

## Sisterna's Policy on Development & Training

Sisterna B.V. will provide opportunities for development, training and education (see code of conduct). By promoting education and training opportunities with our employees, everyone will continue to exercise their profession with the right skills and grow in their personal development. A budget is available each year for this purpose.

The responsibility for employee development is shared equally between the employee, their manager and the Company. Employees are expected to take responsibility for the continuing assessment and satisfaction of their own training needs using appropriate help from every available source. Employees are expected to explore their own abilities, to understand their strengths and weaknesses, to share their aspirations with their manager and to demonstrate their desire to continue to learn.

Training requirements and choices are formalised in an annual plan. It may be an on-the-job training, mentoring or a more general training aimed at personal development.

Furthermore we offer a training program to every new hire made up of:

- Compulsory training: anti-harassment and discrimination, awareness of cybersecurity and data protection, ethics, anti-corruption etc.
- General training about the company: introduction, its services, solutions, values, procedures and policies etc.
- Professional training

This Policy will be applied in the same fair and consistent way to all employees. It will be reviewed and updated when necessary by Sisterna management, and any new legislation will be incorporated appropriately.