

## DIVERSITY, EQUALITY AND INCLUSION POLICY

TUBACEX Group is a leading multinational industrial supplier of advanced tubular solutions for the energy and mobility sectors.

As a result of the commitments taken in its Sustainability Policy and Strategic Framework, TUBACEX Group has drawn up this Diversity, Equality and Inclusion Policy with the aim of defining more specifically its commitments associated with these issues.

TUBACEX has a zero-tolerance policy regarding any type of discrimination and the commitments contained in this document are aligned with such policy.

### SCOPE

This Policy applies to all subsidiaries, facilities and commercial offices that make up the Group, as of the date of its approval.

### AIMS & COMMITMENTS

TUBACEX is committed to **full equality** both in terms of relationships between people inside the company as well as between them and other people, bodies and/or third parties/external companies.

In this context, as established in the company's Code of Conduct, section 4.2 "We respect each other":

- We will guarantee an environment in which equal opportunities apply to all of us.
- We will ensure there is no room for discrimination of any kind.
- We will strive for a work environment that promotes dignity and respect, rejecting any form of violence, abuse of authority and intimidation, and with particular awareness regarding the least represented or most vulnerable groups.

In this sense, we intend to embrace and integrate the following commitments in terms of equality and inclusion:

- integrate the gender perspective in all areas of the organization
- prevent sexual and gender-based harassment in the workplace, as well as any form of gender-based violence
- prevent any form of harassment

- promote diversity and eliminate any type of discrimination, including prejudices, predefined roles and stereotypes based on gender, race, nationality, age, sexual orientation, gender identity, etc.
- provide the necessary means to adapt the facilities to people with functional diversity
- use inclusive language and corporate images

TUBACEX believes full equality means not only avoiding discrimination, but also achieving equal opportunities for all people accessing the company, in terms of recruitment, working conditions, promotion, training, remuneration, personal, family and working life balance and occupational health, among others.

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