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Title

### Training Programme



| Task<br>Organisation                   | Group E&C                                                       | E&C<br>Business Area        | E&C<br>Operational Country   |
|----------------------------------------|-----------------------------------------------------------------|-----------------------------|------------------------------|
| Group E&C Training Plan (3 years)      | Develop                                                         | Input                       | Input                        |
| Basic ABC e-learning for all employees | Develop and manage                                              |                             |                              |
| ABC e-learning Functions at risk       | Develop and manage                                              | Input                       | Input                        |
| Classroom training for Targeted Groups | Group Functions, Group Management and BoD<br>Develop and manage | BA<br>Develop and manage    | OpC<br>Develop and manage    |
| Reporting                              | Ethics and Compliance Board and Audit Committee                 | BA management and Group E&C | OpC management and Group E&C |

### Change History

| Issue | Date       | Change                                    |
|-------|------------|-------------------------------------------|
| 1     | 2024-02-26 | New document.                             |
| 2     | 2025-06-16 | Enhanced clarifications of organisations. |