

OCCUPATIONAL HEALTH & SAFETY POLICY

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

As part of the commitments taken in its Sustainability Policy and Strategic Framework, TUBACEX Group has drawn up this Occupational Health & Safety Policy with the aim of deploying commitments associated with the prevention of occupational risks, safety and the promotion of employees' health.

Likewise, these commitments will become a reference benchmark to define the organization's health and safety goals.

SCOPE

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

The commitments contained in this policy shall also apply to all persons performing their activities under the supervision of the company.

AIM & COMMITMENTS

Occupational Health & Safety is a priority for TUBACEX. Very aware of the impact and risks derived from its activity, the Company's concern is to work in a safe and healthy environment, continuously improving its management system while minimizing risks.

TUBACEX Group's key aim is to manage its operations ensuring adequate working conditions to guarantee the prevention of injuries and damage to the health of all its employees, focused on eliminating hazard as well as controlling and minimizing any occupational risks identified, and always placing the health and safety of people before any other economic or commercial consideration.

To achieve this, the company commits to:

- Provide any material, economic and/or technical means necessary to create safe work environments,
- Maintain an organizational structure with clearly defined roles and responsibilities,

- Foster consultation and participation of employees and/or their representatives in decision-making processes on any issue related to this matter,
- Develop and promote a safety culture where each person understands his or her responsibility in preventing accidents and injuries,
- Maintain open channels of communication on safety issues and encourage risk identification and reporting,
- Investigate all occupational incidents and accidents to understand the causes and prevent recurrence, using this information to improve operations, processes, and safety practices in place,
- Seek people's well-being and promote health through wellness programs that promote their physical and mental health.

In addition, TUBACEX Group has implemented a series of measures and tools to ensure **continuous improvement in safety performance and promote occupational health** and an effective deployment of commitments. Compliance with legal and other voluntary requirements: TUBACEX ensures strict compliance with all related laws and regulations and promotes the implementation of further measures in the regions where it operates, exceeding legal requirements when required by internal standards. Efficiency in processes: permanently seeking to optimize industrial processes with a focus on improving occupational health and safety. In addition, the best available technologies and advanced practices are rolled out to eliminate hazards and minimize occupational risks. Measuring and monitoring: including transparency and reporting on all commitments defined in this policy, using periodic indicators and annual publication of the Sustainability Report.

Education and awareness: boosting awareness through continuous and regular training to improve skills and knowledge in Occupational Health and Safety of the employees.

Collaboration with stakeholders: working closely with suppliers and customers to promote safe practices and extend these commitments to the entire value chain through the coordination of business activities.

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