

**IBF's QUALITY, HEALTH, SAFETY AND ENVIRONMENT POLICY** is based on the Mission, Vision and Values defined by the Tubacex Group.

**MISSION**

- We are an **innovative** multinational industrial group, a reference in the global market of advanced industrial solutions.
- We seek **customer satisfaction** through a constantly evolving portfolio of products and services.
- We are a **reliable** company, fulfilling our commitments to both external clients and internal parties.
- We grow in a **profitable and sustained** manner.
- We commit to effectively managing the return on all our investments and to appropriately rewarding our **shareholders**.
- We rigorously manage our processes and systematically apply **continuous improvement** in pursuit of excellence.
- We commit to permanently promoting a **safe and pleasant** work environment, always respecting the environment.
- We strive to contribute to the **development of society and our suppliers, developing** our professionals and people, working as a **team**, and continuously measuring our results.

**VISION**

We aspire to be a **global and reference provider of innovative industrial solutions** in advanced materials, excelling in management and service. While meeting and exceeding customer expectations, our goal is to maintain **sustainable profitability** focused on the personal development of our people.

**VALUES**

<b>Company Ethics</b>			
<b>Customer Satisfaction</b>			
<b>Prevention of accidents and occupational diseases</b>	<b>Enhancement of Diversity and Dignity in the Workplace</b>	<b>Environment, Sustainability and Governance (ESG)</b>	
<b>Focus on Achievement</b>		<b>Creation of Value and Profitability</b>	
<b>Creativity and Innovation</b>	<b>Continuous Improvement</b>	<b>Leadership</b>	<b>Teamwork</b>

**IBF**

fully accepts, shares and **applies** totally the Tubacex Group's Quality, Health, Safety and Environment and **Sustainability** Policy, and furthermore

**IBF**

implements the Tubacex Group's Policy for Quality, Health, Safety and the Environment by choosing to adopt and to **maintain updated, controlled and applied** Management Systems **certified** in accordance with the following standards:

- **UNI EN ISO 9001:2015**
- **UNI ISO 19443:2022**
- **UNI EN 9100:2018**
- **UNI EN ISO 14001: 2015**
- **UNI EN ISO 45001:2018**

**IBF**

is committed to meeting customer requirements and applicable legal obligations, and ensures that quality, and specifically nuclear and aerospace safety, are never compromised

**IBF**

recognises the importance of training and informing **its employees, involving them in the pursuit** of continuous improvement and the achievement of objectives, **including those related to climate change**.

**IBF**

promotes a culture of safety in the Nuclear and **Aerospace** sectors and recognises its essential value in all its activities

**IBF**

is committed to implementing a system for the **prevention and management** of counterfeit, fraudulent and suspicious activities/items (CFSI).

**IBF**

**undertakes to systematically review** this Policy, to communicate it throughout its organisation and to make it accessible **to customers, suppliers and other interested parties**.

29.01.2026



I. Azkargorta  
CEO



I. Arrue  
MD

## QUALITY & HSE POLICY TUBACEX GROUP

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Based upon our vision and our commitment towards the Health of Employees, the Quality of our products and highest regard for the Environment, The Tubacex Group defines the following Quality & HSE Policies which are applicable to all Business Units of the Group.

The objectives and basic principles towards achieving our MISSION in these areas are:

- Managing our Operations with safe and healthy working conditions, committing ourselves to eliminate hazards whenever possible, controlling and minimizing risks and prioritizing the Health of Employees and Human Life above economic, commercial and production considerations. We will manage our operations in compliance with applicable labor regulations and in accordance to other compliance obligations subscribed by the Tubacex Group.
- Assuring Customer Satisfaction by meeting our Customer's requirements through planning and control of our processes; exceeding their expectations and anticipating their needs and incorporating these additional requirements into our products.
- In order to minimize the impact of our activities on the Environment, we will use clean technologies, lay down measures that protect environment and prevent contamination, ensure/exceed compliance with current environmental legislation and other compliance obligations subscribed by the Group and establish a transparent relationship among all the parties involved.

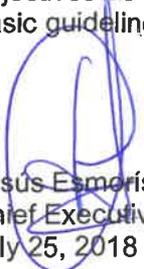
We are committed to providing the necessary resources, particularly:

- Required material and technical resources.
- An organizational structure with defined responsibilities that responds to the commitments expressed in this policy.
- Training programs in order to improve the skills of The Tubacex Group Staff.
- Consultation and participation of employees and/or their representatives.

The following tools, among others, will be used:

- The Values as defined by The Tubacex Group.
- The Strategic Plan Model based on the continued analysis of the Context of the Organization, Risk and Opportunities Management and Management by Processes.
- The Principles and Standards of Quality & HSE Management Rules.
- Continuous Improvement Model through the design, execution and standardization of our processes, and clearly defining improvement goals.

We consider the consensus and participation of all as the key to ensure that the intentions and objectives as manifested in this Policy are achieved. We are committed to using this Policy as the basic guideline in our activity.

  
Jesus Esmoris  
Chief Executive Officer  
July 25, 2018

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## GENERAL SUSTAINABILITY POLICY

### PURPOSE

The TUBACEX Group (hereinafter interchangeably “TUBACEX” or “the Company”) integrates sustainability as a fundamental pillar of its corporate strategy and its responsible business model.

### SUSTAINABILITY PURPOSE AND VISION

Its purpose is to generate shared value responsibly, promoting an industrial model based on economically affordable management; environmentally sustainable, based on decarbonization, circularity and sustainable innovation; and socially inclusive.

This General Sustainability Policy constitutes the corporate framework that guides the TUBACEX Group’s actions in environmental, social and governance matters, ensuring the integration of global sustainability commitments into the business strategy, talent management and relationships with all its stakeholders. Its content is developed and complemented by a set of specific Group policies, including the Environment and Climate Action Policy, the Occupational Health and Safety Policy, the General Human Rights Policy, the Training and Professional Development Policy, the Diversity and Inclusion Policy and the Social Action Policy, which detail the principles, commitments and operational guidelines in each area.

Likewise, it is grounded in a commitment to transparency and business ethics, integrating these principles into all corporate decisions and business relationships.

### REGULATORY FRAMEWORK

In its drafting, the following national and international regulatory frameworks and reference standards have been taken into consideration:

- The United Nations 2030 Agenda and Sustainable Development Goals (SDGs).
- UN Guiding Principles on Business and Human Rights (2011).
- OECD Guidelines for Multinational Enterprises (2011).
- ILO Declaration on Fundamental Principles and Rights at Work (1998, updated 2022).
- The Paris Agreement and the United Nations Framework Convention on Climate Change.

Likewise, this Policy is aligned with the national and international legal framework and serves as a reference for the development of its specific policies.

### **SCOPE OF APPLICATION**

This Policy applies to all subsidiaries, production plants, logistics centers, and commercial offices of the Group, in all countries where it operates, as of its approval date, regardless of their geographic location, legal nature and/or level of operational dependence.

Consistently, TUBACEX conveys its sustainability expectations to suppliers, contractors, business partners and distributors, promoting that they progressively integrate practices aligned with the Group's values and principles, depending on their context, capabilities and degree of relationship.

### **GUIDING PRINCIPLES**

The principles that guide the TUBACEX Group's actions in sustainability matters are:

1. Transparency and business ethics: act with integrity, strictly complying with legislation and rejecting any practice of corruption or bribery.
2. Environmental sustainability: advance climate change mitigation and adaptation and circularity through efficiency, technological innovation and responsible use of resources.
3. Responsible governance: strengthen the control, oversight and accountability structure in ESG matters.
4. People's wellbeing and development: ensure safe, healthy, diverse and inclusive work environments.
5. Respect for and promotion of human rights: in all Group activities and promote that the value chain incorporates coherent practices aimed at preventing negative impacts.
6. Collaboration and dialogue: maintain relationships based on trust, active listening and transparency with all stakeholders.

### **COMMITMENTS**

The TUBACEX Group assumes the following commitments as the basis of its sustainability model:

#### **Governance and business ethics**

- Promote and maintain a responsible governance model that drives good practices in governance, legal compliance, ethics, and the prevention of corruption and bribery.
- Ensure strict compliance with national and international legislation in all markets in which it operates.
- Maintain an ongoing commitment to transparency and accountability, considering stakeholders' expectations.
- Report transparently, periodically and accessibly on the impacts, risks and opportunities identified in sustainability matters and on the policies, actions and targets defined to address them effectively.

- Maintain an accessible, confidential and secure whistleblowing channel for all persons and entities linked to the company, ensuring protection against retaliation for those who report in good faith possible human rights violations, environmental impacts or ethical non-compliance.

### **People and human rights**

- Reaffirm the explicit, strict and public commitment to respect for and promotion of Human Rights, ensuring compliance in all Group activities and promoting the integration of Human Rights-respecting practices consistent with this policy in the Value Chain.
- Implement an adequate and effective structured due diligence process within its operations and promote, consistently and based on identified risks, the adoption of responsible management practices among directly linked business partners.
- Promote professional development, equal opportunities, respect and non-discrimination, strengthening the integration of sustainability into the corporate culture.
- Drive a safe and healthy working environment, eliminating hazards and reducing risks, prioritizing people's safety over any economic consideration.

### **Environment and energy transition**

- Minimize environmental impacts arising from its activity by aligning with international initiatives on circular economy, climate change and the protection of the environment and its ecosystems.
- Reduce greenhouse gas emissions and make sustainable use of natural resources.
- Promote the energy transition through efficient energy use and the promotion of renewable sources.
- Promote research, development and innovation, ensuring appropriate use of new technologies in order to modernize organizational and production processes so that they contribute to the decarbonization of the economy and the creation of sustainable value.

### **Responsible value chain**

- Maintain a close relationship with all stakeholders linked to the company's operations — including suppliers, customers, contractors, business partners and distributors.
- Promote responsible and sustainable practices, sharing these commitments throughout its value chain with proportionality criteria and levels of influence, relying on collaboration with the different stakeholders and continuous improvement.
- Always seek customer satisfaction by prioritizing innovation, needs analysis and

continuous improvement, assessing and minimizing environmental and social impacts.

### **Communities and environment**

- Analyze and manage the company's impacts on the communities in which it operates, recognizing their right to a healthy environment.
- Promote their development through the creation of shared value and the establishment of partnerships.
- Develop consultation and participation processes with stakeholders to identify sustainability impacts, risks and opportunities, and define appropriate prevention and mitigation measures.
- Establish and implement the dynamics for verifying compliance with corporate sustainability policies, procedures and controls.

## **GOVERNANCE AND RESPONSIBILITIES**

The application of this Policy is articulated through a governance model that defines the functions and responsibilities of the different bodies and levels of the organization:

- **Board of Directors:** approves the Policy, ensures compliance and periodically monitors the associated results, at least on an annual basis. It ensures the integration of its principles into the general corporate governance framework and the Group's strategy.
- **Sustainability and Good Governance Committee:** oversees the effective implementation of the Policy, analyzes progress and associated risks and submits recommendations to the Board of Directors, ensuring appropriate accountability.
- **Sustainability Department:** drafts, reviews and updates the Policy, coordinates its implementation and ensures technical consistency with the rest of the corporate policies and procedures. It also 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.
- **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. It also periodically assesses the associated performance, ensures its integration into management and decision-making processes, and promotes compliance with the commitments established in this policy.
- **Plant management, operational management and corporate areas:** are responsible for the effective implementation, day-to-day execution and compliance with the principles and commitments set out in the Policy, integrating them into their processes, decisions and management systems. They provide the information

necessary for monitoring, evaluation, continuous improvement and communication and reporting.

**REVIEW AND CONTINUOUS IMPROVEMENT**

In line with the TUBACEX Group’s commitment to continuous improvement and updating of its corporate policies:

- Periodically evaluates results obtained through performance indicators and specific reviews of the management system.
- Conducts a Management Review, analyzing achievements, opportunities for improvement and the adequacy of allocated resources.
- Incorporates lessons learned into action plans.
- 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.
- Communicates results to all people in the Group and relevant stakeholders, ensuring transparency, accountability and continuous improvement of performance.

These activities ensure that the Policy remains current, applicable and consistent with corporate commitments, regulation and stakeholders’ expectations.

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## OCCUPATIONAL HEALTH AND SAFETY POLICY

### PURPOSE

The TUBACEX Group (hereinafter interchangeably “TUBACEX” or “the Company”) integrates people’s safety, health and wellbeing as fundamental pillars of its corporate strategy, its responsible business model and its contribution to sustainable development.

This commitment is part of its corporate culture, its values and the Group’s sustainability strategy, and is reflected in the proactive prevention of incidents and accidents, the promotion of comprehensive wellbeing —physical, mental and social— and the application of the highest international standards in all own and contracted activities.

The Company works firmly to ensure safe, healthy and resilient working environments, free from serious injuries and occupational diseases, promoting a culture based on prevention and control, training and learning, and comprehensive wellbeing.

To this end, it adopts a zero-tolerance vision towards uncontrolled risks, focused on hazard elimination, risk anticipation and continuous improvement. Its model is based on visible leadership, participation and trust as pillars of a mature preventive culture.

### SCOPE OF APPLICATION

This Policy applies to all subsidiaries, production plants, logistics centers, and commercial offices of the Group, in all countries where it operates, as of its approval date, regardless of their geographic location, legal nature and/or level of operational dependence.

The principles, objectives and commitments set out in this Policy are mandatory for all persons who carry out their activity under the supervision or direct operational control of the Group, including the Group’s own personnel and personnel of contractor and subcontractor companies operating at its workplaces.

Consistently, the Company conveys its health and safety expectations to suppliers, business partners and other entities in the value chain, promoting the progressive adoption of practices consistent with the Group’s commitments and levels of requirements and encouraging alignment with preventive management principles, in accordance with their capacity, context and level of risk, fostering dialogue, cooperation and continuous improvement as the main mechanisms of influence.

### GUIDING PRINCIPLES

The management of Occupational Health and Safety within the TUBACEX Group is based on a set of guiding principles that inform all its decisions, actions and relationships in Occupational Health and Safety regarding the people and companies that carry out their activity at its workplaces, as well as the different actors in its value chain.

### **Comprehensive prevention**

The TUBACEX Group adopts a preventive approach based on hazard elimination and the reduction of risks arising from its activity, with particular attention to physical, chemical, ergonomic, psychosocial and emerging risks linked to technological and organizational evolution and the broader context.

Prevention is considered a shared responsibility and is integrated at all decision-making levels, promoting early risk identification and the adoption of effective prevention and control measures.

### **People's wellbeing**

The Company understands people's health in its physical, mental, social and emotional dimensions, promoting advanced ergonomics programs, work-life balance, and the promotion of healthy lifestyles.

### **Just and trust-based culture**

The TUBACEX Group promotes visible and committed leadership across the organization, where responsibility for health and safety is shared and actively exercised at all levels of the organization.

In this regard, the Company fosters a just culture based on trust, fairness and learning, in which each person has the right and the duty to stop unsafe work, report incidents or hazardous conditions without fear of retaliation, and access confidential and accessible communication channels for both internal personnel and third parties. Likewise, the necessary technical and human resources will be provided, ensuring appropriate training and instruction so that all people can perform their work under safe and healthy conditions. The organization will leverage all sources of learning, promoting the systematic investigation of incidents, as well as the analysis of habitual work practices, in order to anticipate risks, strengthen operational controls and prevent harm.

Similarly, employees, contractors and other stakeholders will be actively involved in the continuous improvement of health and safety performance, through consultation and participation mechanisms that allow their contributions to be integrated into the definition and review of preventive programs and management systems.

### **Regulatory compliance**

The Company strictly complies with current occupational health and safety legislation in all countries in which it operates, as well as other voluntary requirements to which the

Company subscribes —including international standards— sector commitments and agreements with stakeholders.

### **Innovation and digitalization**

The Company drives the digital transformation of health and safety management through the use of advanced technologies, predictive analytics and artificial intelligence, with the purpose of anticipating risks, identifying unsafe behavior patterns and continuously improving occupational health and safety performance. This approach strengthens data-driven decision-making, the efficiency of preventive measures and operational controls, as well as response capacity in the event of emergencies or critical events.

### **Global consistency and local adaptation**

The TUBACEX Group develops its management model to be globally consistent and locally adapted, ensuring the application of corporate principles and standards in all countries where it operates, while respecting their regulatory, cultural and social realities.

This adaptation seeks to ensure the effectiveness of preventive measures and strengthen the cultural integration of safety.

## **STRATEGIC OBJECTIVES**

The strategic objectives in OHS guide the TUBACEX Group's actions toward the continuous improvement of its performance and the consolidation of a robust, participatory and effective preventive culture.

These objectives are periodically reviewed by Senior Management and the Board of Directors, ensuring consistency with the Sustainability Policy, the Risk Control and Management Policy, the requirements and guidelines of ISO 45001:2018 and the requirements of applicable regulations.

Within this framework, the TUBACEX Group sets the following strategic objectives:

- Ensure full coverage of workers' safety and health surveillance, guaranteeing comprehensive protection —physical, mental, ergonomic and psychosocial— for all people working under the Group's operational control.
- Improve people's wellbeing, addressing physical, mental and social factors, as well as work–life balance.
- Promote preventive culture throughout the value chain, encouraging awareness, the exchange of best practices and progressive improvement in health and safety management among business partners.

- Define, review and, where appropriate, update predictive and reactive health and safety performance indicators that allow evaluation of the effectiveness of the management system, anticipate risks before they materialize and guide decision-making. These indicators will be used to establish measurable short-, medium- and long-term improvement objectives, facilitating monitoring of progress in risk reduction and in improving preventive performance.
- Work actively, throughout their entire life cycle, to ensure that all products produced and marketed are safe for their intended use and comply with the most demanding applicable product safety regulations.

### **COMMITMENTS**

To ensure the achievement of strategic objectives and consolidate a solid and sustainable preventive culture, the TUBACEX Group assumes the following corporate OHS commitments:

#### **Leadership and governance**

The Board of Directors and Senior Management assume responsibility for OHS, ensuring sufficient resources and the integration of health and safety into the Group's strategy.

#### **Participation and consultation**

Promote the participation of employees, contractors and business partners in all decisions relating to OHS. Visible and exemplary leadership by management and middle managers will be encouraged, reinforcing preventive culture and collective learning.

#### **Prevention and operational control**

Implement management systems that ensure the elimination or mitigation of risks, continuous training and the competence of all personnel. Guarantee the availability of adequate human, technical, financial and digital resources to eliminate hazards, control risks and promote people's wellbeing.

#### **Wellbeing and health surveillance**

Develop medical surveillance and comprehensive wellbeing programs, promoting inclusion, diversity and work-life balance. Implement continuous health monitoring and person-job fitness systems, covering physical, mental, ergonomic and psychosocial dimensions.

#### **Responsible value chain**

TUBACEX will convey its health and safety expectations to suppliers, business partners and other entities in the value chain, to encourage the adoption of health and safety practices consistent with the principles established in this Policy, promoting the progressive development of preventive capabilities and compliance with applicable local

regulations.

To this end, the Group will foster dialogue and collaboration to share expectations, improve preventive coordination and contribute to strengthening the safety culture throughout its value chain.

#### **Emergency preparedness and response**

Maintain emergency response plans for industrial, climate and health emergencies, which are periodically reviewed and drilled.

#### **Continuous improvement and transparency**

Periodically evaluate performance, analyze incident root causes, share lessons learned and review this Policy to ensure its relevance.

### **GOVERNANCE AND RESPONSIBILITIES**

The correct implementation and effectiveness of this Occupational Health and Safety Policy requires a clear distribution of functions and responsibilities at all levels of the organization and within its value chain:

- Board of Directors: approves the Policy, ensures compliance and periodically monitors the associated results. It ensures the integration of its principles into the general corporate governance framework and the Group's strategy.
- Sustainability and Good Governance Committee: oversees the effective implementation of the Policy, analyzes progress and associated risks and submits recommendations to the Board of Directors, ensuring appropriate accountability.
- Sustainability Department: drafts, reviews and updates the Policy, coordinates its implementation and ensures technical consistency with the rest of the corporate policies and procedures. It also 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.
- 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. It also periodically assesses the associated performance, ensures its integration into management and decision-making processes, and promotes compliance with the commitments established in this policy.
- Plant management, operational management and corporate areas: are responsible for the effective implementation, day-to-day execution and

compliance with the principles and commitments set out in the Policy, integrating them into their processes, decisions and management systems. They provide the information necessary for monitoring, evaluation, continuous improvement and communication and reporting.

- Middle management: apply the policy in their areas of responsibility, promote safe behaviors, ensure compliance with procedures and act as a link between Management and employees.
- Employees: have the right and the duty to actively participate in hazard identification, risk assessment and the proposal of improvements. They are expected to comply with safety rules, correctly use personal protective equipment and report any risk situation or unsafe condition.
- Suppliers and contractors: Companies operating at the Group's workplaces, under coordination or operational supervision, must comply with applicable health and safety requirements within the framework of applicable Business Activities Coordination. For the rest of suppliers and business partners, the Company will establish the necessary mechanisms to convey its expectations and will promote the adoption of appropriate preventive management practices, and may carry out assessments proportional to the level of risk and the Group's degree of influence.

## **REVIEW AND CONTINUOUS IMPROVEMENT**

The TUBACEX Group maintains a systematic process of review and continuous improvement of its OHS performance, ensuring the ongoing effectiveness, relevance and adequacy of this Policy and the associated management system. To this end, the Company:

- Periodically evaluates results obtained through performance indicators, internal and external audits, legal compliance assessments and specific reviews of the management system.
- Conducts a Management Review at least once a year, analyzing achievements, recorded incidents, opportunities for improvement and the adequacy of allocated resources.
- Incorporates lessons learned from incidents, audits and field observations into action plans and prevention programs.
- 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.

- Ensures the active participation of employees, health and safety committees and relevant stakeholders in identifying opportunities for improvement and in defining corrective and preventive actions.
- Communicates results to all people in the Group and relevant stakeholders, ensuring transparency, accountability and continuous improvement of performance.

These activities ensure that the Policy remains current, applicable and consistent with corporate commitments, regulation and stakeholders' expectations.

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