

## TRAINING AND PROFESSIONAL DEVELOPMENT 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 Training and Professional Development Policy to define more specifically these commitments. They will provide a framework to define improvement goals in this area.

### 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

Training at TUBACEX is part of the growth lever for those who are part of the organization and with them, of the Company itself.

Therefore, the following specific goals are established:

- promoting the professional development of people in the organization; and
- developing a culture of continuous training and eagerness to improve.

The purpose of this Policy is to provide a framework for each person to develop their knowledge and acquire new skills in a competitive environment.

As a result, the company undertakes the following:

- make available to the people who make up the company the material and intellectual means to ensure they acquire the knowledge and skills necessary to perform their role successfully, as well as promote their personal and professional development,
- continue developing programs to improve people qualifications, as well as their social and environmental awareness to pursue the ESG goals set out in the Corporate Sustainability Policy,
- provide an orderly organizational structure with correct allocation of roles and responsibilities to facilitate the development of professional careers in a clear and transparent way,

- ensure individual career development within the company is carried out in strict compliance with the principles of diversity, equality and non-discrimination,
- maintain an open dialog with employees and/or their representatives to ensure training needs identified by them are covered, and
- guarantee strict compliance with regulations related to training in areas such as Occupational Health & Safety and any other area that may be applicable.

<b>Current version</b>	1.0	
<b>Version history</b>	<b>Date</b>	<b>Version</b>
<b>Author</b>	Sustainability Director	
<b>Approved by</b>	Chief Executive Officer	
<b>Approval date</b>	15.12.2023	