

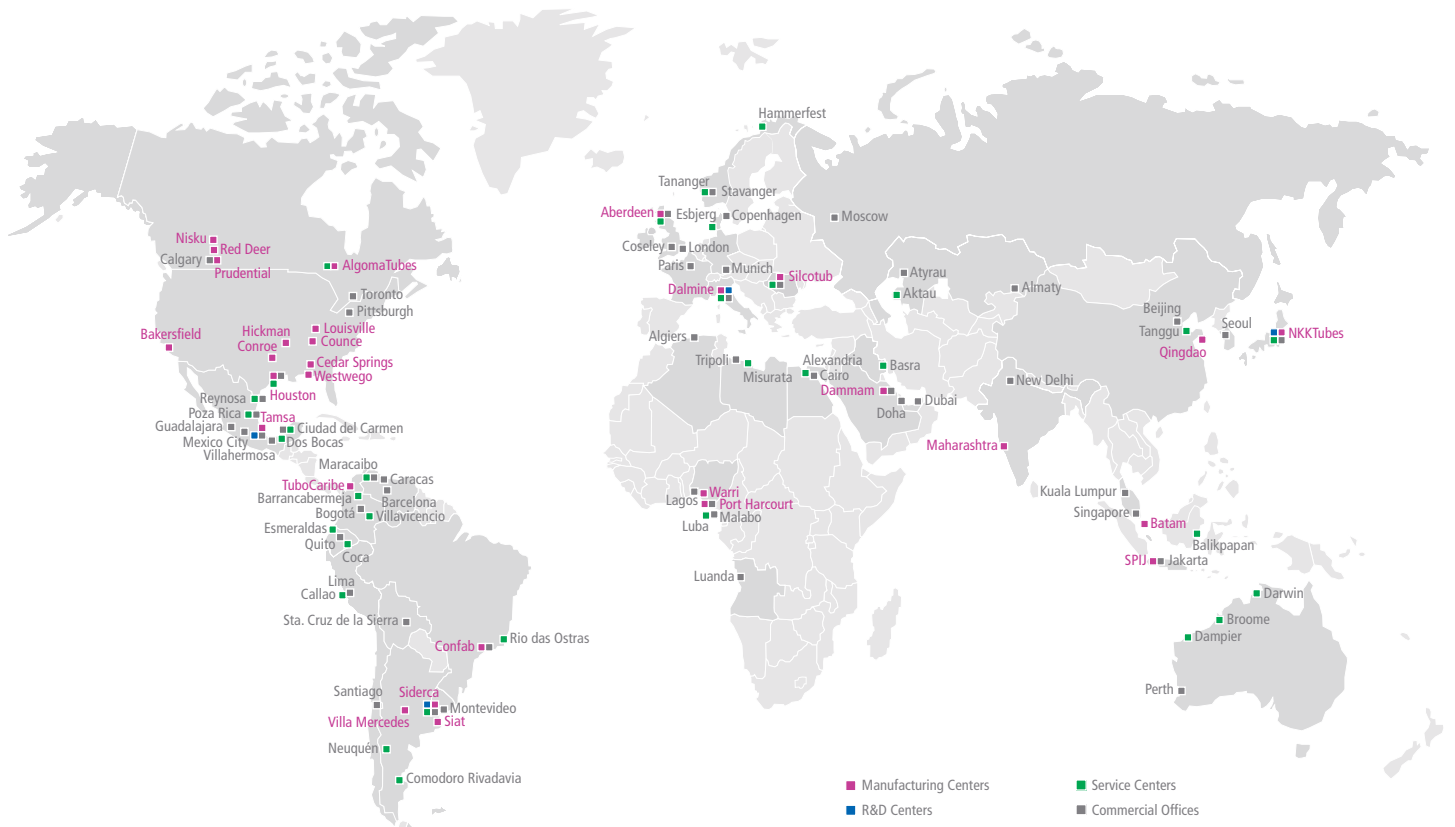
GLOBAL TRAINEE PROGRAM



GLOBAL INDUSTRIAL SYSTEM.

Tenaris is the leading global manufacturer and supplier of tubular products and services used in the drilling, completion and production of oil and gas and a leading supplier of tubular products and services used in process and power plants and in specialized industrial and automotive applications.

Worldwide Operations



7.7
BILLION DOLLARS
IN ANNUAL NET SALES

15
COUNTRIES WITH
MANUFACTURING FACILITIES

25
COUNTRIES COVERED BY OUR SERVICE
AND DISTRIBUTION NETWORK

6
MILLION TONS OF STEEL PIPES
MANUFACTURED ANNUALLY



"MY EXPERIENCE WITH THE GTP WAS GREAT, IT ALLOWED ME TO COMMUNICATE WITH PEOPLE FROM ALL OVER THE WORLD. TRAVELLING TO DIFFERENT COUNTRIES MADE ME REALIZE THAT TENARIS IS A BIG FAMILY."

Olga Dorozhenko
Supply Chain Analyst, Russia

Real Careers for Real Talent

Taking your first steps in the business world can be daunting. Tenaris understands that and is prepared to support you as you fulfill your potential, as it is talented people who push the company forward.

THE COMPANY WANTS YOU.

In the last decade, Tenaris has established itself as a leader at supplying steel tubes and related services for the world's energy industry and its human resources have played an essential role in this growth and continue to be the driving force moving the company forward.

The recruitment of talented individuals in centers of excellence around the world assures that Tenaris has an international team that is united in terms of its abilities and vision.

Tenaris invests in excellence to stay ahead of the competition. To support this endeavor, the company developed the Global Trainee Program (GTP), carefully designed to make the most of talented junior minds from around the world, delivering top-quality training and mentoring in an exciting, challenging and multicultural environment.



"WHEN I WAS HIRED BY TENARISHICKMAN I DID NOT THINK THAT IN TWO YEARS I WOULD BE WHERE I AM TODAY. **THE COMPANY HAS GIVEN ME MORE OPPORTUNITIES** THAT I COULD HAVE DREAMED OF FOR A FIRST JOB."

Charles Eichmeyer
Heat Treatment Operations, US



GROWTH FROM WITHIN

The GTP is a strategic Tenaris initiative for attracting and developing recent university graduates. The GTP provides participants with accelerated training and development as tools for them to develop their future within the company.



"THE GTP EXPERIENCE IS CULTURALLY DIVERSE AND FRIENDLY. THE PROGRAM GIVES ME THE CHANCE TO EXPLORE THE TENARIS WORLD, WHICH WILL GIVE ME A SOLID BASE FOR MY FUTURE CAREER AT TENARIS."

Yosra Abdel Hak
GT Mill Training, Dubai.

GTP: The Entry Point to Your Tenaris Career

The GTP is the strategic development tool that aims to build up a reserve of promising professionals with a strong industrial background.

The program supports integration into a global culture, as Global Trainees (GTs) will have the chance to participate in an entirely multicultural environment, while learning about Tenaris's industrial background and acquiring its values through direct contact with the mill.

THE TWO-YEAR PROGRAM HAS FIVE FUNDAMENTAL ELEMENTS:



1

ROTATIONS

GTs can go through at least two different assignments during the two-year program. A change of sector, supervisor and objectives allows GTs to experience different areas of the company, leadership styles and helps them make useful contacts for their future at Tenaris.

2

MILL TRAINING

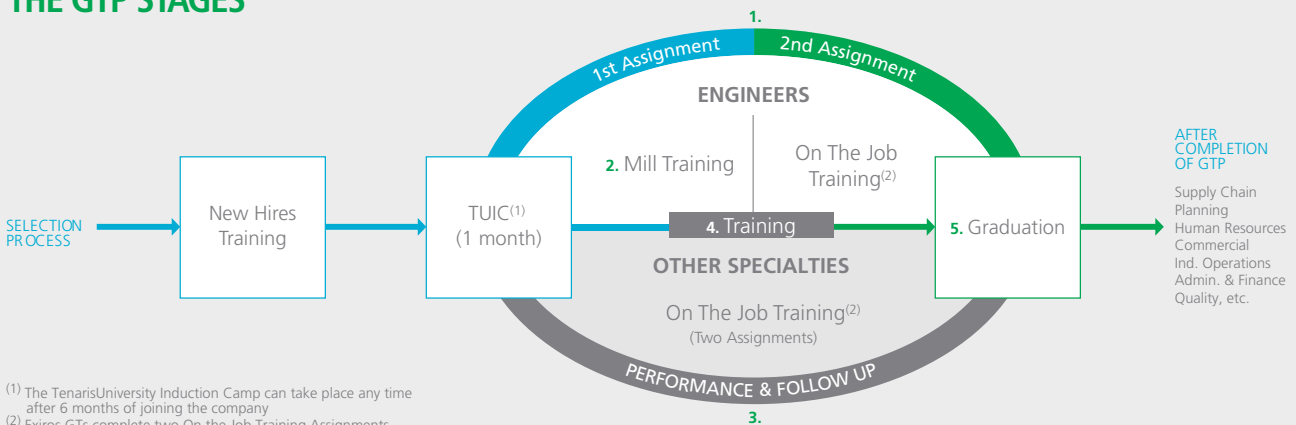
Those GTs with a technical background spend at least a year at the mill, which includes shift work and participation in a specific industrial project. Through this GTs will learn about the industrial culture that has always been the foundation of the company, gain practical experience of daily working life at the mill, learn about the products, manufacturing processes and industrial management and develop problem-solving and decision making skills.



"THE GTP HAS PROVIDED ME WITH WELL-ROUNDED PROFESSIONAL DEVELOPMENT, INCLUDING VARIOUS OPPORTUNITIES TO GAIN EXPOSURE AND POLISH MY SKILLS THROUGH HANDS-ON ASSIGNMENT, CLOSE SUPERVISION AND ROTATION."

Huyen Kami Phung
Marketing, Singapore.

THE GTP STAGES



3

EVALUATIONS & FOLLOW UP

Goals are set at the beginning of each assignment, according to which supervisors will monitor and evaluate performance. The program establishes two performance appraisals per assignment, providing different perspectives for an accurate assessment. At the same time, a formal feedback process takes place after each evaluation stage, which is closely monitored by Human Resources through the GTP Coordinator.

4

TRAINING

The GTP gives GTs the key training tools to succeed in their career at Tenaris including the Training Packs delivered by the Corporate TenarisUniversity, among others. These training modules combine e-learning and classroom-based courses spanning from managerial to technical skills, and are specially designed to ensure that trainee abilities are matched with company's needs. The training is enhanced through participation in the International Training TenarisUniversity Induction Camp (TUIC).

5

GRADUATION

Graduation ceremonies take place twice a year and mark the final step of the program. A very good performance feedback is a basic condition for graduation, which also depends on successful completion of the assignments and training packs, as well as approval from senior managers. The GTP Coordinator closely monitors each GT's progress and works alongside supervisors on each step of the program.



"THE GTP HAS BEEN A GREAT PERSONAL AND PROFESSIONAL EXPERIENCE IN ORDER TO **DEVELOP MY SKILLS AND KNOWLEDGE WITH A GLOBAL VISION.** IT IS AN OPPORTUNITY TO SHARE EXPERIENCES WITH PEOPLE FROM ALL OVER THE WORLD AND FROM ALL AREAS."

Christian Alvarado
Technical Sales, Mexico.



SCHOOL'S OUT. WHAT'S NEXT?

Tenaris is a company that will give you the space you need to grow in a professional environment that will support, encourage and challenge you. The GTP is a two-year program combining education, practical work and on-the-job experience, giving you the head start you need to excel in your career.



"I WENT FROM BEING AN INTERN TO BEING A GLOBAL TRAINEE. I'M EXCITED ABOUT THE NETWORKING OPPORTUNITIES THAT THE TUIC GIVES ME, IT IS IMPRESSIVE THAT THE COMPANY PUTS SO MUCH EMPHASIS ON TRAINING."

Marcia Meola Monzón
Supply Chain, Argentina.

One Month Training with an International Flavor

TUIC IN NUMBERS

60

GTS PER SESSION

70

TENARIS MANAGERS THAT OFFER INSTRUCTION

1

MONTH OF DURATION

160

TRAINING HOURS

Every junior professional enrolled on the GTP joins his/her counterparts from all over the world to complete a training course at the TenarisUniversity Induction Camp (TUIC).

During a month-long induction, GTs undergo an intensive learning experience to teach them Tenaris's culture and organization as well as learn the core values of the company.

More than 70 instructors, mostly Tenaris managers and directors, teach at the Induction Camp and the CEO participates once per edition, interacting with the GTs. External consultants and professors provide further instruction covering topics such as industry trends and management skills.

COURSEWORK

At the TUIC students will learn the Tenaris basics through a variety of activities that include technical and managerial aspects.

The areas covered in the TUIC include Tenaris Production Processes, Products, Quality, Procurement, Supply Chain, Sales and Marketing, Business Ethics, Management Control, Human Resources, Communications, Administration & Finance, Environment, IT, Research & Development.

Also, the GTs receive training to strengthen their managerial competences that include: Communication Fundamentals, Problem Solving and Decision Making, Personal Effectiveness, Diversity and Teamwork.

Tenaris understands that you have a variety of interests, and the company facilitates and encourages this. Your development is key.

These topics are taught in a variety of formats, and include group presentations of projects to demonstrate acquired and applied knowledge. Hands-on applications and various interactive e-learning modules complement classroom theory. Also, immersions to production facilities and labs are an integral part of the training program, allowing students to experience production processes in action.



PAOLO ROCCA

Paolo Rocca, CEO of Tenaris, offers the closing speech at each TUIC. During this talk, he shares his thoughts on the company's strategic vision with the Global Trainees, who in turn use the opportunity to ask questions and share their own experiences with him.

Tenaris and You

Tenaris is present in different communities and locations throughout the world. The GTP will enable you to work for Tenaris and provide you with the platform, tools and challenges for you to actively plan and execute your professional plans.

The company is committed to protecting the communities and environment where it operates, and takes seriously the social development of those people it employs and whose lives it has an impact on. Tenaris is a leading company, and its responsibility as a global leader is to look after the communities where it operates. The GTP is designed to allow you to play a crucial role in this industry and fully develop your potential, joining our pursuit for excellence. The GTP is the entry point to your career in a leading global company: Tenaris.

**YOU HAVE THE SKILLS,
YOU HAVE THE TALENT,
YOU HAVE THE AMBITION.
IN TENARIS,
YOU CAN MAKE IT HAPPEN.**

**70% OF TENARIS'S
SENIOR DIRECTORS
BEGAN THEIR
CAREERS AS
TRAINEES WITH
THE COMPANY.**



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www.tenaris.com/careers

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