years, specific plans will be designed according to participants' performance so that they can continue to develop professionally and personally.

In this second phase, program participants will assume different roles with progressively more responsibility within their department, or they may change to other departments to gain a wider appreciation of the Company and its business.

During this phase, various types of training will be given to improve their performance.

During the process, the combination of the development of specific skills and each participant's personal and professional expectations will define their future areas of specialization within the Group.

END OF THE PROGRAM

The program may be terminated at any time if evaluations detect poor performance.

Once the program has been completed successfully and as long as the participant has demonstrated the required competencies have been achieved, the Company will offer the participant a specific position, where they will begin their career within the Group, subject to the role's work conditions, the participant's performance and skillset, and the company's circumstances at the given time.

At any time during the program, particularly at the end, work opportunities arising in other companies or international projects belonging to the Group may be offered to participants. It is therefore vital that they have a clear and determined vocation enabling them to accept changes and move to other countries.

PEOPLE ELIGIBLE FOR THE PROGRAM

- University graduates with little or no work experience.
- Proficient in English (a recommended minimum of level B2).
- Eligible for a work permit in the country of destination.
- Fully available to participate in international programs and career trajectories with international moves in the present and/or future.
- Potential to become a high-performing professional.
- Organizational and management aptitudes.

AREAS FOR PROFESSIONAL DEVELOPMENT WITHIN THE GROUP

The areas of specialization will be according to the department they have been selected for, within the road passenger transport sector.

As in any multinational group, professionals may grow from a specific point in one of its companies to corporate roles or even senior management.

Subject to the needs, the company will search for participants of the JIP Program within any of the below-listed departments.

- OPERATIONS (Services, Planification, Control Room, etc.)
- FINANCE
- ENGINEERING (Maintenance, Technical Office)
- HR
- COMMERCIAL (Sales, Marketing, etc.)
- CENTRAL SERVICES (Health and Safety, Business Intelligence, etc.)
- IT

OPEN SEARCH

JUNIOR INTERNATIONAL PROFESSIONAL PROGRAM; MALTA and CYPRUS

MALTA

Since 2014, the Group has run a program for young professionals at its subsidiary in Malta (Malta Public Transport), which is the exclusive operator of all road passenger transport in the country.

With 1,300 employees and a fleet of over 400 buses that has recently been introducing new electric ones, MPT offers a unique setting for professional development because it is a company that, given its setting in the European Community and in a Mediterranean, English-speaking country, has enormous potential for training, growth, and improvement.

CYPRUS

Cyprus Public Transport has been present in the country since 2020, soon becoming the largest public transport company operating in the districts of Nicosia, the capital city, and Larnaca, where the main airport of the island is located.

The company counts with 600 employees and a bus fleet of over 230 buses, including 5 electric ones. Ever since CPT started operating in Cyprus, it has experienced a steady increase in passengers

and is actively collaborating with the authorities and other transport companies to implement new sustainable mobility ways.

Salary conditions*

The aim of the proposed salaries linked to the program is i) to provide attractive conditions for young, inexperienced participants and ii) to increase their wages each year, subject to their annual performance evaluation, thus setting them on a gradually increasing path over the three years of the program.

The maximum salary is therefore set at €28,000 (exclusive of bonus) in the third year, in line with the following structure:

JUNIOR INTERNATIONAL PROFESSIONAL PROGRAM SALARY STRUCTURE

	YEAR 1	YEAR 2	YEAR 3
BASIC SALARY € (**)	12,500	15,000	17,500
ANNUAL MBO BONUS €	-	1,500	1,750
ANNUAL MBO BONUS %	0.0%	10.0%	10.0%
EXPATRIATE ALLOWANCE	-	9,500	10,500
TOTAL (EXCLUDING BONUS %)	12,500	24,500	28,000
OTHER			
ACCOMMODATION (***)	YES	NO	NO
FUEL COSTS	NO	NO	NO
HEALTH INSURANCE	YES	YES	YES
CAR AND FUEL	NO	NO	NO
FREE TRANSPORT	YES	YES	YES
MOBILE TELEPHONE	YES	YES	YES

(*) Salary table currently under review to update Allowances.

(**) COLA (Cost of Living Adjustments) will be considered following the statutory legislation of each country and the company's policies on COLA application.

(***) Individual room in a flat shared with fellow participants.

Vacancies

POSITION	NUMBER OF PEOPLE
ENGINEERING	2
OPERATIONS	2
IT	2

APPLICATIONS

Interested candidates are requested to submit their CV to jip@publictransport.com.mt