

TRAINING AND PROFESSIONAL DEVELOPMENT POLICY

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SCOPE OF APPLICATION

This Policy is mandatory for all subsidiaries, investees, production facilities and commercial offices that make up the TUBACEX Group, regardless of their geographic location, as of the date of its approval.

Likewise, its principles and commitments are conveyed to business relationships, suppliers, contractors and relevant business partners.

GUIDING PRINCIPLES

Training and professional development at Tubacex are based on the following principles:

- Continuous learning: promote the ongoing development of technical, digital and transversal competencies.
- Equality and equity: guarantee training opportunities under equal conditions, without any discrimination.
- Shared responsibility: encourage each person’s participation in their own professional development.
- Sustainability and ethics: incorporate into training awareness on human rights, and social and environmental sustainability.
- Innovation and technology: leverage digital tools, learning platforms and new pedagogical methodologies.

OBJECTIVE AND COMMITMENTS

Training at TUBACEX is a tool for the development of the people who make up the organization and, with them, of the company itself.

Therefore, the following specific objectives are established:

- Promote the professional development of the people in the organization.
- Develop a culture of continuous training and a drive for improvement.
- Ensure that knowledge and skills are suited to the performance of each role, contributing to the achievement of the Group's strategic objectives.
- Foster responsible leadership, integrity and ethical business management.

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

Accordingly, the company assumes the following commitments:

- Make available to its people the material and intellectual means to ensure the acquisition of the knowledge and skills necessary for the proper performance of their role, as well as to promote their personal and professional development in a safe and inclusive environment.
- Develop training programs that strengthen technical competencies and awareness in human rights, business ethics, and social and environmental sustainability, consistent with corporate policies and with the objectives and commitments defined in the Corporate Sustainability Policy.
- Provide an orderly organizational structure and a proper distribution of functions and responsibilities to facilitate professional development in a clear and transparent manner.
- Ensure that professional development is carried out with full respect for the principles of equality, equity and non-discrimination, aligned with the Diversity, Equity and Inclusion Policy.
- Maintain an open dialogue with employees and/or their representatives to ensure that the training needs identified by them are covered.
- Ensure strict compliance with regulations related to training in areas such as Occupational Health and Safety and the environment, and any other applicable regulations.

- Progressively extend awareness-raising and training actions to suppliers, contractors and relevant business partners, promoting alignment with the Group's values and commitments in human rights, sustainability and responsible business conduct.
- Periodically evaluate the effectiveness of training and awareness programs, reviewing their content and methodologies to ensure their suitability to the needs and areas of action that the company needs to promote in order to achieve objectives and comply with corporate policies.

GOVERNANCE AND RESPONSIBILITIES

The correct implementation and effectiveness of this policy requires a clear distribution of functions and responsibilities at all levels of the organization:

- Chief Executive Officer: approves the Policy, ensures compliance and periodically monitors the associated results. Ensures the integration of its principles into the Group's strategy.
- Sustainability Department: drafts, reviews and updates the Policy, and ensures technical consistency with the rest of the corporate policies and procedures.
- Senior Management: drives the implementation of the Policy throughout the organization, ensuring the availability of the material, human and financial resources necessary for its execution.
- People Department: coordinates its implementation, compiles and consolidates the information necessary to monitor the associated indicators and commitments, and coordinates its transparent and verifiable communication through the Annual Sustainability Report.

REVIEW AND CONTINUOUS IMPROVEMENT

The TUBACEX Group maintains a systematic process of review and continuous improvement of its performance in social action matters.

- Periodically evaluates results obtained through performance indicators.
- Reviews and updates this Policy and strategic objectives periodically, at least every two years, or earlier if significant changes occur in the regulatory, strategic or operational context that recommend doing so.

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