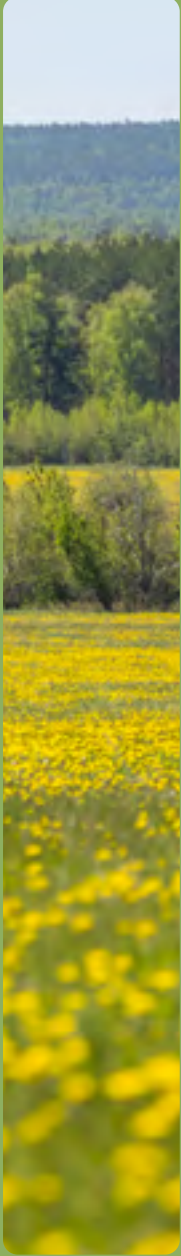




Sustainability Report



2025

Sustainability Report

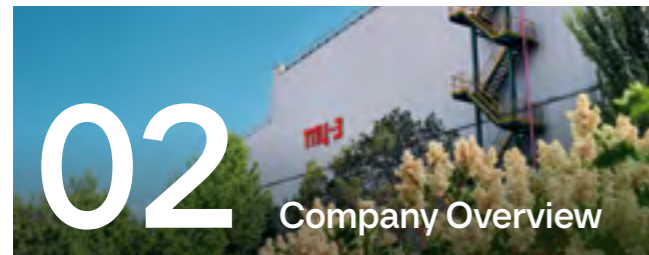
2025

Approved by the Board of Directors
of PAO TMK

Table of Contents



Approach to reporting	6
Determining material topics	8



Company at a glance	14
TMK's geography	18
TMK's history timeline	20
2025 highlights	23
Awards and achievements	24
Membership of external initiatives and industry associations	26
R&D and innovation	27
Digitalization	31



Message from management	38
Sustainability Management System	39
Progress on the Sustainability Strategy	40
Sustainability risks	45
Stakeholder engagement	46
Human rights	51



Management approach	56
Corporate governance system	57
Business ethics and anti-corruption	64



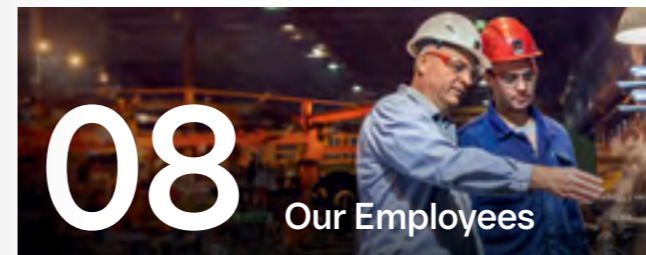
Management approach	70
Supplier engagement	71
Supply chain	74
Customer relations	76
Product quality assurance	78



Management approach	82
Pollutant emissions	86
Water use and discharge	88
Waste	94
Land rehabilitation	98
Biodiversity	98



Management approach for climate impacts	102
Energy consumption and energy efficiency	106
Managing climate-related risks and opportunities	109
Greenhouse gas emissions	111
GHG emissions reduction initiatives	114



Management approach	120
Breakdown of employees	121
Talent attraction and retention	123
Employee motivation	126
Social support to employees	128
Training and development	129



Management approach	134
Production safety	138
Training and promoting a safety culture	144
Workplace health and disease prevention	147
Management of contractors	151



Management approach	154
Social investments of enterprises	155
Charity	162
Employee volunteering	167
Industrial tourism	170



Material topic boundaries	174
GRI content index	176
SASB content index	187
TCFD content index	189
Business Public Capital Standard content index	189
Additional sustainability disclosures	197
Independent assurance	217
Footnotes	220
Abbreviations	223
Contacts	224



About the Report

01

105 external experts

participated in the impact assessment survey

The Report was reviewed by the Strategy and Sustainability Committee and approved by the Board of Director

> 11.5 thousand employees

were surveyed on material topics via the SOTA2U platform

Approach to reporting

GRI 2-1

Public Joint Stock Company Trubnaya Metallurgicheskaya Kompaniya¹ is pleased to present its 2025 Sustainability Report (the “Report”), which is the Company’s fifth non-financial report.

The Report has been prepared in accordance with the Global Reporting Initiative Standards (GRI Standards) and the Sustainability Accounting Standards Board’s (SASB) sustainability accounting standard for iron and steel producers. In addition, we have reported in reference to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) as well as the Russian Government’s Business Public Capital Standard.

The Report also describes TMK’s contribution to the 2030 United Nations Sustainable Development Goals (UN SDGs) as well as the Russian Federation’s national development goals prioritized by the Company.

GRI 2-14

Sustainability reporting is approved at the senior management level. The Board’s Strategy and Sustainability Committee reviews the Report, and the Board of Directors approves it. Deputy CEO for Marketing, who leads the Management Board’s Sustainability Working Group, oversees the Report’s publication.

This Report discloses the Company’s management approaches and key performance highlights across all sustainability dimensions. The reliability of the information disclosed has been confirmed through independent assurance.

GRI 2-3

The Report covers the performance of TMK Group enterprises in Russia for the period from January 1 to December 31, 2025.



TMK has been preparing standalone sustainability reports since 2022. All reports are prepared in accordance with the GRI Standards and are externally assured.

This Report discloses Business Public Capital Standard (BPCS) indicators (Sections I–V of the Standard) for the first time. At the same time, the indicators under Section VI, which reflect the Company’s contribution to the national development goals of the Russian Federation, have not been disclosed due to the absence of a cost accounting system based on the Standard’s methodology. At the end of the reporting year, as part of the approval process for the revised Sustainability Strategy, TMK formalized the prioritization of the national development goals most relevant to its activities, with plans to disclose information about the initiatives and projects supporting these goals in its future non-financial reports.

For more details on the prioritized national development goals, see the [Progress on the Sustainability Strategy](#) chapter.

GRI 2-2

In the reporting year, there were changes to the scope of TMK Group: JSC Chelyabinsk Steel Structure Plant exited the Group; therefore, its performance data for 2025 is not disclosed in the Report.² JSC Uralchermet became part of LLC Truboplast; however, this had no material impact on TMK Group’s consolidated performance indicators. Data on economic performance is disclosed in the Report in line with the 2025 financial statements prepared in accordance with International Financial Reporting Standards (IFRS).

GRI 2-4

The approaches to calculating quantitative data have remained largely unchanged; however, the methodology for certain indicators was refined, leading to restatements of information from previous reporting periods. All changes have been disclosed in the relevant sections of the Report.

Each year, the Report provides an overview of TMK Group’s achievements and highlights best practices from one of our enterprises. This year’s Report showcases best practices from Sinarsky Pipe Plant (SinTZ), which has a history spanning more than nine decades. Over this period, the plant has continuously enhanced its production technologies, evolving into a leading manufacturer of pipes for a wide range of applications, including products for the oil and gas industry.

Independent assurance

GRI 2-5

The Report has undergone an external (independent) assurance procedure to confirm the accuracy, sufficiency, completeness, and high quality of its disclosures. The assurance process was conducted by AO “Business Solutions and Technologies” in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engage-

ments Other than Audits or Reviews of Historical Financial Information, and provides limited assurance.

For more details on assurance of the Report, see the [Independent assurance](#) appendix.

GRI 3-1

Principles for defining Report content and Report quality

Defining Report content

Stakeholder engagement

Stakeholder views gathered through a questionnaire survey are taken into account when determining our material topics

Materiality

Material topics are determined based on an assessment of TMK’s impacts on the economy, environment, and people

Completeness

Information on material topics is disclosed in line with relevant standards (where applicable)

Sustainability context

Information is disclosed with reference to international and Russian standards, recommendations of Russian regulators, and best practices

Defining Report quality

Accuracy

The Report is subject to external assurance

Balance

The Report addresses not only achievements but also areas for improvement within each material topic

Clarity

Disclosures on the relevant topics are supported by the necessary explanations and process visualizations

Comparability

To enable comparability over time, data in most disclosures is presented for four years

Timeliness

The Report was prepared in the first half of 2026 based on the 2025 results

Reliability

Disclosures in this Report have been prepared in line with the guidance of generally accepted non-financial reporting standards

Determining material topics

GRI 3-1

In preparing the Report, TMK conducted an annual materiality assessment in accordance with the GRI Standards. The process comprised five steps and included an analysis of industry practices as well as surveys of external stakeholders and Company employees.

01. Conducting a benchmarking exercise and longlisting topics

We benchmarked the contents of reports published by industry-leading companies, considered the list of material topics for steel producers according to the SASB industry standard and used the results to longlist our topics.

02. Shortlisting topics for further analysis

The analysis of longlisted topics showed that the list of topics for 2024 is aligned with industry best practices and does not require revision.

03. Identifying a list of impacts in relation to particular topics

The list of impacts assessed in 2024 was reviewed against stakeholder expectations and slightly adjusted to determine the material topics for the 2025 Report.

04. Assessing the impacts and topics through stakeholder surveys

To assess the identified impacts, the Company conducted an online stakeholder survey. Two survey formats were used: an internal employee survey to assess the relevance of topics (11,539 respondents) and an impact assessment questionnaire survey of experts (105 respondents).

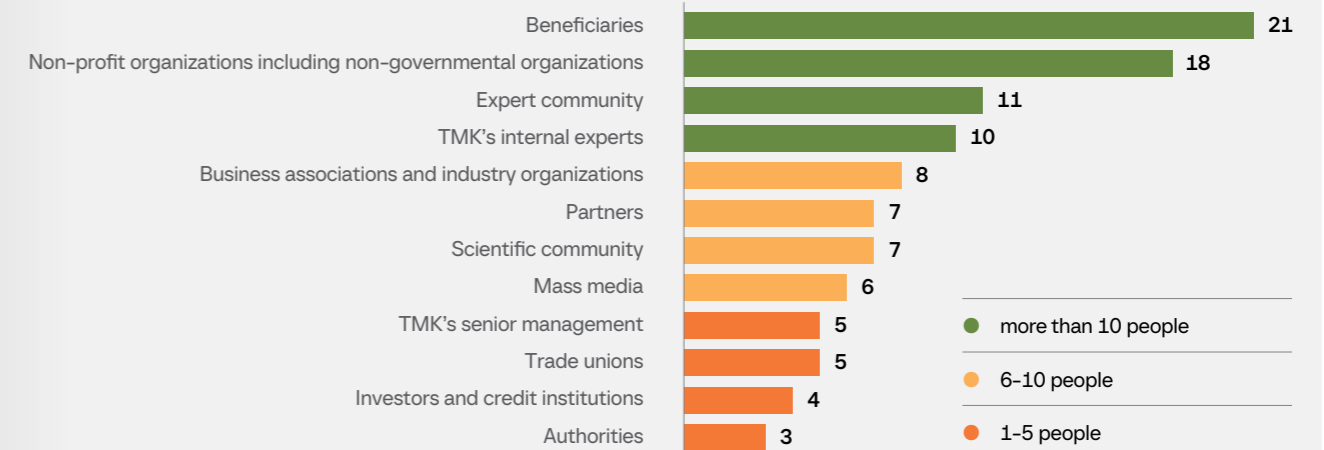
05. Preparing the final list of material topics

Based on the step-by-step processing of the survey results, we prepared the final list of material topics.

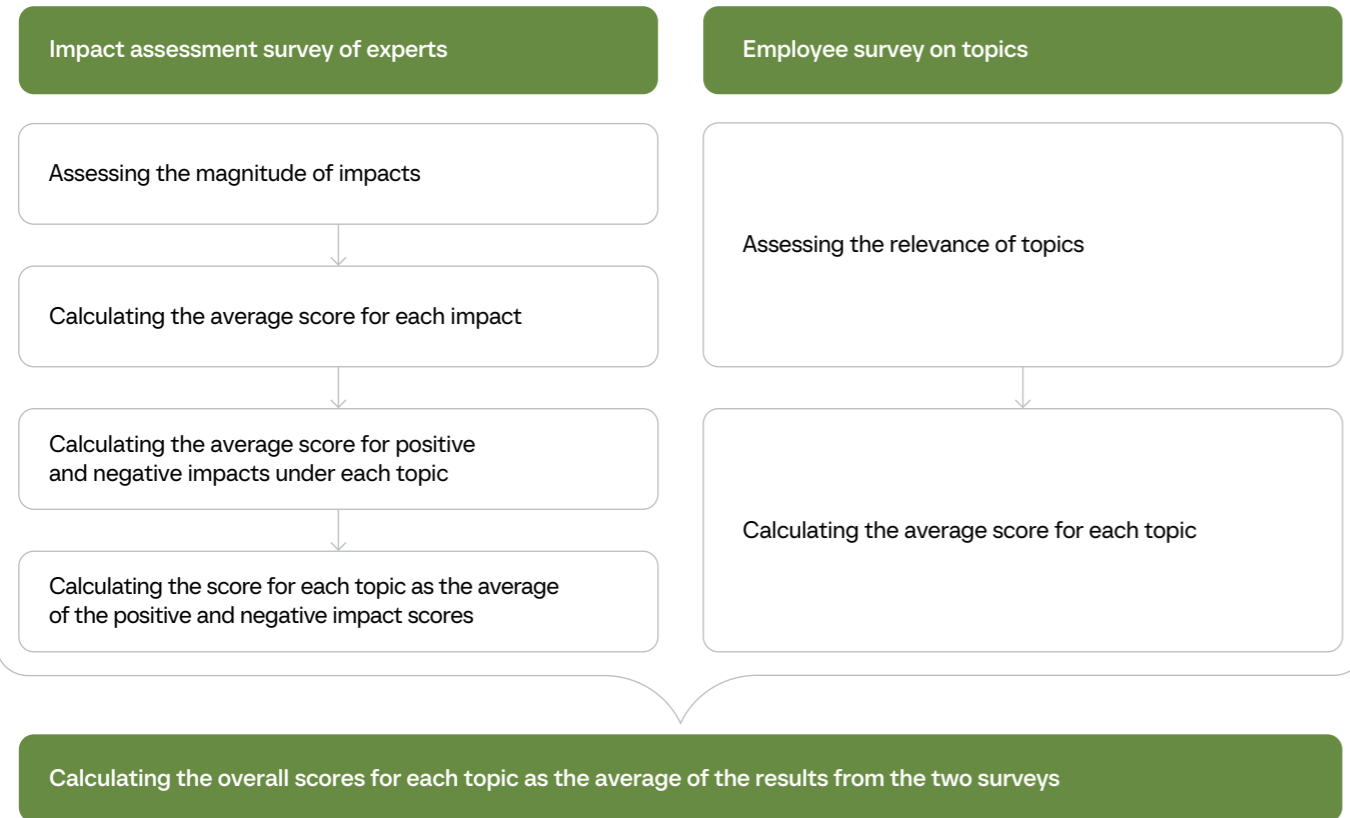
Each year, more than 10 thousand employees take part in a materiality assessment for disclosure in sustainability reports. The surveys are conducted on TMK's SOTA2U corporate platform.



Stakeholder groups participating in the impact assessment questionnaire survey of experts, respondents



The processing of the survey responses



Based on the resulting scores, we ranked the topics and divided them into three groups across three priority levels: top 25% (priority 1), bottom 25% (priority 3), and the middle range (priority 2).

Following the assessment, 12 topics were determined as material, and information on them is disclosed in the Report in greater detail. Topics that received low scores for both positive and negative impacts were classified as priority 3 relevant topics. Information on these topics is also disclosed in the Report, although in less detail.

GRI 3-2

The assessment resulted in the following changes to the list of material topics compared to 2024:

- The topics “air emissions”, “sustainable supply chain”, and “water consumption and discharge” increased in relevance, moving from priority 2 to priority 1
- The topics “contribution to climate change” and “energy consumption and energy efficiency” became material and moved from priority 3 to priority 2
- The topic “employment and decent working conditions” moved from priority 1 to priority 2
- The topics “use of raw and other materials” and “employee training and development” moved from priority 2 to priority 3

GRI 3-2

Final list of material topics

Priority	Topic	Change from 2024	GRI disclosure
1	Customer focus and product quality assurance	=	GRI 418
	Occupational health and safety	=	GRI 403
	Economic performance	=	GRI 201
	Air emissions	↑	GRI 305
	Sustainable supply chain	↑	GRI 204, 308, 414
	Water consumption and discharge	↑	GRI 303
	Waste management	=	GRI 306
	Business ethics and anti-corruption	=	GRI 205, 206
	Employment and decent working conditions	↓	GRI 202, 401, 402, 405
	Contribution to climate change	↑	GRI 305
	Energy consumption and energy efficiency	↑	GRI 302
	Human rights	=	GRI 405, 406, 407, 408, 409

Final list of relevant topics

Priority	Topic	Change from 2024	GRI disclosure
3	Use of raw and other materials	↓	GRI 301
	Employee training and development	↓	GRI 404
	Local development and charity	=	GRI 203, 413
	Rehabilitation and biodiversity conservation	=	GRI 101 (2024)

↑ The topic priority increased
 = The topic priority did not change
 ↓ The topic priority decreased



Company Overview

02

9

operating regions within the Company's footprint

4

divisions

RUB **15.8** bln
spending on innovation projects

14
18
20
23
24
26
27
31

Company at a glance
TMK's geography
TMK's history timeline
2025 highlights
Awards and achievements
Membership of external initiatives and industry associations
R&D and innovation
Digitalization



Company at a glance

[GRI 2-1](#) [GRI 2-6](#) [GRI 3-3](#)

PAO TMK is an industrial engineering company and a leading supplier of tubular solutions and related services.

Sustainability ratings

AAA.esg

ESG rating by NRA

Maximum level of ESG agenda integration into the Company's operations and ESG compliance

TMK manufactures virtually all types of steel pipes, including seamless pipes, as well as pipes for the energy, machine building, nuclear, oil and gas processing, and other sectors. TMK Group enterprises are grouped into four divisions depending on their operational profile.

The Company was founded in 2001 and operated production assets with an annual combined capacity of more than 10 million tonnes of tubular products and billets at the end of 2025. Our strategy is focused on driving business growth by delivering integrated customer solutions powered by technology innovation.

Credit ratings

A+.ru

negative outlook

NCR

ruA-

developing outlook

Expert RA



Since 2007, TMK shares have been traded on the Moscow Exchange under the ticker TRMK, and in 2025, the Company completed a transition to a single listed entity, with eight key subsidiaries merged into the parent company. These changes were initiated to optimize the corporate governance structure and improve operational efficiency.

As a result, effective January 1, 2026, VTZ, PNTZ, STZ, SinTZ, TAGMET, and CHTPZ, as well as TMK PS and Trade House TMK, became branches of PAO TMK. All branches continue to operate in their respective host regions and remain committed to maintaining their existing social and charitable programs.

[GRI 2-23](#)

TMK's 2027 Business Strategy

TMK's mission is to be a responsible supplier of environmentally efficient and safe solutions for pipe consumers and integrated engineering solutions for various economy sectors.

The Strategy's objectives

Operations

Consolidate TMK's leadership in key product segments while maintaining stability



Strategy

Develop long-term partnerships, deploy innovative technologies and services, and expand integrated customer solutions



Sustainability

Responsible business practices, environmental protection, and focus on employee care and support for local communities

For more details on TMK's Sustainability Strategy, see the [Sustainability Management](#) section.



Over its 25-year history, TMK has undergone a significant transformation in its business model, evolving from products to solutions. Initially, the Company positioned itself as a manufacturer of a broad range of pipe and tubular products. Over time, it has evolved into an industrial and engineering company and a technology partner. This transformation journey was driven by production upgrades and the development of strong R&D capabilities.

In just a decade, TMK fully transitioned from traditional open-hearth furnaces to more environmentally friendly and efficient electric arc furnaces. In the past five years, we focused on developing advanced technologies, including digital operations and process automation.



GRI 2-6

TMK divisions

01. Pipe and Metallurgical Division

- Raw material procurement and preparation
- Development and testing of new materials and products
- Steel production in EAF shops
- Manufacturing of pipe and tubular products
- Customer engagement and product shipment
- Maintenance and repair of production equipment



02. Machine-Building Division

- Engineering solutions for high-tech industries
- Participation in major oil and gas projects as an integrated engineering contractor and supplier of products and related equipment
- Development of unique products and solutions tailored to customer needs



03. Oilfield Services Division

- Production of insulated tubing and elements of oil and gas production equipment
- Pipe repair
- Threading
- Warehouse inventory management
- Insulation application
- Ancillary field services, including transportation, product picking and storage, supervision, and technical inspection



04. Infrastructure Division

- Digital technology development
- Security services
- Electricity supply
- Support for business processes as well as other services and solutions



TMK products and services

Industry applications	Items
Oil and gas industry: production and transportation 	<ul style="list-style-type: none"> • Oil country tubular goods (OCTG) • OCTG made of special steels and alloys • Insulated tubing • Line pipes • Large diameter pipes • Premium threaded connections
Oil and gas, chemical, and nuclear industries 	<ul style="list-style-type: none"> • Pipeline parts • Valves • Pipeline units
Machine building, chemical, petrochemical, food, and nuclear industries 	<ul style="list-style-type: none"> • Seamless industrial pipes
Construction, utilities, and machine building 	<ul style="list-style-type: none"> • Welded industrial pipes
Nuclear power, aerospace, chemical, petrochemical, pulp and paper, and food industries 	<ul style="list-style-type: none"> • Stainless pipes
Metallurgy 	<ul style="list-style-type: none"> • Metallurgical equipment
Related services 	<ul style="list-style-type: none"> • Tubing and drill pipe repair • Manufacture of downhole filters • Application of polyurethane foam insulation to pipes, casing strings, and bends • Anti-corrosion coating • Submersible equipment rental • Integrated solution for production tubing and casing strings • Well paraffin removal (scraping) • Maintenance of downhole equipment

TMK's geography

GRI 2-1 GRI 2-6

TMK plants are located in eight regions of Russia: the Belgorod, Volgograd, Orenburg, Rostov, Sverdlovsk, and Chelyabinsk Regions, as well as in the Khanty-Mansi and Yamal-Nenets Autonomous Areas. In addition, the Company has its own warehouse operations, comprising 15 sites across 14 regions of Russia. TMK's headquarters are located in Moscow.

Steel pipe and metallurgical division

- 01 The parent company of PAO TMK, including branches:
- 02 Volzhsky Pipe Plant (VTZ)
- 03 Seversky Pipe Plant (STZ)
- 04 Sinarsky Pipe Plant (SinTZ)
- 05 Taganrog Metallurgical Plant (TAGMET)
- 06 Pervouralsk Pipe Plant (PNTZ)
- 07 Chelyabinsk Pipe Plant (CHTPZ)
- 08 TMK Pipeline Solutions (TMK PS)
- 09 Trade House TMK

As well as enterprises and units:

- 10 TMK-INOX
- 11 Orsky Machine Building Plant (OMZ)
- 12 TMK-Premium Service
- 13 CHERMET Group
- 14 TMK TechService

Oilfield services division

- 01 TMK Oilfield Services (TMK NGS)
- 02 Truboplast
- 03 TMK NGS-Nizhnevartovsk
- 04 TMK NGS-Buzuluk
- 05 TMK Pipe Service

Machine-building division

- 01 TMK Steel Technologies
- 02 Pipeline Bends
- 03 Rakityansky Valve Plant (RAZ)

Infrastructure division

- 01 TMK's Business Service Center (BSC)
- 02 Sinarskaya Power Plant
- 03 TMK Power Network Company
- 04 TMK Energoresurs

Warehousing operations

15 warehouse facilities across 14 regions of Russia



TMK's history timeline

2001

- ZAO TMK and Trade House TMK were established



2002

- VTZ, STZ, and SinTZ joined TMK



2004

- TAGMET joined TMK
- The first Horizons corporate forum was held

2005

- TMK became an Open Joint Stock Company
- VTZ commissioned its continuous casting machine

2006

- SinTZ commissioned a new OCTG upsetting press
- Continuous casting machines were launched at STZ and TAGMET



2007

- OMZ, RUSNITI, and service companies (Truboplast, NGS-Nizhnevartovsk, and NGS-Buzuluk) joined TMK
- TMK-Premium Service and TMK-CPW were established



- TMK listed its shares on the Moscow Exchange
- New piercing mill was launched at STZ
- A roughing mill using continuously cast billets was put onstream at SinTZ

2008

- VTZ launched a new longitudinally welded pipe facility
- TAGMET and SinTZ commissioned advanced equipment for OCTG heat treatment
- TAGMET commissioned a Premium Quality Finishing (PQF) mill
- STZ launched an EAF facility



2009

- TMK-INOX was established

2010

- SinTZ launched the production of insulated tubing

2011

- OMZ launched the production of premium pipe

2012

- VTZ launched the production of 13Cr steel casing pipe with premium threaded connections
- TMK-INOX started the production of welded stainless steel pipes



2013

- TMK completed its transition to electric steelmaking and discontinued the use of open-hearth furnaces



- TAGMET commissioned an electric arc furnace
- STZ launched the production of galvanized pipe
- VTZ launched a landfill

2014

- STZ commissioned an FQM pipe rolling mill

2015

- In a first for the Company, TMK Group supplied premium solutions with GreenWell coating for an offshore field



2016

- New pipe threading mills were commissioned at SinTZ
- The Professional Development Center was launched by STZ

2017

- TMK2U Corporate University was established



- TMK started producing pipe from the corrosion-resistant TMK-C chromium-nickel alloy
- TMK shipped its first batch of pipe with TMK UP CENTUM premium connections
- TMK launched eTrade, Russia's first online store to market tubular products

2018

- TMK tested the unique TMK UP KATRAN quick-assembly connection
- OMZ launched TORQUE and PRO series threaded connections (wedge and non-wedge threads, respectively)
- The first Master Games Vocational Skills Competition was held



- Mobi2U Corporate Mobile App was launched

2019

- VTZ produced stainless steel for the first time
- The R&D center was launched



2020

- STZ commissioned a new heat treatment facility
- VTZ launched ECO HOUSE TMK



2021

- TMK Group acquired the assets of CHTPZ Group



- The Strategy Committee of the Board of Directors was transformed into the Strategy and Sustainability Committee
- TMK launched its corporate accelerator program
- TMK-INOX commissioned a new cold-rolling mill



2022

- TMK's Sustainability Strategy to 2027 was approved
- TMK++ was created as an umbrella brand bringing together IT solution development and support
- TMK's Employee Volunteer Center was launched
- STZ revamped the Severskaya Domna unique museum complex
- TMK signed the first agreements to join the Professionalitet federal project



2023

- An advanced occupational health and safety management center was opened at VTZ



- CHTPZ launched AQA Balance, an environmental management facility
- TMK assessed its key suppliers against sustainability criteria for the first time

2024

- TMK approved its Low-Carbon Development Strategy to 2036
- TMK's Green Initiative, a corporate greening program, was launched across the Company's operating regions



- A new stainless steel pipe finishing facility was launched at VTZ
- The Museum and Exhibition Center of PNTZ was upgraded
- PNTZ, together with the city hospital of Pervouralsk, opened a new medical center

2025

- Transition to a single listed entity: eight controlled companies were merged into the parent company
- TMK carried out a large-scale upgrade of EAF operations at VTZ



- A revised Sustainability Strategy to 2027 was approved
- The Environmental Strategy to 2036 was approved

2025 highlights

Caring for employees and local communities

54.5 thousand
average headcount

RUB 1.9 bln
expenditures on occupational health and safety

37%
proportion of women in the workforce

RUB 2.1 bln
social investment



0.53
lost time injury frequency rate (LTIFR)

3.1 mln
hours of employee training

Mitigating our environmental footprint

RUB 4.5 bln
environmental protection expenditures

95.7%
water recycling ratio



82%
share of scrap metal in total materials used

2.8 mln tonnes of CO₂ equivalent
scope 1 and 2 GHG emissions

Awards and achievements

BPCS-73

Organizer	Rankings and awards	Achievement
Sustainability		
National Rating Agency (NRA)	ESG rating	AAA.esg, maximum level of ESG agenda integration into the Company's operations and ESG compliance
	ESG ranking of Russian industrial companies	Group 1, companies with advanced sustainability practices
NCR rating agency in cooperation with RBC	ESG Index of Russian Business	Level 2, above average
Russian Union of Industrialists and Entrepreneurs	Flagships of Business: Dynamics, Sustainability, and Responsibility 2024 national competition	Winner of the High-Tech Project and the Progress in Human Resources Development categories and honorable mention in the Contribution to Sustainable Development of Territories category
Moscow Exchange	MOEX Climate Index	TMK is included in the constituent lists of three MOEX indices related to sustainability performance
	MOEX-RAEX ESG Balanced Index	
	MOEX ESG Ratings Index	
Environmental protection		
Business League Communication Group	ECOTECH-LEADER 2025 national award	Winner in the Biodiversity Conservation category
Caring for employees and local communities		
Responsible employer		
Forbes	Russia's Best Employers Ranking 2025	Gold category
Forbes and Pridex	Top non-headquarters of Russian companies	Gold category
BRAND OF THE YEAR Consortium	Brand of the Year in Russia national award	Winner in the Metals category of the Commodities and Products group and Educational Services and Adult Continuing Education category of the Services group
Mining and Metallurgical Trade Union of Russia	22 nd Metal and Mining Enterprises with Highly Effective CSR industry competition	Winner in the Social and Economic Effectiveness of the Collective Agreement category and the Occupational Health and Safety category
Training and development		
Moscow International Education Salon (MIES)	MIES Award of the Year	Winner in the Brand of the Year in Adult Continuing Education category
Metal-Expo'2025 international trade fair	20 th Metal Vision'2025 competition for best video production in the metallurgical industry	Winner in the Best Directing category for the training video series titled Armor of Pipe Workers (industrial safety project)
Developing the regions of operation		
National Priorities autonomous non-profit organization	Our Contribution national award	Status of a Partner of National Projects The social initiatives Pain-Free Children's Hospital and Promoting Industrial Tourism won the award for their contribution to the Healthcare and the Tourism and Hospitality Industry national projects

Organizer	Rankings and awards	Achievement
Donors Forum	Corporate Philanthropy Leaders 2025 rating	Category A, best practice
	Corporate Philanthropy Leaders competition of social programs	2 nd place in the Best Program Contributing to the UN SDGs on Health and Well-Being category 3 rd place in the Best Corporate Community Investment Program in the Sustainability and Business Strategy Context category
	National Council on Corporate Volunteering and the Russian Managers Association	Champions of Good Deeds all-Russian competition of corporate volunteering projects 2 nd place in the Humanitarian Aid category
RASO Perm Association	Corporate Museum national award	The Severskaya Domna museum complex and the Museum and Exhibition Center of PNTZ ranked among the top 15
Komsomolskaya Pravda	Route Is Built national tourism award 2025	Winner in the Industrial Tourism category for the Vysota 239 project
Responsible governance practices		
Financial stability		
Expert RA rating agency	Credit rating ³	ruA- Developing outlook
NCR rating agency	Credit rating ⁴	A+.ru Negative outlook
Quality assurance		
Russian Quality System	Russian Government Quality Award for 2024	Diploma winner for business excellence and process quality
Metal-Expo'2025 international trade fair	Main Event of the Year in Russian Metallurgy competition	Winner of the competition for the project to commission a continuous casting machine Awards for operationalizing new production technologies and launching new product types
Business ethics		
Russian Union of Industrialists and Entrepreneurs	Anti-Corruption Ranking of Russian Business 2025	Class AAA, a very high level of anti-corruption compliance
Corporate communications		
Russian Association of Communication Directors and Corporate Publishing	Digital Communications AWARDS	Awards in the following categorie: <ul style="list-style-type: none"> Digital Media & Tools: Micro Website (for a TMK2U landing page) Social Media & Communities: Telegram (for a Telegram channel) Social Media & Communities: Video Channel (for TMK news) Social Media & Communities: VKontakte (community page)
	Best Corporate Media competition	<ul style="list-style-type: none"> Grand Prix awarded to the SREDA corporate portal Awards across seven categories were received by Trubnik Online brand media, proTMK newspaper, and YourTube magazine

Membership of external initiatives and industry associations

GRI 2-28

TMK builds long-term cooperation with non-governmental organizations and associations to share best practices and jointly address industry-wide challenges, including in metallurgy.



In 2025, the Company continued its engagement with the following business associations:

Russian Union of Industrialists and Entrepreneurs (RSPP), including its regional chapters and industry-specific committees and commissions

Autonomous non-profit organization Institute of Oil and Gas Technology Initiatives (INTI)

Chamber of Commerce and Industry of the Russian Federation

Russian Association of Metals and Mining Industrialists (AMROS)

Pipe Industry Development Fund

Russian Union of Metal and Steel Suppliers

Russian Steel Association

R&D and innovation

TMK maintains an R&D ecosystem that supports the full cycle of creating advanced tubular solutions – from concept development to testing and production launch.



The Company's research efforts and research and development (R&D) activities are spearheaded by TMK's R&D centers and the Russian Research Institute of the Tube & Pipe Industries (RUSNITI). At the plant level, these efforts are led by testing centers and laboratories.

The planning and conduct of research and R&D activities are governed by the Company's corporate standard, Formulation and Execution of an R&D Plan to Improve Technology and Develop New Product Types.

In addition to implementing its own projects, TMK's R&D ecosystem collaborates with research institutes, R&D centers of other companies, and higher education institutions.

Awards

TMK ranked among the top five in AK&M's 2024 ranking of R&D development among Russia's largest companies. The ranking assesses corporate R&D activities and aims to highlight companies' contribution to the country's innovation-driven development. With R&D expenditure used as the primary criterion, the ranking also looked at trends in R&D investment and the number of patents obtained by a company relative to revenue.

Together with customers in machine building, petrochemicals, oil and gas, and other industries, the Company conducts R&D to develop new steel grades, pipe types and connections, and production technologies.

As part of partnerships with higher education institutions, joint conferences were organized in 2025, and projects were completed to develop new alloys for hydrogen energy applications and automatic product labeling recognition systems.

TMK annually presents developments from its innovation centers at external research, research-to-practice, and industry conferences. In the reporting year, VTZ hosted the Pipes 2025 conference, which brought together more than 200 pipe industry professionals, including research center experts, developers, manufacturers, and customers of pipe products. Held under the motto “Focus on Development”, the 2025 conference was dedicated to analyzing the current state and challenges of the global and Russian pipe industry. Participants discussed the impact of digital transformation and other current topics in detail. A total of 125 research papers were presented at the conference.

R&D centers’ employees also regularly take part in TMK’s internal youth scientific and technical conference, held as part of the annual Horizons forum. In 2025, their presentations were

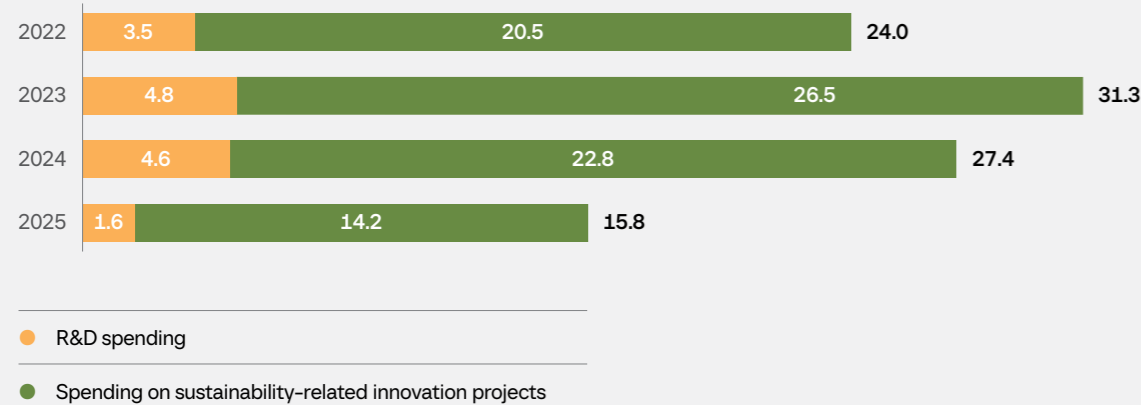
rated among the best in focus areas covering new product types and properties, as well as equipment repair and upgrade. In addition, employees of TMK research units publish papers in Russian and international journals – a total of 99 articles were published in 2025.

2025 highlights

In the reporting year, TMK’s spending on innovation projects totaled RUB 15.8 billion, down from 2024. At the same time, the number of completed projects grew by 19% to 255. The Company’s accumulated expertise, holistic approach, and use of digital solutions helped optimize R&D spending and ensure the efficient use of funds.

As part of its innovation efforts, TMK creates unique solutions that are patented by the Intellectual Property Management Service. In 2025, the Company obtained 34 patents for its inventions. In addition, the Company continues to improve its existing product mix and develop new product types in response to customer demands; this work resulted in 43 new items in the reporting year.

Spending on innovation projects, RUB bln



TMK’s R&D centers are equipped with advanced testing and laboratory facilities and are designed to develop, digitally model, and conduct complex testing of innovative materials, structures, and technologies.

Today, the priority focus areas of TMK’s R&D centers include:

- developing rolling technologies to improve product quality
- improving the quality of stainless steel pipes using internally produced continuously cast billets
- introducing new technologies, such as hybrid laser-arc and laser welding, and new materials, such as super duplex and high-strength steels for casing and drill pipes
- designing and conducting comprehensive testing of downhole equipment for oil production from the Bazhenov Formation using thermal and chemical stimulation methods
- technology-driven digitalization: developing digital services for operations based on digital twins and computer vision, and deploying predictive analytics methods with the creation of a proprietary line of hardware and software systems.

TMK's R&D ecosystem

TMK's innovation engine

TMK's R&D centers

Developing new steel grades and alloys, pipe manufacturing and processing technologies, product testing methods, and digital solutions.

Testing in an accredited testing laboratory; development, digital modeling, and testing of threaded connection pipes.

2025 highlights

- Development of a self-propelled welding system designed for pipeline construction using laser welding technology
- Comprehensive testing of downhole equipment for oil production using thermal and chemical stimulation methods

Plant-level test facilities and central laboratories

Research into metals and alloys and anti-corrosion coatings, technology support, development of new product types, and acceptance testing.

2025 highlights

- Studies of carbon dioxide and hydrogen sulfide corrosion patterns conducted under operating conditions

Accelerator program

Development of advanced ideas to address business challenges faced by TMK units and partner companies.

2025 highlights

- 132 new innovation projects proposed; 10 projects prepared for initial commercial deployment

RUSNITI

Development of regulatory documents as well as identification and development of innovative technical solutions to reduce costs and improve the efficiency of pipe manufacturing.

2025 highlights

- A total of 22 standards and amendments to them approved by orders of Rosstandart
- A total of 43 standardization documents reviewed, including GOST, GOST R, SP codes of practice, and others
- A total of 68 draft Technical Specifications (TU) reviewed for third-party customers

Intellectual Property Management Service

New solutions patented and integrated into business operations.

2025 highlights

- 34 invention patents obtained

Centers of excellence

Implementation of innovation projects, welding technologies, modeling, laser and laser-hybrid welding, and pipe coating technologies.

2025 highlights

- New welding technologies operationalised, specifically hybrid laser welding and arc welding

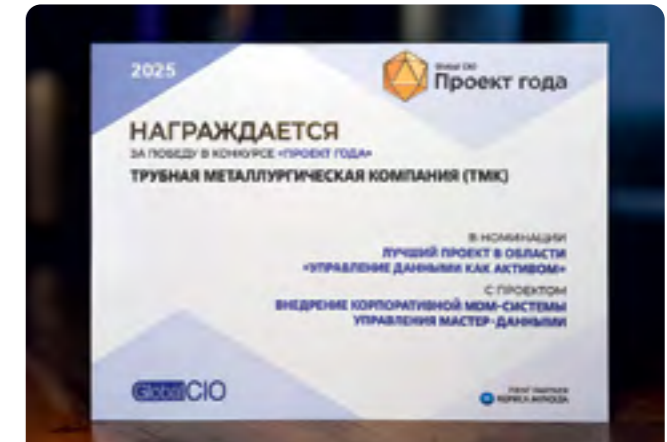
Digitalization

Digitalization at TMK — is both an enabler that helps unlock efficiency across the Company's own operations and a driver behind the development of comprehensive solutions for customers.

The Company has identified several priority focus areas for its medium-term digital strategy: transitioning to domestic information systems, enhancing production safety, and strengthening product quality controls.

To drive a systematic approach to the implementation and development of digital solutions and products, TMK has established a Digitalization Committee, chaired by the CEO. The Committee defines priority areas for digitalization, develops recommendations for advancing key digital solutions, and sets priorities for project execution and other operational activities in this area.

The Deputy CEO for IT oversees the development and deployment of digital solutions, while TMK's Project Management Office builds out and maintains the corporate project management system, manages the corporate project portfolio, and implements e-commerce projects. A centralized TMK++ team, reporting to the Deputy CEO for IT, comprises an internal IT integrator, IT offices at TMK enterprises, and a corporate IT management center. TMK++ provides the Company's operations with a full range of IT services, including the development, implementation, and technical support of digital products.

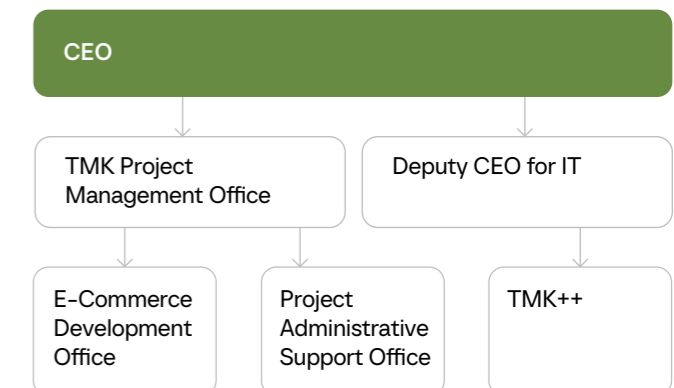


Awards

TMK ranked first in the annual Project of the Year competition organized by the Global CIO professional community of digital transformation leaders. Our project to implement a fully Russian corporate master data management (MDM) system, Harmony, was recognized as the best in the Data Management as an Asset category.

Since 2018, TMK has operated the Project Management Office that manages the Company's project portfolio and implements its own e-commerce initiatives. While initially focused primarily on digital transformation projects, the Project Management Office has since expanded its expertise and now oversees projects across a broad range of areas, from technology to organizational change. Over this period, a structured project management methodology has been established and proven effective. Each year, TMK's Project Management Office manages approximately 150 project activities, 40% of which include an IT component.


Governance structure for digitalization processes



In 2025, we completed activities under the implementation roadmap of TMK's Digital Vision. Over the 2025 Digital Vision period, centers of excellence in key digital technologies were established, and more than 130 digital products were developed. Building a systematic approach to big data, including analytics and data management tools, was a key achievement. The combined economic impact of these initiatives exceeds RUB 2.5 billion annually.

As part of the ongoing enhancement of its digital solutions, TMK collaborates with leading Russian IT companies and research institutes involved in developing integrated solutions and creating and testing prototypes. Collaboration with professional associations also contributes to the development of industry standards in digitalization.

In addition, the Company works with educational institutions to engage students and early-career professionals in solving practical challenges and provides internal training to build employees' digital skills. By the end of 2025, approximately 5 thousand employees had completed such training.




Since 2022, the Company has been building its proprietary IT brand, TMK++, to create digital solutions that optimize the Group's production and business processes. The TMK++ team develops products driven by big data, hybrid models, computer vision, predictive analytics, virtual and augmented reality, and digital twins. The creation of own IT brand, alongside the harmonization of IT processes across operations, has improved the Company's overall operational efficiency.

Process automation

By implementing digital tools, TMK drives cost reductions and improves the manageability of both administrative and operational processes. Specifically, the Company reduces

labor intensity and the likelihood of errors, accelerates request processing, ensures continuous monitoring of process parameters, and enhances product quality consistency.



Since 2020, TMK has been implementing digital solutions across its facilities to optimize the steelmaking process. For example, the Steelmaker's Digital Assistant project, first deployed at the EAF shop of PNTZ, has since been rolled out to VTZ, STZ, and TAGMET.

The solution optimized the charging of alloying materials into the ladle furnace unit, significantly improving efficiency in steelmaking operations. This, in turn, drove the development of new modules to manage processes — from raw material acceptance to billet production. The combined economic impact of these digital solutions exceeds RUB 1 billion annually.

TMK's digital tools

Automation of administrative tasks

TyoMKa corporate chatbot

Designed to automate the resolution of administrative and general matters. Used to submit IT service requests, collect employee suggestions, and facilitate the issuance of employment-related certificates.

- ✓ The system has been rolled out across the entire TMK Group

2025 highlights

- Integration with the helpdesk platform completed
- Number of users increased by 30%
- AI-enabled scenarios added

HR Electronic Document Management (HR EDM)

The project aims to increase transparency in HR document management and streamline control over the signing of HR documents (128 types).

- ✓ The system was deployed to the live environment at the end of 2025

2025 highlights

- The system made available to employees of TMK's Corporate Center, SinTZ, OMZ, and TMK BSC

Robotic process automation (RPA)

A suite of interconnected software robots performing routine operations across administrative, finance, and HR functions, including sick leave recording, bank statement processing, certificate issuance, electronic document archiving, etc.

- ✓ The system has been rolled out across the entire TMK Group

2025 highlights

- A total of 24 software robots developed, with 9 business processes automated
- The annual economic impact delivered by the new products totaled RUB 20 million

Tax monitoring

The project enables interaction between TMK Group enterprises and tax authorities within the tax monitoring framework through data platforms integrated with corporate information systems and Nalog-3 automated information system. Traditional audits are replaced with online interaction, enabling faster alignment with tax authorities on the tax treatment of planned and completed transactions, while also reducing the volume of requested documentation.

2025 highlights

- CHTPZ, Trade House TMK, VTZ, SinTZ, STZ, TMK PS, and TMK-INOX connected to data marts

Corporate Data Mart information system

The system provides senior management with timely and reliable analytics in the form of BI reports, improving the quality and speed of strategic decision making.

2025 highlights

- The main stage of populating key sections (up to 90%) completed
- Key performance metrics aggregated within a single interface

VR simulators

Enhance the effectiveness and safety of employee training in key production roles.

- ✓ VR training rolled out at TMK Group's core sites

2025 highlights

- The Manual Ultrasonic Thickness Gauging simulator deployed
- The Premium Thread Parameter Control simulator deployed

Customer relationship management system

The projects aim to create a shared information space for sales managers interacting with customers and internal units that support and enable sales.

2025 highlights

- Deployment of customer systems commenced at PAO TMK and enterprises of the Oilfield Services Division

Production tasks automation

Production digital twins

Virtual models of key production processes enable simulations, parameter optimizations, and real-time recommendations to operators without interrupting production.

- ✓ The system has been rolled out across PNTZ, STZ, VTZ, and TAGMET

2025 highlights

- Functionality expanded to incorporate additional factors affecting continuous cast billet quality

Charge blending calculator

Provides real-time calculation of the optimal charge mix, taking into account inventory levels, current raw material prices, process constraints, and the specifications of steel grades produced.

- ✓ The system has been deployed at PNTZ

2025 highlights

- The annual economic impact delivered exceeded RUB 250 mln

Steelmaker's Digital Assistant for ladle furnace units

Uses AI to streamline the steel-making process by providing operators with recommendations on the amount of materials to be fed.

- ✓ The system has been rolled out across PNTZ, STZ, VTZ, and TAGMET

2025 highlights

- Work is underway on algorithms for reducing defects caused by non-metallic inclusions at the PNTZ EAF shop

Leak, flash, and smoke detection systems

Provide video recording of hydro press tests, detect leaks, flashes, and smoke, and alert operators accordingly.

- ✓ The system has been deployed at CHTPZ

2025 highlights

- Tested and commissioned at CHTPZ

Computer vision technology for scrap metal acceptance

An automated system analyses photo and video data from scrap metal unloaded from vehicles, classifies raw materials, and checks supply safety.

- ✓ Used at PNTZ

2025 highlights

- Tested and commissioned at the charge yard of the PNTZ EAF shop

Personal data protection

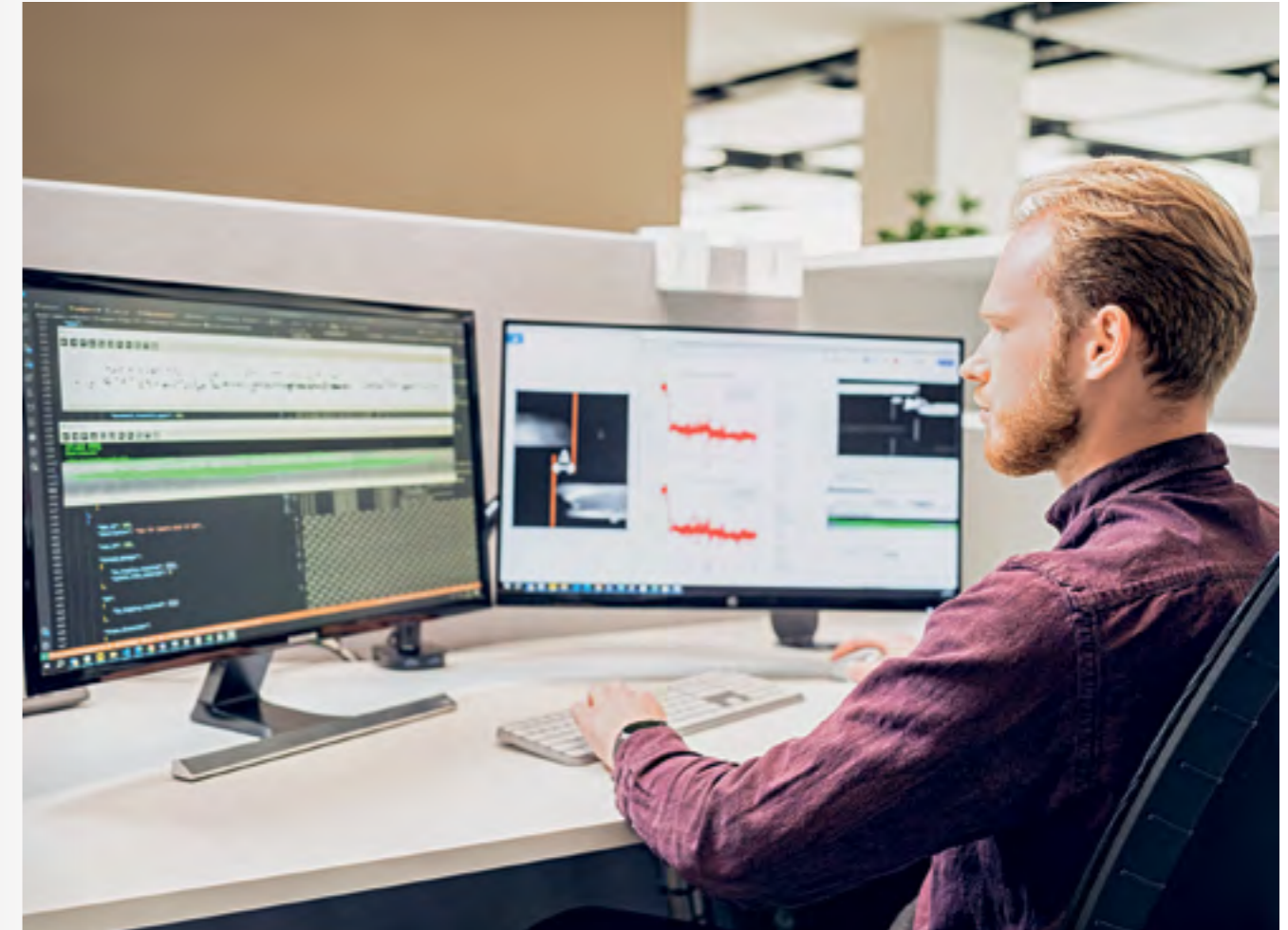
TMK ensures robust protection of personal data of customers, partners, and employees in line with legal requirements and internal standards. Data processing is aligned with the principles of legality, fairness, and confidentiality.

The Company systematically assesses threats, analyzes risks, evaluates potential damage, and uses certified data protection tools that are continuously upgraded. Access rules for personal data have been established and communicated to all employees involved in data processing.

Control over compliance with requirements is vested in the Personal Data Protection Commission, with key Company units, including the Economic Security Service and the legal and IT functions, also involved in the process.

GRI 418-1

In the reporting year, the Company received no complaints from counterparties or regulators regarding data confidentiality breaches. No breaches of confidentiality or unlawful disclosure of personal data of TMK Group customers or employees were recorded, either.



Information systems security

TMK maintains the uninterrupted operation of information systems and mitigates cyberthreats through a range of measures in five areas: vulnerability scanning, antivirus protection, transition to domestic solutions, phishing protection, and two-factor authentication.

Activities in this area are governed by TMK's Strategy to Ensure and Improve Cybersecurity and its Information Security Policy. In addition, the Company has developed Procedure Rules for Responding to Information Security Incidents, which detail procedures for personnel when responding to information security threats. Key information security matters are reviewed at meetings of the Board of Directors.

TMK has established a comprehensive information security management system (ISMS), which is overseen by the Deputy CEO for Security – Head of the Economic Security Service and the Deputy CEO for IT. The former oversees information system monitoring and regular risk assessments, while the latter is responsible for preventing network attacks and ensuring protection of critical information infrastructure.

To evaluate the ISMS performance, the Company conducts annual internal audits and, if necessary, organizes independent external audits. TMK also regularly tests system resilience by simulating cyberattacks, including attacker behavior scenarios. One of the key areas of IT infrastructure protection – includes the development of a cross-regional disaster recovery system, for which TMK conducted drills in 2025.



Sustainability Management

03

7 focus areas of the Sustainability Strategy

5 priority national development goals of the Russian Federation

13 stakeholder groups

- 38 Message from management
- 39 Sustainability Management System
- 40 Progress on the Sustainability Strategy
- 45 Sustainability risks
- 46 Stakeholder engagement
- 51 Human rights

Message from management



Sergey Chikalov
CEO of PAO TMK

GRI 2-22

In 2026, TMK celebrates its 25th anniversary. Over the years, the Company has built an impressive track record, supported by active efforts across all sustainability dimensions. Our enterprises have substantially upgraded production and significantly reduced their environmental impact by lowering pollutant emissions, implementing closed-loop water systems, and improving resource efficiency. We have created tens of thousands of jobs in nine Russian regions and introduced advanced technologies to improve production safety and working conditions. TMK plants have implemented numerous charitable and social projects to support a decent quality of life across their host cities.

Since 2022, the Company has had in place a Sustainability Strategy to 2027 (the "Strategy"), which was updated based on the 2022–2025 performance. The updates reflect changes in Russian legislation and current sustainability trends. The updated Strategy identifies priority national development goals of Russia where TMK makes a significant contribution. The new version of the Strategy was approved by the Company's Board of Directors in November 2025. The approval of the updated Strategy clearly demonstrates our intention to continue on the path we have chosen.

To achieve the goals set out in the Strategy, during the reporting year, we carried out a large-scale upgrade of the water management system at SinTZ, which will increase the volume of reused water and reduce discharges. At PNTZ, we launched a project to develop a new industrial waste landfill. In addition, TMK quantified its Scope 3 greenhouse gas emissions for the first time, enabling a more comprehensive analysis of the Company's climate impact. As part of our commitment to the operating regions, we continued to implement charitable and social projects, develop industrial tourism, and promote employee volunteering.

Our efforts to integrate the sustainability agenda into TMK's operations and develop related practices were highly recognized by independent experts: in 2025, the National Rating Agency upgraded TMK's consolidated sustainability rating to the highest level of AAA.esg, from AA.esg assigned in 2024.

In our anniversary year, we continue to work across all areas of sustainable development, making steady progress toward the goals of our updated Strategy. At the same time, our priorities remain unchanged: we support people, protect the environment, improve corporate governance, uphold high standards of business ethics, and develop our regions of operation.

TMK's sustainability focus areas

- Sustainability management

Material topics

- Human rights

Sustainability Management System

[GRI 2-9](#) [GRI 2-12](#) [GRI 2-13](#) [GRI 2-14](#) [GRI 2-24](#) [BPCS-45](#) [BPCS-46](#)

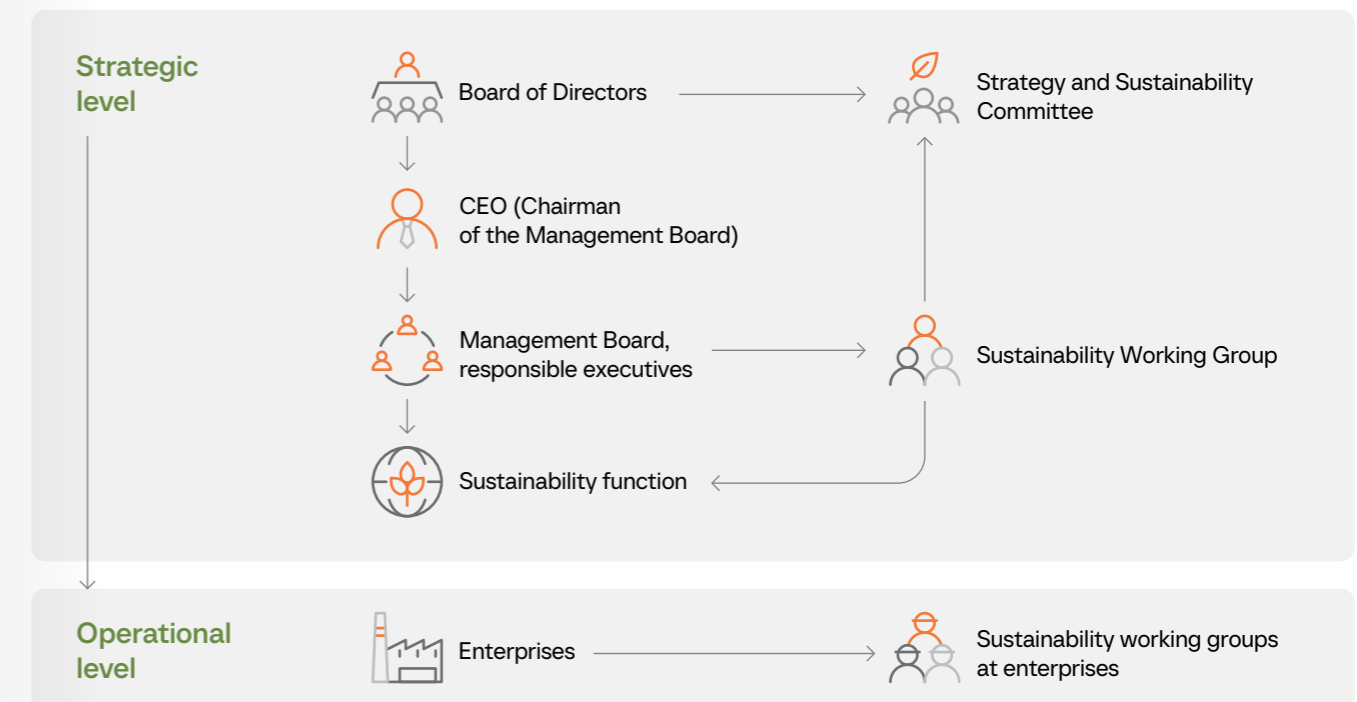
Sustainability management at TMK is integrated into the governance system at both the strategic and operational levels. This enables the Company to achieve its goals and address its objectives in a comprehensive manner.

At the strategic level, sustainability matters are handled by the Strategy and Sustainability Committee of the Board of Directors and the Sustainability Working Group under the Management Board, which includes executives responsible for achieving the relevant targets.

The Sustainability function is responsible for preparing non-financial reports, coordinating the implementation of Strategy objectives, preparing reports on Strategy progress, and providing expert support to the Company's organizational units and enterprises. The function also addresses other sustainability-related matters in cooperation with the Working Group and supports the Company's external communications with a wide range of stakeholders, including suppliers, customers, regulators, financial institutions, and rating agencies.

At the level of enterprises, dedicated sustainability working groups have been established or sustainability coordinators have been appointed. Sustainability initiatives are implemented by the relevant enterprise services, which report monthly to management on progress achieved.

In 2021–2022, TMK made significant changes to its sustainability management system. The Strategy Committee of TMK's Board of Directors was transformed into the Strategy and Sustainability Committee and assigned the relevant functions. The Company established a Sustainability function, and sustainability working groups were set up at the enterprises. In addition, the Board of Directors approved two key documents: the Sustainability Policy and the Sustainability Strategy.



Progress on the Sustainability Strategy

PAO TMK's Sustainability Strategy to 2027 was approved by the Board of Directors in 2022. Under the Strategy, the Company identified seven environmental, social, and governance focus areas, as well as nine priority UN SDGs where TMK can contribute the most.

For each Strategy focus area, the Company set key performance indicators (KPIs) and approved an overall Action Plan to achieve them. Reports on the implementation of this plan and progress toward Strategy KPIs are reviewed annually by the Strategy and Sustainability Committee.

In 2025, three years into the Strategy, the Strategy and Sustainability Committee initiated an update. To update the KPIs, we analyzed them in terms of progress, relevance, and ambition. At the same time, we took into account the goals and provisions of our Environmental Strategy and Low-Carbon Development Strategy, which were developed after the first version of the Strategy had been approved.

Additionally, we have also considered current Russian and international sustainability trends and practices, government policy priorities, and the specifics of national regulation. We have also analyzed Russia's national development goals and aligned our current projects and segments with the objectives of the Unified Plan to Achieve National Development Goals Through 2030 and for the Future Until 2036. This work helped us prioritize five priority national goals to track the Company's contribution to their achievement going forward.

The updated Strategy was approved by the Board of Directors on November 10, 2025. In the new version of the Strategy:

- the Business Development and Economic Value Creation focus area was transformed into Sustainable Development Management and supplemented with new objectives and KPIs
- objectives were added for communication and training in business ethics, improving customer focus, promoting industrial tourism, and contributing to the national sustainability agenda
- the list of KPIs and wording of certain objectives were adjusted
- Russia's national development goals prioritized by TMK were incorporated.

In 2025, the Board of Directors approved a new version of the Sustainability Strategy. The updated Strategy includes seven focus areas, 20 objectives, and 38 related key performance indicators, which TMK aims to achieve by 2027 or, for a number of metrics, meet annually.



TMK's Sustainability Strategy focus areas⁵



Russia's priority national development goals



Priority Sustainable Development goals



Progress on the implementation roadmap of the Sustainability Strategy in 2022–2025

Strategy's focus areas and objectives ⁶	TMK's progress in 2022–2025
Environment	
<p>UN SDGs</p>	<p>Russia's national development goals</p> <ul style="list-style-type: none"> Comfortable and safe living environment Ecological well-being Stable and dynamic economy
<p>Environmental protection</p> <ul style="list-style-type: none"> Waste management and resource efficiency Water impact mitigation Reduction of air emissions Environmental safety across operations 	<ul style="list-style-type: none"> PAO TMK's Environmental Strategy to 2036 was developed and approved. Programs were developed across focus areas to achieve the KPIs, including programs for waste and by-product management, cutting emissions of pollutants into water, and reducing air pollutants. Inventories of equipment containing polychlorinated biphenyls (PCBs) were conducted at the enterprises, and the relevant transfer-for-disposal schedule for 2025–2027 was updated. We continued developing our waste management system, including measures to drive onsite waste recycling by enterprises. Gas cleaning equipment was upgraded as part of the Clean Air federal project. Enterprises implemented water treatment projects and projects to advance water recycling and reuse systems. Integrated Environmental Permits were obtained in a timely manner.
<p>Climate action</p> <ul style="list-style-type: none"> Decarbonization journey Low-carbon energy and energy efficiency 	<ul style="list-style-type: none"> TMK has developed and approved PAO TMK's Low-Carbon Development Strategy to 2036. A transparent system for estimating GHG emissions under international and Russian methodologies was established. Voluntary verification of GHG emission quantification under two methodologies was carried out. The Company measured Scope 1 and Scope 2 GHG emissions annually. In 2025, TMK quantified its Scope 3 GHG emissions for the first time measuring Scope 3 for 2024. Energy audits were carried out, feeding into the Energy Efficiency Program. A Landscaping and Greening Program was developed and approved. A number of tree planting events were held across TMK's operating regions as part of a corporate campaign – TMK's Green Initiative. Projects to create a zero carbon footprint pipe were explored.

Strategy's focus areas and objectives ⁶	TMK's progress in 2022–2025
Social responsibility	
<p>UN SDGs</p>	<p>Russia's national development goals</p> <ul style="list-style-type: none"> Preservation of the population, strengthening health and improving the well-being of people, supporting families Self-fulfilment of each person, unlocking their talents, and educating a patriotic and socially responsible person
<p>Human capital development</p> <ul style="list-style-type: none"> Respect for human rights and non-discrimination Boosting employee engagement Talent attraction and retention Employee training and development 	<ul style="list-style-type: none"> New training programs and e-courses were developed by TMK2U Corporate University. A training course on the Sustainability Strategy was developed and posted on the SOTA2U platform, completed by more than 32 thousand employees by the end of 2025. Annual corporate events, the Horizons forum and the Master Games competition, are held. Career guidance events were delivered in our regions of operation. Annual employee engagement surveys are conducted, and plans are developed to further improve the engagement of our workforce. TMK Group employees' salaries were indexed.
<p>Occupational health and safety</p> <ul style="list-style-type: none"> Reduction of injury rates Improvement of the OHS management system 	<ul style="list-style-type: none"> Activities under the Comprehensive OHS Management Development Program were implemented. All pipe plants confirmed their conformity to ISO 45001/GOST R ISO 45001. Internal investigations were conducted for all accidents. Safety Days, involving contractors, were held across all production sites.
<p>Developing the regions of operation</p> <ul style="list-style-type: none"> Social investment and infrastructure development Social projects and charity 	<ul style="list-style-type: none"> TMK enterprises developed long-term corporate programs contributing to the development of local communities, which are now underway. Together with the Sinara Charitable Foundation, the Company implements socially significant programs in its regions of operation. Infrastructure development initiatives are being implemented across our footprint. We are advancing employee volunteering at the Group level, having established a unified volunteer center, organizing volunteer events and campaigns, and holding a Volunteer Forum.

Strategy's focus areas and objectives⁶

TMK's progress in 2022–2025

Governance

UN SDGs



Business development and economic value creation

- Development of governance bodies
- Sustainable supply chain

- Work on building a responsible supply chain is ongoing.
- The Counterparty Management Policy has been developed and approved.
- Starting in 2022, key suppliers are assessed for compliance with TMK's sustainability requirements.

Business ethics

- Anti-corruption, compliance, and ethics

- Audits of companies for conflicts of interest were conducted.
- Measures were implemented to monitor the Company's areas of activity most exposed to corruption risks.
- Ethics and compliance trainings are delivered.
- Reports received through the hotline from employees and stakeholders are acted on immediately, and investigations are conducted into identified and suspected violations.



Sustainability risks

[BPCS-53](#)

TMK has a multilevel risk management system in place, contributing toward the Company's strategic and operational goals. The principal approaches to risk management are reflected in the Company's internal documents, including the Risk Management Policy, Regulations on Risk and Opportunity Management, and Internal Control Policy.

The CEO is responsible for providing overall guidance for the risk management framework, while the Risk Management Committee evaluates the risk portfolio, develops response measures, and monitors enterprise-level risk management efforts. The Company has a Risk Management function, which coordinates work related to risk management.

TMK's sustainability risks are grouped into a separate risk map. These include environmental risks, social risks, and corporate governance risks. Risk data sheets have been prepared for

all risks, including assessments and mitigation measures. A detailed analysis of environmental risks has been conducted at each TMK Group enterprise, and the most significant risks have been identified.

Sustainability risk management activities are monitored by management and the Audit Committee of the Board of Directors.

For more details on risk management, see [TMK's Annual Report](#).

TMK's key sustainability risks

Environmental

- Environmental risks (including in the supply chain)
- Climate risks

For more details on climate risk management, see the [Managing climate-related risks and opportunities](#) chapter.



Social

- Risks of skills shortages (staffing shortage)
- Risks of occupational accidents
- Human rights risks
- Employee loyalty risks



Governance

- Risks of supply chain disruption
- Sanctions risks
- Corruption risks (including corruption in procurement, sales, and investment program)



Stakeholder engagement

GRI 2-29

TMK is committed to building partnership relations with all stakeholders while complying with legal requirements, internal regulations, contractual obligations, and ethical rules and standards.

In 2021, the Company identified its key stakeholders through a survey of senior management and functional heads. The survey findings remained relevant in the reporting period.

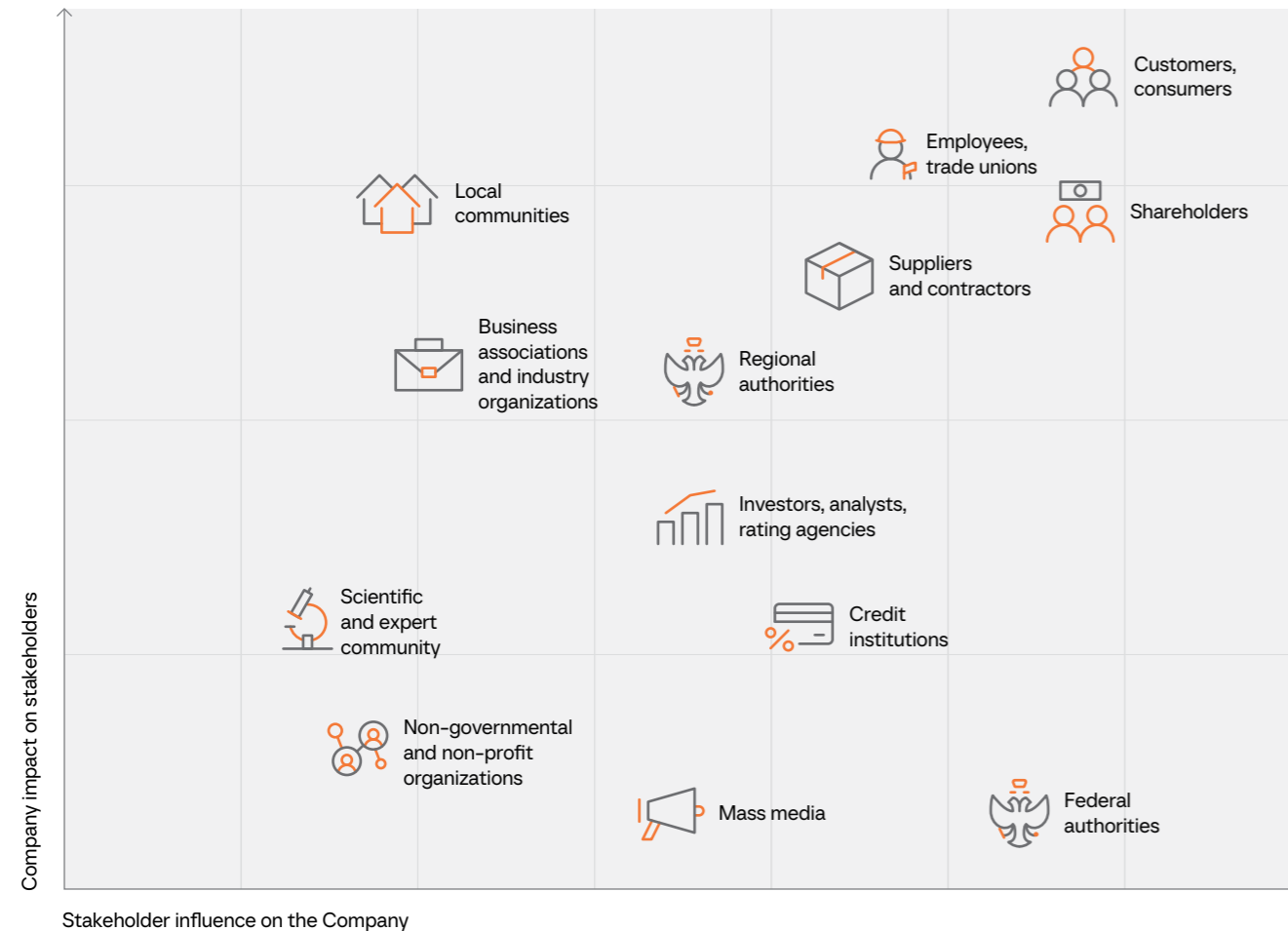
Our stakeholder engagement principles and approaches are outlined in the Company's corporate documents:

- Sustainability Policy
- Code of Ethics
- Regulations on the Information Policy
- TMK Group's Counterparty Management Policy
- Collective bargaining agreements

Effective communication with all stakeholders enables us not only to keep them up to date about our activities but also to boost their loyalty to the Company. To achieve this, we employ a variety of engagement formats:

- Publication of information about TMK's activities
- Provision of comments upon request
- Distribution of information materials
- Business meetings and negotiations
- Programs to support employees and local communities
- Participation in industry-specific conferences and forums

TMK's stakeholder map



TMK has feedback channels through which questions can be asked and comments or suggestions related to the Company's activities can be submitted. The hotline is an important channel for reporting identified violations. All reports received are subject to mandatory review in accordance with the Company's established procedures.

For more details on the hotline, see the [Business ethics and anti-corruption](#) chapter.

GRI 2-29

Stakeholder engagement in 2025

Approach to engagement	Stakeholder interests and expectations	Engagement objectives and frequency	Engagement results
Shareholders			
<p>Maintaining consistent profitability is one of TMK's core goals.</p> <p>Engagement mechanisms:</p> <ul style="list-style-type: none"> • Annual and Extraordinary General Meetings of Shareholders / absentee voting procedures • Publishing annual reports • Providing information in response to shareholder requests • Publishing information on TMK's activities, and distributing dividends 	<ul style="list-style-type: none"> • Articulation of short- and long-term strategy of the Company • Strong operational and financial performance • Capital distribution and dividends • Legal compliance • Transparency and openness in disclosing information 	<ul style="list-style-type: none"> • Election of the Board of Directors: on an annual basis • Amendments to the Articles of Association and regulations: as necessary • Profit distribution: by decision of the General Meeting of Shareholders • Approval of the auditor: on an annual basis 	<ul style="list-style-type: none"> • TMK shareholders approved the reorganization of the Company (transition to a single listed entity) • Amendments to the Articles of Association were approved • New versions of internal documents on compliance and internal audit were approved, specifically: Anti-Trust Compliance Policy, Internal Audit Policy, Regulations on Anti-Trust Risk Management, and Regulations on the Internal Audit Service • The external auditor was approved
Employees and trade unions			
<p>TMK provides safe work conditions and fair compensation to its employees, while employees contribute to the Company's development and stronger financial and operational performance.</p> <p>Engagement mechanisms:</p> <ul style="list-style-type: none"> • Meetings with employees and trade unions • Keeping employees informed through internal communication channels • Training programs, and social support measures (including those stipulated in collective bargaining agreements) 	<ul style="list-style-type: none"> • Occupational health and safety • Decent compensation • Providing conditions for development and career growth • Social benefits, guarantees • Respecting employee rights 	<ul style="list-style-type: none"> • Ensuring safe working conditions: on an ongoing basis • Talent attraction and retention: on an ongoing basis • Upskilling employees: on a regular basis • Updating collective bargaining agreements: on a regular basis • Communicating the Company's performance to employees: on a regular basis • Collecting feedback: on a regular basis 	<ul style="list-style-type: none"> • The HR Electronic Document Management service was launched • The Company transitioned to a unified remuneration system for employees of PAO TMK's Corporate Center • Safety Day was held • The Youth Scientific and Technical Conference, the Horizons forum, and the Master Games corporate vocational skills competition were held • The SREDA corporate intranet portal was launched • Employee reports submitted through the hotline were processed

Approach to engagement	Stakeholder interests and expectations	Engagement objectives and frequency	Engagement results
------------------------	--	-------------------------------------	--------------------

Customers, consumers

<p>TMK strives to build a responsible supply chain and fosters partnerships with customers and consumers of its products.</p> <p>Engagement mechanisms:</p> <ul style="list-style-type: none"> • Handling requests and business proposal preparation • Collecting and reviewing feedback • Conducting satisfaction surveys • Managing claims • Communicating the Company's product range and quality 	<ul style="list-style-type: none"> • Compliance with standards and policies by all parties • High product quality, timely delivery of products • Product cost-to-price ratio • Strong operational and financial performance of the Company • Openness and transparency 	<ul style="list-style-type: none"> • Collecting feedback: on a regular basis • Conducting satisfaction surveys: on an annual basis • Product quality assessment: on a regular basis • Providing information: on request • In-house events and participation in external themed forums: on a regular basis 	<ul style="list-style-type: none"> • A customer focus objective was added to the Sustainability Strategy • An annual assessment of overall customer satisfaction was conducted • Meetings with customers were held, including at industry exhibitions and conferences • The Quality Week corporate conference was held
---	---	--	--

Non-governmental and non-profit organizations

<p>To deliver high social impact, the Company partners with non-profit organizations and runs employee volunteering programs.</p> <p>Engagement mechanisms:</p> <ul style="list-style-type: none"> • Co-organizing events with other organizations through the Sinara Charitable Foundation • Arranging interviews and press conferences 	<ul style="list-style-type: none"> • Financial, information, and expert support • Effective partnerships 	<ul style="list-style-type: none"> • Running grant competitions: on a regular basis • Participation in volunteering initiatives: on a regular basis 	<ul style="list-style-type: none"> • A grant competition to support non-profit organizations was run • The Company maintained its status as a Partner of National Projects • The employee volunteer center continued its work, and the Volunteer Forum was held
--	--	---	--

Federal and regional authorities

<p>In its day-to-day operations, the Company interacts with federal, regional, and municipal authorities under its social and economic partnership agreements.</p> <p>Engagement mechanisms:</p> <ul style="list-style-type: none"> • Participation in interagency working groups to improve legislation and elaborate industry initiatives • Social and economic partnerships 	<ul style="list-style-type: none"> • Legal compliance • Tax payments • Timely submission of reports • Delivering on obligations under cooperation agreements 	<ul style="list-style-type: none"> • Reporting: on an annual basis and on request • Tax payments: in accordance with legal requirements • Preparation of initiatives to amend existing legislation: as necessary • Implementation of social and economic projects: in accordance with approved plans 	<ul style="list-style-type: none"> • Taxes were paid in full to the federal and regional budgets • Social and economic partnership agreements between plants and municipal authorities remained in force • TMK continued to participate in the Professionalitet federal project, with the first graduation of 404 students taking place as part of the initiative. • CHTPZ continued participating in the Clean Air federal project
--	--	--	---

Approach to engagement	Stakeholder interests and expectations	Engagement objectives and frequency	Engagement results
------------------------	--	-------------------------------------	--------------------

Suppliers and contractors

<p>Embracing responsible business practices, the Company places particular emphasis on ensuring the reliability and accountability of its partners.</p> <p>Engagement mechanisms:</p> <ul style="list-style-type: none"> • Procurement procedures • Supplier assessments 	<ul style="list-style-type: none"> • Sustainable partnerships • Timely payment for works and services • Automation of procurement procedures • Openness and transparency 	<ul style="list-style-type: none"> • Procurement procedures: on a regular basis • Supplier and contractor assessment: on a regular basis • Collecting feedback: on a regular basis 	<ul style="list-style-type: none"> • Key suppliers underwent the annual assessment against sustainability criteria • Digitization of the procurement process was continued
--	--	---	--

Local communities in the regions of operation

<p>GRI 413-1</p> <p>The Company cares about the well-being of people living in its regions of operation and runs support programs for them.</p> <p>Engagement mechanisms:</p> <ul style="list-style-type: none"> • Social and economic partnerships • Implementation of initiatives and programs for the development of operating regions • Conducting public consultations and other meetings with regional residents 	<ul style="list-style-type: none"> • Delivering on obligations under signed agreements • Designing and running social and charitable programs • Implementing infrastructure projects across the regions of operation • Improving the quality of life across the regions of operation • Environmental and social responsibility 	<ul style="list-style-type: none"> • Delivering social and charitable projects: on a regular basis • Conducting events (meetings, public consultations, etc.): on a regular basis • Reducing the enterprises' environmental and climate impacts in the regions of operation: on an ongoing basis • Targeted support: upon request • Tours of TMK enterprises (industrial tourism): on a regular basis 	<ul style="list-style-type: none"> • Social investments totaled RUB 2.1 billion • A grant competition to support local communities was run • Industrial tourism projects were implemented at TMK Group enterprises • Public consultations and discussions were held for the project to construct an industrial waste landfill at PNTZ, with over 3 thousand queries from local residents handled
--	---	--	--

Scientific and expert community

<p>TMK cooperates with higher education institutions and research organizations and develops its own R&D centers to recruit high-potential candidates and young talent and conduct R&D activities.</p> <p>Engagement mechanisms:</p> <ul style="list-style-type: none"> • Creating strategic partnerships, entering into agreements • Publishing information on research findings and developments 	<ul style="list-style-type: none"> • Effective partnerships • Import substitution of foreign technologies • Internships and traineeships 	<ul style="list-style-type: none"> • Launching R&D projects: in accordance with the approved plan • Participation in expert discussions: on a regular basis • Signing new agreements: as necessary 	<ul style="list-style-type: none"> • A trilateral agreement was signed between TMK, the Russian Ministry of Science and Higher Education, and National Priorities autonomous non-profit organization during the Congress of Young Scientists as part of the Decade of Science and Technology • The 26th Pipes 2025 Scientific and Technical Conference was held at VTZ • 99 scientific articles by TMK employees were published • 28 scientific reports/presentations were made at international and Russian conferences • More than 800 employees are involved in ongoing research and development activities • R&D collaborations with partners were delivered
--	---	---	---

Approach to engagement	Stakeholder interests and expectations	Engagement objectives and frequency	Engagement results
------------------------	--	-------------------------------------	--------------------

Investors and analysts, credit and rating agencies, credit institutions

<p>TMK's activities are aimed at long-term value creation for shareholders, with investors providing the capital to support the Company's growth.</p> <p>Engagement mechanisms:</p> <ul style="list-style-type: none"> Maintaining a dedicated page on the Company website Publishing annual reports Holding meetings with potential investors Publishing information materials and documents, including upon investor requests 	<ul style="list-style-type: none"> Openness and transparency Legal compliance Delivering on contractual obligations Providing information on request 	<ul style="list-style-type: none"> Publication of mandatory disclosures: in accordance with legal requirements and the approved plan Cooperation with rating agencies: on a regular basis Site visits to plants: as necessary Participation in committees and working groups: on a regular basis 	<ul style="list-style-type: none"> The summary consolidated IFRS financial statements for 2025 was published Strong communications with investors were maintained Strong credit ratings from NCR and Expert RA were maintained High sustainability ratings were received from NRA (highest), NCR, and RBC (above average) TMK was included in the MOEX-RAEX ESG index for the first time
---	--	--	---

Business associations and industry organizations

<p>TMK collaborates with business associations and industry organizations to jointly develop initiatives for the business community, share experience, and drive development based on best practices.</p> <p>Engagement mechanisms:</p> <ul style="list-style-type: none"> Participation in business associations and industry organizations 	<ul style="list-style-type: none"> Openness and transparency Sustainable partnerships 	<ul style="list-style-type: none"> Participation in industry events (discussing industry development initiatives, attending exhibitions, forums, etc.): on a regular basis 	<ul style="list-style-type: none"> TMK participated in meetings of the RSPP, SOSPP, AMROS, the Miners' and Metallurgical Workers' Union of Russia, the Russian Steel Association, and the Pipe Industry Development Fund The Company took part in trade fairs in Russia
---	---	---	---

Mass media

<p>The Company is working to increase its visibility and raise stakeholders' awareness about its projects.</p> <p>Engagement mechanisms:</p> <ul style="list-style-type: none"> Publishing Company news Arranging interviews Holding press conferences and media tours to production sites And providing comments upon request from media 	<ul style="list-style-type: none"> Information transparency, accuracy of data provided Key ongoing projects of the Company 	<ul style="list-style-type: none"> Holding interviews and press conferences: as necessary Preparing press releases, articles, reports, and commentaries: on a regular basis 	<ul style="list-style-type: none"> 256 press releases were published Four issues of the corporate YouTube magazine were published Over 10 media tours to TMK enterprises were arranged TMK's corporate TV news programs are broadcast weekly on external and internal channels (social media, online resources, etc.) 16.5 thousand stories mentioning TMK were published in the media, including 5.3 thousand media mentions of TMK as the main focus Regular publication of comments in the media on the construction of an industrial waste landfill at PNTZ
---	--	---	---

Human rights

[GRI 3-3](#)

TMK operates in accordance with generally accepted ethical standards, recognizes the importance of respecting fundamental human rights, and does not tolerate any discrimination based on gender, age, nationality, religious beliefs, social status, or any other grounds. The Company is committed to respecting human rights in its engagements with employees, partners, contractors, and other stakeholders. At the same time, TMK expects its partners to demonstrate the same responsibility and fairness in their treatment of employees.

[GRI 2-23](#) [BPCS-56](#)

The Company's commitment to human rights is primarily driven by the Constitution of the Russian Federation, which states that the individual and their rights and freedoms are of supreme value. TMK is also guided by other relevant Russian and international legal regulations.

TMK operates a hotline, a mechanism for raising concerns, through which anyone can report, among other things, violations of their rights. All incoming reports are considered by the relevant functions. In 2025, six reports were received through the hotline channel regarding human rights, personnel issues, and social policy. As a result of investigations, one report was substantiated, involving failure to provide additional vacation days to a donor. Appropriate action was taken, and the employee was granted a day off for donating blood, and the situation was discussed with the manager.

In addition to the hotline, employees can contact their immediate supervisor or a member of the enterprise's HR team in person, who can help resolve labor or ethical conflicts.

For more details on feedback channels, see the [Business ethics and anti-corruption](#) chapter.

Key human rights instruments and documents

International

- Universal Declaration of Human Rights
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- ILO Conventions Nos. 29, 87, 98, 100, 105, 111, 138, 182
- UN Guiding Principles on Business and Human Rights

Russian

- Constitution of the Russian Federation
- Labor Code of the Russian Federation
- RSPP's Social Charter of Russian Business

Corporate

- Sustainability Policy
- Code of Ethics
- Counterparty Management Policy
- Policy on Processing and Protection of Personal Data
- Employee Volunteering Policy
- Internal Labor Rules

In 2021, human rights risks were incorporated into the Company's overall list of sustainability risks. TMK assesses these risks annually.

The Company's human rights commitments

Human rights	The Company's human rights commitments	Stakeholders
Non-discrimination, promoting diversity and inclusion	<p>GRI 406-1 BPCS-57</p> <p>The Company guarantees equal opportunities for all employees throughout their employment. TMK maintains a zero-tolerance policy toward any form of discrimination and seeks to foster diversity in its workforce.</p> <p>As stipulated by Russian legislation, TMK enterprises maintain employment quotas for individuals with disabilities. In 2025, the Company employed 51 such individuals.</p>	<ul style="list-style-type: none"> • Employees • Local communities
Preventing child labor	<p>GRI 408-1</p> <p>TMK strictly complies with legal requirements, prohibiting child labor at its enterprises, and monitors compliance with these requirements by contractors operating at TMK sites.</p> <p>No instances of child labor were identified at TMK in 2025.</p>	<ul style="list-style-type: none"> • Employees • Partners/suppliers
Preventing forced or compulsory labor, zero tolerance for any form of slavery	<p>GRI 409-1</p> <p>TMK condemns the use of forced labor and all forms of slavery.</p> <p>No such cases were identified at Company enterprises or among key suppliers in 2025.</p>	<ul style="list-style-type: none"> • Employees • Key suppliers
The right to safe working conditions	<p>The Company prioritizes the health and safety of its employees and the employees of contractors working at TMK enterprises. To protect their lives and health, we implement measures to reduce the risks of work-related injuries.</p> <p>Employees also have access to voluntary health insurance (VHI) program, take part in health-improving activities, and undergo regular health checks.</p>	<ul style="list-style-type: none"> • Employees • Contractors
The right to favorable working conditions	<p>TMK respects the rights of its employees to work and rest. Employment contracts include provisions on working hours, vacation time, and compensation for overtime.</p> <p>TMK offers competitive pay and a broad range of social benefits and guarantees.</p> <p>The Company periodically gauges employee satisfaction with key aspects of employment (working conditions, social benefits, etc.).</p>	<ul style="list-style-type: none"> • Employees
Employees' rights to freedom of association	<p>GRI 407-1</p> <p>The Company cooperates with trade associations and unions that protect labor rights and represent employee interests. The majority of TMK enterprises are unionized.</p>	<ul style="list-style-type: none"> • Employees

Human rights	The Company's human rights commitments	Stakeholders
Right to privacy, right to maintain confidentiality of personal data	<p>GRI 418-1</p> <p>TMK respects privacy and pays special attention to the control and protection of personal data of employees and partners in accordance with legal requirements. The relevant provisions are outlined in the Policy on Processing and Protection of Personal Data, with responsibility for ensuring compliance assigned to the Personal Data Protection Commission.</p> <p>TMK Group enterprises do not retain data or original documents without the explicit consent of employees.</p> <p>Data processing is aligned with the principles of legality, fairness, and confidentiality.</p> <p>No breaches of confidentiality or unlawful disclosure of personal data were recorded in 2025.</p>	<ul style="list-style-type: none"> • Employees • Customers, suppliers, and contractors • Local communities
The right to education	<p>TMK is committed to improving the quality and accessibility of education for its employees. The Company operates its own TMK2U Corporate University. Participation in internal and external training programs is a regular practice among employees.</p> <p>In addition, TMK actively supports youth development through career guidance initiatives and partnerships with universities and colleges across its regions of operation. Students can take internships at the Company's enterprises.</p>	<ul style="list-style-type: none"> • Employees • Partner educational institutions • Local communities
Respect for the rights of local communities	<p>BPCS-50</p> <p>TMK respects the rights of local communities in its operating regions and does not tolerate any violations. The Company holds regular public consultations to identify and promptly address pressing local issues, while also implementing initiatives to improve the quality of life for local communities.</p> <p>TMK Group operations do not involve the resettlement of local residents and do not affect the rights of indigenous minorities.</p>	<ul style="list-style-type: none"> • Local communities
The right to a healthy environment	<p>TMK recognizes the right of employees and local communities to a healthy environment and strives to minimize its negative impact on ecosystems. TMK's enterprises regularly assess the environmental impact of their production activities to develop measures for minimizing such impact.</p> <p>In addition, the Company is engaged in environmental education and encourages employees and residents across its footprint to participate in environmental initiatives and campaigns.</p> <p>In 2025, PNTZ held public consultations to discuss the construction of an industrial waste landfill, resulting in the project's approval.</p>	<ul style="list-style-type: none"> • Employees • Partners in regions of operation • Local communities



Corporate Governance

04

class AAA

in RSPP's Anti-Corruption Rating of Russian Business

3

independent directors on the Board

100%

attendance at meetings of the Board of Directors

56

Management approach

57

Corporate governance system

64

Business ethics and anti-corruption

Management approach

TMK's corporate governance system is aligned with the requirements of Russian laws, Listing Rules of PJSC Moscow Exchange, and principles of the Bank of Russia's Corporate Governance Code. The Company's approach to responsible business conduct is outlined in TMK Group's Code of Ethics.

For more details on compliance with the principles and recommendations of the Corporate Governance Code, see [TMK's Annual Report](#). For more details on other governing documents, see the [List of key sustainability documents](#) appendix.



TMK's sustainability focus areas

- Sustainability management
- Business ethics

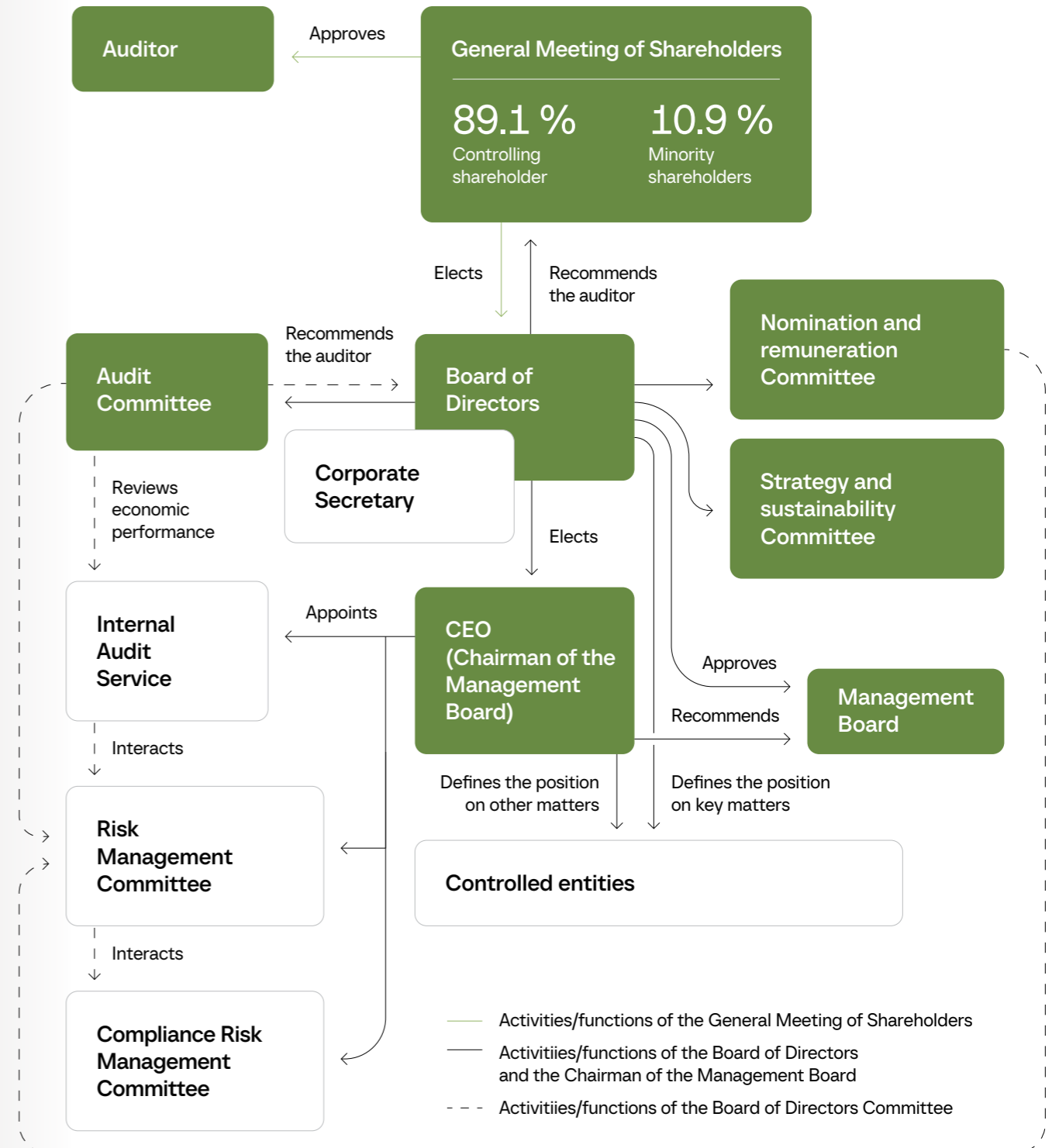
Material topics

- Business ethics and anti-corruption

Corporate governance system

GRI 2-9

PAO TMK's corporate governance and control framework⁷



General Meeting of Shareholders

The General Meeting of Shareholders is TMK's highest governance body, governed by the Articles of Association and the Regulations on the General Meeting of Shareholders. Its scope of authority includes, among other things, electing members of the Board of Directors, appointing the external auditor, distributing profits, and approving changes to key internal documents.

In the reporting year, one annual General Meeting of Shareholders and one extraordinary absentee vote of the General Meeting of Shareholders were held.

In 2025, the General Meeting of Shareholders resolved to reorganize TMK by merging eight subsidiaries into the Company to improve operational efficiency, approved amendments to the Articles of Association regarding the number of authorized shares, and resolved to increase the authorized capital through the placement of additional shares.

Board of Directors

[GRI 2-12](#)

The Board of Directors is TMK's collegial governance body, responsible for the Company's strategic development, overseeing the activities of Board committees, and appointing members of executive bodies – the Management Board and the CEO. In addition, the Board of Directors is an essential element of the risk management framework, making key decisions and approving relevant internal regulations.

For more details on the Company's risk management system, see [TMK's Annual Report](#).

[GRI 2-9](#) [GRI 2-10](#)

The composition of the Board of Directors is determined annually by the General Meeting of Shareholders, based on each candidate's track record, industry-specific education, ability to exercise independent judgment, and impeccable reputation. No discrimination on any grounds, including gender and age, is tolerated when selecting candidates.

The procedure for electing candidates to the Board is set out in the Regulations on the Board of Directors. The Company organizes meetings with executive management and key employees for new members of the Board of Directors. This facilitates the onboarding of new directors and increases their awareness of TMK's current and planned projects.

There were no changes in the composition of the Board of Directors in 2025; it comprised nine members, including three independent and six executive directors. All Board members are men. The Chairman of the Board of Directors is an executive director with a wealth of experience and a deep understanding of the Company's business who enjoys authority among both the governance bodies and employees.

[GRI 2-16](#) [GRI 2-17](#)

The Board of Directors consists of experts with skills and experience in various fields, including metallurgy, economics, finance, and sociology. This enables them to share practical knowledge and make decisions taking into account the specifics of the production process as well as market conditions.

In addition, the Board of Directors receives updates on TMK Group's activities from relevant units in the form of monthly digests, including on sustainability, as well as analytical briefs, reports, and newsletters on emergencies, incidents, and other critical events. If necessary, meetings with unit heads and visits to production sites are organized. In 2025, one off-site meeting of the Board of Directors was held in Volzhsky, with the agenda including, among other things, occupational health and safety at TMK Group companies.

At least once a quarter, in-person meetings and/or absentee votes of the Board of Directors are held to review the key matters related to the Company's activities. A total of eight in-person meetings and 11 absentee votes were held by the Board of Directors in 2025, with the attendance rate at 100%.

[GRI 2-18](#)

To improve the effectiveness of its corporate governance system, TMK conducts an annual internal performance evaluation of the Board of Directors and an external evaluation every three years. The 2025 performance evaluation was run by TMK2U Corporate University through a survey-based self-assessment. All Board members were asked to rate, on a five-point scale, the degree to which they agreed with 55 statements about the Board's performance. Following the self-assessment, the Board of Directors received a fairly high overall average performance score of 4.78. The performance of the Board Chairman received the highest possible score.

[GRI 2-9](#) [BPCS-48](#) [BPCS-49](#)

Board of Directors profile in 2025⁸

Number of members

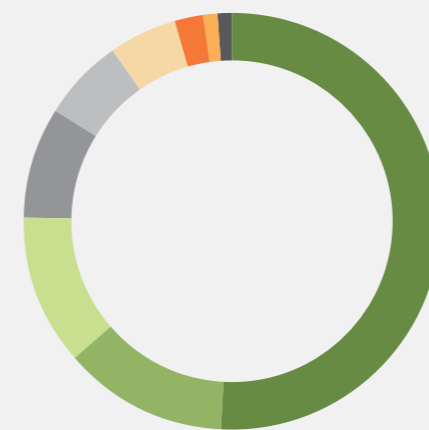


Status	Executive	6	<div style="display: flex; gap: 5px;"></div>
	Independent	3	<div style="display: flex; gap: 5px;"></div>
Gender profile	Men	9	<div style="display: flex; gap: 5px;"></div>
	Women	0	<div style="display: flex; gap: 5px;"></div>
Age profile	40–50 years old	1	<div style="display: flex; gap: 5px;"></div>
	51–60 years old	1	<div style="display: flex; gap: 5px;"></div>
	61–70 years old	5	<div style="display: flex; gap: 5px;"></div>
	71–80 years old	2	<div style="display: flex; gap: 5px;"></div>
Education	Engineering and technical	3	<div style="display: flex; gap: 5px;"></div>
	Economics	6	<div style="display: flex; gap: 5px;"></div>
	Sociology	1	<div style="display: flex; gap: 5px;"></div>
Tenure on the Board of Directors	0–3 years	5	<div style="display: flex; gap: 5px;"></div>
	4–6 years	1	<div style="display: flex; gap: 5px;"></div>
	Over 6 years	3	<div style="display: flex; gap: 5px;"></div>

Average age – 63 years old

[GRI 2-12](#)

Matters reviewed by the Board of Directors in 2025



- 48 Corporate governance
- 12 Financial management, financial reporting, budget
- 11 Financial transactions
- 8 Shareholding in other organizations
- 6 Strategy
- 5 Sustainability management
- 2 HR management
- 1 Occupational health and safety
- 1 Environment
- 94 Total matters**

Committees of the Board of Directors

GRI 2-10 GRI 2-12

TMK's Board of Directors has three committees responsible for the preliminary review of matters within the Company's key business areas and for preparing recommendations. The committees' activities are governed by relevant regulations outlining the key objectives and functions of the committees and their members.




of the corporate strategy, the product and market strategy, and the Sustainability Strategy. The Committee annually reviews reports on the implementation of the Sustainability Strategy and progress against the key performance indicators set out in the Strategy. The Committee also reviews sustainability reports before they are submitted to the Board of Directors.

The Strategy and Sustainability Committee determines the Company's strategic goals, oversees the implementation

The Nomination and Remuneration Committee is responsible for establishing effective employee remuneration practices,

GRI 2-12


Matters reviewed by Board committees in 2025

 Nomination and Remuneration Committee	 Strategy and Sustainability Committee	 Audit Committee
<ul style="list-style-type: none"> Organization of activities during the transition to a single listed entity Organizational and HR changes Remuneration of managers Information technology management Reviewing a mechanism of liability for safety compliance Performance evaluation of the Board of Directors 	<ul style="list-style-type: none"> Updating the Sustainability Strategy Reviewing the 2024 progress report on the Sustainability Strategy Assessing market position and reviewing the Product and Market Strategy Improvement of the Company's efficiency Reviewing TMK's budget and enterprise-level investment programs Process digitization and automation, including RPA Analyzing R&D results Reviewing the 2024 Annual Report and Sustainability Report 	<ul style="list-style-type: none"> Reviewing annual financial statements and consolidated financial results Evaluating the external auditor's performance Reviewing the Internal Audit Service's performance report Discussing the risk materialization report Reviewing the results of anti-corruption efforts and evaluating the effectiveness of the anti-trust compliance system Assessing the progress of the operational efficiency program

addressing HR policy matters, and overseeing information technology matters related to corporate data management.

The Audit Committee helps oversee financial and economic activities, defines the principles and approaches underpinning the risk management system, and annually reviews reports on its performance.


























The composition of Board committees, including their chairs, is determined by the Board of Directors in line with the functions of each committee. In the reporting year, all committees were chaired by independent directors.



TMK's Board of Directors has been in place since the Company was established in 2001. The Board of Directors has three standing dedicated committees. In 2021, the Strategy Committee of TMK's Board of Directors was transformed into the Strategy and Sustainability Committee. This committee is chaired by an independent director.

GRI 2-9

Profile of Board committees in 2025

		Nomination and Remuneration Committee	Strategy and Sustainability Committee	Audit Committee
Number of members				
Status	Executive	1 	2 	0
	Independent	2 	2 	3 
Gender profile	Men	3 	4 	3 
	Women	0	0	0
Age profile	40–50 years old	0	0	1 
	51–60 years old	0	0	0
	61–70 years old	2 	3 	1 
	71–80 years old	1 	1 	1 
Education	Engineering and technical	1 	2 	1 
	Economics	3 	3 	2 
	Sociology	0	0	1 

Management Board and the CEO

The Management Board and the CEO are the executive bodies managing the Company's day-to-day operations, including driving risk management and fostering the risk management culture. They are also responsible for implementing resolutions of the General Meeting of Shareholders and the Board of Directors. The activities of the Management Board and the CEO are governed by the Articles of Association and the Regulations on the Management Board.

The Board of Directors annually elects the CEO, who also acts as the Chairman of the Management Board. The Board of Directors determines the composition of the Management Board, taking into account the CEO's recommendations. In 2025, the CEO did not change, and the size of the Management Board increased from nine to 10 members.

Internal Audit Service

The Internal Audit Service audits Company enterprises and is responsible for assessing the effectiveness of corporate governance, internal control, and risk management systems. Its activities are governed by the relevant Regulations and the Internal Audit Policy, which were updated in 2025 to reflect changes in the international professional practice frameworks. The updated documents are also aligned with the Bank of Russia's recommendations on internal audit, internal control, and risk management systems, and with the new national standard, Internal Audit Guidelines.

The Audit Committee reviews a risk-based internal audit plan, subject to subsequent approval by the Board of Directors.

In the reporting year, the Internal Audit Service audited production, commercial, and Company-wide processes at TMK units and enterprises. Corrective action plans resulting from audits are regularly monitored by the Service. The Service's performance is reviewed at meetings of the Audit Committee and the Board of Directors.

The Service functionally reports to the Board of Directors' Audit Committee and administratively to the CEO, which ensures the independence and objectivity of internal audit.

Remuneration policies

[GRI 2-19](#) [GRI 2-20](#)

Matters of remuneration and compensation of expenses of members of TMK's Board of Directors are governed by Russian laws, the Regulations on the Board of Directors, the policy on remuneration and compensation of the Board of Directors, and the standard-form contract with a member of the Board of Directors, which is approved by the Meeting of Shareholders upon recommendation of the Board of Directors.

The amount of remuneration and reimbursable expenses is subject to preliminary approval by the Board of Directors and is based on recommendations made by the Nomination and Remuneration Committee of the Board of Directors.

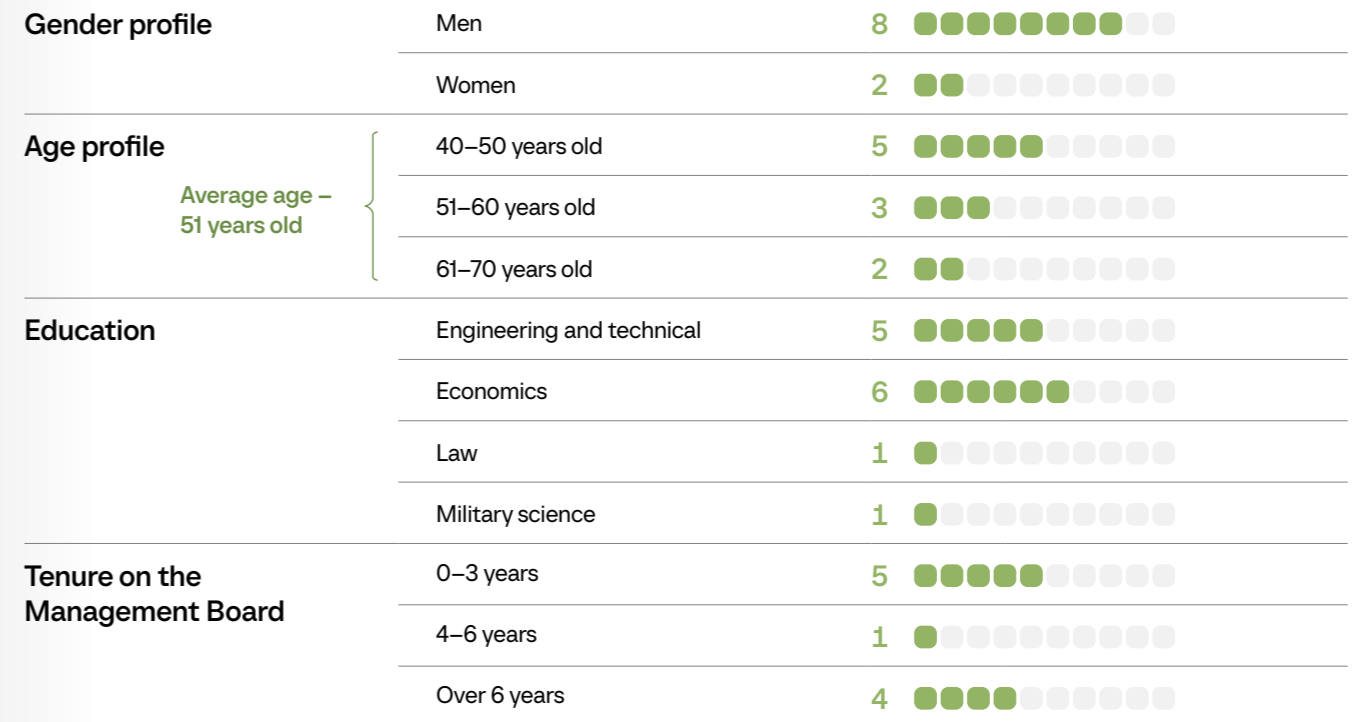
The provisions on the remuneration of Management Board members and the CEO are set out in the Policy on Remuneration of Key Executives of PAO TMK. Remuneration payable to executive bodies consists of fixed and variable parts. The amount of the variable part depends on the achievement of KPIs.

A director's remuneration may include a fixed part, additional remuneration for chairing the Board or a Board committee or being a member of a Board committee, and reimbursement of expenses.

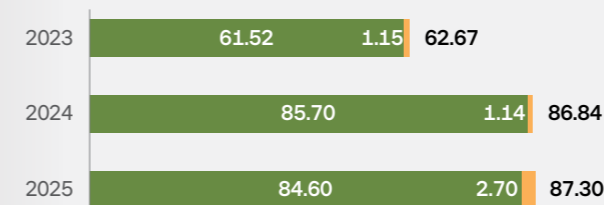
[GRI 2-9](#)

Management Board profile in 2025⁹

Number of members

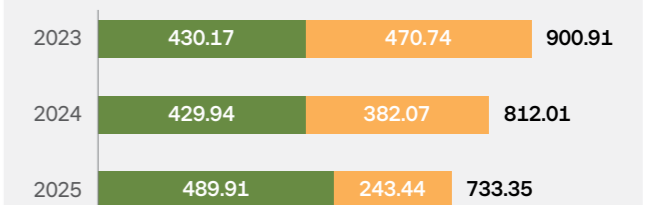


BoD-related expenses, RUB mln



- Remuneration for service on the Board of Directors and its committees
- Reimbursement of expenses

Remuneration of Management Board members, including the CEO, RUB mln



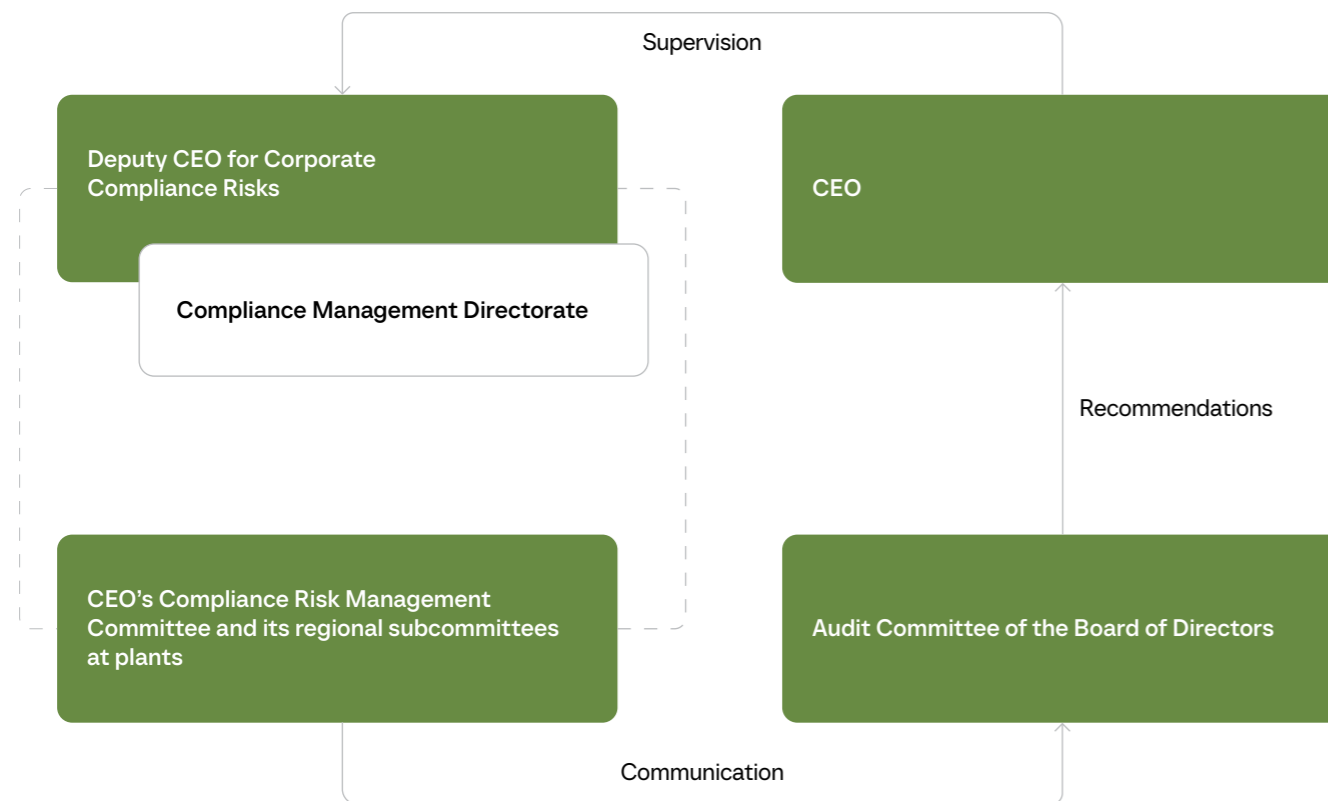
- Salary
- Bonuses

Business ethics and anti-corruption

GRI 3-3

Anti-corruption compliance and business integrity underpin TMK's corporate governance. The key principles of responsible business conduct are set forth in the Company's Code of Ethics, which applies to all enterprises and employees of TMK Group. To address business ethics matters at both strategic and operational levels, the Company has established a compliance system under the direct supervision of the CEO.

Compliance system



Anti-corruption

GRI 3-3

TMK takes all necessary measures to prevent breaches of anti-corruption laws. The goals, objectives, and principles of preventing and combating corruption are set forth in the Company's Anti-Corruption Policy, which is binding on all TMK employees, without exception.

We also expect our business partners to comply with business ethics and fair competition standards. The relevant anti-corruption clauses are included in all standard-form contracts and detailed in the Counterparty Management Policy, which must be reviewed when registering on TMK's electronic trading platform. In addition, as a signatory to the Anti-Corruption Charter of Russian Business, the Company promotes business ethics and responsible business conduct.

GRI 205-1

The Compliance Management Directorate is responsible for managing compliance risks at TMK. It annually assesses and maps these risks, including corruption risks, and conducts quarterly monitoring of risk events. TMK also has the Compliance Risk Management Committee at the level of PAO TMK's Corporate Center and enterprise-level subcommittees monitoring and assessing these risks annually. In 2025, the annual risk assessment covered 100% of our enterprises, with no corruption risks identified.

GRI 205-3

In the reporting year, no confirmed incidents of corruption involving TMK were recorded, and no administrative action for corruption offenses was taken against the Company or its subsidiaries and affiliates.

GRI 2-15

Managing conflicts of interest is a key part of the Company's anti-corruption system. Its operation is governed by the relevant regulations outlining employees' obligations to declare and resolve conflicts of interest. We expect a responsible approach to these obligations from both senior management and every employee.

The CEO's Compliance Risk Management Committee and dedicated enterprise-level subcommittees are responsible for managing conflict of interest situations. In 2025, 19 potential conflict of interest cases were reviewed, of which five were found to involve actual conflicts of interest and were successfully resolved.



In 2011, TMK set up the Compliance Risk Management Committee, and the establishment of a comprehensive compliance system was completed in 2021, when the Company launched its Compliance Management Directorate.

Awards


In 2025, TMK was ranked for the fifth consecutive year among companies with a very high level of anti-corruption compliance: it was awarded Class AAA in the RSPP's Anti-Corruption Rating of Russian Business.

Training and building awareness

GRI 205-2

We regularly inform employees about changes to anti-corruption laws and internal business ethics standards. Relevant information materials are posted on corporate resources, and in 2025, a mini-test on the knowledge of anti-corruption behavior basics was launched. During the month it was available on the corporate portal, 1,430 employees took it.

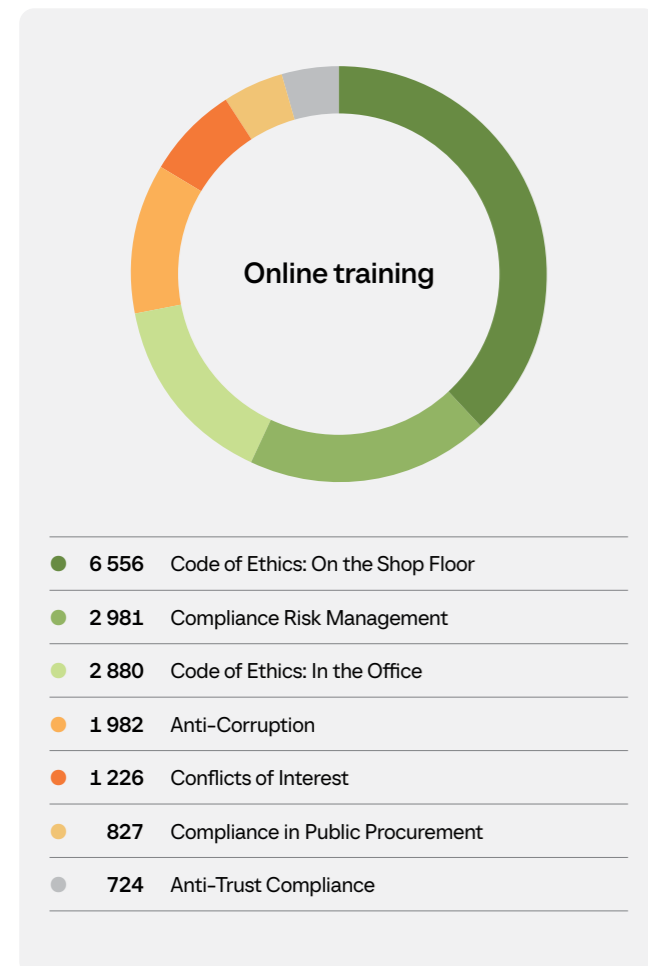
Additionally, targeted training is provided to all employees, and more in-depth programs are being developed for senior management. At present, 11 dedicated e-courses and face-to-face training activities are available. On top of that, in the reporting year, training on conflict of interest resolution was organized for 96 TMK senior managers.



In 2019, TMK approved its Code of Ethics, which applies to all employees. The Code sets out how we should conduct and develop our business properly and honestly, do our work responsibly every day, and show respect for colleagues, partners, and customers. All new hires are required to review the Code of Ethics.

GRI 205-2

Number of employees that have received training in ethics and compliance by course topic



Anti-trust policy

GRI 3-3

TMK conducts its operations based on the principles of fair competition and communicates this approach to all counterparties. The Company has established a multi-tier anti-trust compliance system involving senior managers and employees of all TMK Group enterprises.

The system's operation is governed by the following key documents: Anti-Trust Compliance Policy, Regulations on Anti-Trust Risk Management, and Commercial/Sales Policy. In 2025, we updated these documents to ensure our activities comply with the requirements of the Russian Federal Antimonopoly Service and the Antimonopoly Regulation Department of the Eurasian Economic Commission.

TMK annually evaluates the effectiveness and adequacy of its anti-trust compliance system. In the reporting year, it was recognized as satisfactory in all respects.

GRI 205-2

We regularly train our employees on relevant practical matters of anti-trust compliance. For example, in 2025, we launched an e-course on legal compliance in public procurement. Training was completed by all employees who are anti-trust risk owners in our commerce, economics, GR, and PR teams.

GRI 206-1

In 2025, there were no legal proceedings against TMK Group relating to non-compliance with anti-trust laws, a testament to the effectiveness of measures taken by the Company.

Hotline



GRI 2-25 GRI 2-26 GRI 3-3

TMK operates a hotline designed to receive concerns about a wide range of matters related to the Company's operations. It is available to both internal and external stakeholders. All reports are considered confidentially by the Compliance Risk Management Committee or the heads of relevant units.

If necessary, we conduct internal investigations into the reports received, develop corrective actions, and, where

a violation is confirmed, take disciplinary action against the offenders.

TMK provides several channels for contacting the hotline, with e-mail and telephone being the most commonly used.

Handling of reports at SinTZ

SinTZ has a Compliance Risk Management Subcommittee. Employees can contact the Subcommittee directly to report suspected incidents of corruption, fraud, or unlawful conduct. All reports received and decisions made following investigations are recorded in the report logbook. In 2025, 9 reports were received, of which three were confirmed.

Hotline channels

Whistleblower Hotline
8 800 700 8072 (24/7, free to call from anywhere in the country)

Mailing address
40/2a Pokrovka Street, Moscow, 101000, Russia, Compliance Risk Management Committee

E-mail
8072@tmk-group.com (from any e-mail address)

Subcommittees
Direct contact with enterprise-level subcommittees



Responsible Supply Chain

05

98%
proportion of spending on Russian suppliers

15
key suppliers screened using sustainability criteria

4.6 out of 5
overall customer satisfaction score

- 70 Management approach
- 71 Supplier engagement
- 74 Supply chain
- 76 Customer relations
- 78 Product quality assurance



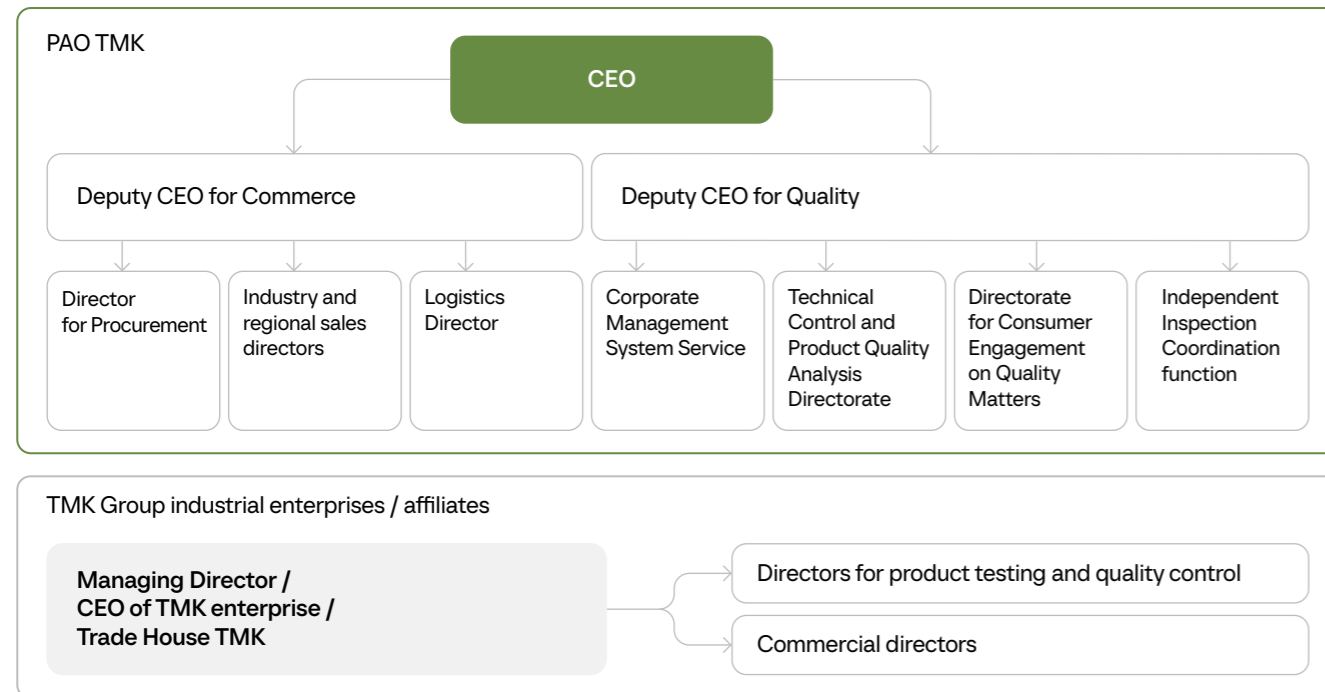
Management approach

GRI 3-3

TMK is committed to responsible business conduct in managing its supply chain, which includes supplier and customer engagement as well as collaborative efforts between TMK plants and the Company's Corporate Center. Relevant activities are governed by a number of internal documents – standards, policies, and regulations.

For more details on documents governing relations with contractors and customers as well as product quality assurance, see the [List of key sustainability documents](#) appendix.

Supply chain governance structure



In 2022, TMK Group adopted its Counterparty Management Policy, which sets out guidelines on compliance with business ethics standards, occupational health and safety rules and requirements, and environmental safety regulations. All counterparties of the Company are required to review this Policy.

TMK's sustainability focus areas

- Sustainability management

Material topics

- Customer focus and product quality assurance
- Sustainable supply chain

UN SDGs



Supplier engagement

Approach to supplier selection

GRI 3-3

We maintain open and transparent business relationships with all counterparties, seek mutually beneficial cooperation, and favor long-term contracts and direct purchases.

TMK has a two-tier procurement system: procurement teams reporting to the Director for Procurement are responsible for the centralized sourcing of the most expensive equipment and materials, while plant-level units are charged with purchasing other goods directly from suppliers. Since 2025, premium tools supplies by TMK Premium Service have been included in the scope of centralized procurement.

Procurement teams assess all current and prospective suppliers based on criteria outlined in the Company's internal documents. Certain categories of counterparties – specifically those supplying products from an approved list – undergo additional qualification assessment by RUSNITI. For this purpose, on-site inspections and audits of quality management systems are conducted, and their results are used as inputs into TMK's supplier rating system.

Sustainability assessment

GRI 407-1 GRI 408-1 GRI 409-1

We conduct an annual voluntary assessment of our key suppliers¹⁰ against sustainability criteria. In 2025, the Company updated its assessment methodology by adding relevant metrics. The questionnaire now includes 48 indicators grouped into six areas:

- Corporate governance and sustainability management
- Environmental aspects
- Climate aspects, energy efficiency
- Internal social policy
- Occupational health and safety, industrial safety
- External social policy, developing the regions of operation

In the reporting year, the survey covered a total of 15 out of TMK's 18 key suppliers. The assessment results showed that most suppliers had a medium or high level of maturity in their sustainability practices. Only one company scored below average.

Questionnaires were evaluated by TMK specialists with expertise and competencies in sustainability. Evaluations

Since 2023, TMK has assessed its key suppliers annually against sustainability criteria using its own methodology.

were made under the assumption that the questionnaires were completed in good faith and without any misrepresentations; however, in certain cases, we selectively verified the submissions against public sources.

TMK also undergoes similar assessments organized by its counterparties. In particular, in the reporting year, we completed a certification process with a major oil and gas customer for the second time, maintaining the highest ESG rating category.

Development of the procurement system

We are improving our approach to procurement across different product categories, depending on production needs. For example, using a consignment arrangement¹¹ for product storage helps reduce the risk of production interruptions, while shipment management enables the Company to control material stocks.

In 2025, to improve the transparency of procurement procedures for fuels and lubricants, TMK began transitioning to the Chestry

ZNAK system, which makes it possible to track a product's life cycle from production to actual delivery. In the reporting year, Company experts took part in industry conferences to discuss current matters related to the system's deployment.


In addition, our focus on supplier diversification helps ensure continuity of supply. In 2025, TMK continued partnering with Russian and foreign scrap companies on purchases of key raw materials. TMK enterprises engage with domestic

manufacturers to identify alternative products and test materials and components against technical requirements.

These efforts helped us achieve significant progress on import substitution across our plants, including a lower share of single-source supplies. For example, in 2025, the Oilfield Services Division replaced almost all coating materials with domestic alternatives, while VTZ fully switched to Russian-made wire. As an additional benefit, these efforts also help reduce procurement costs. Specifically, savings on certain procurement items reached 30% across Machine-Building Division enterprises, while at PNTZ, the economic impact exceeded RUB 1.5 million.

To improve supply reliability, we are also enhancing our category management system, which is supplemented annually with material-specific strategies. Key components of category management include harmonizing requirements, introducing common product standards, and holding centralized tenders on our electronic trading platform.

Other digital tools, including electronic document management (EDM) and automated reporting, help streamline routine processes and accelerate request processing. In 2025,



Since 2017, TMK has operated its electronic trading platform (ETP), which improves the transparency of procurement procedures, automates routine operations, and enables advanced analytics. The ETP is used for both centralized and decentralized procurement.

the Company continued to develop its intra-group EDM system to enable prompt signing of contract documents between plants. By the end of the year, TMK-CPW and TMK-INOX had joined the EDM system.

In addition, TMK expanded the list of documents processed through EDM as part of its interactions with suppliers. In particular, the updated list included source documents and contract documents. In 2025, the proportion of suppliers using EDM to manage these documents reached 66%.

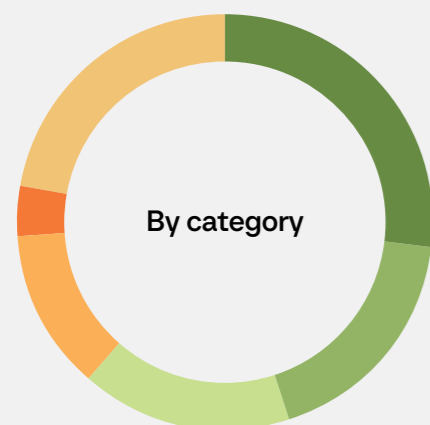
Procurement performance

Scrap metal, ferroalloys, and coil, which are the main raw materials used in TMK's production, accounted for more than half of procurement volumes in 2025. The procurement mix changed from 2024, including a lower proportion of scrap metal purchases driven by cuts in capacity utilization at the plants.

GRI 204-1 BPCS-65 BPCS-66

To ensure stable supplies of key raw materials, we give preference to Russian suppliers and promote inter-plant cooperation on inventory sharing. In 2025, the proportion of spending on domestic suppliers amounted to 98%.¹²

Procurement mix, %



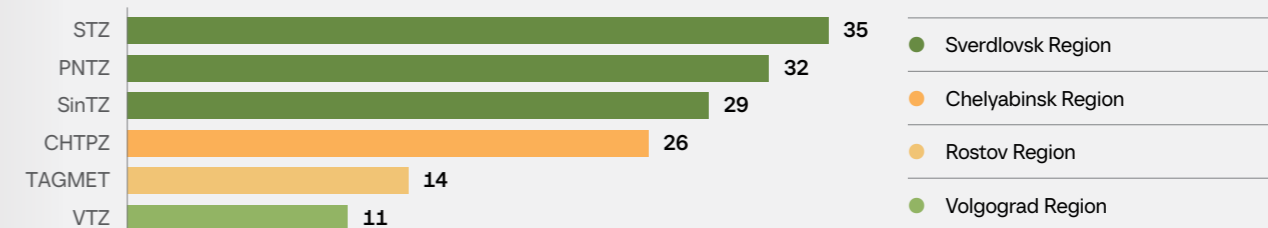
- 27 Metal scrap
- 18 Ferroalloys
- 15 Coil
- 14 Plate
- 4 Pipe billets
- 22 Other



In addition, in an effort to streamline the supply chain, our plants are expanding partnerships with local suppliers, including small and medium-sized enterprises (SMEs). By local suppliers, TMK means suppliers in the regions where TMK enterprises

are present (operate). In the reporting year, the proportion of spending on local suppliers averaged 24%,¹³ while purchases from SMEs accounted for 10%.

Proportion of spending on local suppliers (by number of suppliers), %¹⁴



The plants take active steps to identify local suppliers capable of providing the materials and services required for production. Specifically, TMK Steel Technologies entered into a contract for anti-corrosion coating services with a local contractor following its accreditation with RUSNITI. This has accelerated service delivery times and ensured execution to a high standard. For the first time, CHTPZ purchased gauges for its cold tube rolling mill from a local manufacturer. As a result, the plant has cut its logistics costs, while also gaining the opportunity to visit the production site and monitor order fulfillment. The Oilfield Services Division works closely with SMEs, which are its main suppliers. Expanding SME participation in procurement increases competition and helps the Company achieve better supply terms.

SinTZ

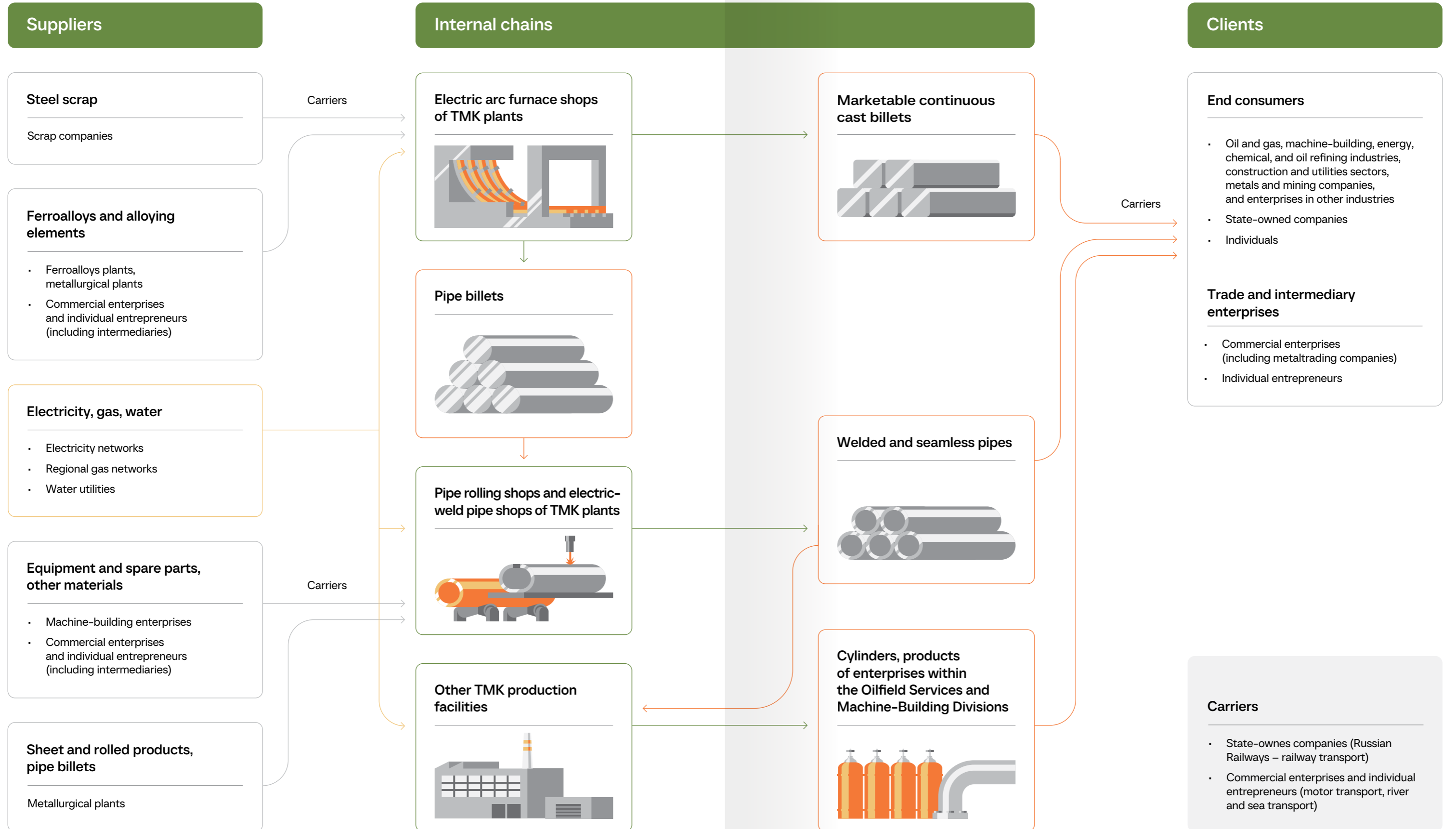


Support for local suppliers

SinTZ is one of the leading TMK enterprises in terms of procurement from local manufacturers: companies based in the Sverdlovsk Region make up one-third of the plant's suppliers. SinTZ also expands cooperation with SMEs, including by purchasing polyethylene and wooden packaging materials from them.

GRI 2-6

Supply chain



Customer relations

GRI 3-3

TMK is committed to building long-term partnerships with its customers, driven by their specific needs and objectives. We are adapting operations to the current environment, adjusting our business model, and transforming our management system to effectively address emerging market challenges.

In recent years, the Company has placed particular emphasis on high-tech projects, the development of engineering and R&D expertise, after-sale service expansion, and product range diversification.

In 2025, TMK introduced changes to its governance structure for customer relations and product quality management: a new role, Deputy CEO for Quality, was created, with the Corporate Management System Service now reporting to this executive. The Deputy CEO for Quality also oversees the Technical Control and Consumer Relations Directorates as well as the Independent Inspection Coordination function.

In the reporting year, Trade House TMK delivered a series of important initiatives aimed at enhancing customer engagement. To standardize key business processes, including sales, the Company rolled out a quality management system (QMS). The QMS successfully passed an audit for compliance with ISO 9001:2015, following which the standards of service were formalized for response times to customers, quoting, specifications, and other related documents. This has increased the speed and transparency of feedback from customers.

Reviewing feedback

We strive to respond promptly to inquiries concerning product quality and customer experience. For instance, at the request of several counterparties, the commercial proposal template in the 1C system was refined. It now includes the option to capture additional agreements as comments and also provides a calculation of the final delivery cost.

Along with traditional customer communication channels (telephone, email, and in-person meetings), TMK is also developing digital tools to enable prompt response to feedback. For example, the Company has added a chat feature to a messaging app, enabling real-time issue resolution. Additionally, the eTrade platform is used for remote contracting and product bookings. In 2025, we redesigned the platform for improved usability and ease of use. Looking ahead, the platform will also support processing refund requests and organizing loading services.

In 2025, the primary platform for direct customer engagement remained the same: at the Metal-Expo international exhibition, Trade House TMK held around 90 meetings with key customers, including meetings involving senior management. We also continued collaborating with customers' technical teams, particularly through industry and scientific conferences, meetings, and themed exhibitions.

GRI 403-7

TMK ensures the high quality of its products as well as their safety for customers. Specifically, when designing pipe strings, we tailor technical solutions to the operating conditions, and when running casing strings into wells, we provide technical supervision. To keep our customers informed, the Company develops operating manuals and organizes workshops on product usage.

Customer engagement channels

Single phone number

- Fast communication line for product quality issues

E-mail

- Fast communication line for product quality issues

Face-to-face meetings during customer days

- Promotion of products
- Experience sharing and discussion of best practices
- Conclusion of new contracts

TMK eTrade online store

- Consultations on pipe and tubular products availability, cost, and manufacturing plants
- Requests for manager contacts and information about warehouse opening hours
- Access to the online consultation service
- Product catalogue showing stock availability
- Offer acceptance and invoicing
- Generation of reconciliation statements
- Access to shipping documents in the personal account
- Information about licenses, certificates, and product specifications

TMK Customer Support messaging app's chat

- Consultations on pipe and tubular products availability, cost, and manufacturing plants
- Requests for manager contacts and information about warehouse opening hours and locations
- Link to the online store
- Evaluation of interaction with the manager

Measuring customer satisfaction

In 2025, TMK Group ran an annual survey of overall customer satisfaction involving 305 counterparties¹⁵ who assessed the product mix and quality, delivery lead times, customer service, and pricing. The overall satisfaction score was 4.6 out of 5, up 0.1 points year-on-year. Respondents also noted improved customer service (scoring 4.6 in 2025 versus 4.2 in 2024) and highlighted priority areas for improvement, such as shorter manufacturing and delivery lead times.

In addition, a survey conducted by Trade House TMK showed that customer satisfaction increased by 2 percentage points

year-on-year to 87%. Loyalty and the likelihood of repeat purchases also increased, confirming the effectiveness of the Company's initiatives to improve customer experience.

The Company organizes regular training for customer-facing employees. In the reporting year, 480 employees completed the Employee Engagement Management course, which covers customer centricity, and more than 5,800 employees have taken the course since its launch.

Product quality assurance

GRI 3-3

TMK operates a Corporate Management System (CMS), which enables the Company to maintain high product quality in line with standards, successfully pass relevant certifications, and meet customer requirements.

In addition, TMK is continuously improving process transparency and implementing digital quality control at every stage of the production chain.

As a result of structural changes in the Company in 2025, CMS processes were centralized. This measure is aimed at streamlining planning within the system. Furthermore, the CMS Manual was updated, which, along with the Quality Policy, defines the mechanisms for implementing the Company's strategic priorities regarding quality.

The CMS complies with ISO 9001:2015 Quality management systems.¹⁶ Enterprises conduct annual internal audits of the system to confirm its effectiveness and identify areas for improvement. In 2025, TMK began using the Audits automated module, which helps streamline the audit management process and ensure follow-up on the corrective actions resulting from audits. Automation tools were also introduced for risk management and product documentation, significantly reducing the amount of time required for these tasks.

Quality control

As part of the CMS, TMK plants have implemented technical control systems and operate in line with the Corporate Non-Destructive Testing System Development Strategy for 2024–2027. In line with the Strategy, the inspection process employs ultrasonic, eddy current,¹⁷ and X-ray telemetry equipment as well as AI-powered technologies.

TMK plants are continuously improving their non-destructive testing methods, upgrading existing equipment, and installing new systems. For example, TMK Pipe Service has enhanced

its existing equipment by adding a wall thickness control module, which enables automatic measurement of the entire pipe surface. At STZ, a section for non-destructive testing using magnetic induction and ultrasonic inspection of pipes was commissioned. In addition, an ultrasonic inspection system with phased arrays¹⁸ has been installed. At VTZ, the commissioning of equipment for automated ultrasonic and eddy current inspection of stainless steel pipes was completed.

Promoting a culture of quality

Continuous product quality improvement is one of TMK Group's strategic priorities. We update CMS goals annually. In the reporting year, the Company set 13 goals focused on improving product quality and customer satisfaction.

Year after year, we achieve these goals through a comprehensive approach that includes improving technological processes as well as fostering a strong corporate culture. TMK implements various initiatives to motivate employees to maintain high-quality standards in their work. These initiatives include specialized training, regular experience sharing, and corporate competitions.

In 2025, 11 enterprises participated in the Quality Leader corporate competition. As part of Quality Week, plant tours were conducted, meetings with employees were held, dedicated discussions took place, winners of thematic contests were recognized, and other events took place.

At VTZ, training sessions were organized for employees on claims handling, incoming inspection, operation of non-destructive testing facilities, and the plant's quality management system. At PNTZ, shop-level meetings were held to review year-to-date quality performance and set new goals. Particular focus was placed on monitoring process compliance and safe storage of finished pipe and tubular products. The Quality Week program at STZ included an Open Day for shift foremen and a Share Your Idea on Quality flash mob. Along with internal events, STZ hosted an inter-plant meeting where specialists from STZ, PNTZ, and SinTZ shared best practices in product quality assurance. TAGMET and CHTPZ launched an information campaign on corporate platforms and social media, conducted a themed quiz on the intranet portal, and prepared publications with contributions from managers overseeing quality matters.

Digital initiatives for quality control

Electronic product quality certificates

The authenticity of quality certificates is checked via a blockchain ledger that contains information about the certificate number and issue date, the manufacturing plant, and the product name.

- ✓ The system is used at VTZ, TAGMET, STZ, SinTZ, CHTPZ, PNTZ, OMZ, TMK NGS–Nizhnevartovsk, and Truboplast

Product labeling system

The system consists of a laser marking unit and a recognition system, enabling automated end-to-end product traceability.

- ✓ The system is used at VTZ

Voice-to-text system recording the control results

The control results of individual parameters of pipes and couplings are recorded in a digital format.

- ✓ The system is used at VTZ and TAGMET

Automated pipe counting

Identifies each pipe in a bay and does automatic counting.

- ✓ The system is used at STZ

Training on quality management

To improve skills and test employees' knowledge on quality, the Company conducts regular training and certification. In the reporting year, 983 employees completed training in CMS requirements, non-destructive testing methods, and work with automated systems. Additionally, the Visual and Measurement Inspection Methods special e-course was developed and made available to employees on the SOTA2U platform.

Moreover, TMK uses VR simulators to help employees practice hands-on skills. In 2025, the Company introduced a manual ultrasonic thickness gauging simulator, where trainees practice hands-on skills, including setting up instruments and conducting wall thickness inspections of pipes, bends, and tees.



Since 2022, TMK has hosted the annual Quality Week as part of its Quality Leader competition. The event involves managers and employees of TMK units as well as representatives from RusQuality, standardization organizations, and partner companies. At the end of the event, the competition winner is announced and awarded a trophy.

SinTZ



Guardians of quality

During Quality Week at SinTZ, employees from the technical control department with over 20 years of service were recognized, and active participants in intellectual games focused on product quality were rewarded.



Environmental Protection

06

Zero
environmental accidents and incidents

RUB **4.5** bln
environmental expenditures

95.7%
water recycling rate in production cycles

- 82 Management approach
- 86 Pollutant emissions
- 88 Water use and discharge
- 94 Waste
- 98 Land rehabilitation
- 98 Biodiversity

Management approach

GRI 3-3

Each year, TMK implements a wide range of environmental protection and sustainable natural resource management initiatives.

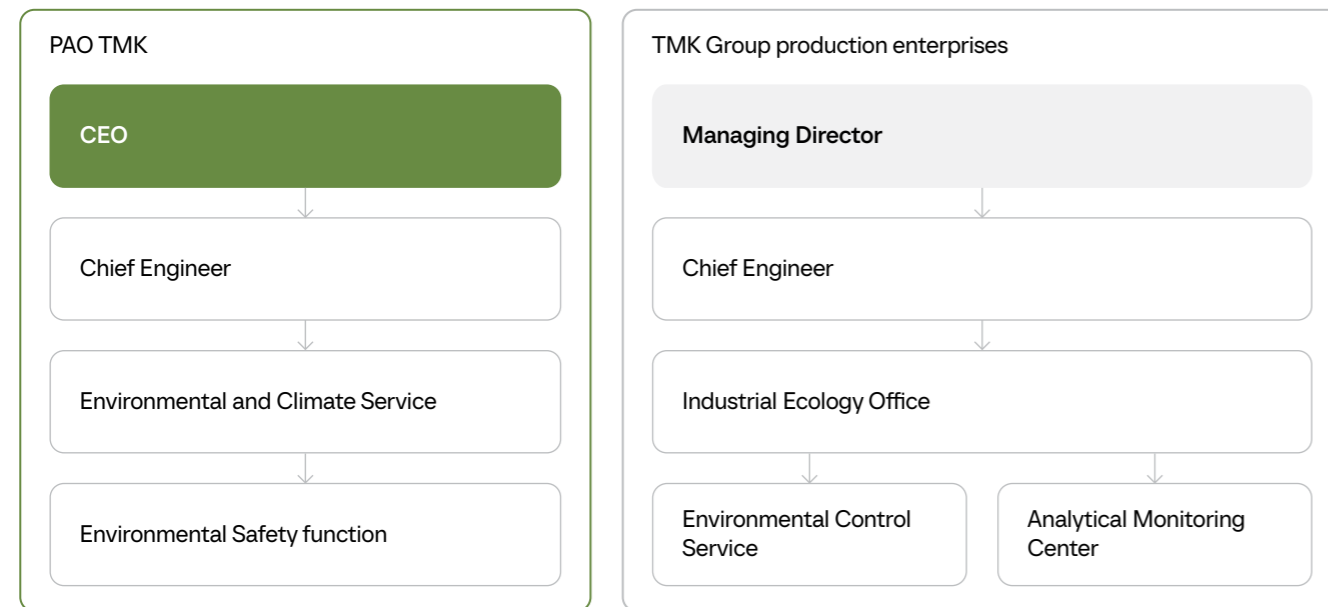
Our efforts focus primarily on strict compliance with environmental laws, the use of best available technologies (BATs), and the optimization of production processes while meeting applicable environmental standards.

The Company's key environmental commitments are formalized in its Environmental Policy and the related Implementation Framework, while its priority objectives are set out in the Sustainability Policy.

Environmental matters are managed at the corporate level within TMK and directly at enterprises. The Corporate Center's Environmental and Climate Service is responsible for environmental safety and environmental risk management. It also coordinates plant-level efforts to identify and share best practices in environmental protection. Following organizational changes, the Service has reported directly to the Chief Engineer since 2025. At production sites, responsibility in this area is assigned to chief engineers¹⁹ and industrial ecology offices.

In 2025, TMK approved its 2036 Environmental Strategy. This key document defines the Company's strategic vision for achieving targets across its main impact areas and sets out measures to meet those targets. The Environmental Strategy aims systematize and improve the Company's environmental efforts, taking into account legal requirements, the environmental policy pursued by the government, and industry best practices. In addition, the Environmental Strategy is aligned with TMK's Sustainability Strategy.

Governance structure for environmental management



- TMK's sustainability focus areas**
- Environmental protection

- Material topics**
- Air emissions
 - Water consumption and discharge
 - Waste management



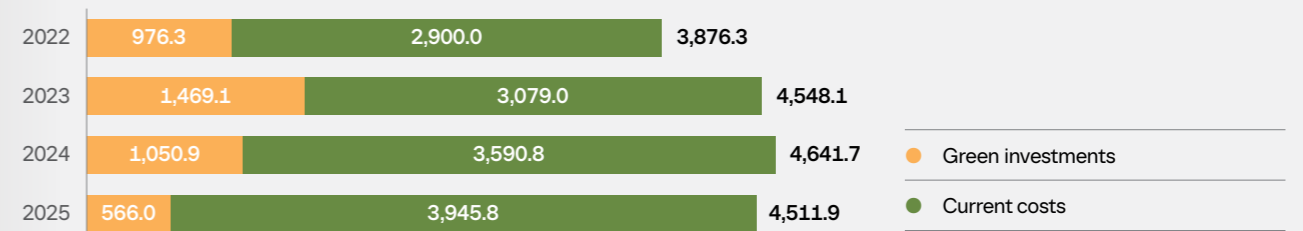
Financing of environmental activities

BPCS-10 BPCS-67

In 2025, TMK's total environmental spending exceeded RUB 4.5 billion, with nearly 13% invested in green technologies.

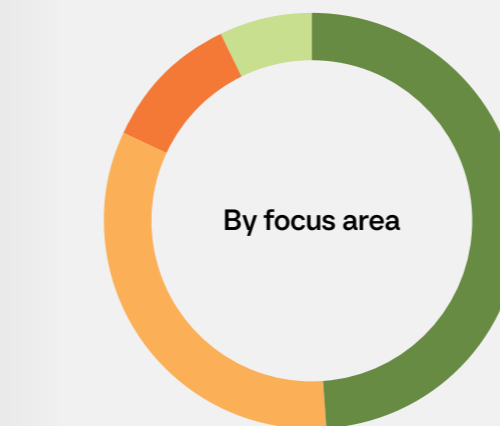
BPCS-10 BPCS-67

Total environmental expenditures of TMK Group enterprises, RUB mln



BPCS-10

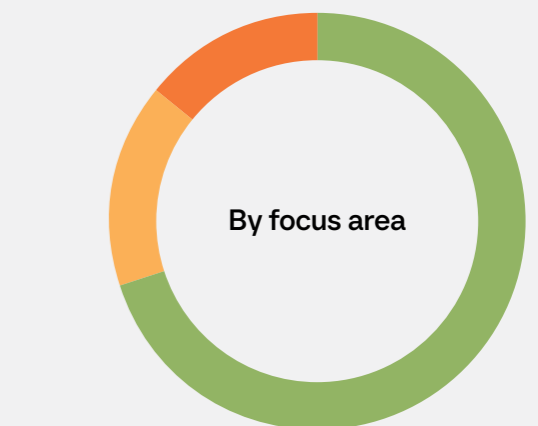
TMK's operating expenses on environmental protection in 2025, %



- 49 Wastewater collection and treatment
- 33 Waste management
- 11 Air protection and prevention of climate change
- 7 Other (biodiversity, land remediation, radiation safety, protection from physical impacts, R&D)

BPCS-17

TMK's green investments in 2025, %



- 70 Wastewater management
- 16 Waste management
- 14 Air protection and prevention of climate change

Environmental management system

Most of TMK enterprises operate an environmental management system certified to ISO 14001:2015. As part of this system, we regularly undergo independent audits as well as internal performance audits. In 2025, following an external audit, the environmental management

system of PAO TMK, as well as those of Oilfield Services Division enterprises, including TMK NGS-Buzuluk, TMK NGS-Nizhnevartovsk, and TMK Pipe Service, received conformity certificates.

Environmental monitoring and operational control

Environmental operational control at all TMK enterprises is carried out by in-house and third-party accredited laboratories. Environmental operational control activities include monitoring ambient air and water bodies, the level of physical impact (noise pollution), waste generation and disposal sites, and keeping records of production by-products. The results are submitted to regulatory and supervisory authorities within the statutory deadlines.

To boost the effectiveness of environmental operational control, the Company's analytical centers design and deploy dedicated corporate control methodologies to support such activities, expand accreditation coverage, and increase the number of tests performed. In 2025, accreditation was confirmed for the environmental control centers of STZ and VTZ, as well as for the industrial hygiene and environmental laboratory of SinTZ, for environmental testing.

In addition, we conduct environmental audits to improve the quality of environmental control and prevent violations. In 2025, these audits were conducted at two plants, SinTZ and STZ. Based on the audit results, non-conformities and areas for improvement were identified, roadmaps were developed to address the identified risks, and best practices were highlighted, including the introduction of advanced wastewater treatment technologies, preventive noise control measures, advanced water-saving technologies, and recycled and reused water supply systems that eliminate discharges to water bodies. Going forward, these practices are planned to be scaled across the Company's other enterprises.

To streamline the collection and consolidation of environmental control results, TMK uses EcoSphera software, which covered SinTZ, PNTZ, CHTPZ, TAGMET, STZ, VTZ, and TMK-INOX in 2025. The software enables prompt tracking of changes in indicators and facilitates reporting.

[GRI 2-27](#) [BPCS-14](#)

TMK enterprises pay environmental charges as required by environmental laws. In the reporting year, environmental charges totaled RUB 33 million, down 40% y-o-y. The decrease was due to lower pollutant emissions and discharges, as well as reduced waste disposal in the environment. The reduction in emission levels was driven, among other things, by the implementation of environmental measures aimed at reducing negative environmental impacts. In addition, most TMK enterprises were not subject to multiplier coefficients on environmental charge rates, as they did not exceed the established permissible impact limits.

[GRI 2-27](#) [BPCS-15](#)

Fines for environmental violations totaled RUB 300 thousand. However, the Company did not pay any compensation for environmental damage in the reporting year. The adjustments were due to the Company challenging a fine it received for environmental damage.

Environmental education and training

TMK employees receive environmental training both via TMK2U Corporate University and external platforms. The Company places particular emphasis on training in the environmental management system, environmental safety, and waste management methods.



Environmental protection training in 2025

Course title	Number of employees trained
TMK2U courses	
Ecology for Non-Ecologists. Module 1. Strategy for Ensuring Environmental Safety	1,183
Ecology for Non-Ecologists. Module 2. Requirements of Environmental Laws and Risks of Non-Compliance	1,125
Ecology for Non-Ecologists. Module 3. Environmental Aspects of Production Activities and Employees' Responsibility	1,087
Ensuring Environmental Safety When Handling Hazard Classes 1 to 5 Waste	225
Additional training	
Environmental management system	1,329
Permission to Handle Waste of Hazard Classes 1 to 4	366
Industrial and Consumption Waste Management	45
Environmental Safety for Managers and General Business Management Specialists	7

Pollutant emissions

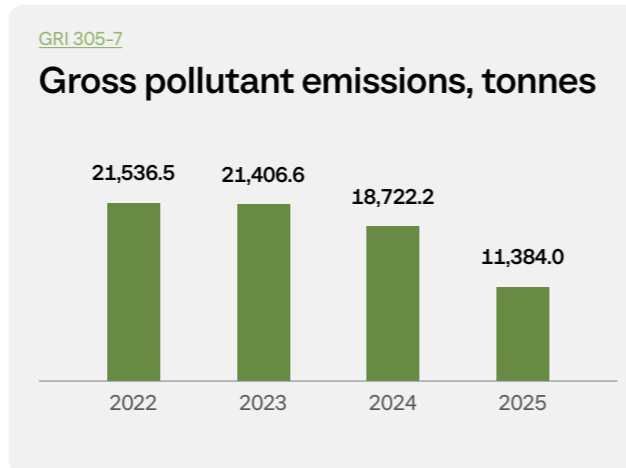
GRI 3-3

Since TMK's metallurgical operations generate air pollutant emissions, the Company prioritizes compliance with established permissible impact limits and risk mitigation in this area.

The Company has an approved Air Pollution Reduction Program for 2023–2027 in place. In 2025, gas cleaning equipment was revamped and upgraded at some of the plants covered by the Program.²⁰

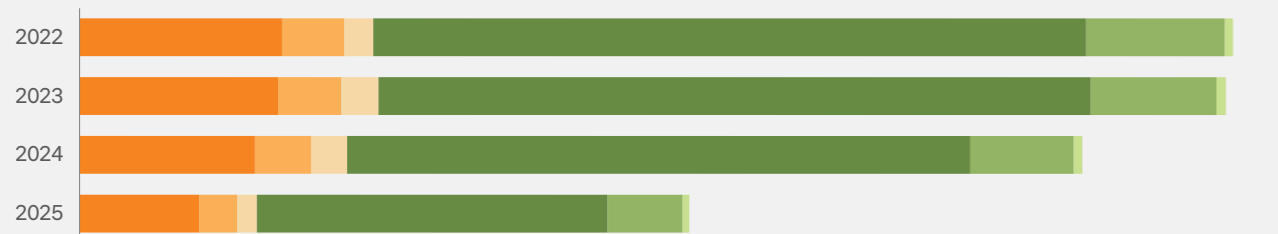
GRI 305-7 SASB EM-IS-120a.1

TMK specialists determine the mass of pollutant emissions using instrumental and calculation-based monitoring methods. In 2025, pollutant emissions from Company enterprises totaled 11.4 thousand tonnes, down by almost 40% y-o-y. The decrease in emissions was due to an overall reduction in our output.



GRI 305-7 SASB EM-IS-120a.1 BPCS-7

Gross pollutant emissions by compound,²¹ tonnes



	Nitrogen oxides (NO _x)	Sulfur oxides (SO _x)	Volatile organic compounds (VOCs)	Carbon monoxide (CO)	Particulate matter (PM)	Other
2022	3,773.4	1,167.5	538.6	13,319.0	2,587.7	150.4
2023	3,707.8	1,178.9	695.2	13,297.0	2,351.6	176.1
2024	3,271.5	1,042.4	675.1	11,638.3	1,932.4	162.6
2025	2,228.3	714.1	362.1	6,551.4	1,400.3	127.8

GRI 305-7 SASB EM-IS-120a.1

Carbon monoxide (CO) emissions generated by fuel combustion in various industrial processes account for the bulk of pollutant emissions, at more than 57%, or 6.6 thousand tonnes. Emissions of hazardous air pollutants account for less than 1%. Moreover, in 2025, these emissions decreased by 38% to 94.5 tonnes. According to environmental operational control results, the level of impact on ambient air remains within permissible limits.

The Company's enterprises also implement measures annually to reduce their negative impact on ambient air, including the rollout of automated emissions monitoring systems for continuous monitoring and adjustment of gas cleaning equipment.

Since 2019, CHTPZ has participated in the Clean Air federal project, which aims to reduce air pollutant emissions and improve the environmental situation in Russia's major industrial cities. In 2025, gas cleaning equipment at CHTPZ was upgraded and sand and coal storage facilities were decommissioned as part of the project. Since the launch of the Clean Air project, CHTPZ has achieved a cumulative reduction of 180.4 tonnes in pollutant emissions, representing 97.4% of the target.

Air protection activities carried out at TMK enterprises in 2025

- STZ**
 - Upgrade of dust and gas collection units
 - Replacement of filters and components at gas cleaning units
 - Prevention of unplanned downtime of gas cleaning units
- VTZ**
 - Retrofit and upgrade of gas cleaning units
 - Installation of an automated emissions monitoring system
 - Replacement of filters and components at gas cleaning units
- CHTPZ**
 - Upgrade of dust and gas collection units
- TMK PS**
 - Upgrade of gas cleaning units
- TAGMET**
 - Construction of a dust screen along the perimeter of the slag pit
 - Design of an automated emissions monitoring system
 - Replacement of filters and components at gas cleaning units
- SinTZ**
 - Ensuring efficient operation of existing gas cleaning units
- PNTZ**
 - Construction of an additional gas cleaning facility
 - Replacement of filters and components at gas cleaning units
- OMZ**
 - Replacement of filters and components at gas cleaning units

Water use and discharge

GRI 3-3

In planning its environmental activities, TMK recognizes that its production processes require significant amounts of water and works to ensure sustainable water use and enhance recycled and reused water supply systems.

We closely track water withdrawal and discharge volumes, as well as monitor compliance with pollutant limits in wastewater and the performance of treatment facilities. The Company's commitments in this area are set out in its Environmental Policy.

GRI 303-1

Company enterprises draw water from surface²² and underground sources for industrial and general usage / drinking purposes as well as to supply water to local communities.²³ Water supply services are partially provided by contracted third parties.

GRI 303-1

All TMK facilities use water in accordance with relevant permits: licenses (for water withdrawal from underground wells), permissions to use water bodies (for water withdrawal from surface water bodies), water use agreements, and integrated environmental permits. Each water intake is equipped with metering devices.²⁴ In 2025, water withdrawal volumes were within the established limits.

Environmental control services of enterprises and Chief Power Engineer offices are responsible for water supply for industrial and general usage, as well as for the volume and quality control of water withdrawn and discharged, equipment maintenance and operation of third-party networks. As part of environmental operational control, TMK's own or third-party accredited laboratories analyze the quality of water withdrawn and wastewater discharged for compliance with established standard levels.

GRI 303-1 SASB EM-IS-140a.1

In accordance with the Aqueduct Water Risk Atlas of the World Resources Institute (WRI), a number of TMK Group enterprises operate in areas with water stress. These include PNTZ, STZ, SinTZ, TMK-INOX, and Truboplast in the Sverdlovsk Region, and CHTPZ, TMK PS, TMK Steel Technologies, and Pipeline Bends in the Chelyabinsk Region.²⁵ For them, we set additional water-related goals and targets, including increasing the water recycling and reuse ratio.

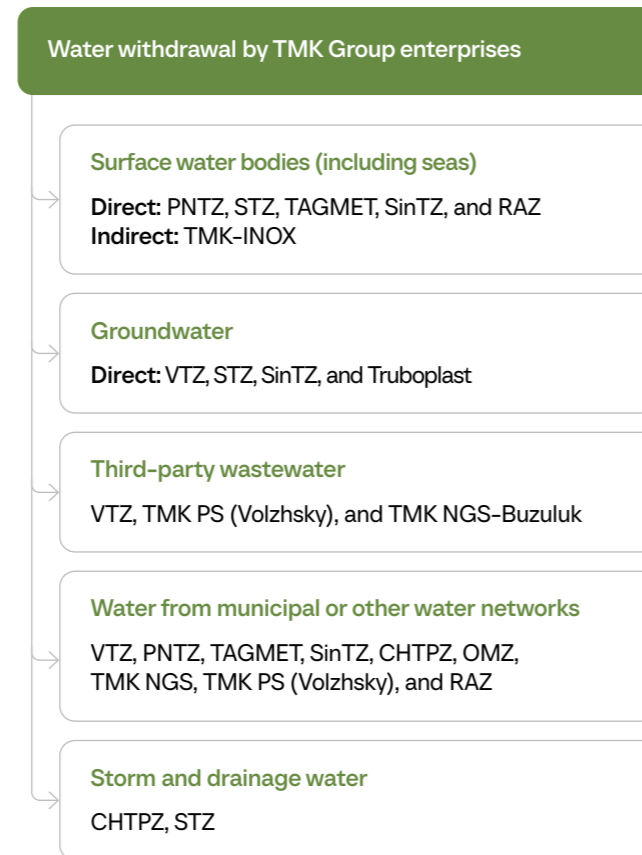
GRI 303-3 SASB EM-IS-140a.1

In 2025, TMK Group's total water withdrawal, including storm and drainage water, reached 35.3 million m³, with freshwater accounting for 24.5 million m³ (almost 70%).²⁶ The volume of water withdrawal by enterprises operating in areas with water stress amounted to 19 million m³ (almost 54% of total water withdrawal), including 17.9 million m³ of freshwater – over 94% of the total.

For more details on quantitative indicators on water withdrawal, see the [Environmental indicators](#) appendix.

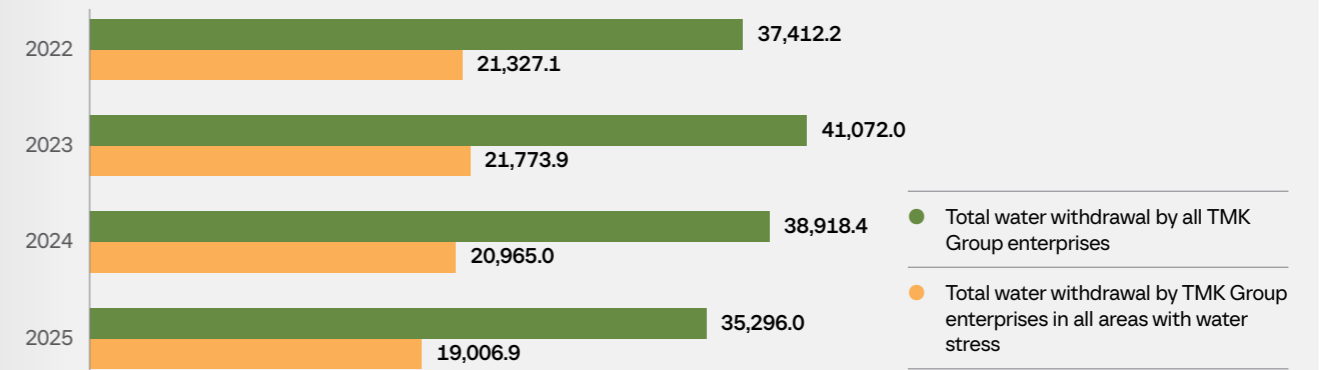
GRI 303-1

Water withdrawal by TMK Group enterprises



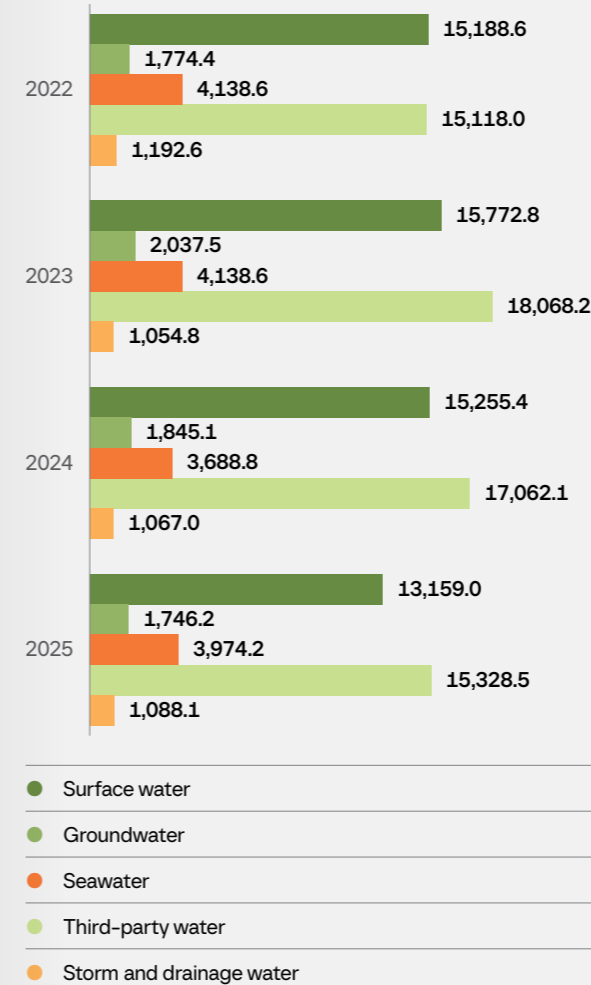
GRI 303-3 SASB EM-IS-140a.1 BPCS-1

Total water withdrawal,²⁷ thousand m³



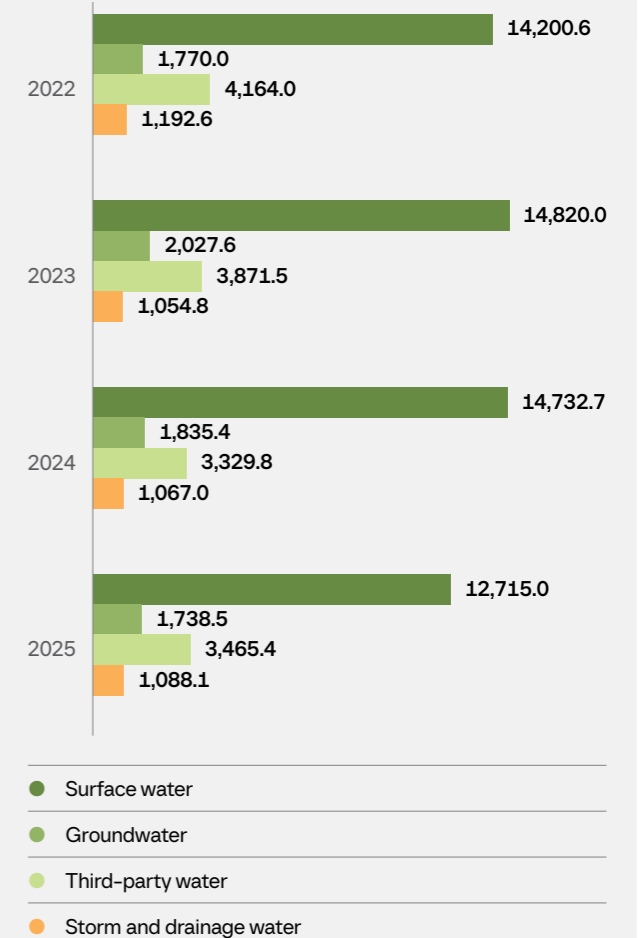
GRI 303-3

Total water withdrawal by source,²⁷⁽²⁾ thousand m³



GRI 303-3

Total water withdrawal by source in all areas with water stress, thousand m³



GRI 303-2

TMK enterprises discharge wastewater in line with legal requirements: based on integrated environmental permits, permissions to use water bodies, water use agreements, and wastewater discharge permits. These documents establish water discharge quality standards that take into account permissible environmental impact levels and the water body's baseline data.

GRI 303-4

Total wastewater discharge from all Company enterprises in 2025 amounted to 27.7 million m³, including 16.2 million m³ in areas with water stress. No freshwater is discharged.

For more details on quantitative indicators on water discharge, see the [Environmental indicators](#) appendix.

GRI 303-4

TMK classifies the most typical marker substances found in wastewater from steel smelting and pipe rolling operations as priority substances of concern that may cause water pollution. These include iron, petroleum products, suspended particles, phosphorus, chloride ions, and sulfate ions.

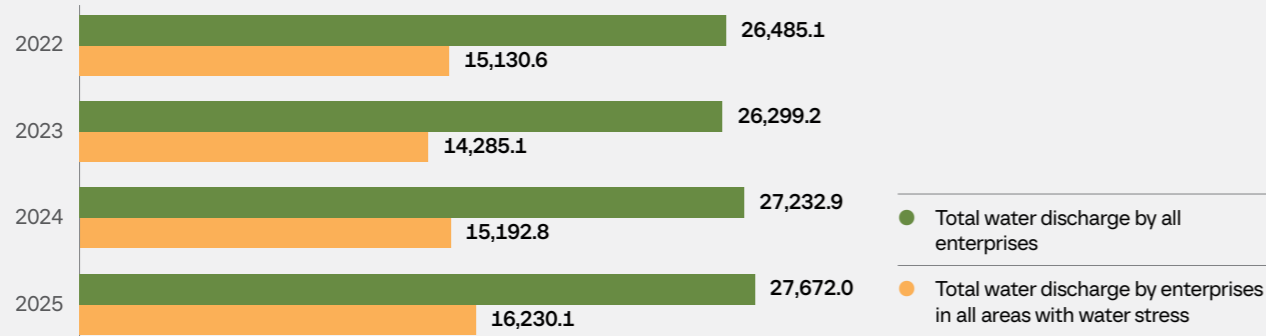
GRI 303-5 SASB EM-IS-140a1

Total water consumption across all TMK enterprises was 7.6 million m³ in 2025, while water consumption in areas with water stress was 2.8 million m³, or 36% of total consumption.

TMK is enhancing water reuse and recycling systems to reduce its negative impact on water bodies, promote sustainable water use, and decrease wastewater discharges. In 2025, TMK's volume of total water recycled and reused reached 514 million m³, or 95.7% of total water consumption.²⁸

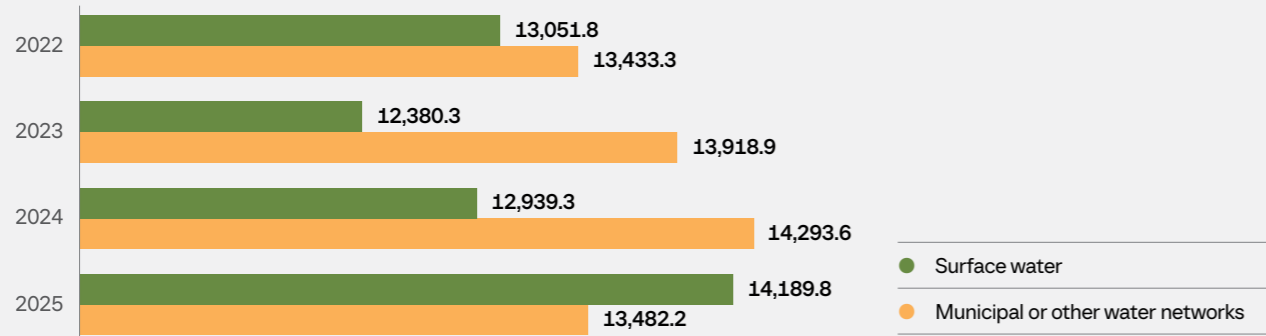
GRI 303-4

Total water discharge,²⁹ thousand m³



GRI 303-4

Water discharge by destination,³⁰ thousand m³



GRI 303-1

Wastewater discharge methods at TMK Group

Water discharge at TMK Group enterprises

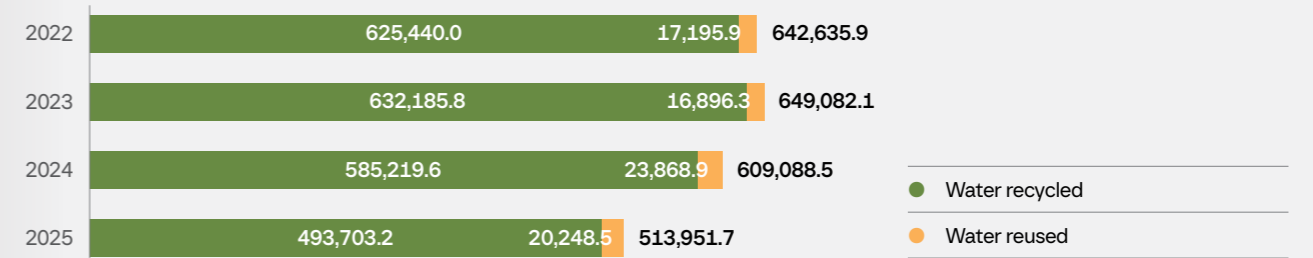
Direct

- Pakhotka River, Bolshaya Shaitanka River (Sverdlovsk Region) – PNTZ
- Severushka River (Sverdlovsk Region) – STZ
- Iset River (Sverdlovsk Region) – SinTZ
- Lake Shelyugino (Chelyabinsk Region) – CHTPZ
- Pond No. 1 in the Kuleshovka ravine (Belgorod Region) – RAZ

Indirect

VTZ, PNTZ, TAGMET, SinTZ, CHTPZ, OMZ, TMK-INOX, TMK NGS, TMK PS (Volzhsky), and RAZ

Total water recycled and reused, thousand m³



SinTZ



Construction of a new water recycling system at SinTZ

As part of a large-scale upgrade of its water management system, SinTZ is revamping its existing water supply infrastructure in the rolling shop. The new wastewater treatment facility under construction will be a key element of the closed-loop water recycling system supplying the shop.

Using advanced technologies, the facility will treat up to 1,400 m³ of water per hour. Once commissioned, it will significantly reduce the load on industrial wastewater treatment facilities, boost reused water by 20%, and reduce wastewater discharge to water bodies.

In 2025, the plant continued construction of buildings to house primary and auxiliary treatment equipment: pipe racks were erected, process pipelines and heating networks were installed, and underground utilities connecting the facility to the shop were laid. Going forward, the Company plans to install water treatment equipment, complete utility systems, and carry out pre-commissioning.

TMK operates three advanced AQA water treatment complexes, each tailored to the specific profile and needs of the respective enterprise. In 2020, CHTPZ launched AQA Crystal and PNTZ commissioned AQA Genesis. Based on their strong performance, the Company decided to scale the solution and commissioned AQA Balance at CHTPZ as early as 2025. Each facility is an essential part of the enterprise-specific water recycling system, providing multilevel wastewater treatment.



AQA Crystal 2020

Uniqueness:

- Treating industrial pickling wastewater to remove hardness salts, organic compounds, petroleum products, and heavy metals
- Eliminating acidic wastewater discharges into Lake Shelyugino
- Creating a closed-loop water recycling system supplying steam and hot-water boilers at the enterprise's energy center

Maximum capacity:

- 525 thousand m³ of chemically treated water per year



AQA Genesis 2020

Uniqueness:

- Treating industrial wastewater from suspended particles, salts, iron, and petroleum products
- Reducing water withdrawal from the Chusovaya River
- Reducing wastewater discharge to the Pakhotka River
- Creating a closed-loop water recycling system for pipe rolling operations
- Featuring an automated system to monitor and control recycled water parameters

Maximum capacity:

- 990 thousand m³ per month



AQA Balance 2023

Uniqueness:

- Treating industrial and storm water to remove petroleum products, suspended and organic substances, metals, and salts
- Treating wastewater discharged to Lake Shelyugino to the quality standards for Category 1 fishery water bodies
- Completely eliminating the discharge of insufficiently treated wastewater from the production site
- Creating a single closed-loop water recycling system for the enterprise

Maximum capacity:

- 237.6 thousand m³ per month



In addition to enhancing advanced wastewater treatment and recycling systems, the Company's plants continuously upgrade and maintain these systems to ensure their optimal performance and uninterrupted operation.

Measures taken by TMK enterprises for water protection in 2025

VTZ

- Installation of new low-capacity pumps to regulate cooling water volumes based on production needs

PNTZ

- Upgrade of the treatment system for chemically contaminated effluents from neutralization stations
- Installation of equipment for the automated water withdrawal control system

CHTPZ

- Replacement and repair of pipelines

Enterprises of the Machine-Building Division

- Construction of a water recycling system to cool process equipment

STZ

- Installation of a local brush filter media treatment facility at Constructed Wetland No. 1
- Upgrade of the aeration station and biological treatment plant
- Upgrade of a local pontoon-type treatment facility and bioengineering treatment systems

SinTZ

- Completion of required equipment installation at the wastewater treatment facility
- Technical measures to prevent petroleum product leaks into the water recycling system

TAGMET

- Replacement of water recycling system pipelines
- Repair of a gravity-flow sump collector and filter replacement

Waste

GRI 3-3

To manage industrial waste efficiently, TMK aims to reduce waste generation, increase recycling rates, and ensure the sustainable use of resources. Commitments in this area are set out in TMK Group's Environmental Policy.

In addition to the Environmental Policy, the Company has adopted the 2027 Waste and By-Product Management Program. As part of the Program, we implement measures to separately collect waste and subsequently send it for recycling, while also developing ways to return waste to productive use by converting it into by-products.

GRI 306-2

At all Company plants, waste generation standards and waste disposal limits are established in accordance with environmental legislation requirements (for some facilities, for the validity period of integrated environmental permits), while additional waste management rules reflecting production specifics are set out in relevant internal documents.

Primary data on weight of waste generated and waste management methods is recorded in enterprise-level logs of waste movement. On top of this, data on waste of Hazard Classes 1 and 2 is entered into the dedicated federal state information system, as required by law. STZ, VTZ, and PNTZ also use specialized software for primary waste tracking.

Each year, enterprises submit waste management reports to supervisory authorities in the prescribed form and within statutory deadlines.

GRI 306-1

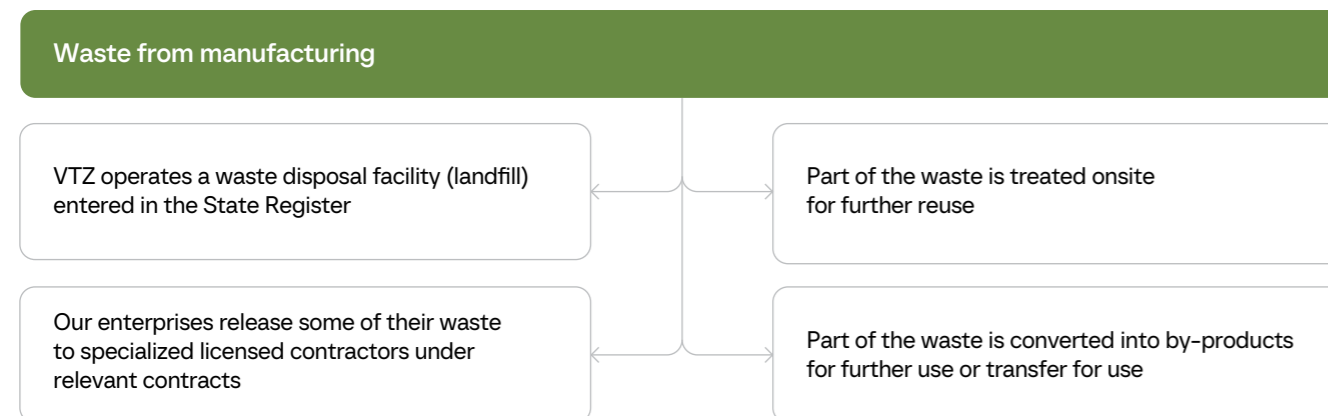
TMK Group's waste results from administrative and manufacturing activities as well as from the operation of water and gas treatment equipment and other auxiliary processes. The bulk of waste generated is Hazard Classes 4 and 5, including scrap, metallurgical slag, mill scale, gas cleaning dust, uncontaminated refractory waste, polypropylene waste, and electrode stubs.

GRI 306-3 SASB EM-IS-150a.1 BPCS-5

In 2025, the total weight of waste generated amounted to almost 400 thousand tonnes, down 34% y-o-y. The decrease was driven by an overall reduction in production volumes, as well as the conversion of waste to by-products. Hazardous waste³¹ accounted for only 1.5% of the total generated in the reporting year.

GRI 306-1 GRI 306-2

Waste generation and management at TMK Group

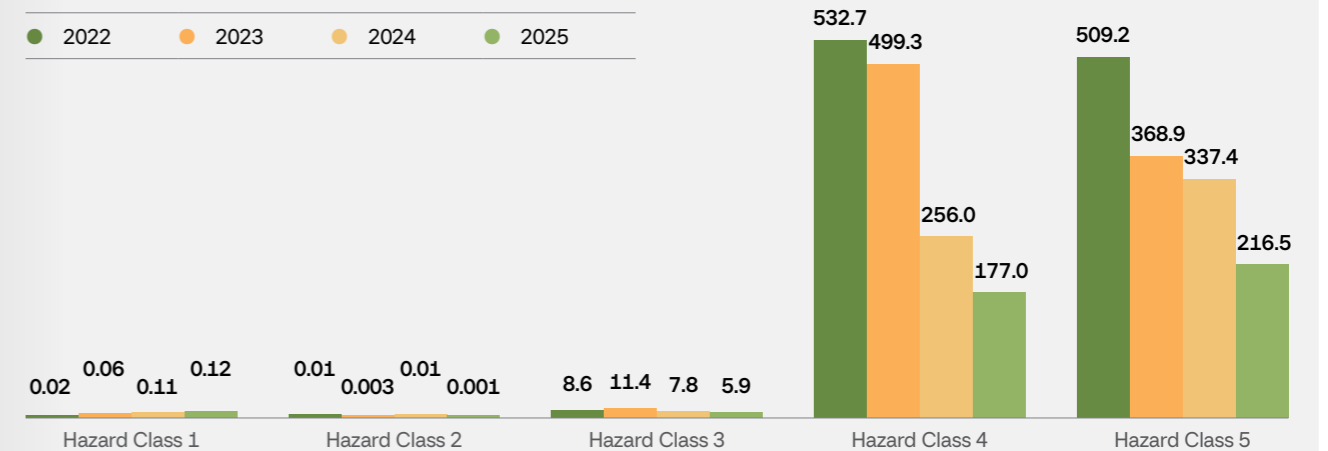


Key types of TMK enterprises' waste by hazard class

Class 1 <ul style="list-style-type: none"> Transformer waste containing pentachlorobiphenyl Mercury-vapor lamps, quartz mercury-vapor lamps, and fluorescent lamps that are no longer usable 	Class 2 <ul style="list-style-type: none"> Undamaged used lead batteries with electrolyte UPS units that are no longer usable
Class 3 <ul style="list-style-type: none"> Sludge resulting from cleaning tanks and pipelines of oil and petroleum products Mineral oil waste Oily mill scale with an oil content of 15% or more Oil-contaminated wiping rags Emulsion mixtures Oil-contaminated sawdust 	Class 4 <ul style="list-style-type: none"> Steel-making slag Dust from EAF emissions cleaning Oily mill scale with an oil content less than 15% Sediment after mechanical cleaning of wastewater Building debris Filter cloth for air purification
Class 5 <ul style="list-style-type: none"> Scrap and waste containing uncontaminated ferrous metals Uncontaminated refractory waste Polypropylene scrap Uncontaminated steel chips Furnace lining and furnace equipment scrap Electrode stubs 	

GRI 306-3 BPCS-5

Waste generation by hazard class,³² thousand tonnes



[GRI 306-4](#) [SASB EM-IS-150a.1](#) [BPCS-6](#)

A total of 352.1 thousand tonnes of waste was recycled and treated in 2025, including over 6 thousand tonnes of hazardous waste (1.7% of the total). A total of 332.4 thousand tonnes of waste was sent for recycling, of which only 0.3% was hazardous.

The bulk of waste diverted from disposal is scrap, slag, deoiled mill scale, gas cleaning dust, broken bricks and glass, waste oils, used electrodes, paper, cardboard, wood waste, and end-of-life office equipment. In 2025, the share of waste recycled and treated in total weight of waste generated reached 88%.³³

Hazardous and non-hazardous waste is recycled and treated both by the Company and by specialized third-party contractors. In 2025, over 176.3 thousand tonnes of waste was transferred to such contractors, of which hazardous waste accounted for 2.4%.

An important component of hazardous waste management includes the decommissioning and subsequent disposal of PCB-containing equipment,³⁴ followed by its replacement with modern, safer alternatives. TMK has maintained a dedicated program in this area since 2017. Currently, SinTZ and TAGMET have fully completed the transformer retirement and recycling program, while STZ, PNTZ, and Oilfield Services Division enterprises have fully completed the corresponding program for capacitors.

[GRI 306-2](#) [BPCS-6](#)

Company enterprises treat waste only using specialized equipment, which helps reduce its weight and hazard class and prepare it for reuse in production or construction. Waste treatment is carried out in two phases:

1. We sort metallurgical scrap out of slag and return it to the process line as a raw material for steelmaking.
2. We screen the remaining waste according to size and then certify it as products for construction or land rehabilitation.

In 2025, we treated 19.7 thousand tonnes of waste, with hazardous waste accounting for approximately 25% of the total.

[GRI 306-5](#) [BPCS-6](#)

For TMK, recycling is the preferred waste management method. However, when the required technologies are unavailable or waste is unsuitable for recycling, it is sent to landfill.

The total weight of waste transferred for disposal in 2025 was 49.2 thousand tonnes, including 18.1 thousand tonnes sent to VTZ's own landfill and 4.6 thousand tonnes placed in sludge storage facilities at SinTZ, PNTZ, and CHTPZ. All waste sent by Company enterprises for storage or disposal is non-hazardous.



Since 2013, VTZ has operated its own waste disposal facility, a modern landfill using encapsulation technology. The landfill is located on a site covering more than 78 hectares outside the town of Volzhsky. It was specifically designed for the storage and disposal of the plant's industrial waste. Continuous monitoring of ambient air, soil, and groundwater confirms that the landfill has no negative environmental impact.

The key feature of the project is a leachate barrier system using advanced innovative materials. A geosynthetic material, Carbofol geomembrane, was installed along the bottom and slopes of the landfill cells. The geomembrane retains its impermeable properties for more than 100 years, preventing the

negative impact of industrial and consumer waste on the environment not only during the landfill operation but also after its decommissioning.

VTZ's successful experience informed the design of a new landfill facility at PNTZ for Hazard Classes 4 and 5 industrial waste. In 2025, public consultations on the project were held with a broad range of stakeholders, including residents of Pervouralsk.

The new landfill facility will give PNTZ full control over waste disposal at its own technologically advanced site, ensuring the safety of the process in line with the strictest requirements.

Adopting circular economy principles

TMK contributes to Russia's strategic circular economy goals by using scrap metal as a production feedstock and carrying out large-scale efforts to convert waste into by-products.

[GRI 301-1](#)

Since the Company does not have its own natural resource base, we purchase most of our materials used in the production of our core products from third parties. In 2025, the use of raw materials totaled 3.6 million tonnes.³⁵

[GRI 301-2](#) [BPCS-13](#)

Scrap metal is the key material that TMK uses in steelmaking. In 2025, it accounted for 82% of the total weight of all materials used.³⁶ We pay close attention to its quality: when raw materials are received, plant specialists check scrap metal for radiation levels, hazardous inclusions, and impurities.

For more details on the amount of materials used to produce and package TMK's primary products, see the [Environmental indicators](#) appendix.

TMK plants are working on a case to substantiate the classification of production waste as by-products. By-products are either reintroduced into the Company's own production processes or transferred to third parties for subsequent use. The principal types of such products, including crushed stone, lime, mill scale, and petroleum products, can be reused in the chemical and energy sectors, agriculture, and construction.

All Company enterprises implement resource conservation and circular economy approaches at different phases of the product life cycle, from reusing scrap metal in production to optimizing the use of packaging.

Waste management by TMK enterprises in 2025

VTZ

- Use of scrap metal and chips in production as secondary raw materials (recycling)
- Preparation of a chemical safety data sheet for new by-products

STZ

- Separation of waste to recover useful components for reuse
- Substantiating the classification of more than 30 types of waste as by-products
- Diverting construction waste from disposal

SinTZ

- Dewatering of power supply shop waste and its transfer for recycling, preventing waste disposal in the environment
- Sorting of waste (waste paper, wooden packaging, plastic, metal chips, etc.), followed by treatment and transfer for reuse

PNTZ

- Processing of steelmaking slag into crushed slag for sale and use in production
- Use of scrap metal as a secondary raw material in the production of continuously cast billets
- Separation and processing of molding sand for the subsequent sale of sand and rubble, as well as the reuse of scrap in production
- Separate waste collection (paper, cardboard, plastic, scrap, brick, etc.) and subsequent sale as non-core products

Land rehabilitation

GRI 101-2

To restore ecosystems and natural wildlife habitats, TMK rehabilitates land after closure of waste disposal facilities. These works are carried out in accordance with the requirements of Russian laws.

In 2025, CHTPZ signed a contract to develop a design for decommissioning a hydraulic structure and rehabilitating a sludge storage facility, SinTZ prepared a project to rehabilitate a decommissioned sludge pond, and PNTZ prepared a project to rehabilitate a sludge storage facility for treated wastewater. PNTZ also began rehabilitating an industrial waste dump:

during the reporting period, the site was prepared and the required layers of cover material were placed.

STZ continued the rehabilitation of Sludge Dump No. 1 by filling it layer by layer with inert materials, using the plant's by-products for this purpose.

TMK's rehabilitation efforts



Biodiversity

GRI 101-1

Biodiversity conservation is an important focus area of TMK's environmental efforts. Our key priorities are reducing the impact of production processes on ecosystems and safeguarding habitats.

The Company's responsibility in this area is set out in TMK Group's Environmental Policy and its Implementation Framework, which are mandatory for all enterprises in their own operations and in their interactions with counterparties.

GRI 101-2

To prevent adverse environmental impacts, including impacts on biodiversity, TMK specialists conduct impact assessments in accordance with environmental legislation and apply best available technologies when developing new projects.

To minimize potential indirect impacts on biodiversity, we have equipped our emission and discharge sources with treatment facilities and regularly maintain, repair, and upgrade them. Our water intake facilities are also fitted with fish protection devices that prevent aquatic species from entering them.

GRI 101-2

In addition, TMK supports the recovery of disturbed ecosystems through reforestation and landscaping/greening in its regions of operation, and takes measures to protect rare bird species.

For more details on reforestation and landscaping/greening initiatives, see the [GHG emissions reduction initiatives](#) chapter.



In 2025, TMK enterprises continued initiatives to restore various fish species. Since 2019, TAGMET has been implementing the Sturgeon Project: at the plant's request, fish farms in the region annually rear sturgeon fry for release into water bodies in the Azov-Black Sea Basin. In 2025, more than 28 thousand sturgeon fry were released, bringing the total since the project launch to more than 170 thousand. A commission of an Office of the Federal Agency for Fishery oversees the accounting process for juvenile fish releases. It recounts the fry, records the release procedure, and signs the relevant certificate.

PNTZ has an agreement with the Ministry of Natural Resources of the Sverdlovsk Region under the local Program for Fisheries Sector Development and Water Resource Management. The Program aims to improve the condition of the Volchikhinskoye and Verkhne-Makarovskoye Reservoirs, which are listed as regional protected areas. Together with the Ministry, the plant prepared a work plan under which, in 2025, the Interregional Department for Fisheries and Conservation of Aquatic Biological Resources in the Sverdlovsk and Chelyabinsk Regions assessed the impact of PNTZ's water withdrawal on aquatic biological resources and their habitats in the Chusovaya River.

Awards

TAGMET won an award for Biodiversity Conservation as part of the ECOTECH-LEADER 2025 annual National Environmental Technology Awards. The plant received the award for its integrated water resource management project.

Water resources are managed through water recycling systems, pumping stations, and fish protection devices at water intakes. These solutions help ensure careful use of water resources as well as redirect water flows so that schools of fish are guided to a safe area.

SinTZ

Saker falcon conservation

SinTZ took part in a project to conserve the saker falcon, a bird of prey listed in the Russian Red Data Book. The initiative aims to maintain species diversity in the fauna of the Urals. In 2025, together with the Kholzan Center for Monitoring and Rehabilitation of Birds of Prey and the Department for the Protection, Control, and Regulation of Wildlife Use of the Sverdlovsk Region, SinTZ released 10 birds into the wild.



Climate and Energy Efficiency

07

2.8 mln tonnes of CO₂ equivalent
Scope 1 and 2 GHG emissions

0.8 tonnes of CO₂ equivalent per tonne of steel
GHG emissions intensity

0.07 GJ per RUB 1,000 of value added
energy intensity of production

102	Management approach for climate impacts
106	Energy consumption and energy efficiency
109	Managing climate-related risks and opportunities
111	Greenhouse gas emissions
114	GHG emissions reduction initiatives



Management approach for climate impacts

GRI 3-3

TMK Group is consistently implementing measures to reduce GHG emissions in line with TMK's Low-Carbon Development Strategy to 2036 (the "Strategy").

We have set emissions intensity reduction targets versus the base year of 2021 across two time horizons:³⁷

- Short-term: 10% by 2027
- Medium-term: 20% by 2036

The Strategy is based on applicable Russian laws, international standards guidance, industry experience, and best practices. Key areas of action to reduce GHG emissions include optimizing in-plant logistics for steel billets, maximizing the use of green raw and other materials, and improving energy efficiency.

SASB EM-IS-110a.2

The Strategy covers two target scenarios to 2036, reflecting global GHG emissions reduction goals and Russia's economic capacity for the energy transition. The first scenario is short-term, while the second sets a long-term GHG emissions reduction pathway for TMK Group in line with the Paris Agreement's goal to limit the global temperature increase to 1.5 °C.

We are implementing the Strategy by following the action plans outlines in the following documents:

- Greenhouse Gas Emissions Reduction Program for 2024–2027



In 2025, TMK was added to the constituent list of the MOEX Climate Index. Thanks to TMK Group's GHG emissions reduction efforts, the Company became one of 34 issuers included in ICLIMATE, a new index launched by the Moscow Exchange. Presence in the index constituent list will contribute to the Company's investment case, making its securities more attractive to investors focused on responsible investment.

- Greening Program for Enterprises and Regions of Operation for 2024–2027
- Low-Carbon Energy Transition Framework for TMK Enterprises

In 2027, the Company plans to wrap up the Greenhouse Gas Emissions Reduction Program for 2024–2027 and decide whether the Strategy needs to be updated.

TMK's sustainability focus areas

- Climate action

Material topics

- Contribution to climate change
- Energy consumption and energy efficiency

UN SDGs



Scenarios under TMK's Low-Carbon Development Strategy to 2036

Energy Efficiency

Emissions reduction target

20%

reduction in Scope 1 and 2 GHG emissions intensity

Outcomes considered in the scenario

- Actual impact delivered by emissions reduction efforts in 2022–2023
- Expected impact from the Greenhouse Gas Emissions Reduction Program for 2024–2027
- Extrapolated impact from measures under the Energy Efficiency Program for 2023–2027



Path to Decarbonization

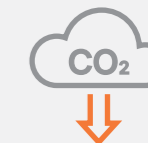
Emissions reduction target

45%

reduction in Scope 1, 2, and 3 GHG emissions intensity

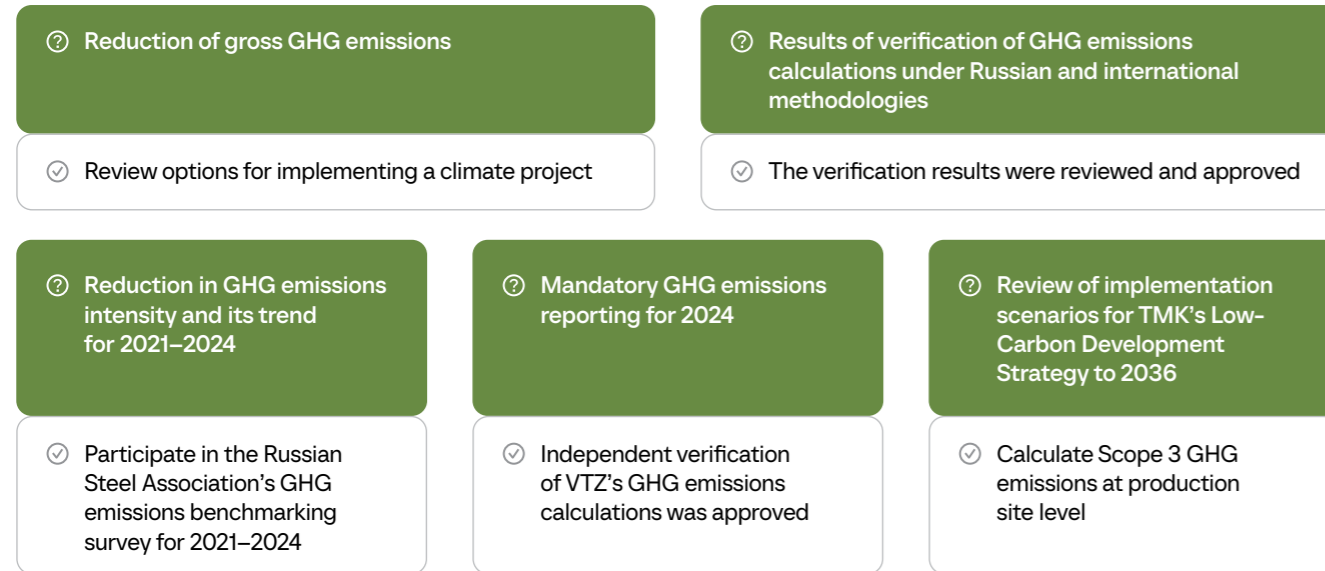
Outcomes considered in the scenario

- Results of the first scenario measures
- Impact captured by replacing 30% of electricity with renewable energy through the purchase of green certificates
- Impact from improvements in the sustainability profiles of third-party billets and strips



In 2021, TMK's management initiated the creation of a corporate GHG emissions management system, marking the first step toward integrating climate considerations into decision-making processes and including a GHG emissions reduction target in the Sustainability Strategy to 2027. In 2024, TMK's Low-Carbon Development Strategy to 2036 was developed and approved, establishing GHG emissions reduction targets.

Climate-related matters reviewed by the Board of Directors and related resolutions adopted in 2023–2025



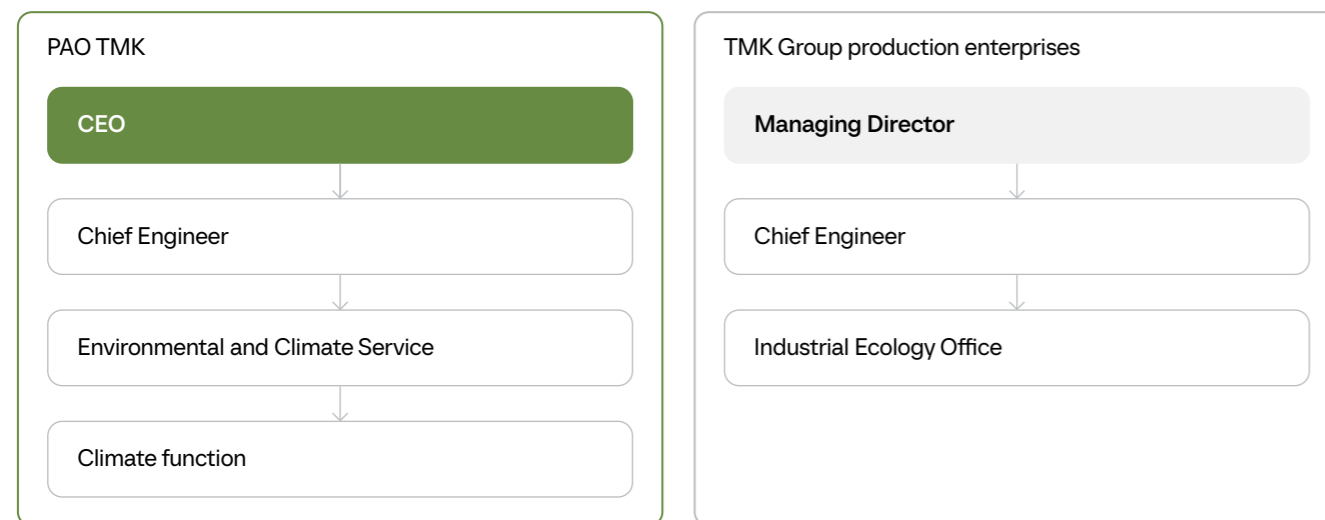
At TMK, issues around climate change are overseen by the highest governance body, the Board of Directors. The Board oversees the timely identification and management of material climate risks. In addition, it reviews climate-related matters at its meetings at least once a year.

Responsibilities for managing climate-related matters are distributed among senior management, PAO TMK units, and enterprises. In 2025, a number of governance changes were

made: the Environmental and Climate Service now reports directly to TMK's Chief Engineer, accelerating issue resolution and improving overall performance. The Climate function is responsible for day-to-day tasks and GHG emissions accounting and monitoring.

The Company has a system of annual key performance indicators for managers responsible for the Company's climate-related activities.

Climate change governance structure



Cooperation on the climate change agenda

The Company engages with various stakeholder groups on GHG emissions reduction and climate change adaptation. TMK Group contributes to the development of the national climate agenda as a member of the Russian Steel Association and RSPP, and by participating in working groups of the Environmental Industrial Policy Center (Russian BAT Bureau) focused on producing best available technology reference documents.

In 2025, TMK participated in an analysis of CO₂ emissions in the iron and steel industry for 2021–2024 among Russian Steel Association member companies. This exercise has helped estimate the GHG emissions-reduction potential

and safeguard the industry's interests within Russia and internationally in the context of carbon regulation. In addition, the Company regularly participates in external events to share experience with other market participants.

TMK remains an industrial partner of the Ural–Carbon project, a carbon supersite in the Sverdlovsk Region. In 2025, remote sensing data and an AI-based model were used for the first time to calculate the carbon balance not only of the supersite and Sverdlovsk Region as a whole but also of the entire country. The development of the model marks a major scientific breakthrough, as it is Russia's only model capable of estimating natural carbon fluxes between sinks.

Training on climate action and energy efficiency

TMK maintains the necessary level of expertise among employees responsible for climate-related matters. In addition to existing courses, in 2025, we developed and launched on the SOTA2U corporate platform a second module of the “Quantifying Indirect GHG Emissions (Scope 3) for a Metals Company” course. Its purpose is to familiarize employees with the Company's corporate GHG emissions calculation model.

In addition, CHTPZ developed an e-course themed “Corporate Climate Responsibility: Why It Is Important to Minimize CO₂ Emissions and Who Regulates Them?” This course is intended for a broad audience and covers climate change priorities

at the national, industry, and corporate levels. It also separately addresses the plant-specific goals and targets for reducing GHG emissions, measures implemented and the results achieved, physical climate risk assessment, and adaptation measures.

During the reporting year, the Environmental and Climate Service regularly sent out the electronic TMK Climate Bulletin to TMK management and employees involved in climate issues. The bulletin contains up-to-date information on changes in the Russian and global climate policy landscape, climate strategy trends, and the activities of the Service.



Energy consumption and energy efficiency

GRI 3-3

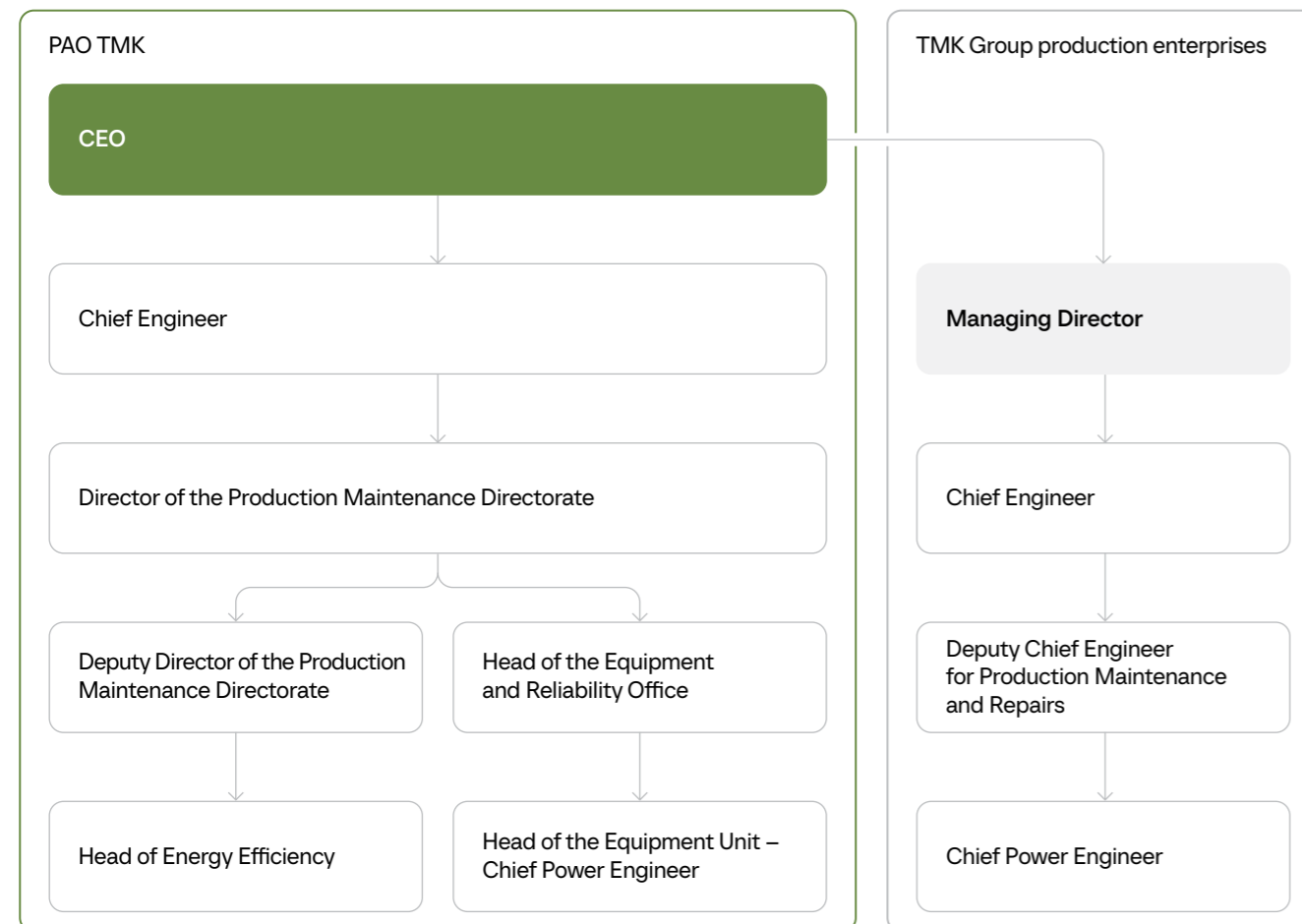
TMK is embedding resource and energy efficiency across all stages of its operations. This commitment is set out in the Company's Environmental Policy.

TMK's energy consumption management activities are governed by national legal requirements, international standards, and internal regulations. Responsibilities for energy consumption management are distributed between PAO TMK and TMK Group enterprises. In 2025, the Director of the Production Maintenance Directorate began reporting directly to the Chief Engineer.

BPCS-18

As of the end of 2025, TAGMET, OMZ, STZ, and VTZ held certificates confirming compliance with energy management standards ISO 50001 and GOST R ISO 50001. TMK plants have Energy Efficiency Programs³⁸ in place, aimed at optimizing energy consumption across core and auxiliary production facilities and introducing energy-saving solutions. In addition, we operate TMK Group's Energy Efficiency Program for 2023–2027 at the corporate level.

Energy consumption and energy efficiency governance structure



Energy consumption

GRI 302-1 SASB EM-IS-130a.1 SASB EM-IS-130a.2 BPCS-12

In 2025, TMK Group enterprises used 28.7 million GJ of fossil fuels, down 14% y-o-y. The decrease in fuel consumption was driven by lower production volume. Natural gas accounted for more than 99% of fossil fuel use.

In the reporting year, total energy consumption amounted to 37.1 million GJ, down 17% y-o-y. The Company meets its own needs by purchasing electricity and heat from non-renewable sources (in the form of steam and hot water). In 2025, total purchased energy consumption decreased by 18% to 12.6 million GJ.

In addition, some TMK Group enterprises that generate heat on-site partially sell it to third-party consumers.

BPCS-11

Since 2024, VTZ has operated a small-scale solar power plant, which supplies electricity to the building housing the plant's environmental function, part of the lighting system at the landfill site, and a modular facility for separate waste collection. The switch to solar power has reduced electricity consumption by 70% at these facilities.

GRI 302-1 SASB EM-IS-130a.1 SASB EM-IS-130a.2 BPCS-12

Energy consumption,⁴¹ GJ

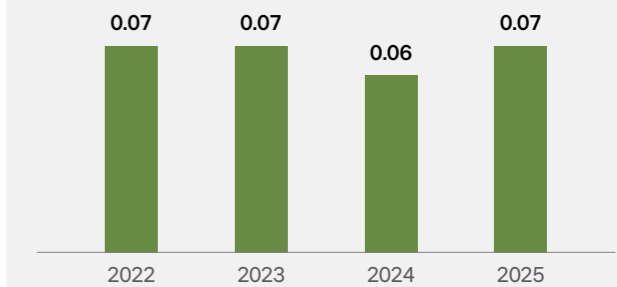
Indicator	2022	2023	2024	2025
Fuel consumption	35,544,489.1	35,355,795.7	33,517,853.9	28,710,129.9
Natural gas	35,192,151.9	34,986,536.5	33,188,597.6	28,500,188.1
Gasoline	19,361.9	20,764.9	18,338.0	10,992.5
Diesel fuel	306,573.0	323,133.1	296,224.0	189,626.3
Heating oil	26,402.3	25,361.2	14,694.4	9,323.1
Purchased energy consumption	16,702,855.6	17,036,866.3	15,478,771.9	12,629,186.5
Purchased electricity consumption	15,014,593.4	15,242,937.7	13,573,639.2	10,952,220.7
Purchased heating consumption	1,688,262.2	1,793,928.5	1,905,132.7	1,676,965.8
Heating sold	4,601,588.9	4,446,674.7	4,448,048.5	4,258,345.5
Total energy consumption	47,645,755.8	47,945,987.2	44,548,577.3	37,080,970.9

GRI 302-3

In the reporting year, the energy intensity³⁹ of production at TMK's operations increased slightly year on year to 0.07 GJ per RUB 1,000 of net value added.

GRI 302-3

Energy intensity,⁴⁰ GJ/RUB thousand



Energy efficiency measures

GRI 302-4

Energy efficiency measures incorporated into TMK's various internal programs. In 2025, the measures implemented reduced the Company's total energy consumption by 486.4 thousand GJ.

In 2025, the Company continued to install an automated meter reading system at its enterprises: at VTZ, outdated induction

meters were replaced with microprocessor-based meters; at STZ, data transmission to the automated meter reading equipment was enabled; and TAGMET's system was upgraded. These systems enable real-time consumption monitoring and help track the effectiveness of measures to reduce energy use.

SinTZ

Improving energy efficiency at SinTZ

SinTZ is an active participant in the corporate Energy Efficiency Program. The plant has already delivered two major projects:

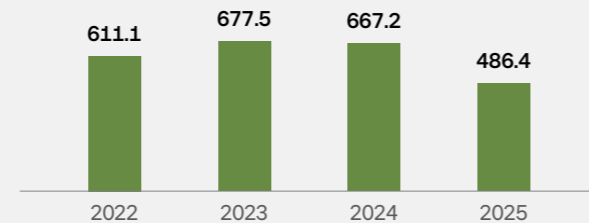
- Revamping the lighting system in production shops, reducing annual energy consumption by more than 5,000 MWh
- Installing an additional variable-speed compressor at Compressor Station No. 2, which enabled the facility to operate at the optimal load, reducing annual energy consumption by more than 4,700 MWh

During the reporting year, the plant also implemented its 2025 Fuel and Energy Saving Program, with measures under the program reducing electricity consumption by 11,083 MWh per year, which generated around RUB 82.5 million in savings for the plant.

Since 2019, TMK has been implementing a large-scale lighting upgrade program at its plants. Replacing gas-discharge lighting fixtures, including mercury lamps, with LEDs has reduced electricity consumption by 146,023.5 MWh while also improving working conditions for our people.

GRI 302-4

Reduction in total energy consumption, thousand GJ



Managing climate-related risks and opportunities

GRI 201-2

In accordance with TMK's corporate guidelines on Assessment and Management of Physical Climate Risks, TMK reassesses climate-related risks once every three years.

The most recent assessment of climate risks⁴² was conducted in 2023, with reassessment scheduled for the second half of 2026.

TMK's climate risk assessment methodology is based on international and national standards and guidelines. The Company identified climate physical risks under the SSP1-2.6 scenario, which assumes lower GHG emissions, for 2020-2039, and under the very high GHG emissions scenario (SSP5-8.5), for 2080-2099. In assessing transition climate risks, we used scenarios developed by the International Energy Agency:

- The Stated Policies Scenario, which reflects existing national policies for GHG emissions regulation
- The Sustainable Development Scenario, which assumes strong improvements in policies and clean energy investment to meet the goals of the Paris Agreement

Transition risks were assessed across three time horizons: 2024-2027, 2028-2035, and 2036-2050. These risks were reviewed across four categories: legal, technological, reputational, and market risks.

Based on the 2023 assessment, TMK developed a Climate Change Adaptation Plan and an Energy Transition Roadmap, under which plants continued to implement measures during the reporting period. In addition, the corporate Regulations on Monitoring Climate Risk Factors was approved in early 2026. This monitoring program will help obtain objective data on the exposure of our facilities to climate risk factors.

BPCS-71

TMK plans to assess the effectiveness of measures included in the plant-level Climate Change Adaptation Plans as part of the 2026 climate risk reassessment. The performance assessment methodology is included in the Regulations on Monitoring Climate Risk Factors.

Physical climate risks

GRI 201-2

The assessment findings suggest that higher ambient temperatures are the biggest physical risk TMK Group enterprises are exposed to. The Company identified the following critical physical risks:

- Forced reduction in the temperature of process water used to cool equipment (VTZ, TAGMET, STZ, PNTZ, CHTPZ, SinTZ, and TMK PS)
- Higher expenses for chemical water treatment (TAGMET)
- Failure to meet drinking water quality standards due to deterioration in water quality in the Chusovaya River, the source of drinking water supply (STZ)

BPCS-72

TMK also assessed the potential financial impact of physical climate risks affecting buildings and structures, personnel, and electricity generation and supply. In accordance with

the materiality thresholds established by the Company, the potential financial impact is assessed as minimal (less than RUB 350 million). At the same time, where physical risks affect equipment and machinery, their realization may result in downtime and lower profits. For the 2024-2039 and 2080-2099 time horizons, the potential financial impact is assessed as moderate (up to RUB 3 billion and RUB 3.4 billion, respectively). However, the longer-term horizons involve greater uncertainties, as climate change may significantly affect certain risks and regions.

BPCS-69

The likelihood of physical climate risks materializing at TMK plants is assessed as low, and no physical climate risks materialized at Company enterprises in 2024-2025. Accordingly, TMK Group has no climate-vulnerable facilities.

Transition climate risks

GRI 201-2

TMK has identified its key transition risks: tax-related costs due to the introduction of carbon regulation at the national level and lower demand for Company products.

These risks relate to the medium and long term and had not materialized as at the end of 2025.

Climate-related opportunities

Previously identified climate-related opportunities remain relevant for TMK. For example, alignment with the shift toward low-carbon and renewable energy may increase market demand for TMK products. In the longer term, we may become a supplier of pipe and tubular products for combined-cycle gas and nuclear power generation, while also offering solutions for producers of green ammonia, biodiesel, and biomethane. In addition, the need to capture, distribute, transport, and store greenhouse gases creates an opportunity for the Company to supply products for this niche.

We continue to work on solutions for hydrogen production, storage, transportation, and use. The Company's flagship tubular product lines for hydrogen energy are Sputnik H (hydrogen production, distribution, transportation, and storage) and Sputnik C (CO₂ capture, distribution, transportation, and storage).



Greenhouse gas emissions

SASB EM-IS-110a.2

The base year selected for TMK's Low Greenhouse Gas Emissions Strategy is 2021. Having a baseline ensures consistency and coherence across the Company's GHG emissions targets in various internal documents.

Approach to estimating GHG emissions

GRI 305-1 GRI 305-2 GRI 305-3 SASB EM-IS-110a.1

The process for estimating GHG emissions is governed by the Company's internal guidelines, Estimating GHG Emissions for TMK Group Enterprises, updated in 2025. In the revised methodology, the Company:

- included calculation methods aligned with the Greenhouse Gas Protocol
- introduced criteria for assessing the reliability of input data and analyzing results
- incorporated the findings from verification of gross GHG emissions calculations under national and international guidelines.

In 2025, we continued the practice of verifying mandatory GHG emissions reports, selecting the VTZ report for the verification exercise. Independent experts reviewed and confirmed the reliability of the input data and the accuracy of the enterprise's calculations, issuing a positive assurance opinion. Data verification is an important element of the corporate GHG emissions management system. Following the verification exercise, we expanded the list of greenhouse gases measured and began accounting for fugitive emissions and emissions from non-energy uses of fossil fuels.

In calculating GHG emissions, TMK Group includes data from enterprises operating energy efficiency programs, excluding OMZ. This approach reflects the direct relationship between measures to reduce energy consumption and GHG emissions. Accordingly, the quantification boundary for GHG emissions includes VTZ, PNTZ, STZ, SinTZ, TAGMET, CHTPZ, and TMK PS. The Company accounts for GHG emissions only at production sites subject to regulation under Russian laws.

In 2025, the Company developed corporate guidelines for Estimating Scope 3 GHG Emissions in Corporate Reporting and a corporate calculation model for Scope 3 GHG emissions, which enabled it for the first time to measure emissions across all three scopes.

As part of integrating Scope 3 GHG emissions measurements into the corporate accounting system, the Company independently conducted, for the first time, an inventory of sources across other indirect emissions for 2024 at TMK Group key enterprises. As with Scope 1 and 2 emissions, other indirect emissions were calculated in accordance with the GHG Protocol standards. The Company also uses the World Steel Association's industry-average life cycle inventory (LCI) data to estimate other indirect emissions. In accordance with ISO 14064-1:2018, TMK Group enterprises excluded from the Scope 3 calculation source categories whose contribution was assessed as immaterial. In selecting relevant Scope 3 categories, TMK followed CDP recommendations.

In estimating emissions, the Company accounts for greenhouse gases released into the atmosphere during production. These include carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O). In addition, TMK accounted for hydrofluorocarbon (HFC) emissions during the reporting year. The Company considers emissions of perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃) insignificant and therefore excludes them from the calculation. TMK enterprises do not generate emissions from biomass combustion.

TMK Group's energy indirect GHG emissions result from electricity and heating purchases. At the same time, the Company's calculations do not include energy losses in external grids and energy supplied to third-party consumers.

In 2024, TMK engaged an independent organization to conduct voluntary verification of Scope 1 and 2 GHG emissions for 2021–2023. The verification confirmed that the Company's approach to estimating direct and energy indirect GHG emissions is consistent with the GHG Protocol international standards.

Quantification of GHG emissions

GRI 305-1 GRI 305-2 SASB EM-IS-110a.1 BPCS-8

Total direct and energy indirect GHG emissions in 2025 amounted to 2.8 million tonnes of CO₂ equivalent, down 16% y-o-y. This decline was driven by lower production volumes.

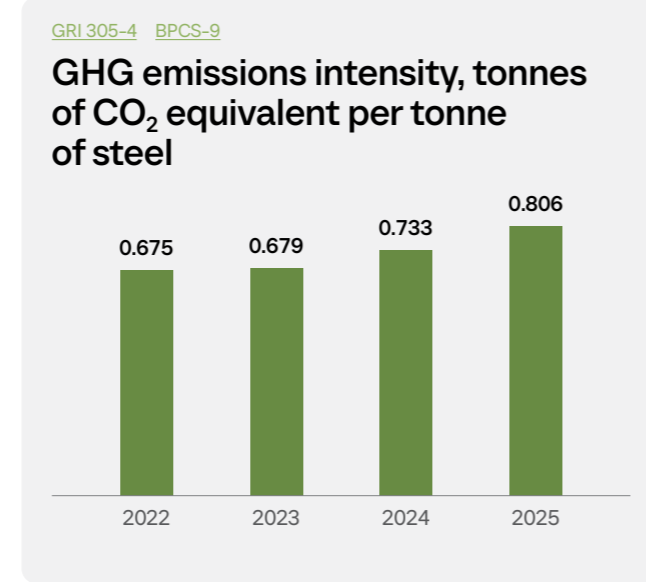
At the same time, GHG emissions intensity increased slightly, from 0.73 to 0.8 tonnes of CO₂ equivalent per tonne of steel,⁴³ primarily due to lower production volumes and the under-utilization of process equipment.

TMK accounts for direct GHG emissions from operations by emissions source category. In 2025, the breakdown of direct GHG emissions by source category remained unchanged. The Company's primary source of GHG emissions is stationary fuel combustion (71.7%). Steelmaking operations account for the second-largest share of emissions (22.3%). The smallest shares of GHG emissions come from lime production (4.2%), mobile fuel combustion (1.0%), and other processes (0.8%).

GRI 305-3

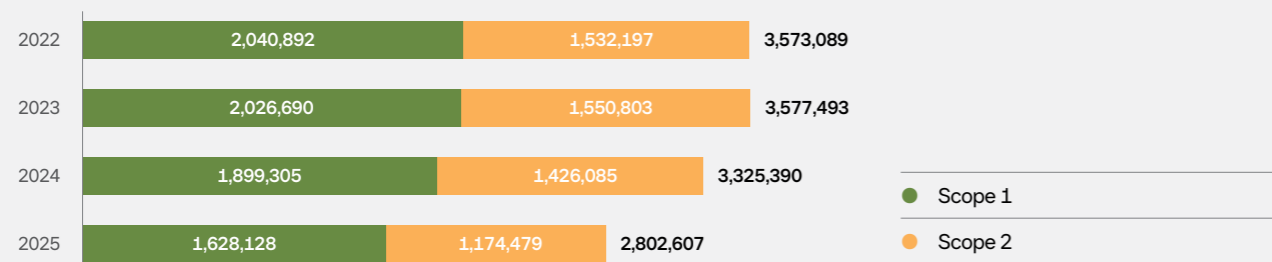
In 2025, TMK conducted its first-ever inventory of other indirect (Scope 3) GHG emissions sources and quantified Scope 3 emissions for the previous reporting period (2024) in accordance with the GHG Protocol standards. Scope 3 emissions totaled 16.8 million tonnes of CO₂ equivalent in 2024. Upstream emissions were the largest contributor, accounting for 74% of the total, while downstream GHG emissions made up the remaining 26%. The relatively low share of downstream emissions is due to TMK products being shipped directly to end consumers.

Purchased goods and services represented the largest source of upstream GHG emissions, accounting for 66.7% of total Scope 3 emissions. The high share of emissions in this category reflects the Company's procurement mix, where carbon-intensive scrap metal, ferroalloys, refractories, strip steel, and pig iron account for the largest share by weight.



GRI 305-1 GRI 305-2 SASB EM-IS-110a.1 BPCS-8

Scope 1 and 2 GHG emissions, tonnes of CO₂ equivalent⁴⁴



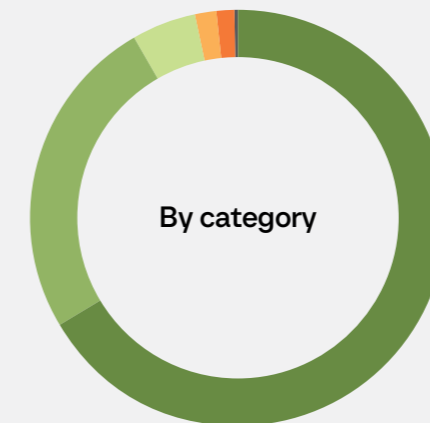
GRI 305-1 GRI 305-2 BPCS-8

GHG emissions by GHG type, Scope 1 and 2, tonnes of CO₂ equivalent

Greenhouse gas	2022	2023	2024	2025
CO₂ (carbon dioxide)	3,568,853	3,573,257	3,321,671	2,785,948
Scope 1	2,039,064	2,024,882	1,897,651	1,613,141
Scope 2	1,529,789	1,548,375	1,424,019	1,172,807
CH₄ (methane)	1,364	1,501	1,447	2,430
Scope 1	693	810	746	1,850
Scope 2	671	691	701	580
N₂O (nitrous oxide)	2,872	2,735	2,273	9,492
Scope 1	1,135	998	908	8,400
Scope 2	1,737	1,737	1,365	1,092
HFC (hydrofluorocarbon)	-	-	-	4,737
Scope 1	-	-	-	4,737
Scope 2	-	-	-	0
Total for Scope 1 and 2	3,573,089	3,577,493	3,325,390	2,802,607

GRI 305-3

Scope 3 GHG emissions, million tonnes of CO₂ equivalent



- 9,61 Purchased goods and services
- 3,62 Use of sold products
- 0,73 Fuel- and energy-related activities not included in Scope 1 or Scope 2
- 0,25 Waste and wastewater generated in operations
- 0,17 Upstream and downstream transportation and distribution
- 0,02 Other

GHG emissions reduction initiatives

GRI 305-5 SASB EM-IS-110a.1 BPCS-10

TMK Group implements GHG emissions reduction initiatives on an annual basis. These initiatives form part of the Greenhouse Gas Emissions Reduction Program, the Energy Efficiency Program, and annual enterprise-level operational efficiency programs.

In 2025, the Company implemented 171 initiatives, which delivered a total reduction of 25.5 thousand tonnes of CO₂ equivalent. Total spending on climate impact mitigation initiatives in the reporting year amounted to RUB 73 million.

TMK sees the management and reduction of Scope 3 GHG emissions as one of its priorities, as these emissions account

for the largest share of the Company's carbon footprint and will be considered in the development of green product brands. GHG emissions from the purchased goods and services category account for the largest share of Scope 3 emissions. Accordingly, we see our primary emissions reduction approach as selecting suppliers that offer the least carbon-intensive materials or semi-finished products.



Between 2003 and 2019, TMK Group carried out an ambitious modernization of its production facilities and introduced electric arc steelmaking, the most environmentally friendly steel production method. By replacing open-hearth furnaces with modern electric arc furnaces, we laid the foundation for a transition to lower-carbon production. The deployment of advanced technologies and engineering solutions helped reduce GHG emissions and mitigate climate impact.

GRI 305-5

GHG emissions reduction initiatives implemented by TMK enterprises in 2025

— emissions reduction, tonnes of CO₂ equivalent

VTZ

696

Compressor shutdown

429

Optimization of roller hearth furnace operation

540

Reduction in electricity costs for air compression

PNTZ

SinTZ

659

Shutdown of auxiliary equipment during process equipment maintenance

413

Adjustment of air heaters based on outdoor air temperature

758

Shutdown of gas-fired infrared heaters based on outdoor air temperature

STZ

2,131

Lighting system upgrades

357

Upgrade of hot-water boiler tube surfaces

500

Reduction of heating consumption through steam pipeline conversion to condensate return

TAGMET

2,601

Reduction of heating consumption

CHTPZ

4,638

Reduction of gas consumption by continuous furnaces during scheduled maintenance

213

Improvement of recuperator performance to reduce furnace gas consumption

Carbon farm

TMK's efforts are not limited to reducing GHG emissions from operations: the Company is also keen to explore carbon sequestration opportunities. For more than three years, VTZ, together with Bauman Moscow State Technical University's Innovative Technology Center, has been implementing a project to establish a carbon farm on its own industrial waste landfill, covering about 5 hectares. As a result of the activities completed in 2025, VTZ and the Innovative Technology Center developed a technology for setting up a short-rotation carbon farm in the arid climate of the steppe zone.

During the reporting year, the Company developed technical design documentation for the Carbon Farm climate project. The project has been validated, and the results of its first stage have been verified by LLC Kept Verification and the Union for Protection of the Ecological Rights of the Population of the Moscow Region. As of early 2026, TMK was working to register the project in the national Carbon Units Registry and issue carbon credits.

At the next stages of the climate project, the Company and the Innovative Technology Center will scale the technology across 27 hectares within the VTZ landfill boundaries and on forest lands of the Sredneakhtubinskoye Forestry. This will not only increase carbon dioxide removals but also reduce the risk of fires in the area.

Greening initiatives

TMK actively carries out greening initiatives across its regions of operation, extending beyond plant sites. In 2025, under TMK's Green Initiative, the Company planted over 40 thousand saplings and more than 1.5 thousand mature trees and shrubs.

[BPCS-10](#)

In 2025, TMK's spending on greening initiatives totaled RUB 76.7 million.



For many years, TMK has implemented greening initiatives at its plants and across its regions of operation. In 2024, we decided to launch a corporate greening program to 2027 under the TMK's Green Initiative brand. The program places particular emphasis on selecting seedlings best suited to the specific climate and soil conditions of each area as well as on preparatory activities and further silvicultural care for the planted trees.



Greening activities across TMK plants in 2025

VTZ

- Reforestation in the Sredneakhtubinskoye Forestry (5 thousand acacia saplings)
- Planting of 85 mature trees and three shrubs on the plant site

SinTZ

- Planting of 86 pine and spruce saplings as part of a campaign at the A.I. Brizhan Sinara sports complex site
- Planting of 16 poplar and blue spruce saplings and lawn restoration (0.1 hectare) on the plant site
- Reforestation in the Syserts koye Forestry (10 thousand pine saplings)
- Planting of 35 mature trees within the city and on the plant site

TAGMET

- Planting of 581 mature trees and shrubs on the plant site and adjacent areas
- Greening initiatives across the city (79 mature trees and shrubs)

PAO TMK offices in Moscow

- Greening the areas around office buildings (29 shrub saplings)

— delivered as part of TMK's Green Initiative.

PNTZ

- Planting of tree saplings as part of a City of Firsts social movement initiative, as well as saplings and flowers at the Eternal Flame memorial site (21 blue spruce trees, 45 apple saplings, and 41 shrubs)
- Planting of 177 saplings and lawn restoration on the plant site
- Reforestation in the Syserts koye Forestry (10 thousand pine saplings)
- Planting of 49 trees within the city

STZ

- Reforestation in the Syserts koye Forestry (10 thousand pine saplings)
- Greening of the plant site, including as part of the 100 Years of the STZ Trade Union campaign (42 mature trees and shrubs)

CHTPZ

- Planting of 208 mature trees on the plant site
- Reforestation in the Smolinskoye Forestry (5 thousand pine saplings)
- Planting of 20 mature linden trees on the plant site



SinTZ greening the Sverdlovsk Region

SinTZ is an active participant in TMK's Green Initiative corporate environmental program. Its employees were the first among TMK Group enterprises to begin reforestation activities in the Syserts koye Forestry in the Sverdlovsk Region. They faced the ambitious task of planting 10 thousand European red pine saplings native to the region, which they successfully completed.

Members of the All-Russian Forest Volunteers Movement assisted the plant in the project by selecting tree species best suited to the local climate and soil conditions.

At the same time, SinTZ employees participated in a greening campaign in Kamensk-Uralsky: 35 blue spruce, linden, and birch saplings now decorate the area surrounding the Homefront Workers memorial to Sinara pipe workers.

SinTZ



Our Employees

08

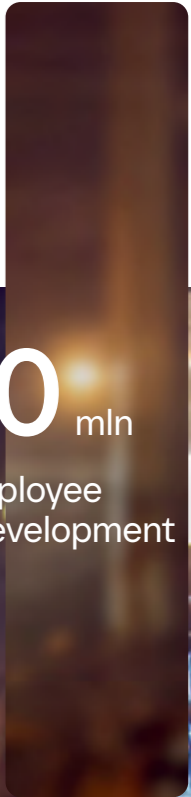
51.7 thousand people
headcount

13.9%
employee turnover

RUB 720 mln
invested in employee training and development

> 3 mln
total hours of employee training

- 120 Management approach
- 121 Breakdown of employees
- 123 Talent attraction and retention
- 126 Employee motivation
- 128 Social support to employees
- 129 Training and development



Management approach

GRI 3-3

TMK is building a unified HR management framework across its enterprises, aiming to create comfortable and safe working conditions while ensuring equal access to development programs, social benefits, and guarantees.

By offering competitive working conditions, social guarantees, and opportunities for employees to unlock their potential, we remain among the top employers in the industry. In 2025, the Company reaffirmed its Forbes Gold Employer status for the fifth year running.

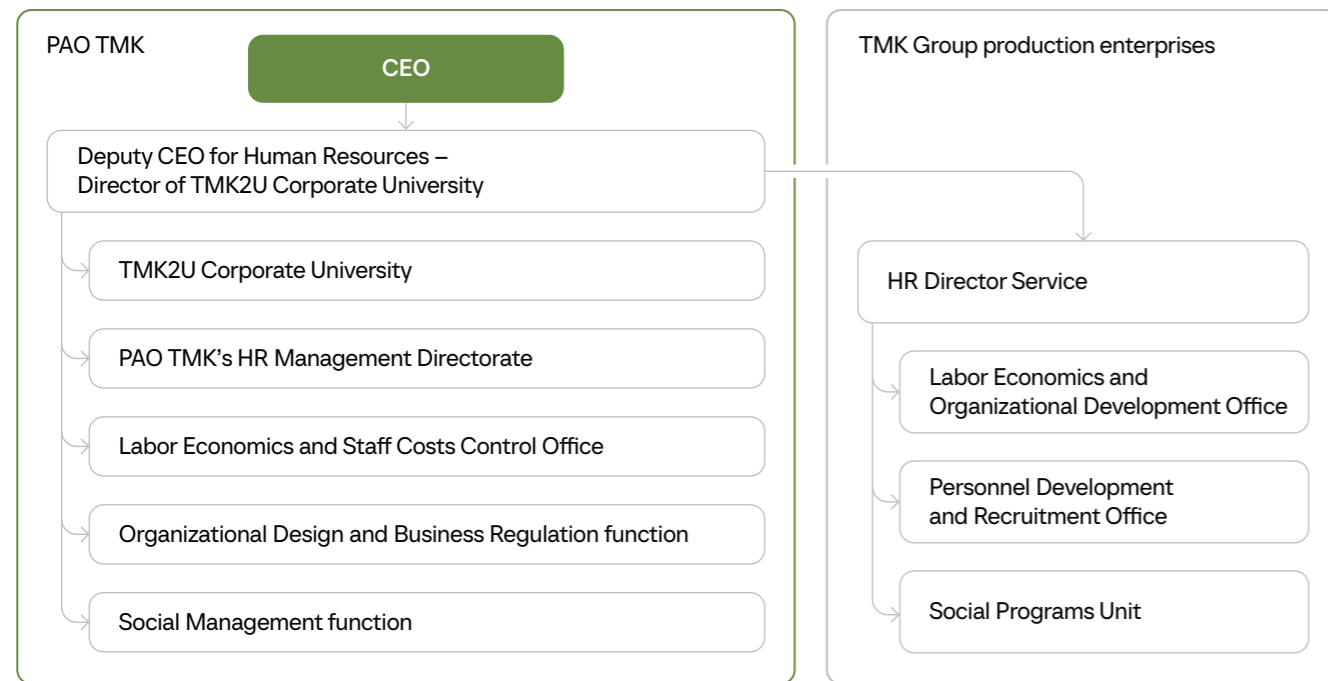
In 2025, we updated all documents in this area due to the transition to a single listed entity.

For more details on HR documents, see the [List of key sustainability documents](#) appendix.

Our people are our key asset, and by investing in their professional and personal development, we are able to deliver strong operational performance. TMK's goals and objectives for talent recruitment, retention, motivation, and development are outlined in its HR Policy, which is supplemented by regulations and other internal documents covering each area of HR management.

HR management matters are addressed at both the strategic and operational levels. The Board of Directors discusses the most significant topics, including the approach to management remuneration. The Deputy CEO for Human Resources – Director of TMK2U Corporate University is responsible for coordinating HR matters at the Corporate Center level, while HR Director Services are in charge at the enterprise level.

HR and training governance structure



TMK's sustainability focus areas

- Human capital development

Material topics

- Employment and decent working conditions

UN SDGs



Breakdown of employees

GRI 2-7 GRI 401-1 BPCS-34

TMK's headcount at the end of 2025 totaled 51.7 thousand, down almost 12% year-on-year. The decline was driven by CSSP's exit from TMK Group as well as by staff turnover.

In the reporting year, we managed to reduce our turnover rate by 1 percentage point, despite the continued shortage of skilled staff and competition for talent among employers. This achievement was fueled by our active efforts to build new employee skills, organize staff rotation, strengthen the onboarding process, and leverage career guidance programs. We trained over 1.5 thousand employees in second and third roles that are in high demand, common across operations, and prone to higher turnover (such as pipe and billet cutter, metal sorter, metal products stacker operator, and others). This has enabled staff redeployment both within and between enterprises.

The composition and structure of TMK's workforce reflects industry specifics and is aligned with the strategic goals of the Company's HR Policy. Full-time employment (99.6%) and permanent employment (98%) contracts prevail in the Company due to the continuous nature of metallurgical operations and the need to maintain a stable, highly skilled workforce.

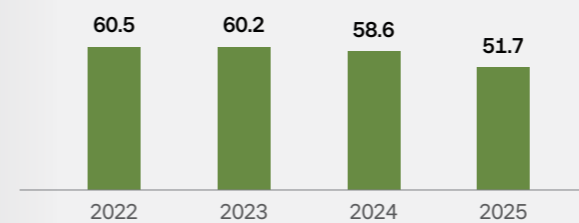
For the same reason, blue-collar employees dominate the workforce (69.6%). Managers and other white-collar employees make up just under 30%, while senior management accounts for 0.6%.

Metallurgical operations require substantial professional experience and lengthy specialized training, which is why the average age of TMK employees is 43 years.

We also focused closely on turnover analysis by developing a Causes and Trends of Employee Turnover dashboard and continuing the special To Leave or Not to Leave training program, where department heads and business coaches explored the key reasons for employee departures and tools for managing turnover.

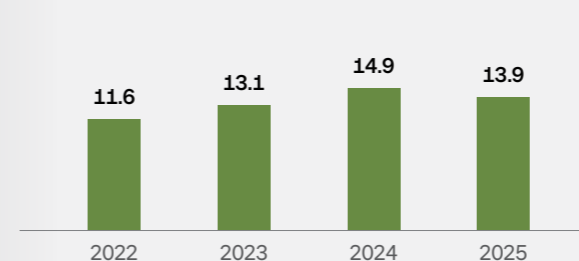
GRI 2-7

Headcount as at year-end,⁴⁵ thousand people



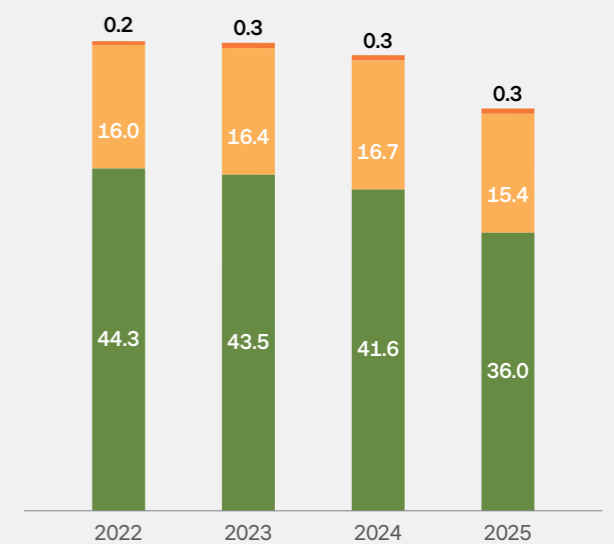
GRI 401-1 BPCS-34

Employee turnover,⁴⁶ %



GRI 405-1

Breakdown of employees by category, thousand people



- Senior management
- Managers and other white-collar employees
- Blue-collar employees



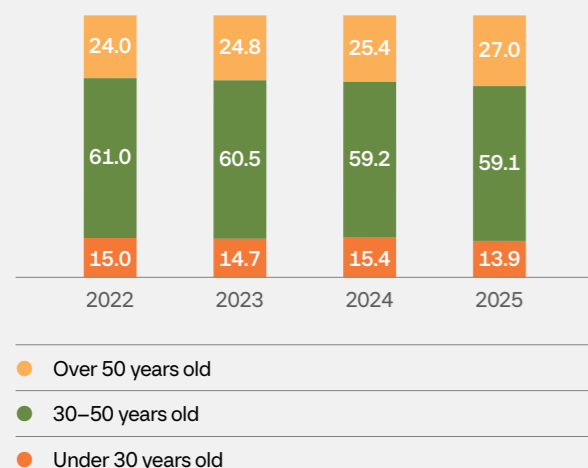
Industry specifics drive the predominance of men (63%) in the workforce, as many roles involve work in hot shops and other demanding working environments. This applies to a number of occupations for which statutory restrictions on the employment of women remain in place. The Company provides equal conditions and opportunities across all other areas. Female employees at TMK often choose occupations that require a high level of concentration and attention to detail (such as quality controller and crane operator roles) and also work in legal, HR, and finance functions.

GRI 405-1 BPCS-23

We are committed to expanding employment opportunities for different categories of employees, including people with disabilities. In accordance with applicable legislation, TMK enterprises establish special hiring quotas and cooperate with local employment centers in the regions where they operate to jointly identify suitable job opportunities for such candidates based on available vacancies. Plants adapt workplaces, create flexible working conditions based on medical panel recommendations, and provide benefits and compensations. As at the end of 2025, TMK employed 458 disabled people.

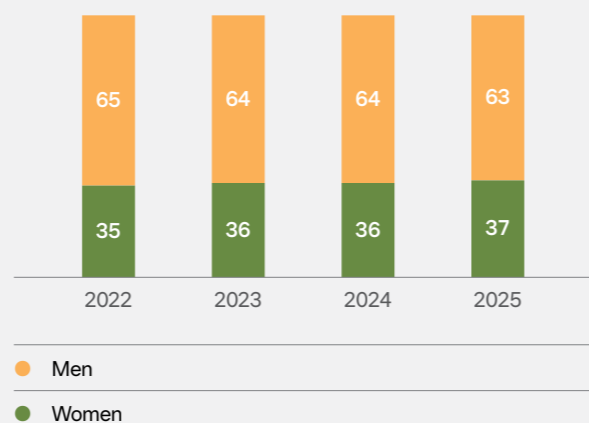
GRI 405-1

Breakdown of employees by age group, %



GRI 2-7 GRI 405-1

Breakdown of employees by gender, %



Talent attraction and retention

To attract and retain highly skilled talent in its regions of operation, the Company and each TMK enterprise consistently build their employer brand while also making full use of a wide range of recruitment tools. These include posting vacancies on dedicated websites and social media platforms, targeted outreach to specific applicant groups, the Bring a Friend referral program, and career guidance initiatives.

Career guidance programs

TMK implements various initiatives to promote blue-collar and engineering careers among young people. TMK enterprises have established career guidance programs with schools, colleges, and universities, under which Company specialists hold themed lessons and tours and upgrade classrooms at sponsored schools and universities.

In 2025, TMK tested a new career guidance app for young people called Up2Uprofi, which is scheduled for launch in 2026. The app includes a news feed and gamification features that allow users to earn in-app currency and spend it in the built-in marketplace on self-development programs, meetings with experts, branded merchandise, and digital certificates. The app also integrates career guidance tests designed to help users choose their future career path.

We introduce elementary school students to metallurgy through TMK's career guidance cartoons Navigatum: Kaleidoscope of Professions, the original storybook ABCs of a Young Metallurgist developed specifically for TMK, and exciting treasure hunts. For high school and college students, the Company organizes quizzes, hackathons, and tours of production facilities.

SinTZ



Talent search

In 2025, SinTZ participated in job fairs for students and graduates of colleges and universities, events organized by the city employment center, and outreach meetings with local residents to present career opportunities and the benefits of working at the plant.

The enterprise also organized tours of the SinTZ training facility for college and university students and graduates as part of the federal stage of the Jobs in Russia: Time of Opportunity nationwide job fair, as well as visits to production sites at two workshops.

TMK's career guidance program covers five regions (Sverdlovsk, Chelyabinsk, Volgograd, Rostov, and Orenburg Regions), more than 100 schools, over 30 leading universities, and 20 key colleges. Every year, more than 20 thousand school students and over 15 thousand college and university students participate in the Company's career guidance and educational initiatives. Since the program's launch, more than 15 educational programs have been introduced and updated in line with industry standards. Four dedicated scholarship programs are currently in place. These efforts help graduates make informed career choices and adapt more easily when joining the Company's enterprises. Most graduates of TMK's career guidance program successfully find employment at enterprises across the region, supporting a skills pipeline for the industry and helping reduce the leakage of young talent.



As part of its partnerships with more than 30 vocational and higher education institutions, the Company organizes internships and apprenticeships for students, develops targeted training programs, and supports specialized departments and scholarship programs. In 2025, over 2,250 students completed work placement internships at our facilities, and more than 1,300 graduates joined TMK.

The Company also partners with the I Am a Professional nationwide student competition. Based on the competition results, students are invited to complete work placement internships at the Company's enterprises or participate in the Youth Scientific and Technical Conference.

The Professionalitet federal project is another tool used to promote blue-collar jobs. TMK enterprises take a holistic approach to implementing the project by equipping classrooms and laboratories at colleges and technical schools with the necessary infrastructure, providing training and internships

for teachers, and organizing practical training for students. In addition, enterprise employees teach vocational subjects and help organize and conduct state final certification, including practical demonstration exams. Educational programs are developed jointly by TMK enterprises and TMK2U Corporate University to reflect production process specifics and incorporate TMK2U educational products.

In 2025, the first Professionalitet cohort graduated, with more than 100 graduates employed by the Company. More than 2,700 students continue to pursue training in high-demand professions under the project.

SinTZ



Metallurgists in the making

In 2025, SinTZ held the interactive One Day at the Plant treasure hunt as part of the TMK Kids – City of Professions project. Through interactive activities, school students learned about production processes and engineering careers. Plant employees explained how pipes are manufactured and where they are used, and introduced children to the roles of mechatronics engineer, quality controller, crane operator, sorter, and electrician.

In total, over 40 schools from the city and surrounding district participated in the plant's career guidance projects in 2025.

Since 2022, TMK has been actively involved in the Professionalitet federal project. As part of the project, metals industry education and production clusters have been set up in five Russian regions. The clusters bring together TMK enterprises and educational institutions training their potential future employees under a special program. Training is provided across 12 fields of study.

Onboarding and mentoring

TMK has an onboarding system in place for new hires, which helps them integrate into work processes quickly and comfortably, get up to speed on the Company's internal systems, and take mandatory training. Experienced employees share their expertise with new members and help them settle into their new roles. The Effective Mentoring training program is used to prepare mentors, while dedicated dashboards help monitor the quality of the onboarding process. At the end of each year, the best

mentors are recognized through the Recognition corporate award program.

In 2025, following legislative changes, the Company updated its onboarding process framework, which will be reflected in the revised corporate mentoring policy and will underpin the updated training program.

Management talent pool and talent management

Every year, TMK forms a talent pool for the most in-demand areas, which are identified at the enterprise and Corporate Center levels. Individual development plans are prepared for employees included in the talent pool to guide their growth as they take internal training, study in corporate master's programs, and take part in case clubs. As at the end of 2025, more than 6,300 employees were included in the management talent pool.

In 2025, selection for the management talent pool was based on in-person assessment center results, with more than 1,700 employees completing the evaluation or reevaluation process.

One assessment center was held for the first time at the Horizons corporate forum.

The Horizons forum gives talented and proactive employees an opportunity to join TMK's management talent pool, while students get a chance to secure employment with TMK. In 2025, the event was held in phases: first at the enterprise level, then online, and finally in person in Sochi. Each year, forum participants work together to tackle case studies, attend master classes, and present their innovative solutions. The best employee ideas are put into production.



Since 2004, TMK has held the Horizons annual corporate forum, centered around the Youth Scientific and Technical Conference. The forum fosters the exchange of ideas, experience, and best practices, engages young people in social initiatives, and identifies innovative solutions and ideas for production upgrades. Conference participants can speak with the Company's top managers and take part in addressing real business challenges. The Horizons forum gives talented and proactive

employees an opportunity to implement and scale their innovative initiatives, enter TMK's management talent pool, and subsequently move up the career ladder, while students get a chance to showcase their potential and be employed at TMK.

The total economic impact delivered by projects proposed at Horizons over the forum's more than 20-year history exceeds RUB 80 billion.

Employee motivation

Company enterprises use the Unified Remuneration System, based on a time-rate plus bonus system with a unified wage scale for groups of enterprises and a system of bonuses and supplementary payments.

The system, among other things, can be timely adapted to business needs and stimulate higher output and better quality of products through a system of bonus KPIs while also ensuring transparency of career advancement and competitive salaries.

[GRI 202-1](#) [GRI 405-2](#)

TMK applies equal pay rates and salaries for positions and occupations of the same grade, regardless of employee gender or age. In all regions where the Company operates, the minimum wage for entry-level employees exceeds the statutory minimum wage.

For more details on how TMK's pay compares to the markets in which it operates, see the [Workforce indicators](#) appendix.

TMK enterprises have an incentive program for key operational staff. The program is designed to strengthen employees' commitment to long-term, productive, and effective work. It provides for monthly additional payments and annual bonuses. The program covers highly skilled employees across all categories in core shops, design and process engineering units, as well as repair and other services who possess unique competencies that are critical to the enterprises.

TMK also has in place corporate programs for rewarding employees with badges and awards for top performance and professional excellence. Corporate awards combine financial and non-financial incentives and are granted for fulfilling production tasks in accordance with the Regulations on Non-Financial Incentives.



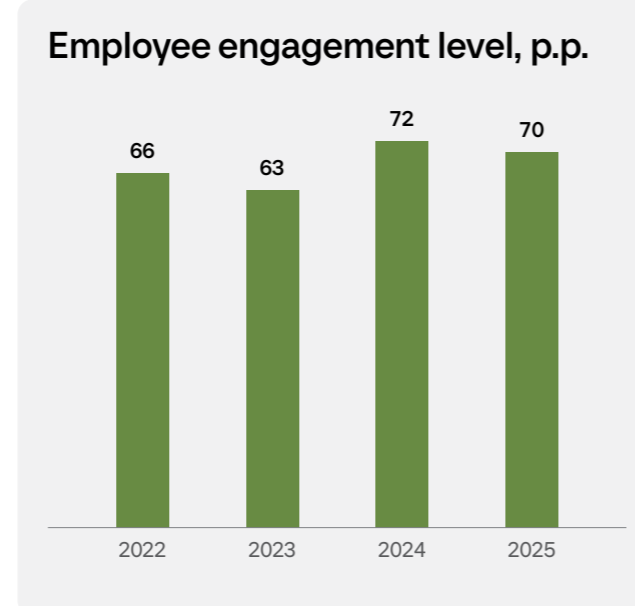
Employee engagement

To track shifts in employee sentiment and implement timely corrective actions, TMK conducts two engagement surveys each year:

- A global survey of all engagement elements and metrics
- An in-depth survey of risk areas identified in the global survey

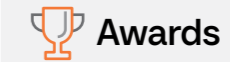
In April 2025, we conducted an in-depth engagement survey with varying levels of detail, followed by another Company-wide survey in October involving more than 29.5 thousand participants. The results showed that employee engagement declined slightly from the high level recorded in 2024.

Based on the survey findings, enterprises develop engagement improvement plans and implement related initiatives. In 2025, more than 350 initiatives were delivered under action plans resulting from previous surveys, including measures aimed at improving working conditions, implementing training and development programs, supporting employee onboarding and retention, expanding health improvement programs, and more.



TMK's corporate communication channels

TMK operates a variety of communication channels for employees and external stakeholders, including plant newspapers, a corporate magazine and newspaper, social media pages, website, apps, and even corporate television. Through these channels, employees, residents of our host regions, and other stakeholders can stay informed about industry developments, the Company's production upgrades, social programs, and environmental initiatives.



The Mobi2U corporate mobile app won in the Intranet/Corporate Social Network category of Digital Communications AWARDS 2024.

Corporate communication channels

Social media <ul style="list-style-type: none"> • VKontakte • MAX • Telegram • Odnoklassniki • Rutube 	Television <ul style="list-style-type: none"> • Corporate television (daily, weekly) 	Print media <ul style="list-style-type: none"> • proTMK corporate newspaper (biweekly) • YourTube corporate magazine (quarterly) • Plant-level newspapers <ul style="list-style-type: none"> • Volzhsky Trubnik • Pervouralsky Trubnik • Sinarsky Trubnik • Seversky Rabochy • Valtsovka • Chelyabinsky Trubnik • Impulse
Mobile apps <ul style="list-style-type: none"> • TMK Media (public) • Mobi2U (corporate) 	Internet mass media <ul style="list-style-type: none"> • Trubnik Online brand media (daily) • TMK's website • Corporate portal 	

Social support to employees

TMK provides employees with a comprehensive benefits package, which includes VHI programs and medical services via first-aid stations, as well as reimbursement of meal expenses, costs of health resort treatment and recreation for employees and their family members, and costs of children’s summer camp vouchers.

For more details on employee health improvement initiatives, see the [Workplace health and disease prevention](#) chapter.

In addition, the Company organizes and finances cultural mass events, including tourist camps, sports competitions, and talent contests.

We support young employees by partially reimbursing housing rental costs for specialists with sought-after skills who relocate closer to production facilities and by providing lump-sum payments to employees returning from military service and recent university graduates.

In addition, Company enterprises run family support programs by providing lump-sum payments related to marriage, childbirth, or child adoption, supporting large families, and reimbursing employees for part of their mortgage interest payments under housing programs.

Relations with trade unions

[GRI 2-29](#)

Most of our enterprises have trade unions, which are parties to the Russian metals and mining industry agreement, as well as other sectoral and regional agreements depending on each enterprise’s sector. To further support dialogue, communication among trade unions, employees, and the Corporate Center is maintained through the TMK Public Council. Any employee can directly contact either the chairperson of their primary trade union organization or the chairperson of the trade union committee in their unit.

In 2025, we held meetings with trade union representatives regarding the transition of pipe plants into a single legal entity and the resulting harmonization of collective bargaining agreements. Following these meetings, a draft Single Collective Bargaining Agreement for 2026–2028 was agreed for pipe plants and came into effect at the beginning of 2026. Collective bargaining agreements at enterprises not included in the single listed entity were updated in the ordinary course of business.

[GRI 2-30](#) [BPCS-33](#)

Most TMK enterprises maintain collective bargaining agreements, which define social guarantees and mutual obligations between employees and the Company. In 2025, the agreements covered 88% of employees.

Training and development

TMK takes a systematic approach to organizing employee training and capability building, providing employees with opportunities for upskilling and career advancement. The Company provides employee training to drive accelerated skill building, transfer expertise, enhance loyalty and engagement, and increase motivation.

In line with current business development objectives, TMK has developed approaches to establishing the procedure for delivering internal and external training, structuring the training effectiveness evaluation process, and determining training needs.

For more details on documents governing employee training and development, see the [List of key sustainability documents](#) appendix.

[GRI 404-2](#)

Internal training is delivered through programs developed by TMK2U Corporate University or by our individual enterprises. When designing educational programs, we take into account topic relevance, business needs, and employee demands. External training includes professional development and other programs outside TMK, delivered by universities or specialized training centers.

TMK2U Corporate University

Since 2017, TMK has operated and continuously developed TMK2U Corporate University, which offers an extensive range of educational programs and activities for all TMK employees. TMK2U provides training across six core areas, covering essential job-related skills, master’s degree programs, continuing professional education, and upskilling programs.



TMK2U Corporate University today:

900+
training programs

630+
e-courses

145
corporate business coaches

1.1 mln
completions of classroom training and e-courses

10,000 m²
total floor space across training facilities

25+
awards at prestigious national and international industry competitions



GRI 404-2

TMK2U Corporate University spearheads the Company's employee training and development efforts. TMK2U designs educational and career guidance programs as well as employee assessment and certification methods, oversees the recruitment and onboarding system, and conducts sociological research.

Each year, training programs cover more than 80% of employees. As at the end of 2025, the number of training programs offered by TMK2U Corporate University exceeded 900, of which 80 were new programs created using state-of-the-art technologies, including artificial intelligence. A key area for TMK2U was the development of the multiskilling program, which trains blue-collar employees in several occupations from the list of in-demand roles with high turnover rates.

BPCS-31

In 2025, TMK's spending on employee training and development exceeded RUB 720 million, including the costs of developing in-house educational programs, conducting research, completing advanced training courses, and participating in external conferences.

TMK2U acts as a methodological partner and advisor on HR management and business process organization for external customers. In 2025, the Corporate University delivered over 220 training sessions and assessments for external customers, subsidiaries, and partner companies. A strong focus was placed on technical expert training programs: the Welding 13Cr Steels program was developed, and the Premium Threaded Connections program was customized.

In addition, new initiatives were implemented in the reporting year, including offsite intensive sessions on preventing employee burnout.

Training programs offered by TMK2U Corporate University

<p>UniTech</p> <p>Skill development programs for key production and technology areas</p>	<p>UniPro</p> <p>Programs aimed at expanding knowledge and building professional skills</p>	<p>UniEx</p> <p>Management skills development programs and business education courses</p>
<p>UniCom</p> <p>Commerce-related skills development programs</p>	<p>UniUp</p> <p>Programs to build corporate and personal skills and acquire basic professional skills</p>	<p>UniTeam</p> <p>Programs focused on teamwork and strategic planning</p>

Corporate training and communication tools

TMK operates the SOTA2U corporate platform, which consolidates courses and development materials on a variety of topics. The platform also regularly hosts sociological surveys and studies. In 2025, new relevant e-courses were added to the platform, covering core technical disciplines, digital hygiene, and information security.

In addition, all employees have access to the Mobi2U corporate social network, one of the most popular tools for keeping employees up to date on Company life and engaging them in corporate events.

Master Games championship

TMK's annual Master Games, an open corporate vocational skills competition, is aligned with the standards of the national WorldSkills Hi-Tech championship. The championship's objective is to ensure that the Company's operational staff have a high level of technical skills, to enhance labor productivity and manufacturing culture, and to promote blue-collar jobs.

Competitions are held at training facilities and on shop floors, at dedicated workstations featuring real equipment and training simulators that fully replicate the production process. In 2025, nearly 600 employees from TMK and other companies competed across 22 skills.

Employee certification

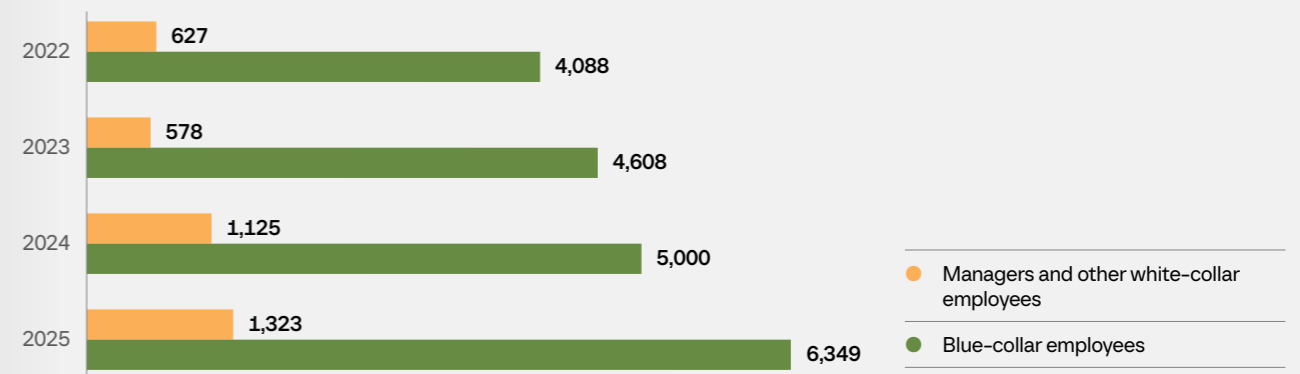
TMK regularly certifies employees to assess their knowledge, competencies, and overall qualifications. The certification procedure is governed by the Regulations on the Certification of Enterprise Employees, which were updated in the reporting year. The changes include a new approach to final certification decisions, revised criteria for professional skill allowances, and an updated approach to assessing the relative performance

of employees subject to certification. In 2025, a total of 7,672 TMK Group employees underwent certification for compliance with the requirements of their positions.

For more details on employee performance evaluation, see the [Workforce indicators](#) appendix.

GRI 404-3

Number of employees who have passed the official performance evaluation (certification), people





Occupational Health and Safety

09

RUB **1.9** bln
spending on occupational health and safety initiatives

15 thousand
number of employee training completions in OHS

0.53
LTIFR among TMK Group employees

134	Management approach
138	Production safety
144	Training and promoting a safety culture
147	Workplace health and disease prevention
151	Management of contractors



Management approach

GRI 3-3

Occupational health and safety is an absolute priority for TMK. TMK Group's occupational health and safety management is built around a risk-based approach focused on proactively identifying and eliminating hazards to minimize injuries.

GRI 403-1 GRI 403-8 BPCS-44

TMK's Occupational Health and Safety Management System (OHSMS) is designed in accordance with legal requirements and covers 100% of Company employees.

We are continuously improving the OHSMS, including through regular internal and external audits. Internal audits include comprehensive OHS inspections, as well as cross-audits, and third-stage control inspections.

For more details on internal cross-audits, see the [Training and promoting a safety culture](#) chapter.

As part of external audits, enterprises regularly confirm their conformity to GOST R ISO 45001-2020: 11 TMK production enterprises⁴⁷ (44%), including all pipe plants, are certified to the standard. The certified OHSMS covered 76% of TMK employees.

For more details on the coverage of employees by the OHSMS, see the [Occupational health and safety indicators](#) appendix.

GRI 403-1

Safety matters are managed at the level of PAO TMK and its industrial enterprises. In 2025, following a review of the organizational structure, the Occupational Health, Industrial and Fire Safety Service began reporting directly to the Chief Engineer. At the enterprise level, the OHS governance structure remained unchanged.

GRI 403-4

Senior management is also involved in OHS management: The Board of Directors regularly reviews key safety matters at its meetings, including off-site sessions, while senior managers personally participate in Safety Days by visiting production shops and openly discussing ways to reduce occupational risks with employees.

Under the leadership of managing directors, the plants operate dedicated committees that support the OHSMS and hold quarterly meetings attended by managing directors and PAO TMK specialists to discuss injury rates, the causes of work-related accidents, and the results of implemented initiatives.



To systematize information on emergencies, TMK established a digital archive, the Incident Investigation Library, in 2015. The archive is promptly updated with information on all work-related incidents, including measures taken to prevent similar incidents in the future. The data is analyzed using a dedicated digital platform that helps identify patterns and develop injury prevention measures. The archive currently contains 755 injury records.

TMK's sustainability focus areas

- Occupational health and safety

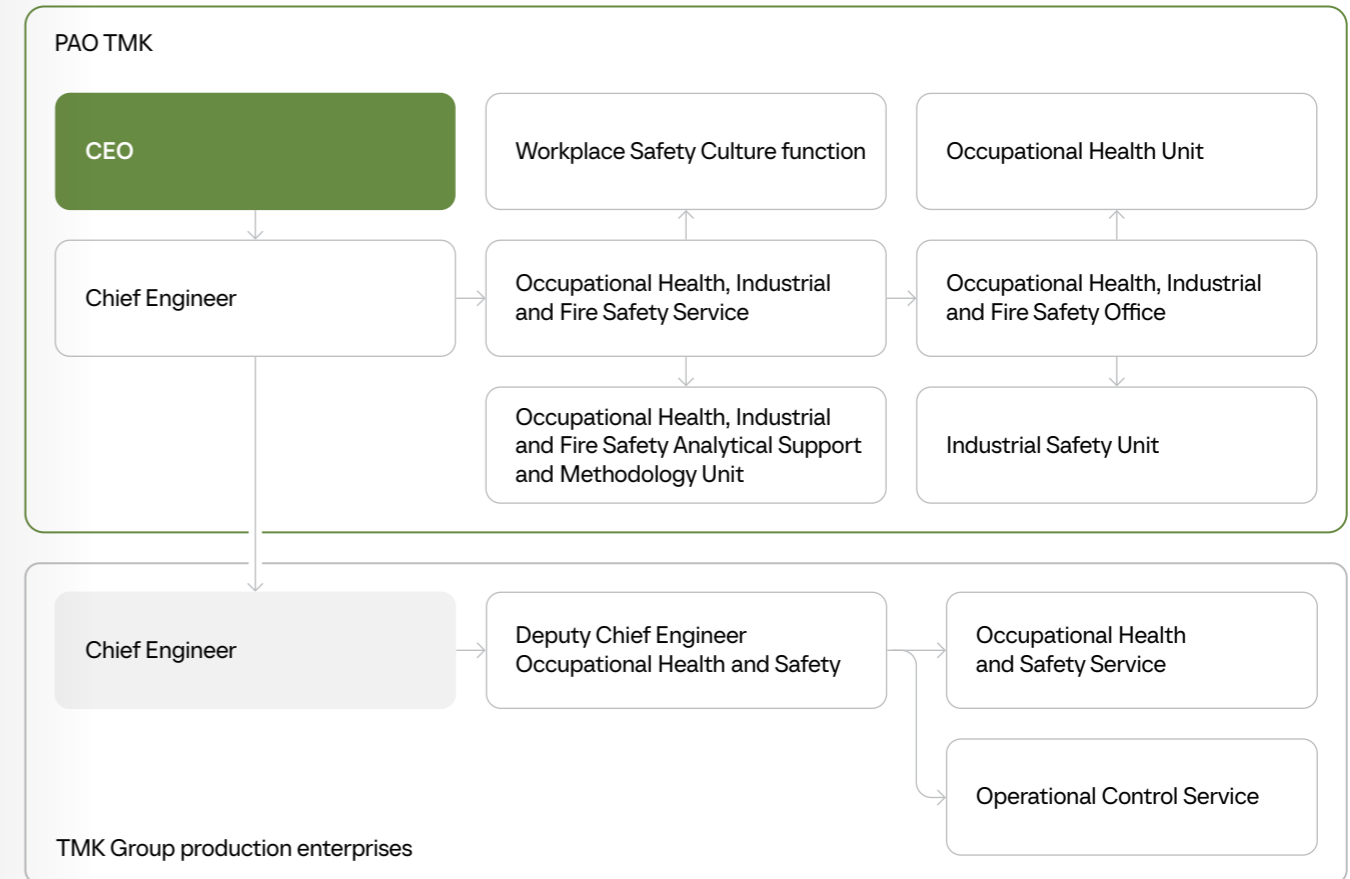
Material topics

- Occupational health and safety

UN SDGs



OHS governance structure



The incentive system for managers at both the Corporate Center and production sites includes KPIs related to reducing LTIFR and preventing fatalities. These KPIs apply to plant directors, chief engineers, their deputies, heads of OHS offices, and certain shop managers. At the production site level, an integrated injury indicator, the lost workday rate, is also used. It is calculated as the product of the frequency rate and the severity rate.

TMK's approach to occupational health and safety is set out in the Occupational Health, Industrial and Fire Safety Policy, which was updated in 2025. In addition to the Policy, several regulations governing tiered control procedures, the investigation of emergencies, and interaction with contractors were developed during the reporting year.

For more details on OHS documents, see the [List of key sustainability documents](#) appendix.

SinTZ



KPIs to motivate line managers

At SinTZ, a safety rate linked to the timely identification of safety violations is used to motivate line managers. The rate affects bonus payments depending on who detects the violation: if it is identified by the site or crew supervisor, an upward adjustment factor is applied, while violations identified by employees or other managers result in a downward adjustment factor.

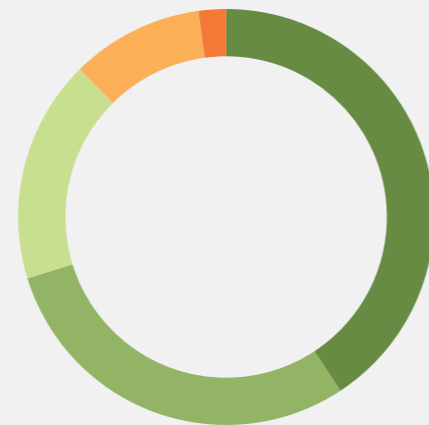
In 2025, line managers received bonuses calculated with an upward adjustment factor 853 times and with a downward adjustment factor 73 times.



BPCS-27

To ensure safe working conditions, we allocate funds to various OHS initiatives. In 2025, OHS expenditures decreased by 35% to RUB 1.9 billion. Most of these funds (more than 42%) were allocated to personal protective equipment (PPE) purchases and organizational OHS measures.

TMK's expenditures on occupational health and safety in 2025, ⁴⁸ %



- 41 Safety workwear and footwear, and other personal protective equipment
- 30 Organizational measures
- 17 Technical and technological measures
- 10 Hygiene protocols
- 2 Other expenses

SinTZ



Winning a regional competition and receiving the governor's commendation

In 2025, SinTZ won a regional competition in the ferrous metallurgy category for excellence in manufacturing culture and occupational safety among enterprises in the Sverdlovsk Region. SinTZ also received a letter of commendation from the governor for its strong performance in preventing work-related injuries and occupational diseases.

Digital safety management projects

TMK continuously works to improve the effectiveness of its OHS management system, including through the development of corporate digital safety management tools. These tools streamline data collection and analysis, as well as the

development of injury prevention measures. They also enable enterprises to share best practices and employees to contribute ideas for improving the safety management system.

Digital safety management tools

OTPB.Online system

The platform records the results of behavioral audits and tiered OHS control.

The system stores and analyzes data on identified violations and risks in digital format, helping enterprises promptly address identified issues.

2025 highlights

- Four Oilfield Services Division enterprises were added to the system perimeter
- Over 368 thousand cases involving the identification and mitigation of potential risks, including unsafe conditions and employee actions, were recorded

Incident Investigation Library digital archive

The archive contains data on work-related accidents dating back to 2015. This information is used to analyze the causes of incidents and assess the effectiveness of corrective measures, enabling the Company to develop targeted injury prevention programs.

The archive also includes an Occupational Diseases module that helps track the causes of diseases and monitor the effectiveness of preventive measures.

2025 highlights

- A total of 70 injury cases were added to the archive during the reporting year

The Bank of Best Practices digital portal

The portal showcases successful enterprise-level initiatives, including OHS practices, helping spread best practices across the Group. Before publication, each practice undergoes review and expert assessment by subject-matter experts.

2025 highlights

- A total of 156 OHS practices were added, including 97 that were published on the portal and approved for broader rollout

Idea Exchange

Any employee can submit suggestions to improve work processes, including safety-related initiatives.

2025 highlights

- A total of 4,610 safety-related suggestions were offered
- Of all submitted ideas, 3,010 suggestions, or 65%, were selected and implemented

Digital employee passport new

The platform consolidates employee information required to ensure safe working conditions and comply with legal requirements, including qualifications, health status, workplace hazard assessment results, assigned tasks, and other data.

The platform's interconnected modules enable users to easily access and generate the required reporting and analytical data.

2025 highlights

- The project was piloted at an Oilfield Services Division enterprise Preparatory work is underway for further rollout of the platform

Production safety

OHS risk management

[GRI 403-2](#) [GRI 403-9](#)

TMK's safety management system is built around a risk-based approach: we systematically identify hazards, analyze and assess risks, and develop preventive measures to minimize injuries.

TMK regularly updates its hazard register and identifies work-related hazards in accordance with GOST 12.0.003-2015.

Risk identification is integrated into the periodic special assessment of working conditions as well as into the three-tiered OHS control system. The three-tiered control system, implemented by managers at different levels, helps monitor compliance with safety requirements and promptly identify and eliminate non-conformities.

Measures taken by TMK enterprises to reduce injury risks in 2025

PNTZ

- A 3D safety fence was installed near the handling machine operating area to prevent employees from entering the hazardous area
- A mobile light demarcation system was installed on cranes to project hazardous area boundaries onto the floor during load handling operations
- Six cranes were equipped with audible and visual alarm systems that activate automatically when the controllers are engaged during load lifting or lowering, without operator intervention

STZ

- The employee PPE management system was automated through a mobile application that allows users to track PPE service life, view the current list of assigned PPE, and submit requests to update employee anthropometric data
- Industrial exoskeletons were acquired for EAF shop employees to reduce physical strain when lifting and moving heavy loads and using heavy tools

TAGMET

- The computer vision system continued to be used to monitor employee compliance with OHS requirements. Detected violations are automatically forwarded to the OHS office, after which the head of the relevant unit determines whether disciplinary measures are required

CHTPZ

- Light barriers (optical motion sensors) were installed in areas with moving equipment to stop machinery when an employee enters the hazardous area
- Diesel locomotives operating on the plant site were equipped with operator vigilance monitoring systems, which automatically stop the locomotive if the driver falls asleep

VTZ

- A software solution called the Flash and Fire Detection System was developed to reduce the risk of injuries caused by faulty electrical equipment in switchgear rooms

STZ, VTZ

- Pipe storage facilities and non-destructive testing areas were designed with mechanized handling systems to ensure safe movement and minimize employee contact with equipment

OMZ

- A procedure for recording OHS violations was implemented in the OTPB.Online platform module, enabling analysis of violations committed during work performance and the development of targeted corrective measures for high-risk employee groups



Identified risks guide improvements to the Company's approach to work process organization and the implementation of the following targeted safety measures:

- Addressing hazards (e.g., using RPA and digital solutions to replace manual labor)
- Technical measures (installing fences and lockout systems)
- Organizational measures (assessing working conditions, mapping hazardous areas, monitoring via the OTPB.Online system)
- Behavioral measures (a video monitoring and machine vision system to detect violations; conducting trainings and briefings)
- Individual measures (use of PPE)

Every employee takes part in the daily process of identifying hazards both before and during work. If hazards are identified, employees must report them via any available communication channel. Any employee, including contractors, also has the right to refuse or suspend work that may affect their health and safety. This right is formalized in our internal OHS regulations and communicated through the Five Steps to Safety training course. The Company does not take retaliatory action against employees who exercise this right. Such cases are carefully analyzed, and identified risks are addressed.

In 2025, the most significant occupational risks were associated with load handling operations, employee movement across same-level surfaces, and hazardous work. For each significant risk, the Company develops mitigation measures. In particular, in 2025, TMK conducted an internal review of hazardous work organization and, based on the findings, began developing standard operating procedures and standard work instructions (SOPs and SWIs), which will become part of safe work instructions. The practice of using SOPs and SWIs was initiated by CHTPZ employees and added to the Bank of Best Practices. Following expert review, it was recommended for rollout across all enterprises.

Our plants maintain a high level of safety through equipment upgrades and the installation of protective systems at production sites. To standardize these processes, the Company developed uniform requirements in 2025, covering ergonomics, interlock systems, and other workspace management parameters.

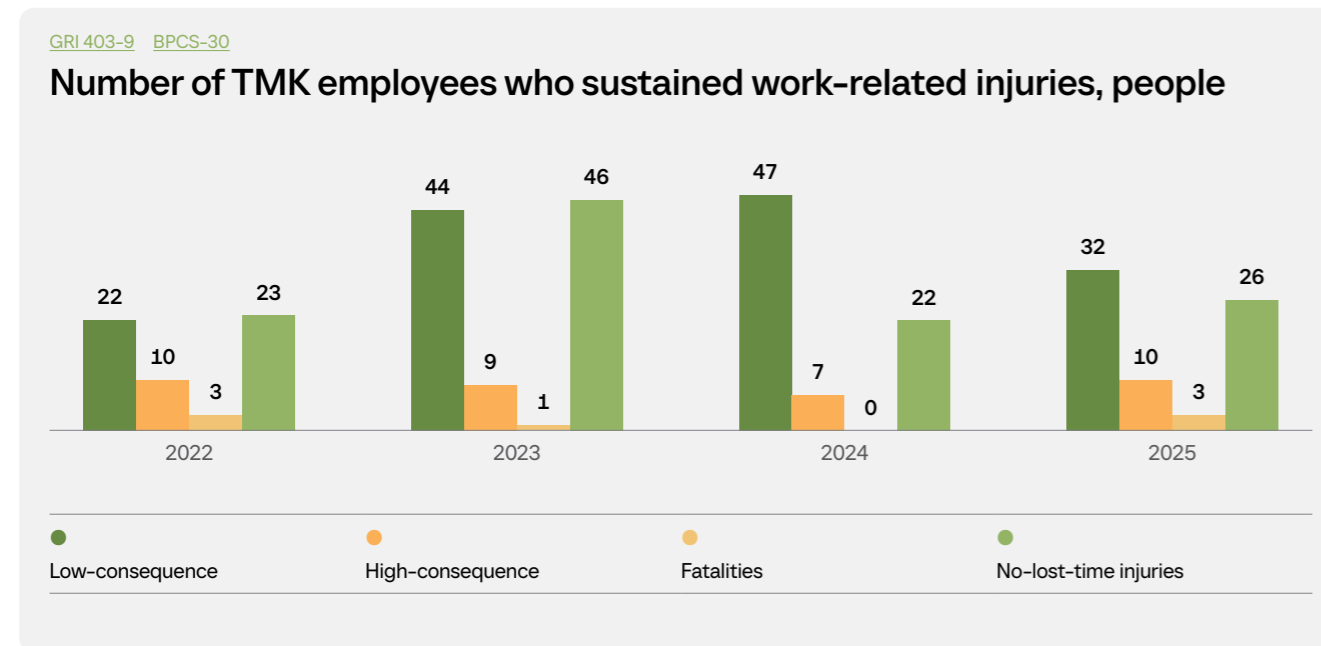
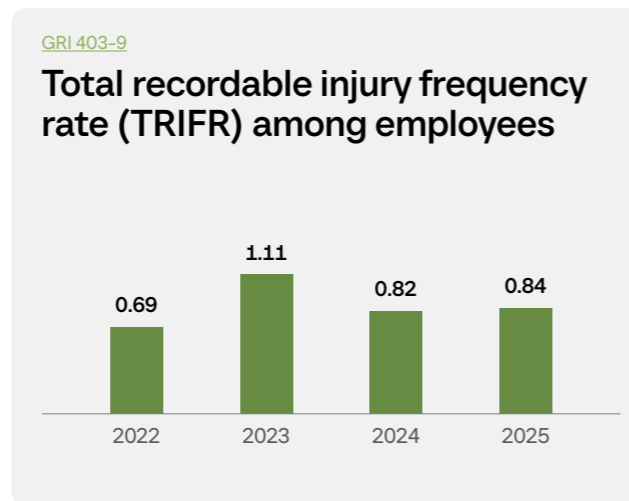
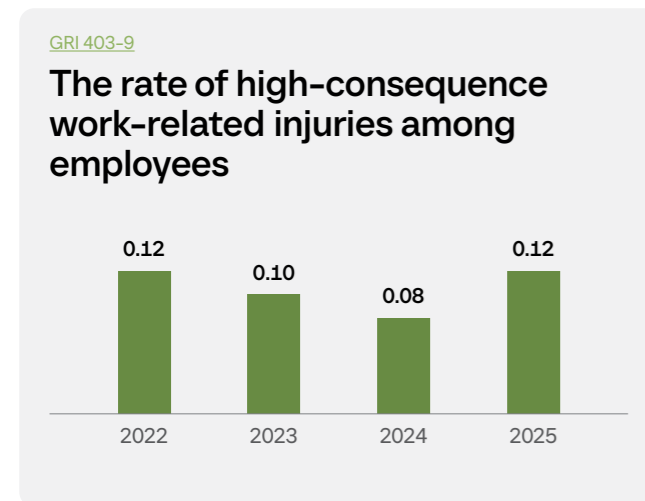
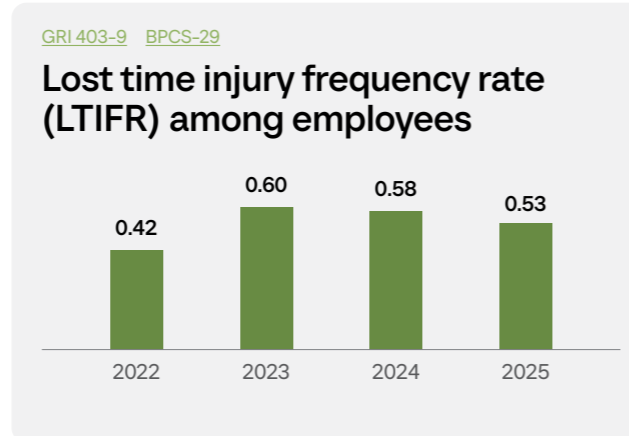
To monitor compliance with safety requirements, enterprises use video surveillance systems that provide 24/7 oversight of production processes, enable the recording of violations, and facilitate prompt responses. These systems are installed at TAGMET, SinTZ, PNTZ, CHTPZ, STZ, Pipeline Bends, TMK PS, and Oilfield Services Division enterprises.

Work-related injuries among employees

GRI 403-9 BPCS-30

TMK Group enterprises closely monitor work-related injuries among employees. A total of 45 work-related injury cases involving employees were recorded in 2025, down 17% y-o-y. At the same time, two fatal accidents occurred during the reporting period, resulting in three employee fatalities: a group accident with two fatalities at VTZ and one fatality at CSSP.⁴⁹

The Company also tracks no-lost-time injuries. In 2025, 26 such cases were recorded among Company employees.

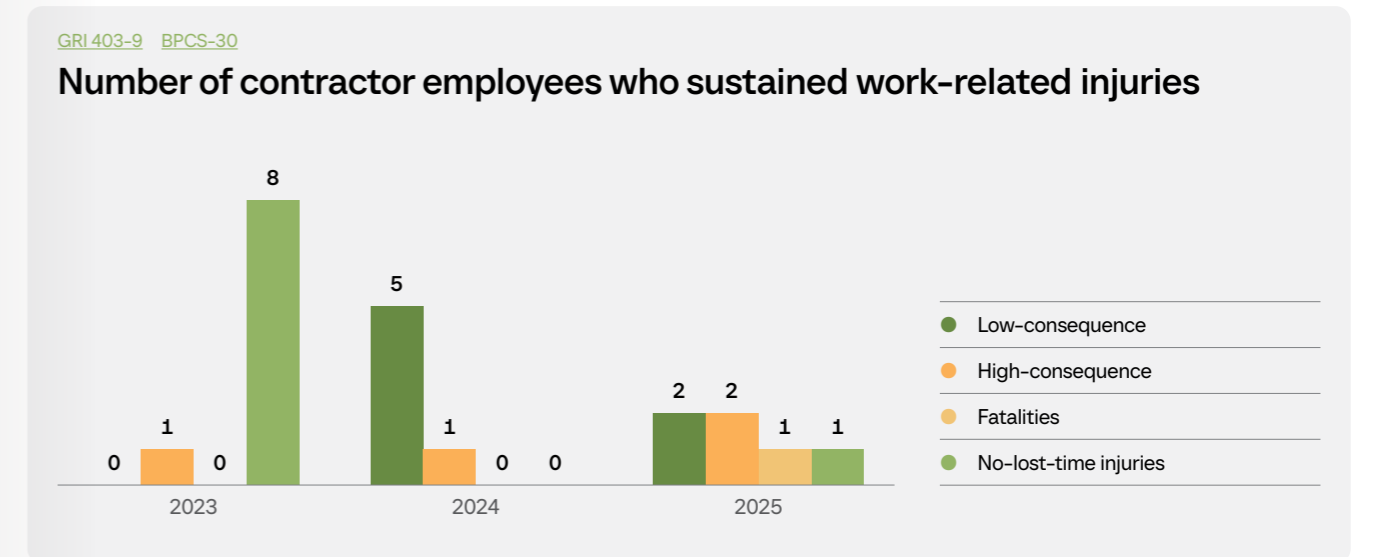


Work-related injuries among contractor employees

GRI 403-9 BPCS-30

The Company monitors the number of accidents and no-lost-time injuries sustained by contractor employees. In 2025, five lost-time injuries were recorded among contractors, including one fatality. In addition, one no-lost-time injury was recorded during the reporting year.

For more details on injury rates at TMK, see the [Occupational health and safety indicators](#) appendix.



Incident investigation and preventive measures

GRI 403-2

Every injury incident is subject to mandatory investigation in accordance with legal requirements. In addition, the Company conducts internal investigations under the supervision of PAO TMK's Occupational Health, Industrial and Fire Safety Service. Service specialists identify the circumstances and root causes of accidents and prepare reports recommending preventive measures.

In 2025, to improve the investigation process, TMK developed a corporate document entitled Procedure for Investigating Injuries, which supplements legal requirements and adapts them to the Company's operating environment.

For each accident, an incident report sheet is drawn up, detailing the accident circumstances, causes, and the preventive measures developed to avoid recurrence. These sheets are posted on information boards and discussed with staff during shift meetings. In 2025, we supplemented this communication format with a new Lessons Learned section in the ProBezopasnost digest. The section provides a detailed

review of each work-related accident, identified risks, and measures for managing them. The digest is circulated monthly to enterprise-level and Corporate Center management and subsequently communicated to all employees.

GRI 403-9

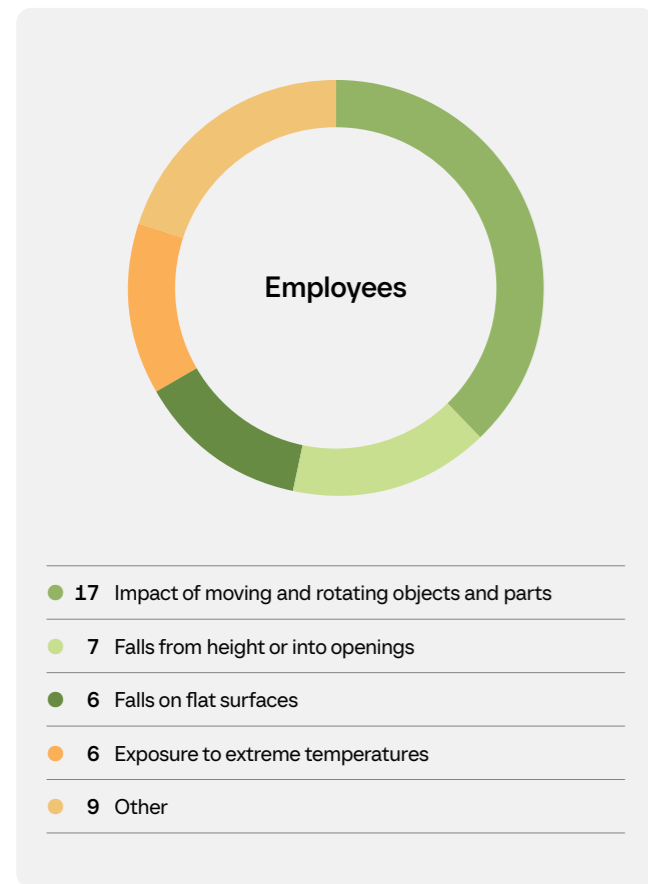
Following investigations into fatal accidents in 2025, TMK revised its approach to OHS activities, particularly with regard to organizing hazardous work. The Company has already applied the new approach at VTZ, where a group accident occurred following an uncontrolled release of a steam-water mixture from a pressurized pipeline during the dismantling of an articulated joint. Following the incident, TMK immediately initiated and implemented comprehensive measures to prevent similar incidents at three levels: the shop level, the plant level, and the TMK Group level. These measures included expanding the practical component of training programs on the safe performance of hazardous work, creating guidance materials and sample work permits, and developing standard work instructions for such activities.

The second fatal accident occurred at CSSP when a beam fell on an employee during sling removal. To prevent such situations, we provided slingers with tested and labeled below-the-hook lifting devices suitable for the weight and type of load and strengthened controls over compliance with process requirements during crane-assisted load handling operations.

The third fatal accident involved a contractor employee at TAGMET during tire fitting work due to an explosive release and the ejection of a rim lock ring.

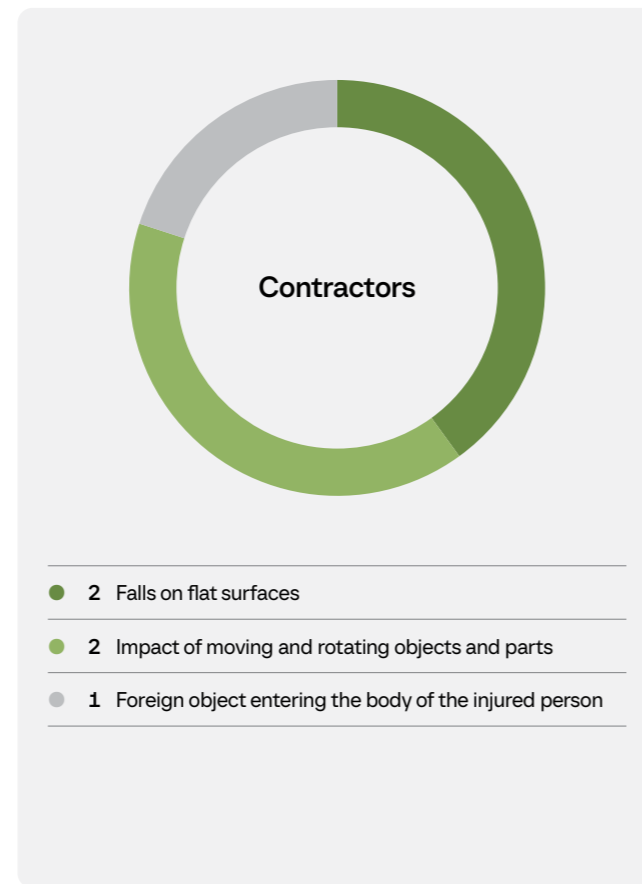
GRI 403-9

Causes of work-related injuries among TMK and contractor employees in 2025, by number of people injured



GRI 403-9

The principal causes of high-consequence injuries in 2025 included exposure to elevated temperatures, poor coordination during crane-assisted load handling operations, and falling objects. To prevent such incidents, we implemented a number of corrective measures, including selecting and testing additional PPE for protection against high temperatures, conducting unscheduled safety briefings, and developing SOPs for safe movement.



Emergency prevention

TMK enterprises maintain a high level of preparedness for emergencies of both natural and man-made origin. In accordance with legal requirements, all plants maintain emergency response plans and conduct safety audits and employee briefings, as well as regular classroom and practical exercises. In addition, subject specialists develop various emergency risk scenarios and organize drills to practice response actions.

Fire safety at enterprises is another important component of TMK's efforts in this area. To this end, plants take a systematic

approach: they keep firefighting and alarm systems in working order, purchase firefighting machinery and equipment, as well as PPE, and annually maintain firebreaks around production sites. Several enterprises have established in-house gas rescue services and emergency response teams.

The Company also maintains a high level of fire preparedness through regular employee training in emergency response, joint drills with firefighting services, and scheduled and unscheduled emergency drills and exercises.



Training and promoting a safety culture

OHS training

GRI 403-5

The OHS training system takes into account legal requirements and the risks associated with TMK's operations. We organize mandatory training in occupational health, fire and industrial safety and provide briefings, on-the-job training, first aid training, and training in safe work methods and techniques.

Alongside mandatory training, we also provide additional training courses, workshops, webinars, and e-learning programs in OHS. These training products are developed and regularly updated by OHS specialists supported by TMK2U Corporate University.

The need for employee training is assessed using a skill matrix, which was updated during the reporting year, and the new automated Training system implemented at some plants. The system enables online tracking of training needs, OHS knowledge testing, and industrial safety certification.

TMK enterprises organize their own OHS training activities for employees and expand educational tools to build and train safe work skills.

GRI 403-5

OHS training results in 2025

Training format	Course content/title	Number of training completions ⁵⁰
E-course / webinar recording	Health and Safety Induction, Health and Safety for Managers and Specialists, Five Steps to Safety, etc.	9,437
In-person event	Upskilling programs, programs to train in safety requirements for various industries, safe equipment maintenance and repair practices, safe working at height	5,541
Webinar	General requirements for, and changes in, OHS and fire safety	14
A series of events	Training in safe work practices and techniques in limited and confined spaces, during exposure to work-related health and safety hazards	10
Total		15,002

OHS training activities across TMK plants in 2025

VTZ

A classroom training program was developed on the use of work permits for employees responsible for the safe performance of hazardous work

Results

- 107 employees completed training on the use of work permits

The plant employs unique training formats, including an escape room and VR simulators for OHS training and knowledge assessment



Results

- A total of 232 managers and other white-collar employees underwent knowledge testing

PNTZ

The enterprise has a Volunteer Rescuer movement in place, whose participants are trained to provide first aid and detect potential emergencies



Results

- Volunteer rescuers prevented 4,000 potentially hazardous situations

A training facility was set up to simulate routine situations and emergencies that may occur during load handling operations and to practice safe work skills

The Safety Is My Responsibility forum and the Brainteaser OHS game were held for line managers

Results

- About 100 employees took part in the forum and the game

Safety culture

TMK consistently promotes safety awareness among employees by implementing practical initiatives. For instance, since 2024, we have been implementing the Workplace Safety Culture project, which pilots new approaches to workforce engagement and evaluates the effectiveness of organizational initiatives (shift and other meetings) and behavioral safety audits. The project is being piloted at PNTZ and will subsequently be rolled out to other sites.

Keeping employees informed is an essential element of workplace safety culture. To this end, the Company holds safety meetings with management and uses various communication channels, including corporate newspapers, to inform employees

about OHS and industrial safety updates and operational emergencies. For example, in 2025, the proTMK newspaper published a series of articles on how Company employees use PPE in day-to-day work.

Enterprises also run their own communication campaigns. A strong example is CHTPZ's Armor of Pipe Workers video project. This is a series of instructional videos highlighting the importance of using PPE for employee safety. In the reporting year, the video project won the Best Directing category at the Metal Vision'2025 contest and received about 600 thousand views on social media.

Employee involvement in OHS management

GRI 403-4

TMK involves employees in safety management through regular internal cross-audits with the participation of OHS specialists from other plants. This approach enables enterprises to share experience and identify the most effective solutions, which are then added to the Bank of Best Practices.

We are continuously improving our cross-audit format. Specifically, during the reporting year, TMK tested targeted cross-checks based on selected risk indicators. The new approach proved successful and is planned for full-scale implementation in 2026.

In addition, TMK holds company-wide safety events and competitions. Each year, employees demonstrate and test their OHS knowledge and skills at the Games of Masters corporate vocational skills competition and can present their OHS initiatives at the Horizons forum. In 2025, a new assignment was added to the forum program: participants reviewed cases together with experts, developed solutions, and presented the results of their discussions to a committee chaired by the CEO.

Safety Day

TMK holds Safety Day each year, bringing together employees of Company enterprises and contractors. The event aims to build a strong safety culture, identify best practices across enterprises, facilitate experience sharing between plants, and gather feedback.

Participants prepare for the event over several months by assessing compliance with workplace safety requirements, analyzing risks, and monitoring the implementation of measures planned in the previous year. On Safety Day, expert committees comprising Corporate Center senior managers and enterprise heads conduct audits across plants on key topics identified through an analysis of violations and incidents from the previous year.

A distinctive feature of the audit in the reporting year was its multitiered structure:

- Zero tier: risk assessment by employees, OHS officers, and volunteers
- First tier: line managers
- Second tier: shop-level committees
- Third tier: the plant's chief engineer
- Fourth tier: a visit by a committee led by TMK's senior management

Safety Week

In fall 2025, TMK launched a new initiative: an unscheduled Safety Week. Unlike the scheduled spring audit, Safety Day, which focuses on internal control, this initiative is centered on external assessment.

The event was delivered as a series of cross-audits: plants were paired, and delegations comprising chief engineers and OHS specialists visited peer sites for inspections. The audit involved three levels of control: first, the enterprise conducted a self-assessment of risks for the selected topic; then peers from other enterprises carried out their assessment; and finally, the results of planned and completed measures were reviewed with the participation of the Company's senior managers. This "outside perspective" helped identify issues that may have been overlooked by on-site employees and adopt the most effective practices developed by peers.



Since 2016, TMK has held an annual Safety Day, which enables the Company not only to audit and record violations but also to address their root causes, as all TMK units incorporate preventive measures into their annual plans. Over the past 10 years, TMK's approach has evolved significantly, marking the most important change in this area: the Company has moved from one-off large-scale inspections to a continuous risk management process involving employees at all levels.

Workplace health and disease prevention

GRI 403-3

TMK has a healthcare system that provides employees with access to professional medical care and health monitoring, as well as healthy lifestyle support programs.

All production sites operate 24/7 medical aid posts equipped with modern devices and staffed by certified medical personnel who regularly upgrade their qualifications. Any employee or visitor to a production site can seek medical assistance.

In addition to company-wide health and wellness programs, our plants also implement their own initiatives to support employee health and improve access to medical services.

Medical aid posts offer mandatory preliminary and scheduled (pre-shift and pre-trip) health screening as well as unscheduled medical checkups. Pre-shift and pre-trip health screening was automated through an electronic medical checkup system operating across all plants of the Pipe and Metallurgical Division. The use of the electronic medical checkup system devices enables early detection of symptoms that may indicate the potential onset of cardiovascular diseases.

GRI 403-6

In addition to mandatory medical services, we offer our employees a voluntary health insurance (VHI) program, which covers both emergency care, outpatient and inpatient treatment and telemedicine. VHI terms vary depending on the region and the availability of medical facilities. In 2025, TMK allocated RUB 620 million to VHI programs, which covered 99.6% of employees.

SinTZ



Health promotion program

SinTZ runs a health promotion program aimed at extending employees' active working lives, preventing disease, and building a sustainable culture of healthy living. In 2025, the program covered over 5.2 thousand people: seasonal vaccination, skin cancer screening, medical checkups, and wellness activities were carried out for employees and their families.



Employee health promotion initiatives in 2025

Healthcare area

Body composition analysis

- Over 2.6 thousand screenings were conducted, accompanied by counseling on physical activity and healthy eating

TMK Goes Tobacco-Free project

- 325 participants in the project, of whom 194 (60%) quit smoking

Thrombosis prevention new

- 350 employees with risk factors were examined under a special program

Prevention and management of excess weight

- Cholesterol levels are checked, and weight loss counseling is provided

Prevention of complications in employees with CHD

- A total of 549 people with coronary heart disease (CHD) were examined
- A total of 34 people underwent surgery

Blood pressure

- Arterial hypertension was diagnosed for the first time in 198 people

Fitness and sports

Gyms and memberships

- Employees at all plants have access to gyms with exercise equipment, as well as gym memberships and discounts for sports clubs and activities

Sports events and challenges

- Corporate tournaments in various sports, events, and online challenges are held regularly
- Heart Health Week was held

Recreation

Recreation at corporate and external resorts

- Employees and their family members are provided with subsidized vouchers to health resorts and children's camps
- RUB 450 mln was allocated to finance the program

Healthy eating

Healthy Plate campaign

- 75% of employees regularly include a "healthy plate" in their lunches
- The lunch discount was increased

Information support

Weekly health promotion publications in the proTMK corporate newspaper and plant newspapers

Weekly health section in Mobi2U, sports-related challenges in Mobi2U

A series of webinars on health, physical activity, and healthy eating on the SOTA2U platform

Health protection measures at TMK enterprises in 2025

STZ

Eight sessions were held under the Health School program, where doctors from the plant's health center spoke about preventing various types of diseases

Results

- A total of 181 employees completed the Health School program

The use of X-ray computed tomography for high-precision diagnosis of diseases not detected by other methods was launched

Results

- The examinations included 190 screenings to detect cancer-related conditions, complex injuries, and internal organ diseases

CHTPZ

Group exercise sessions were organized at production sites, and the plant sports competition was held



Results

- Over 300 people took part in the group exercise sessions

Health and Safety Week was held, including medical consultations, lectures on PPE and chronic disease prevention, and physical activity events

Results

- A total of 1,800 employees participated in tournaments across 14 sports

PNTZ

Employees had their eyesight tested and were issued protective prescription eyewear to reduce the risk of eye injuries



Results

- 600 employees had their eyesight tested
- 453 employees received protective prescription eyewear

The corporate outdoor recreation club engaged employees and their families in hiking and water-based trips and taught outdoor skills

Results

- Over 1,000 people took part in 56 trips

SinTZ

Heart Health Week at SinTZ

As part of Heart Health Week, SinTZ held events for employees and their families to prevent cardiovascular diseases. The Heart for Life campaign was the week's highlight: more than 200 employees underwent testing using the electronic medical checkup system to identify CVD risks and took part in a prize draw for health-promoting gifts.

In addition, the Health Route treasure hunt was held at the plant's health resort, with more than 100 people taking part in sports games and educational workshops.

In 2025, over 1 thousand SinTZ employees took more than 3.5 thousand tests using the electronic medical checkup system, while 150 pipe workers used the CVD prevention program.



A large-scale cardiovascular disease prevention program has been in place at TMK since 2023. The program aims to motivate employees and help eliminate or reduce key health risk factors. It includes a set of measures to promote healthy lifestyles and preventive care: subsidized healthy meals in canteens, sports activities, recreation and wellness programs,

health screening and monitoring, and training. In 2025, over 35.7 thousand employees participated in the program across TMK's seven largest plants: VTZ, TAGMET, STZ, SinTZ, PNTZ, CHTPZ, and OMZ. The program helped reduce the number of temporary disability cases due to cardiovascular disease by 40% y-o-y.

Prevention of occupational diseases

GRI 403-10

To ensure timely detection of work-related ill health among employees, the Company conducts periodic medical examinations. Employees exposed to work-related hazards regularly undergo extended medical examinations, during which doctors provide recommendations and, where necessary, prescribe treatment or rehabilitation.

TMK monitors the impact of work-related hazards on employee health and regularly conducts special assessments of working

conditions at each plant. In 2025, the assessment covered over 26.8 thousand workplaces, resulting in improved working conditions at 111 workplaces.

Measures to improve working conditions and preventive medical initiatives helped reduce work-related ill health: in 2025, only two cases were recorded among employees, at PNTZ and STZ. Both cases were caused by physical overload and excessive functional strain of specific organs and body systems.

Management of contractors

GRI 403-7

TMK is equally committed to the safety of its own employees and contractor employees working at the Company's sites.

We carefully select counterparties and verify their compliance with legal requirements and our internal OHS regulations. Where necessary, the Company conducts an on-site audit of a contractor before contractor selection is finalized and before work begins after the contract is signed. Based on the audit results, the Company records the contractor's actual compliance with OHS requirements and issues an instruction to eliminate identified non-conformities before work commences.

Safety obligations are set out in contractor agreements and in PAO TMK's Regulations on Contractor Engagement on Occupational Health, Industrial and Fire Safety, developed in 2025. When drafting the document, working group members, comprising internal and external experts, analyzed best approaches and practices and adapted them to TMK Group enterprises' specific operating environment. The Regulations pay particular attention to the procedure for admitting contractors to equipment repair and installation work.

Dedicated enterprise functions check contractors' compliance with OHS requirements before and during work. Before work begins, they conduct mandatory induction and fire safety briefings for contractor employees and ensure that they are familiarized with TMK's safety requirements, PPE use, and occupational risks. Hazardous work may only be performed after the relevant documents corresponding to the type and method of work have been issued, such as work permits and site access permits, and are subject to additional checks of equipment and employee credentials. For certain types of work, a work execution plan is mandatory and must be prepared before the work commences.

During contractor work, enterprise employees check contractor personnel's compliance with safety requirements. Contractor activities are supervised as part of the multitiered control process. In the event of OHS violations, the head of the enterprise that engaged the contractor notifies the contractor's management. Depending on the severity of the violations, the enterprise may impose penalties or terminate the contract.

Contractors are also covered by TMK's regular internal safety audits. Following the audits, contractors receive recommendations for improving their safety management processes. Contractor employees also participate in Safety Day activities.



Engagement with Regions of Operation

10

> 52 thousand tourists visited TMK's industrial enterprises

> 1,000 employee volunteers

RUB 2.1 bln social investments

154	Management approach
155	Social investments of enterprises
162	Charity
167	Employee volunteering
170	Industrial tourism



Management approach

TMK brings together metallurgical enterprises in nine Russian regions, where they play a significant role in the local economy.

Our plants actively engage in addressing current social challenges in cities and create new jobs while ensuring comfortable living conditions and enhancing the attractiveness of industrial cities for residents.

GRI 3-3

The Policy on Social Investment, Charitable and Sponsorship Activities outlines the principles and key focus areas of the Company's activities in this area. In 2025, the Charity and Sponsorship Policy was approved, which, among other things, outlines the permissible forms of this support, establishes the procedure for receiving it, and includes a model donation agreement.

For more details on the documents governing engagement with regions, see the [List of key sustainability documents](#) appendix.

GRI 413-1

TMK Group implements charitable and social projects directly through its plants and also via the corporate Sinara Charitable Foundation, to which the plants make annual contributions. Project management at the plants is overseen by the CEO or deputy director for social policy, with managing directors making decisions on fund allocations based on the review of applications from local communities, administrations, and social infrastructure facilities.

GRI 203-2

We collect feedback from beneficiaries on the results of our activities through both formal and informal communication channels as well as by monitoring social media. In addition, every two years, the Company conducts an employee survey on the effectiveness of its charitable and volunteer projects, gathering ideas for their improvement and the implementation of new initiatives.

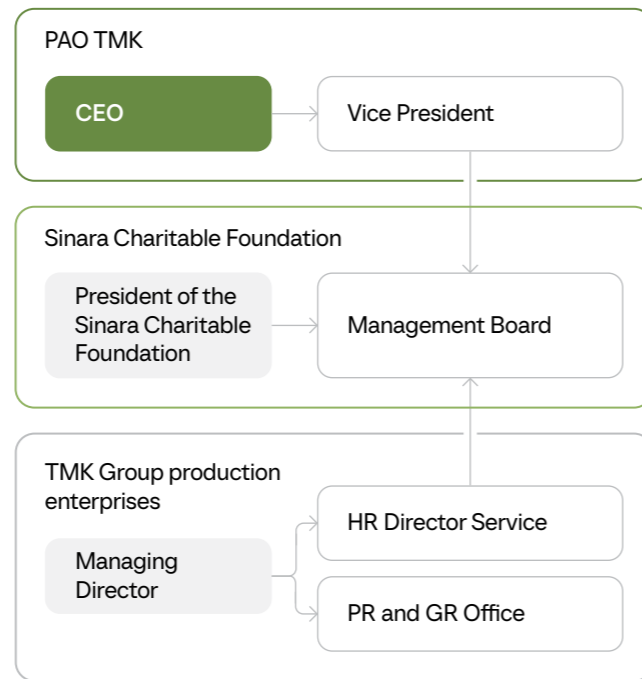
TMK takes a systematic approach to organizing social-impact activities and concludes cooperation agreements with local authorities, educational institutions, and other social infrastructure facilities. Such agreements on social and economic partnership have been signed in several regions:

- In the Sverdlovsk Region, with the administrations of the urban districts of Pervouralsk, Kamensk-Uralsky,

and Polevskoy, and a tripartite agreement with the trade unions of Polevskoy and the regional Union of Industrialists and Entrepreneurs

- In the Chelyabinsk Region, with the Ministry of Natural Resources and Environment, the Federal Service for Supervision of Natural Resources, the Government of the Chelyabinsk Region, and the Ministry of Education and Science of the Chelyabinsk Region
- In the Rostov Region, with the Ministry of Industry and Energy of the Rostov Region, the Government of the Rostov Region, the Taganrog City Administration, and the Coordination Council of Trade Union Organizations
- In the Orenburg Region, with the Government of the Orenburg Region and the Orsk City Administration

Social investment governance structure



TMK's sustainability focus areas

- Developing the regions of operation

UN SDGs



Social investments of enterprises

GRI 413-1

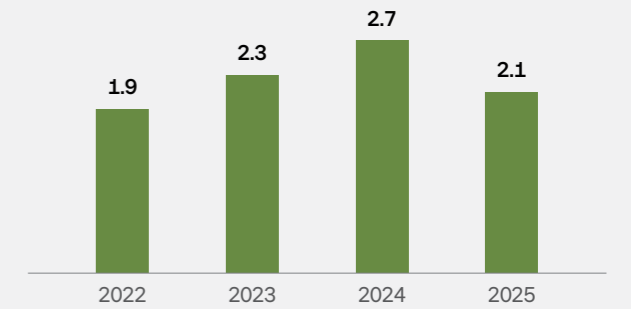
TMK implements long-term social-impact programs and projects across all focus areas of social support, tailored to the needs of local communities within its footprint. The key beneficiary groups include local residents, non-profits, hospitals, and educational, cultural, and sports institutions.

In 2025, social investments totaled RUB 2.1 billion, down 22% y-o-y. The decrease was due to the Company's spend optimization efforts in response to changes in the market and did not impact its support levels for hospitals, schools, and other social institutions.

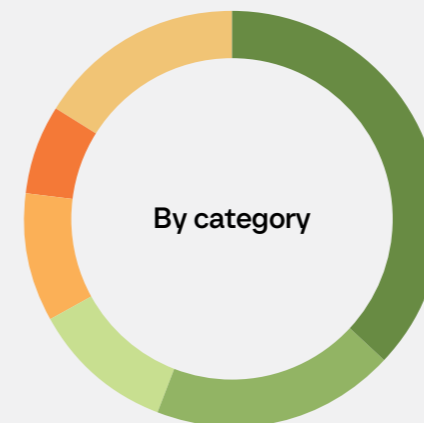
We continued to contribute to significant infrastructure projects, which accounted for 43% of our total social investment. Such projects include museum complex revamps, maintenance of plant-operated recreation centers, health and wellness centers, community centers, and sports facilities available to all residents of the cities where we operate, as well as the renovation of social infrastructure facilities and the beautification of urban spaces. In addition, in 2025, the Company participated in the revamp of cultural facilities in St. Petersburg and the restoration of memorials in honor of the 80th anniversary of Victory in the Great Patriotic War in the regions where it operates.

GRI 203-1

Social investments,⁵¹ RUB bln



Social investment areas, %



- 37 Sports
- 19 Culture and arts
- 11 Healthcare and medicine
- 10 Education and training
- 7 Financial support for non-profit organizations
- 16 Other types of support

BPCS-35

Social investment areas and results in 2025

Sports

RUB **762.6** mln

Enterprises finance sports events, support children's and adult organizations across various sports, and sports associations



PAO TMK

Sponsorship of sports unions, clubs, and events

STZ

Organizing sports events at the STZ Sports Center, maintaining the sports and recreation center and cross-country skiing center, and supporting local sports teams

PNTZ

Sponsorship of the city's sports organizations

VTZ

Support for track-and-field and pankration competitions, assisting with upgrades to a sports school, and purchasing sports equipment for a children's soccer team

TAGMET

Sponsorship of a local sports club

SinTZ

Setting up a children's playground, support for organized sports activities, and sponsorship of shooting, soccer, and hockey clubs

CHTPZ

Renovation of a gym at the city's fitness facility, support for the local sports center, purchase of sports equipment for city-level organized sports activities, and sponsorship of the diving team and hockey club

TMK INOX

Sponsorship of a soccer club

OMZ

Assistance to a sports school and a hockey club, help in organizing laser tag competitions

Oilfield Services Division

Sponsorship of a hockey team and a local volleyball tournament

Culture and arts

RUB **396.3** mln

Enterprises provide financial support for cultural centers and creative teams, assist in organizing city-wide public celebrations



PAO TMK

Sponsorship of museums, financing theater projects

STZ

Organizing city-wide celebrations, maintaining a community center and the Severskaya Domna museum complex, and holding a city-wide poetry competition

PNTZ

Upgrade of the plant's museum and exhibition center, refurbishment of the memorial, and financial support for the Silver Trumpets folk brass band

VTZ

Organizing city-wide celebrations, assisting in the organization of an exhibition on the history of the city's churches

TAGMET

Support for the Russia – My History historical park, participation in organizing city-wide celebrations, beautification of memorials

SinTZ

Beautification of the Great Patriotic War memorial and recreation and leisure park, annual decoration of the city for the New Year, support for creative teams, and organizing concerts and festive events in the city

CHTPZ

Contributing to the organization of the Genius Loci exhibition, supporting creative teams, and assisting with the organization of concerts, performances, and festivals in the city

OMZ

Supporting city-wide public celebrations

TMK PS

Organizing theatrical performances for children

Healthcare and medicine

RUB **234.5** mln

Enterprises provide medical institutions with equipment and furniture, finance their maintenance and repair, and offer health resort vouchers



STZ

Maintenance of the plant's health center and children's health camp, maintenance of the Trubnik holiday center

PNTZ

Participating in the renovation of the city hospital

TAGMET

Providing health resort vouchers to the plant's long-serving employees

Education and training

RUB **200.6** mln

Enterprises purchase equipment and learning materials, provide financial support for training and research as well as project activities in the regions where they operate



PAO TMK

Contributing to the I Am a Professional Olympiad, purchasing learning materials, and supporting top students

STZ

Support for educational institutions under its patronage, supporting the Path to Profession project

PNTZ

Support for educational institutions under its patronage, participation in career guidance activities, sponsorship of city initiatives and the school search-and-rescue team, and support for the sponsored college in developing its educational cluster

TAGMET

Financing educational projects, awarding graduates of the sponsored college

VTZ

Assisting the renovation of educational institutions, purchasing prizes for the inter-university creative competition, and purchasing fuel for the city school bus

SinTZ

Support for educational institutions under its patronage, financing repairs and purchasing training and production equipment, and helping publish a book to mark the anniversary of Victory Day

CHTPZ

Assisting the renovation of the sponsored school, purchasing equipment for the college, paying scholarships to students, and supporting sponsored schools, childcare centers, and orphanages

OMZ

Purchasing equipment for the institute, assisting the development of educational clusters under the Professionalitet program, and contributing to the organization of the We Choose Our Own Future career guidance marathon and the career festival

TMK PS

Supporting sponsored schools, childcare centers, and orphanages

Oilfield Services Division

Equipping training rooms with information boards

Financial support for non-profit organizations

RUB **150.3** mln

Enterprises make annual financial contributions to the Sinara Charitable Foundation and support various non-profits



PAO TMK

Assistance in restoring historical and cultural sites

PNTZ

Support for City of Firsts activists, funding city beautification projects

VTZ

Financing children's foundations, purchasing food for homeless animals

SinTZ

Supporting the Bezhim s Dobrom (Run for Good) sports event and initiatives of the city's Youth Council

CHTPZ

Supporting charitable foundations and non-governmental organizations as well as the All-Russian Children's Environmental Forum

OMZ

Supporting the Good Gifts bicycle parade and the Bezhim s Dobrom (Run for Good) sports event

Other types of support

RUB **319.9** mln

Enterprises finance city beautification projects, the construction and renovation of monuments and churches, and provide assistance to certain social groups



STZ

Supporting the city's Board of Trustees, retrofitting main heating systems, and revamping and upgrading the city's water treatment and supply equipment

PNTZ

Campaigns to support employees' children in need of permanent medical treatment, organizing charitable events at schools, supporting societies of people with disabilities, organizing New Year parties for children with disabilities, and supporting non-working retirees, large and low-income families, and families in difficult circumstances

VTZ

Participating in the development of a youth park, renovating municipal institutions, supporting families in difficult circumstances, organizing parties for children in orphanages and children with serious illnesses, and providing assistance to churches

TAGMET

New Year campaigns for children in orphanages, cleanup days in urban areas, landscaping, and supporting the city's Veterans Council

SinTZ

Supporting the plant's long-serving employees, improving and landscaping the city's social infrastructure facilities, and beautifying the city

CHTPZ

The Kind Snowmen campaign – New Year's greetings for children with serious illnesses, events for children and young people with disabilities, organizing New Year performances for orphans, providing assistance to churches, supporting the plant's long-serving employees and families in difficult circumstances, and beautifying urban spaces

OMZ

Renovating social infrastructure facilities, organizing parties for children and city-wide celebrations, and beautifying and landscaping the city

TMK PS

providing assistance to an organization supporting people with disabilities, supporting a children's patriotic camp

Oilfield Services Division

Providing assistance to a children's center and a social service center, supporting families in difficult circumstances, beautifying and landscaping the city

Charity

GRI 413-1

Cross-cutting social-impact projects in TMK's key regions of operation are implemented by the Sinara Charitable Foundation.⁵² It is included in the register of socially significant non-profit organizations and acts as an official partner of national projects in Russia.

The Foundation's activities are overseen by the Board of Trustees and the Revision Committee while strategic decision making rests with the Foundation's Management Board. The Management Board comprises HR directors of key TMK Group enterprises.

Each year, the Management Board approves the amount of funding allocated to charity and sponsorship and identifies the specific programs and projects to be supported. These include ongoing projects of the Sinara Foundation as well as targeted and special-purpose assistance.

Initiatives of the Sinara Charitable Foundation

Named projects

Projects pursued by non-profit or non-governmental organizations under the Foundation's ongoing patronage

Targeted aid

Assistance provided upon request from schools, childcare centers, hospitals, orphanages, or cultural and sports institutions for the purchase of equipment, furniture, sports equipment, or textbooks, or for organizing events

Grant competitions

Competitions aimed at supporting local communities and social projects by awarding grants

Targeted support for non-profit organizations

Assistance to non-governmental organizations in the regions of operation for specific purposes

Volunteer activities

Centralized management of employee volunteering at enterprises

The Sinara Charitable Foundation was established in September 2001 and has acted as the single operator of TMK's and its enterprises' charitable activities since 2007. The Sinara Foundation is one of the largest and oldest charitable foundations in Russia. The Foundation runs long-term social-impact programs in healthcare, education, culture, and sports, providing charitable support for non-governmental and non-profit organizations and healthcare centers across TMK's regions of operation.

The Sinara Foundation has been repeatedly recognized as one of the most effective philanthropists in the Sverdlovsk Region and in Russia. In 2025, the Foundation was ranked among the top 40 largest non-profits in Russia by the AK&M rating agency. Some of the Foundation's most prominent initiatives include Tochka Opory (Foothold), the Managers League, the Pain-Free Children's Hospital, I Dream, and various grant competitions aimed at supporting local communities and non-profits.



Named projects

Tochka Opory (Foothold)

An interactive project to introduce high-school students to blue-collar jobs in demand in Russian regions. Master classes, treasure hunts, and trainings are organized for school students and teachers, along with guided tours to familiarize them with the production process



2025 highlights

- 43 dedicated classrooms equipped
- Career Quest held in Sochi for 210 school students and 42 teachers
- The project earned a finalist finish in the Our Contribution national award

RUB **25.8** mln

Rostoček (Little Sprout)

The project is designed to enhance conditions for preschool children in municipal educational institutions



2025 highlights

- 52 childcare centers in eight cities received assistance
- 4.2 thousand sets of tableware given to preschools

RUB **1.5** mln

Pain-Free Children's Hospital

The project aims at promoting the latest low-invasive manipulations and surgical interventions in the treatment of children and creating comfortable conditions for parents accompanying their children in the hospital



2025 highlights

- Orsk and Pervouralsk children's hospitals received assistance to equip rehabilitation departments
- Surgical and physiotherapy equipment was purchased for the Regional Children's Clinical Hospital in Yekaterinburg

RUB **4** mln

Great Music for Little Hearts

A series of developmental music classes inspired by advanced methods of working with children and an immersive approach. Classes are held for children from orphanages

2025 highlights

- Musicians of the Sverdlovsk State Academic Philharmonic Society gave eight concerts in four cities
- 100 children from five social rehabilitation centers in the Sverdlovsk Region went on a guided tour of the philharmonic hall

RUB **1** mln

Support for the Sverdlovsk State Academic Philharmonic Society

The Sinara Charitable Foundation supports the artistic activities of the Ural Academic Philharmonic Orchestra. The ensemble takes part in major music festivals around the world

2025 highlights

- Financial support provided to the Philharmonic Orchestra

RUB **1** mln

Bezhim s Dobrom (Run for Good)

This project allows anyone to join the Distance of Goodness run and make a donation to support children in need



2025 highlights

- Runs with a total of 2,000 participants held in four cities
- Over RUB 430 thousand was raised; the funds were used to purchase medical equipment, furniture, and hygiene products for children as well as construction materials for a society for the protection of animals

> RUB **430** thousand

Mercy Bus

The project aims to provide food, clothing, footwear, and hygiene station vouchers for homeless and elderly people. Volunteers assist in locating family members, purchasing travel tickets, and providing basic medical aid

2025 highlights

- Tickets were purchased to help people return home, assistance was provided in restoring identification documents

RUB **170** thousand

Daily Charity

A fundraising project through which all proceeds are directed toward purchasing medicines and conducting medical examinations for children undergoing oncology and hematology treatment in Yekaterinburg and Kaluga

2025 highlights

- Equipment purchased for the Regional Children's Hospital in Kaluga

RUB **1** mln

Happy New Year

Under the project, children from orphanages attend New Year's shows and receive gifts from the Foundation

2025 highlights

- 95 children from five social rehabilitation centers participated in an interactive New Year's event with Father Frost

RUB **300** thousand

ABC of the Theater

As part of the project, children from orphanages and rehabilitation centers in the Sverdlovsk and Chelyabinsk Regions are introduced to the best productions of partner theaters



2025 highlights

- Three partner theaters participated in the project
- Three performances were staged
- 1,150 spectators attended performances as part of the project

RUB **100** thousand

BPCS-35

Targeted and special-purpose support

Sverdlovsk Region Charitable Foundation

RUB **45** mln

Implementation of the Pivotal Region 2025: Our Ural Identity project

Serov Eparchy of the Russian Orthodox Church

RUB **25** mln

Construction of a group of buildings for the Eparchy Administration

Pervouralsk Polytechnic

RUB **5.7** mln

Purchase of educational equipment, office appliances, and furniture for students and teachers

Poznaniye Charitable Foundation

RUB **2** mln

Support for the Foundation's projects

Safe Wheel competitions of young cyclists

RUB **100** thousand

An event for school students aimed at preventing child road traffic injuries

Good Hands shelter

RUB **95** thousand

Purchase of pet food

OduvanchikFest

RUB **24.5** thousand

Purchase of an award for the winner of the city-wide family festival

Foundation for Assistance to the Restoration of Historical and Cultural Sites in St. Petersburg

RUB **27** mln

Protection and maintenance of buildings, sites, and areas of historical, religious, or cultural significance

City of Firsts non-governmental initiative

RUB **6.5** mln

Organization and holding of events that help address environmental challenges and raise public awareness of environmental protection issues

Foundation for Social, Cultural, and Educational Initiatives 2020

RUB **3.5** mln

Support for the Foundation's projects and statutory activities

Social Rehabilitation Center of the Artinsky District

RUB **300** thousand

Charitable donation for the Center's projects

SinTZ



Industrial exhibition

In 2025, SinTZ helped organize the Genius Loci traveling exhibition at the city's museum of local history. The exhibition was initiated by Sinara Art Gallery and featured more than 50 industrial-style artworks.

Grant competitions

One of the Sinara Charitable Foundation's key focus areas is providing targeted assistance to non-profit organizations through grant competitions aimed at supporting the most promising initiatives proposed by local residents to improve the quality of life.

Through its grant-based approach to engaging non-profits, TMK can identify regional needs, prioritize areas for support, and assess local communities' awareness of charitable initiatives. The Sinara Foundation's grant competitions use project-based funding, which provides an important incentive for charitable initiatives and helps non-profits become more professional, especially in designing projects, relevant implementation mechanisms, and post-grant sustainability plans for the future.

[BPCS-35](#)

Grant competitions

Project-based support for organizations

Maximum grant amount

RUB **200** thousand

Goal

To identify and support best practices among social-impact non-profits, promote volunteering, and bring together people who are taking the initiative to tackle the problems facing society

Support was provided to

- city development agencies
- sports clubs and creative groups
- active citizen groups proposing green initiatives
- volunteers
- organizations supporting people with disabilities
- childcare centers, schools
- hospitals

9 Russian cities RUB **8.2** mln

Before the call for applications opens, introductory seminars and webinars are held for non-profits. The Foundation supports each winning project both at launch and during implementation by offering advice and engaging volunteers. The schedules for all winning projects are consolidated into the Sinara Foundation's single calendar for further coordination.

[GRI 203-2](#)

To assess the effectiveness of social investments, once a project is completed, the Foundation asks each participant to submit a report detailing project expenses, qualitative and quantitative performance indicators, and links to project-related publications, photos, and videos. All reports are uploaded to participants' personal accounts, while the Foundation reviews the documents submitted and enters the relevant information into the internal register of non-profit organizations.

Support for local communities

Maximum grant amount

RUB **500** thousand

Goal

Financial support for the day-to-day activities of non-profit organizations: holding festivals, purchasing equipment and stationery supplies, paying rent, covering utility bills and transportation costs, and paying staff salaries

Support was provided to

- a center for social and psychological assistance to families
- mentoring initiatives for orphans
- animal welfare foundations and shelters
- volunteering and charitable organizations
- associations promoting tourism in the Company's host cities
- environmental activists

9 Russian cities RUB **4.5** mln

Employee volunteering

For many years, TMK employees have been engaged in volunteer initiatives and events organized by the Sinara Charitable Foundation and TMK Group enterprises. The approach to organizing such activities is set out in the Employee Volunteering Policy.

[BPCS-37](#)

The efforts of TMK Group volunteers are coordinated centrally by the Employee Volunteer Center (managed by the Sinara Charitable Foundation) and by local volunteer supervisors at the plant-level. The head of the Center regularly meets with these supervisors to discuss current issues, develop volunteer action plans, and coordinate volunteer activities.

Each year, the Employee Volunteer Center holds a wide range of Company-wide events and campaigns, including the From Heart to Heart! blood donation program, the GivingTuesday charity campaign, the Great Ural Trail and Cleaning Heroes environmental initiatives, and the Lessons of Kindness children's project as well as the I Remember and I'm Proud, Bringing a Fairy Tale to Every Home, and Book Swap cross-cutting projects initiated by volunteers.



Since 2022, TMK has operated an Employee Volunteer Center with more than 2.3 thousand participants at present. The Center helps increase employee engagement in volunteer projects and coordinate volunteer activities effectively across TMK's regions of operation.



Company-wide volunteer events

From Heart to Heart! blood donation program

Power of Plasma campaign (blood plasma donation)

2025 highlights

- 291 volunteers participated
- Over 143.5 liters of plasma donated

Healthy Responsibility campaign (educational lectures for bone marrow donors)

2025 highlights

- 1,072 volunteers attended the lectures
- 165 employees added to the register of potential donors

Let Children Smile Again! campaign (blood donation)



2025 highlights

- 529 volunteers participated
- 232 liters of blood collected

Ecotrail Building

Development of cycling and hiking trails, including Russia's longest mountain trail

2025 highlights

- A 37 km section of the Great Ural Trail in the Orenburg Region was marked
- Navigation signs were installed along a 50-km section of the Great Kaluga Trail
- The route and trail documentation for the Great Volga Trail were approved

Cleaning Heroes environmental cleanup day

Large-scale environmental cleanup campaigns at social infrastructure facilities, public spaces, and natural sites



2025 highlights

- 623 volunteers participated

GivingTuesday campaign

An annual initiative promoting acts of kindness. In 2025, charity fairs were held to raise funds for animal shelters

2025 highlights

- More than 2,000 people took part in the fair

Lessons of Kindness interactive activities for children

An educational project aimed at promoting humane treatment of animals and encouraging children to care for nature



2025 highlights

- Visits were organized to the Good Hands and Save Me animal shelters, and a tree planting event was held

Awards

Volunteer initiatives run by the Sinara Charitable Foundation are regularly recognized by the expert community. In 2025, the Tochka Opory (Foothold), Employee Volunteering, and Pain-Free Children's Hospital projects were named among the finalists of the Our Contribution national award, while the Ecotrail Building project ranked third in the regional stage of the #ALLINTHISTOGETHER international awards, in the Sustainable Future category.

Another project of the Foundation, GivingTuesday, was highly praised at the Champions of Good Deeds all-Russian competition, ranking second in the Humanitarian Aid category.

Volunteers at TMK plants are delivering their own social projects and charitable initiatives in respective host cities, providing targeted assistance, and supporting environmental initiatives.

Corporate digital tools are actively used to manage the volunteer movement: the Mobi2U mobile app helps coordinate activities and keep employees informed while the SOTA2U platform automates volunteer registration.

In 2025, TMK held its second Volunteer Forum, bringing together volunteers, partners, and Company employees to develop new ideas and projects. More than 250 employees from TMK enterprises and partner companies across 23 Russian cities participated in the forum. As part of the forum, executives from TMK, the Sinara Charitable Foundation, and partner organizations reviewed the results of volunteer activities in 2024, recognized the best volunteers and volunteer supervisors and selected the best projects to be implemented in 2025.

Activities involving volunteers at TMK enterprises in 2025

CHTPZ

- Targeted aid to veterans
- Environmental campaigns and cleanup events in and around the city
- I Remember and I'm Proud monument restoration project

STZ

- The Birthday Celebration with Friends campaign to provide personalized greetings to children in care
- Charity laser tag tournaments, fun relays, and other sports events

SinTZ

- Targeted aid to veterans
- Cleanup events across the city and at social infrastructure facilities
- Targeted assistance to animal shelters

VTZ

- The Christmas Star campaign to collect funds and gifts for children from sponsored organizations
- Let's Pack the Schoolbag Together campaign
- Individual visits and patronage of sponsored families
- Candy for a Cigarette campaign
- Participation in the Blood Group donor campaign
- Helping the Ugolyok dog shelter

PNTZ

- Meeting Across Generations event for veterans
- Targeted assistance to an orphanage
- Clean Games environmental treasure hunt to collect waste
- Eco-rafting event organized by the City of Firsts non-governmental initiative
- Targeted assistance to an animal protection association
- Tree planting, litter removal along the river, and cleanup events across the city

OMZ

- Targeted assistance to veterans and families with children
- Participation in blood donation campaigns
- Participation in organizing City Day celebrations
- Tree planting and cleanup events across the city

TAGMET

- Blue Envelope campaign aimed at raising awareness of autism
- Cleanup events across the city and tree planting

Oilfield Services Division enterprises

- Improvement and beautification of recreational areas and public spaces
- Clean City and Clean Country litter collection campaigns

Industrial tourism

TMK enterprises help enhance the tourist appeal of their host regions. As industrial tourism continues to develop rapidly across the Company, TMK management decided to add a relevant objective to the updated Sustainability Strategy approved in 2025. This step will help establish uniform approaches and engage more enterprises in this effort.

In 2025, about 2,000 tours were held across the Company's production sites and corporate museums. In total, more than 52 thousand tourists visited Company enterprises. At STZ, PNTZ, and SinTZ, industrial tourism routes include visits to corporate museums and production sites. In museums, tourists learn about the history of the plants, while in shops, they explore steel and pipe production technologies. At VTZ and CHTPZ, visitors can experience the cutting-edge production facilities, seamlessly integrated with industrial design elements in the shop interiors. The main target audiences for most enterprises are school and university students and business partners. However, in the reporting year, STZ and PNTZ launched guided tours for the general public.

Depending on the specific features of each plant, guided tours and museums at the enterprise level are managed by employees from different units. At the TMK Group level, these matters are overseen by the Head of Industrial Tourism.

The tourist routes at each TMK plant are unique, reflecting its history, distinctive features, and achievements. For example, STZ is famous for its 19th-century blast furnace shop and the Severskaya Domna museum complex, while VTZ stands

out for its cutting-edge Safety Invention Center and the ECO HOUSE TMK administration and laboratory complex. At CHTPZ and TMK PS, a Japanese rock garden has become part of the production environment in the Vysota 239 shop, while at PNTZ, the plant's historical heritage is reflected in the exhibitions of its upgraded museum and exhibition center. The tourist route at SinTZ includes a training facility and the TubeHiTech section featuring more than 160 samples of pipe and tubular products. TAGMET has made industrial tourism a core element of its career guidance activities.

Awards

In 2025, STZ and PNTZ won the Corporate Museum national award in several categories and ranked among the top 15 corporate museums. In addition, CHTPZ won the Route Is Built national tourism award in the Industrial Tourism category.

The Severskaya Domna museum complex, located at STZ, is one of the key industrial tourism sites in the Urals and across Russia. The museum was opened to the general public after a large-scale upgrade completed by TMK in 2022. The museum's centerpiece is the blast furnace, an outstanding example of mid-19th-century Ural industrial architecture. Preserving this remarkable exhibit is one of the most vivid examples of TMK's care for the historical heritage of the regions where it operates.

The museum complex also includes an exhibition hall located in the former mechanical workshops, which regularly hosts exhibitions of paintings, photographs, and other works of art. In addition, Severskaya Domna regularly serves as a venue for theatrical performances and meetings with artists and authors. In 2025, the museum complex joined RUSPASS, a popular digital travel planning platform for trips across Russia. Tourists from anywhere in the world can now buy tickets to this unique historical site remotely from the comfort of their homes.



TMK's industrial tourism activities in 2025

STZ

- Events were held to mark the 165th anniversary of Severskaya Domna, an object of cultural heritage, including cultural events, exhibitions, plein air sessions for artists, lectures on Ural architecture and industrial heritage, folk art master classes, and theatrical performances



- The Metallurgy Through the Ages: From a Finery Hammer to a Digital Plant industrial guided tour was launched for a broad audience

Results
≈ 24.5 thousand people

PNTZ

- A multipurpose exhibition hall was opened
- Themed exhibitions were held, including exhibitions dedicated to the 80th anniversary of Victory in the Great Patriotic War



- The Pipes Are Calling! industrial route was launched for the general public

Results
≈ 11.4 thousand people

CHTPZ, TMK PS

- A large-scale mural covering more than 500 m² was painted on the wall of the amenity building within the Vysota 239 shop, becoming yet another art object along the industrial route

Results
≈ 9 thousand people

VTZ

- Career guidance tours were held for school and university students, including as part of the Professionalitet, Tochka Opory (Foothold), Day Without Turnstiles, and Ticket to the Future programs

Results
≈ 2.1 thousand people

TAGMET

- Career guidance tours for school students and teachers were held as part of the My First Profession project



Results
≈ 1.7 thousand people

SinTZ

- Open days and guided tours were held for school and university students and teachers, including a visit to the TubeHiTech educational and information space

Results
≈ 1.3 thousand people



Appendix



174	Material topic boundaries
176	GRI content index
187	SASB content index
189	TCFD content index
189	Business Public Capital Standard content index
197	Additional sustainability disclosures
217	Independent assurance
220	Footnotes
223	Abbreviations
224	Contacts

Material topic boundaries

GRI 2-2 GRI 3-1

Entity	Occupational health and safety	Customer focus and product quality assurance	Water consumption and discharge	Sustainable supply chain	Business ethics and anti-corruption	Waste management	Employment and decent working conditions	Air emissions	Human rights	Contribution to climate change	Energy consumption and energy efficiency
PAO TMK	+	+		+	+		+		+		
JSC CHTPZ	+	+	+	+	+	+	+	+	+	+	+
JSC CSSP	+						+		+		+
LLC CHERMET Group				+	+		+		+		
JSC PNTZ	+	+	+	+	+	+	+	+	+	+	+
JSC SinTZ	+	+	+	+	+	+	+	+	+	+	+
JSC STZ	+	+	+	+	+	+	+	+	+	+	+
JSC TAGMET	+	+	+	+	+	+	+	+	+	+	+
JSC TMK-CPW				+	+		+		+		
LLC TMK-INOX	+	+	+	+	+	+	+	+	+		+
LLC TMK PS	+	+	+	+	+	+	+	+	+	+	+
JSC VTZ	+	+	+	+	+	+	+	+	+	+	+
LLC Blagoustroistvo				+	+		+		+		
JSC Zhilevskaya Metal Store				+	+		+		+		
LLC TMK Pipe Service	+	+	+	+	+	+	+	+	+		+
TMK NGS-Buzuluk	+	+	+	+	+	+	+	+	+		+
JSC TMK ESK	+	+		+	+		+		+		
LLC TMK Steel Technologies	+	+	+	+	+	+	+	+	+		+
LLC TMK NGS	+	+	+	+	+	+	+	+	+		
JSC Orsky Machine Building Plant	+	+	+	+	+	+	+	+	+		+
JSC RAZ	+	+	+	+	+	+	+	+	+		+
JSC Sinarskaya Power Plant				+	+		+		+		+

Entity	Occupational health and safety	Customer focus and product quality assurance	Water consumption and discharge	Sustainable supply chain	Business ethics and anti-corruption	Waste management	Employment and decent working conditions	Air emissions	Human rights	Contribution to climate change	Energy consumption and energy efficiency
LLC TMK Energoresurs				+	+		+		+		
JSC Pipeline Bends	+	+	+	+	+	+	+	+	+		+
LLC TMK TechService	+	+		+	+		+		+		
LLC Truboplast	+	+	+	+	+	+	+	+	+		+
JSC TMK NGS-Nizhnevartovsk	+	+	+	+	+	+	+	+	+		+
LLC TMK-Premium Service	+	+		+	+		+		+		
JSC Trade House TMK	+	+		+	+		+		+		
TMK R&D facilities	+			+	+		+		+		
LLC TMK BSC	+			+	+		+		+		
Sosnovy Bor, PNTZ Holiday Center				+	+		+		+		
LLC CHTPZ – Service				+	+		+		+		
IT integrator				+	+		+		+		
CHTPZ Community Center				+	+		+		+		
JSC Ekorus-Pervouralsk				+	+		+		+		
LLC PB				+	+		+		+		
LLC Pokrovka 40				+	+		+		+		
IC LLC Rockarrow Investments				+	+		+		+		
LLC Promtrans				+	+		+		+		
LLC TMK ETERNO				+	+		+		+		
LLC Uralsky Gorizont				+	+		+		+		
LLC Priazovye				+	+		+		+		
LLC Uralsky Dvor				+	+		+		+		

GRI content index

Statement of use PAO TMK has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2025

GRI 1 Used GRI 1: Foundation 2021

GRI standard	Disclosure	Comments	Location
--------------	------------	----------	----------

GRI 2: General Disclosures 2021

1. The organization and its reporting practices

2-1	Organizational details	The Company's controlling shareholder is IC LLC TMK STEEL HOLDING, registered in Russia on June 9, 2023, which held 89.1% of the Company's authorized capital as at December 31, 2025. As at December 31, 2025, 10.9% of shares were free float. PAO TMK is principally engaged in the wholesale of metals in primary forms.	About the Report, Approach to reporting, page 6 Company overview, Company at a glance, page 14, TMK's geography, page 18
2-2	Entities included in the organization's sustainability reporting		About the Report, Approach to reporting, page 6 Appendix, Material topic boundaries, page 174
2-3	Reporting period, frequency, and contact point		About the Report, Approach to reporting, page 6 Contacts, page 224
2-4	Restatements of information		About the Report, Approach to reporting, page 6
2-5	External assurance		About the Report, Approach to reporting, page 7 Appendix, Independent assurance, page 217

2. Activities and workers

2-6	Activities, value chain, and other business relationships	TMK Group does not manufacture products or provide services that are banned in any markets. There were no significant changes in TMK Group's sectors, value chain, or other business relationships in the reporting year.	Company overview, Company at a glance, pages 14, 16, TMK's geography, page 18 Responsible supply chain, Supplier engagement, page 74
2-7	Employees	Disclosures 2-7-b-iii; 2-7-b-iv (breakdown by region); and 2-7-b-v (breakdown by region) are not reported.	Our employees, Breakdown of employees, pages 121, 122 Appendix, Additional sustainability disclosures, pages 206, 207
2-8	Workers who are not employees	This information is not disclosed, as the Company does not keep relevant statistics.	

3. Governance

GRI standard	Disclosure	Comments	Location
--------------	------------	----------	----------

2-9	Governance structure and composition	TMK is guided by the provisions of Resolution of the Russian Government No. 1102, On the Specifics of Disclosure and/or Submission of Information Subject to Disclosure and/or Submission Under the Federal Law On Joint Stock Companies and the Federal Law On the Securities Market, dated July 4, 2023.	Sustainability management, Sustainability management system, page 39 Corporate governance, Corporate governance system, pages 57, 58, 59, 61, 63
2-10	Nomination and selection of the highest governance body		Corporate governance, Corporate governance system, pages 58, 60
2-11	Chair of the highest governance body	The CEO is not the Chairman of the Board of Directors.	
2-12	Role of the highest governance body in overseeing the management of impacts		Sustainability management, Sustainability management system, page 39 Corporate governance, Corporate governance system, pages 58, 59, 60
2-13	Delegation of responsibility for managing impacts	The Board of Directors holds meetings with functional heads as necessary to discuss economic, environmental, and social matters.	Sustainability management, Sustainability management system, page 39
2-14	Role of the highest governance body in sustainability reporting		About the Report, Approach to reporting, page 6 Sustainability management, Sustainability management system, page 39
2-15	Conflicts of interest	No conflicts of interest were identified for members of the Board of Directors in the reporting year.	Corporate governance, Business ethics and anti-corruption, page 65
2-16	Communication of critical concerns	Information on the total number and the nature of critical concerns communicated to the Board of Directors in the reporting year is not disclosed, as it is sensitive to the Company.	Corporate governance, Corporate governance system, page 58
2-17	Collective knowledge of the highest governance body		Corporate governance, Corporate governance system, page 58
2-18	Evaluation of the performance of the highest governance body	The evaluation of the performance of the highest governance body identified no critical areas for improvement.	Corporate governance, Corporate governance system, page 58
2-19	Remuneration policies		Corporate governance, Corporate governance system, page 62
2-20	Process to determine remuneration	Remuneration consultants were not involved in determining the remuneration.	Corporate governance, Corporate governance system, page 62
2-21	Annual total compensation ratio	Information is not disclosed as it is sensitive to the Company.	

4. Strategy, policies, and practices

GRI standard	Disclosure	Comments	Location
2-22	Statement on sustainable development strategy		Sustainability management, Message from management, page 38
2-23	Policy commitments		Company overview, Company at a glance, page 15 Sustainability management, Human rights, page 51
2-24	Embedding policy commitments		Sustainability management, Sustainability management system, page 39
2-25	Processes to remediate negative impacts		Corporate governance, Business ethics and anti-corruption, page 67
2-26	Mechanisms for seeking advice and raising concerns		Corporate governance, Business ethics and anti-corruption, page 67
2-27	Compliance with laws and regulations		Environmental stewardship, Management approach, page 84
2-28	Membership associations		Company overview, Membership of external initiatives and industry associations, page 26

5. Stakeholder engagement

2-29	Approach to stakeholder engagement		Sustainability management, Stakeholder engagement, pages 46, 47 Our employees, Social support to employees, page 128
2-30	Collective bargaining agreements	The working conditions and terms of employment are the same for all Company employees, whether covered by a collective bargaining agreement or not.	Our employees, Social support to employees, page 128 Appendix, Additional sustainability disclosures, page 206

GRI 3: Material Topics 2021

3-1	Process to determine material topics		About the Report, Approach to reporting, page 7, Determining material topics, page 8 Appendix, Material topic boundaries, page 174
3-2	List of material topics		About the Report, Determining material topics, pages 10, 11

GRI 200: ECONOMIC

Material topic: Economic Performance

GRI 201: ECONOMIC PERFORMANCE

3-3	Management of material topics		Company overview, Company at a glance, page 14
201-1	Direct economic value generated and distributed		Appendix, Additional sustainability disclosures, page 199

GRI standard	Disclosure	Comments	Location
201-2	Financial implications and other risks and opportunities due to climate change		Climate and energy efficiency, Managing climate-related risks and opportunities, pages 109, 110
201-3	Defined benefit plan obligations and other retirement plans	TMK is guided by the provisions of Resolution of the Russian Government No. 1102, On the Specifics of Disclosure and/or Submission of Information Subject to Disclosure and/or Submission Under the Federal Law On Joint Stock Companies and the Federal Law On the Securities Market, dated July 4, 2023, and does not disclose information on defined benefit plan obligations and other retirement plans, as this information is sensitive for the Company.	
201-4	Financial assistance received from government	This information is confidential and not disclosed.	

Topic: Local Development and Charity

GRI 203: INDIRECT ECONOMIC IMPACTS

3-3	Management of material topics		Engagement with regions of operation, Management approach, page 154
203-1	Infrastructure investments and services supported		Engagement with regions of operation, Social investments of enterprises, page 155
203-2	Significant indirect economic impacts		Engagement with regions of operation, Management approach, page 154, Charity, page 166

GRI 413: LOCAL COMMUNITIES

413-1	Operations with local community engagement, impact assessments, and development programs	As required by law, all new production sites undergo an environmental impact assessment (EIA). EIA results are available to all stakeholders via public sources. Local community members can submit their reports via the Company's hotline.	Sustainability management, Stakeholder engagement, page 49 Engagement with regions of operation, Management approach, page 154, Social investments of enterprises, page 155, Charity, page 162
413-2	Operations with significant actual and potential negative impacts on local communities	TMK does not conduct operations with significant actual and potential negative impacts on local communities.	

Material topic: Business Ethics and Anti-Corruption

GRI 205: ANTI-CORRUPTION

3-3	Management of material topics		Corporate governance, Business ethics and anti-corruption, page 64
205-1	Operations assessed for risks related to corruption		Corporate governance, Business ethics and anti-corruption, page 65
205-2	Communication and training about anti-corruption policies and procedures	Disclosure 205-2-c: The Company's anti-corruption policies and procedures have been communicated to its business partners. The training covered employees in all regions where the Company operates. The Company does not keep records with a breakdown by region.	Corporate governance, Business ethics and anti-corruption, pages 66, 67



GRI standard	Disclosure	Comments	Location
205-3	Confirmed incidents of corruption and actions taken	In the reporting year, there were no incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	Corporate governance, Business ethics and anti-corruption, page 65

GRI 206: ANTI-COMPETITIVE BEHAVIOR

3-3	Management of material topics		Corporate governance, Business ethics and anti-corruption, page 67
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		Corporate governance, Business ethics and anti-corruption, page 67

GRI 300: ENVIRONMENTAL

Topic: Use of Raw and Other Materials

GRI 301: MATERIALS

3-3	Management of material topics		Environmental stewardship, Waste, page 94
301-1	Materials used by weight or volume		Environmental stewardship, Waste, page 97 Appendix, Additional sustainability disclosures, page 205
301-2	Recycled input materials used		Environmental stewardship, Waste, page 97
301-3	Reclaimed products and their packaging materials	No records are kept to enable the required breakdown.	

Material topic: Energy Consumption and Energy Efficiency

GRI 302: ENERGY

3-3	Management of material topics		Climate and energy efficiency, Energy consumption and energy efficiency, page 106
302-1	Energy consumption within the organization	Sources of conversion factors: 1) Appendix No. 2 to the Guidelines for Filling in Federal State Statistical Monitoring Form No. 4-TER "Information on the Use of Energy Resources" approved by Order of the Federal State Statistics Service of Russia No. 591 dated November 22, 2023 2) Guidelines for Conducting a Voluntary Inventory of Greenhouse Gas Emissions in the Constituent Entities of the Russian Federation (Instruction No. 15-r dated April 16, 2015) 3) Resolution of the Russian Government No. 879, On Approval of the Regulations on the Units of Magnitudes Allowed for Use in the Russian Federation, dated October 31, 2009	Climate and energy efficiency, Energy consumption and energy efficiency, page 107
302-3	Energy intensity	The ratio uses energy consumption within the Company only.	Climate and energy efficiency, Energy consumption and energy efficiency, page 107

GRI standard	Disclosure	Comments	Location
302-4	Reduction of energy consumption		Climate and energy efficiency, Energy consumption and energy efficiency, page 108

Material topic: Water Consumption and Discharge

GRI 303: WATER AND EFFLUENTS

3-3	Management of material topics		Environmental stewardship, Water use and discharge, page 88
303-1	Interactions with water as a shared resource	The Company has no conflicts with stakeholders concerning water-related impacts.	Environmental stewardship, Water use and discharge, pages 88, 91
303-2	Management of water discharge-related impacts	Disclosure 303-2-iii is not applicable due to the lack of industry-specific standards for the metals sector.	Environmental stewardship, Water use and discharge, page 90
303-3	Water withdrawal	Water withdrawal is measured with flowmeters.	Environmental stewardship, Water use and discharge, pages 88, 89 Appendix, Additional sustainability disclosures, page 202
303-4	Water discharge	TMK discharges the following pollutants: iron, petroleum products, phosphorus, chloride ions, sulfate ions, suspended particles, fluoride anion, anionic synthetic surfactants, dry residue, manganese, copper, nickel, chloride anion, sulfate anion, chromium, nitrate anion, nitrite anion, calcium, and magnesium. The list of substances and discharge limits are set in line with applicable laws. Water discharge is measured with flowmeters.	Environmental stewardship, Water use and discharge, page 90 Appendix, Additional sustainability disclosures, page 203
303-5	Water consumption	The indicator is calculated in accordance with the GRI 303 (2018) methodology using the following formula: water consumption = total water withdrawal – total water discharge.	Environmental stewardship, Water use and discharge, page 90 Appendix, Additional sustainability disclosures, page 204

Topic: Rehabilitation and Biodiversity Conservation

GRI 101: BIODIVERSITY

101-1	Policies to halt and reverse biodiversity loss	Disclosure 101-1-a: The Company's policies are not informed by the 2050 Goals and 2030 Targets in the Kunming-Montreal Global Biodiversity Framework. Disclosure 101-1-c: The Company's biodiversity targets are not informed by scientific consensus, do not use a base year, and do not include indicators used to evaluate progress, as the Company does not have significant adverse impacts on biodiversity.	Environmental stewardship, Biodiversity, page 98
101-2	Management of biodiversity impacts	Disclosure 101-2-a-iv: The Company did not take any actions to offset residual negative impacts on biodiversity, as no such measures were required for the Company under applicable law. Disclosure 101-2-a-v: The Company did not take any transformative actions or additional conservation actions, as measures aimed at achieving no net loss had not yet become applicable. Disclosures 101-2-b, c, d, e, f: Data are not available at the required level of disaggregation.	Environmental stewardship, Land rehabilitation, page 98, Biodiversity, page 98

GRI standard	Disclosure	Comments	Location
101-3	Access and benefit-sharing	TMK has not conducted a comprehensive assessment of the impacts of the Company's facilities on biodiversity and ecosystem services.	
101-4	Identification of biodiversity impacts		
101-5	Locations with biodiversity impacts		
101-6	Direct drivers of biodiversity loss		
101-7	Changes to the state of biodiversity		
101-8	Ecosystem services		

Material topics: Air Emissions and Contribution to Climate Change

GRI 305: EMISSIONS

3-3	Management of material topics	Environmental stewardship, Pollutant emissions, page 86 Climate and energy efficiency, Management approach for climate impacts, page 102	
305-1	Direct (Scope 1) GHG emissions	Disclosure 305-1-e: The global warming potential values from the Sixth Assessment Report of the IPCC are used by the Company to convert GHG emissions to CO ₂ equivalents. Disclosure 305-1-g: TMK Group uses the carbon mass balance method based on the balance of carbon-containing resources at the electric arc furnace shop to calculate carbon dioxide emissions from steel production. Carbon dioxide emission factors for natural gas combustion at TMK enterprises are calculated based on suppliers' actual data on components of the supplied natural gas with reference to the methodological guidelines to Order of the Russian Ministry of Natural Resources and Environment No. 371 dated May 27, 2022. GHG emission factors for stationary and mobile combustion of other fuels as well as lime production are calculated in line with the IPCC recommendations, Instruction of the Russian Government No. 805-r, and Order of the Russian Ministry of Natural Resources and Environment No. 371.	Climate and energy efficiency, Greenhouse gas emissions, pages 111, 112, 113
305-2	Energy indirect (Scope 2) GHG emissions	Disclosure 305-2-g: Carbon dioxide emission factors for grid electricity at TMK were informed by data provided by JSC Trading System Administrator of Wholesale Electricity Market Transactions, while emission factors for purchased heat were calculated based on data on specific consumption of fuel equivalent.	Climate and energy efficiency, Greenhouse gas emissions, pages 111, 112, 113
305-3	Other indirect (Scope 3) GHG emissions		Climate and energy efficiency, Greenhouse gas emissions, pages 111, 112, 113
305-4	GHG emissions intensity		Climate and energy efficiency, Greenhouse gas emissions, page 112

GRI standard	Disclosure	Comments	Location
305-5	Reduction of GHG emissions		Climate and energy efficiency, GHG emissions reduction initiatives, pages 114, 115
305-6	Emissions of ozone-depleting substances (ODS)	TMK enterprises do not produce, import, or export ozone-depleting substances.	
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	TMK does not emit persistent organic pollutants.	Environmental stewardship, Pollutant emissions, pages 86, 87 Appendix, Additional sustainability disclosures, pages 200, 201

Material topic: Waste Management

GRI 306: WASTE

3-3	Management of material topics		Environmental stewardship, Waste, page 94
306-1	Waste generation and significant waste-related impacts	Only direct impact of waste management-related activities is assessed.	Environmental stewardship, Waste, page 94
306-2	Management of significant waste-related impacts		Environmental stewardship, Waste, pages 94, 96
306-3	Waste generated	The Company does not accept waste from third parties.	Environmental stewardship, Waste, pages 94, 95 Appendix, Additional sustainability disclosures, page 204
306-4	Waste diverted from disposal		Environmental stewardship, Waste, page 96 Appendix, Additional sustainability disclosures, page 204
306-5	Waste directed to disposal	No industrial waste is incinerated across TMK's operations.	Environmental stewardship, Waste, page 96 Appendix, Additional sustainability disclosures, page 205

Material topic: Sustainable Supply Chain

GRI 204: PROCUREMENT PRACTICES 2016

3-3	Management of material topics		Responsible supply chain, Management approach, page 70
204-1	Proportion of spending on local suppliers	TMK's significant locations of operation are the regions listed in the Company Overview section.	Responsible supply chain, Supplier engagement, page 72

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT

308-1	New suppliers that were screened using environmental criteria	TMK does not screen (audit) suppliers against environmental criteria. However, the Company evaluates key suppliers using sustainability criteria, which include environmental criteria.	
308-2	Negative environmental impacts in the supply chain and actions taken		

GRI standard	Disclosure	Comments	Location
GRI 414: SUPPLIER SOCIAL ASSESSMENT			
414-1	New suppliers that were screened using social criteria	TMK does not screen (audit) suppliers against social criteria. However, the Company evaluates key suppliers using sustainability criteria, which include social criteria.	
414-2	Negative social impacts in the supply chain and actions taken		
GRI 400: SOCIAL			
Material topic: Employment and Decent Working Conditions			
GRI 202: MARKET PRESENCE			
3-3	Management of material topics		Our employees, Management approach, page 120
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	TMK's significant locations of operation are the regions listed in the Company at a Glance section in the Company Overview chapter.	Our employees, Employee motivation, page 126 Appendix, Additional sustainability disclosures, page 207
202-2	Proportion of senior management hired from the local community	100% of senior management are hired from the local community. This category includes CEO and CEO-1 roles. The local community in this case means citizens of the Russian Federation.	
GRI 401: EMPLOYMENT			
401-1	New employee hires and employee turnover	Partially disclosed. No breakdown by age, gender, or region is provided.	Our employees, Breakdown of employees, page 121 Appendix, Additional sustainability disclosures, page 206
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	All benefits stipulated in Russian laws apply to all Company employees. In addition, a number of additional benefits are available to employees (VHI, health resort treatment, catering, corporate pension scheme, etc.).	
401-3	Parental leave	All Company employees are entitled to parental leave, regardless of gender. Records are not kept as per the GRI-recommended breakdown.	
GRI 402: LABOR/MANAGEMENT RELATIONS			
402-1	Minimum notice periods regarding operational changes	TMK notifies employees of significant operational changes in accordance with applicable Russian labor laws but no later than two months in advance: this procedure is set out in the collective bargaining agreement.	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY (also the Human Rights material topic)			
405-1	Diversity of governance bodies and employees		Our employees, Breakdown of employees, pages 121, 122 Appendix, Additional sustainability disclosures, page 207

GRI standard	Disclosure	Comments	Location
405-2	Ratio of basic salary and remuneration of women to men	Disclosure 405-2-b: TMK's significant locations of operation are the regions listed in the Company at a Glance section in the Company Overview chapter.	Our employees, Employee motivation, page 126
Material topic: Occupational Health and Safety			
GRI 403: OCCUPATIONAL HEALTH AND SAFETY			
3-3	Management of material topics		Occupational health and safety, Management approach, page 134
403-1	Occupational health and safety management system		Occupational health and safety, Management approach, page 134
403-2	Hazard identification, risk assessment, and incident investigation		Occupational health and safety, Production safety, pages 138, 141
403-3	Occupational health services	Responsibility for the confidentiality and protection of workers' personal health-related information rests with medical staff. Only anonymized data is collected, analyzed, and shared in accordance with applicable laws.	Occupational health and safety, Workplace health and disease prevention, page 147
403-4	Worker participation, consultation, and communication on occupational health and safety		Occupational health and safety, Management approach, page 134, Training and promoting a safety culture, page 146
403-5	Worker training on occupational health and safety		Occupational health and safety, Training and promoting a safety culture, page 144
403-6	Promotion of worker health		Occupational health and safety, Workplace health and disease prevention, page 147
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		Responsible supply chain, Customer relations, page 76 Occupational health and safety, Management of contractors, page 151
403-8	Workers covered by an occupational health and safety management system	No workers have been excluded from this disclosure. The Company manages OHS matters in line with Article 214 of the Russian Labor Code (Federal Law No. 197-FZ dated December 30, 2001).	Occupational health and safety, Management approach, page 134 Appendix, Additional sustainability disclosures, page 209
403-9	Work-related injuries	Information about injury rates among contractors is not disclosed, as there is no unified system to keep relevant records across enterprises. The Company plans to disclose this information in future reporting periods.	Occupational health and safety, Production safety, pages 138, 140, 141, 142 Appendix, Additional sustainability disclosures, pages 209–216
403-10	Work-related ill health	Exposure to industrial noise was the main cause of work-related ill health. The Company does not collect data on work-related ill health among contractors. There were no fatalities as a direct result of work-related ill health.	Occupational health and safety, Workplace health and disease prevention, page 150



GRI standard	Disclosure	Comments	Location
Topic: Employee Training and Development			
GRI 404: TRAINING AND EDUCATION			
3-3	Management of material topics		Our employees, Management approach, page 120
404-1	Average hours of training per year per employee		Appendix, Additional sustainability disclosures, page 208
404-2	Programs for upgrading employee skills and transition assistance programs		Our employees, Training and development, pages 129, 130
404-3	Percentage of employees receiving regular performance and career development reviews	The Company has established a schedule of certification procedures. In 2025, certification procedures were run at VTZ, PNTZ, STZ, SinTZ, TAGMET, CHTPZ, OMZ, TMK-INOX, TMK-CPW, TMK-Premium Service, RUSNITI, Trade House TMK, Oilfield Services Division enterprises (Truboplast, TMK NGS-Nizhnevartovsk, TMK NGS-Buzuluk, TMK Steel Technologies, RAZ, and Pipeline Bends), TMK BSC, Sinarskaya Power Plant, TMK PS, TMK TechService, and TMK's Research Center. All the above entities are included in the disclosure boundary.	Our employees, Training and development, page 131 Appendix, Additional sustainability disclosures, page 208
Material topic: Human Rights			
GRI 406: NON-DISCRIMINATION			
3-3	Management of material topics		Sustainability management, Human rights, page 51
406-1	Incidents of discrimination and corrective actions taken		Sustainability management, Human rights, page 52
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	The Company did not assess operations in which the right to freedom of association and collective bargaining may be violated or at significant risk, as these risks are immaterial to the Company.	Sustainability management, Human rights, page 52 Responsible supply chain, Supplier engagement, page 71
GRI 408: CHILD LABOR			
408-1	Operations and suppliers at significant risk for incidents of child labor	The Company did not assess its operations and suppliers to identify significant risk for incidents of child labor, as these risks are immaterial to the Company.	Sustainability management, Human rights, page 52 Responsible supply chain, Supplier engagement, page 71
GRI 409: FORCED OR COMPULSORY LABOR			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	The Company did not assess its operations and suppliers to identify significant risk for incidents of forced or compulsory labor, as these risks are immaterial to the Company.	Sustainability management, Human rights, page 52 Responsible supply chain, Supplier engagement, page 71

GRI standard	Disclosure	Comments	Location
ADDITIONAL MATERIAL TOPICS			
Material topic: Customer Focus and Product Quality Assurance			
3-3	Management of material topics		Responsible supply chain, Customer relations, page 76, Product quality assurance, page 78
418-1	Customer privacy		Company overview, Digitalization, page 34 Sustainability management, Human rights, page 53

SASB content index

Metric	Code	Commentary	Location
Greenhouse Gas Emissions			
(1) Gross global Scope 1 emissions. (2) Percentage covered under emissions-limiting regulations	EM-IS-110a.1	EM-IS-110a.1 (2): Not applicable, as there are no approved legislative requirements and programs to reduce GHG emissions.	Climate and energy efficiency, Greenhouse gas emissions, pages 111, 112, GHG emissions reduction initiatives, page 114
Discussion of a long-term and short-term strategy or plan to manage Scope 1 emissions as well as emissions reduction targets and an analysis of performance against those targets	EM-IS-110a.2		Climate and energy efficiency, Management approach for climate impacts, page 102, Greenhouse gas emissions, page 111
Air Emissions			
Air emissions of the following pollutants: (1) Carbon monoxide (CO) (2) Nitrogen oxides (NO _x), excluding N ₂ O (3) Sulfur oxides (SO _x) (4) Particulate matter (PM ₁₀) (5) Manganese monoxide (MnO) (6) Lead (Pb) (7) Volatile organic compounds (VOCs) (8) Polycyclic aromatic hydrocarbons (PAHs)	EM-IS-120a.1	EM-IS-120a.1 (8): Emissions are insignificant, information may be disclosed in future periods.	Environmental stewardship, Pollutant emissions, pages 86, 87 Appendix, Additional sustainability disclosures, pages 200, 201

Metric	Code	Commentary	Location
Energy Management			
(1) Total energy consumed. (2) Percentage grid electricity. (3) Percentage renewable	EM-IS-130a.1	EM-IS-130a.1 (3): The Company does not consume fuel from renewable energy sources. Metering renewable electricity supplied from the grid is currently not possible.	Climate and energy efficiency, Energy consumption and energy efficiency, page 107
(1) Total fuel consumed. (2) Percentage coal. (3) Percentage natural gas. (4) Percentage renewable	EM-IS-130a.2	EM-IS-130a.2 (4): The Company does not consume fuel from renewable energy sources.	Climate and energy efficiency, Energy consumption and energy efficiency, page 107
Water Management			
(1) Total freshwater withdrawn. (2) Percentage recycled. (3) Percentage in regions with high or extremely high baseline water stress	EM-IS-140a.1	EM-IS-140a.1 (2): Proportion of recycled water in total water withdrawn is 57% as per the SASB methodology.	Environmental stewardship, Water use and discharge pages 88, 89, 90 Appendix, Additional sustainability disclosures, page 202
Waste and Hazardous Materials Management			
(1) Amount of waste generated. (2) Percentage hazardous. (3) Percentage recycled	EM-IS-150a.1		Environmental stewardship, Waste, pages 94, 96
Workforce Health and Safety			
(1) Total recordable incident rate. (2) Fatality rate. (3) Near miss frequency rate (NMFR) for full-time employees and contract employees	EM-IS-320a.1	EM-IS-320a.1 (2): Partially disclosed, as the Company has no system to keep records of injury rates among contractors. EM-IS-320a.1 (3): Not disclosed, as the Company does not keep records of near misses.	Appendix, Additional sustainability disclosures, page 216

TCFD content index⁵³

Recommendations	Location
Governance Disclosure of information on governance around climate-related risks and opportunities	Climate and energy efficiency, Management approach for climate impacts, page 102
Strategy The actual and potential impacts of climate-related risks and opportunities on the Company's business, strategy, and financial planning where such information is material	Climate and energy efficiency, Management approach for climate impacts, page 102, Managing climate-related risks and opportunities, page 109
Risk management The Company's processes for identifying, assessing, and managing climate-related risks	Climate and energy efficiency, Managing climate-related risks and opportunities, page 109
Metrics and targets Metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	Climate and energy efficiency, Greenhouse gas emissions, page 111

Business Public Capital Standard content index

Recommendation	Disclosure	Comments or value of the indicator	Location
I. Environmental			
BPCS-1	Total volume of water withdrawn		Environmental stewardship, Water use and discharge, page 89 Appendix, Additional sustainability disclosures, page 202
BPCS-2	Water consumption from all sources	33,123.5 thousand m ³ .	
BPCS-3	Proportion of recycled and reused water supply in total own water consumption from all sources	67% (calculated according to BPCS recommendations using the following formula: (volume of recycled + reused water supply)/total water consumption). 95.7% (calculated using TMK's methodology by dividing the annual volume of the enterprises' recycled water by the sum of make-up process water added to the recycling loop over the reporting period and the annual volume of the enterprises' recycled water; the data includes VTZ, PNTZ, STZ, SinTZ, TAGMET, CHTPZ, OMZ, TMK-INOX, and TMK PS (Volzhsky)).	



Recommendation	Disclosure	Comments or value of the indicator	Location
BPCS-4	Volume of wastewater (polluted, clean to standards, and treated to standards) discharged to water bodies and polluted wastewater transferred to other enterprises for treatment	27,672.0 thousand m ³ .	
BPCS-5	Total waste generated across Hazard Classes 1–5, including: <ul style="list-style-type: none"> • Hazard Class 1 • Hazard Class 2 • Hazard Class 3 • Hazard Class 4 • Hazard Class 5 		Environmental stewardship, Waste, pages 94, 95 Appendix, Additional sustainability disclosures, page 204
BPCS-6	Total waste management, including by category: <ul style="list-style-type: none"> • Waste diverted from disposal (including for reuse and for energy recovery) • Waste treated • Waste landfilled 		Environmental stewardship, Waste, page 96 Appendix, Additional sustainability disclosures, pages 204, 205
BPCS-7	Weight of air pollutant emissions from stationary sources		Environmental stewardship, Pollutant emissions, page 86 Appendix, Additional sustainability disclosures, page 200
BPCS-8	Weight of greenhouse gas emissions, including direct and indirect emissions		Climate and energy efficiency, Greenhouse gas emissions, pages 112, 113
BPCS-9	Product carbon footprint	The product carbon footprint calculation includes Scope 1 and 2 GHG emissions.	Climate and energy efficiency, Greenhouse gas emissions, page 112
BPCS-10	Total expenditures on the implementation of environmental protection activities, including: <ul style="list-style-type: none"> • air protection and prevention of climate change • wastewater collection and treatment • waste management • biodiversity and natural areas conservation • land protection and sustainable use • land rehabilitation • protecting the environment from noise, vibration, and other physical impacts • ensuring environmental radiation safety • other environmental protection activities 		Environmental stewardship, Management approach», page 83 Climate and energy efficiency, GHG emissions reduction initiatives, pages 114, 116
BPCS-11	Renewable and low-carbon energy consumption	TMK purchases energy for consumption from non-renewable sources only.	Climate and energy efficiency, Energy consumption and energy efficiency, page 107
BPCS-12	Total own energy consumption, excluding heating and electricity supplied to external consumers, including: <ul style="list-style-type: none"> • heating • electricity • by fuel type used 		Climate and energy efficiency, Energy consumption and energy efficiency, page 107

Recommendation	Disclosure	Comments or value of the indicator	Location
BPCS-13	Proportion of secondary resources used in the total volume of materials consumed to produce goods, perform work, provide services, or generate energy		Environmental stewardship, Waste, page 97
BPCS-14	Environmental charges		Environmental stewardship, Management approach, page 84
BPCS-15	Costs related to environmental damage compensation and fines, including: <ul style="list-style-type: none"> • fines for environmental violations • compensation for environmental harm (damage) 		Environmental stewardship, Management approach, page 84
BPCS-16	Accidents and incidents resulting in negative environmental impacts (including those caused by man-made emergencies)	No accidents or incidents resulting in negative environmental impacts were recorded during the reporting period.	
BPCS-17	Capital investments in environmental protection and sustainable use of natural resources, including: <ul style="list-style-type: none"> • wastewater management • air protection and prevention of climate change • protection and environmental rehabilitation of land, surface water bodies, and ground water bodies • waste management • reduction of noise and vibration impacts • biodiversity conservation and protection of natural areas • other environmental protection activities 	No investments in the protection and environmental rehabilitation of land, surface water bodies, and ground water bodies, reduction of noise and vibration impacts, biodiversity conservation, or protection of natural areas were made during the reporting year.	Environmental stewardship, Management approach, page 83
BPCS-18	Availability of energy management system certification held by the organization		Climate and energy efficiency, Energy consumption and energy efficiency, page 106
II. Social			
BPCS-19	Total payroll expenses	This information is confidential and not disclosed.	
BPCS-20	Ratio of the organization's average salary to the average salary in the region	Records are not kept.	
BPCS-21	Average headcount		Appendix, Additional sustainability disclosures, page 206
BPCS-22	Spending on the reintegration (vocational rehabilitation) of employees granted disability status	Records are not kept.	
BPCS-23	Proportion of employees with disabilities	0.8%	Our employees, Training and development, page 122 Appendix, Additional sustainability disclosures, page 206



Recommendation	Disclosure	Comments or value of the indicator	Location
BPCS-24	Proportion of employees classified as veterans in the following categories under the Federal Law On Veterans: <ul style="list-style-type: none"> World War II veterans Combat veterans who served in the USSR, the Russian Federation, or other states Military veterans 	Records are not kept.	
BPCS-25	Proportion of employees by each of the following categories: <ul style="list-style-type: none"> Gender Age group 		Appendix, Additional sustainability disclosures, page 207
BPCS-26	Total average monthly pay, including: <ul style="list-style-type: none"> by occupation group (separately for managers and other employees) by gender, taking occupational group into account by age group 	This information is confidential and not disclosed.	
BPCS-27	Total occupational health and safety expenses, including average costs per employee	RUB 1.9 billion – total OHS expenses. RUB 36.8 thousand – average OHS costs per employee.	Occupational health and safety, Management approach, page 136
BPCS-28	Total expenses on organizing social, including sports, events for employees and their families, including average costs per employee	This information is confidential and not disclosed.	
BPCS-29	Lost time injury frequency rate (LTIFR) per 1,000,000 person-hours for the organization's employees, excluding contractor employees		Occupational health and safety, Production safety, page 140 Appendix, Additional sustainability disclosures, pages 209, 212
BPCS-30	Number of fatalities among the organization's employees, excluding contractor employees		Occupational health and safety, Production safety, pages 140, 141 Appendix, Additional sustainability disclosures, page 209
BPCS-31	The organization's employee training costs, per employee. Proportion of employee training costs in the organization's total administrative expenses	RUB 720 million. RUB 14.1 thousand per employee. Proportion of employee training costs in the total administrative expenses is not disclosed, as there is no system to keep relevant records.	Our employees, Training and development, page 130
BPCS-32	Average hours of training per year per employee		Appendix, Additional sustainability disclosures, page 208
BPCS-33	Proportion of employees covered by collective bargaining agreements in average headcount		Our employees, Social support to employees, page 128 Appendix, Additional sustainability disclosures, page 206

Recommendation	Disclosure	Comments or value of the indicator	Location
BPCS-34	Employee turnover rate		Our employees, Breakdown of employees, page 121
BPCS-35	Expenses on supporting social programs, including charitable programs not aimed at employees or their families, total, including programs in the following areas: <ul style="list-style-type: none"> healthcare education and science sports culture, arts, and tourism creation of accessible infrastructure and an inclusive environment improvement and development of a comfortable urban environment creation and placement of social advertising provision of housing public safety and anti-terrorism protection of infrastructure facilities support for citizens in need of social assistance, including support for persons classified as veterans in the following categories under the Federal Law On Veterans: <ul style="list-style-type: none"> World War II veterans, combat veterans who served in the USSR, the Russian Federation, or other states and military veterans 		Engagement with regions of operation, Social investments of enterprises, page 156, Charity, pages 165, 166
BPCS-36	Total expenses on organizing healthcare activities for employees and their families, including average costs per employee	This information is confidential and not disclosed.	
BPCS-37	Proportion of employees participating in employee volunteering projects and total number of employee volunteering projects	The proportion of employees is 2.3%. More than 800 volunteer events were held in 2025.	Engagement with regions of operation, Employee volunteering, page 167
BPCS-38	Fines and other liability measures imposed on the organization for violating labor laws	19 fines totaling RUB 771 thousand. The fines were related to occupational health and safety violations and work-related accidents.	
BPCS-39	Average number of children under six per employee	Records are not kept.	
BPCS-40	Average number of children per employee	Records are not kept.	
BPCS-41	Proportion of parents with three or more children in the total headcount	Records are not kept.	
BPCS-42	Proportion of employees who are legally married	Records are not kept.	
BPCS-43	Amount of the lump-sum payment (including financial assistance) made to employees upon the birth of a child and payable within the first year after the child's birth	The amount of the lump-sum payment (over and above the statutory requirements) is determined individually by each Company enterprise.	
BPCS-44	Availability of a health and safety management system at the organization	Yes.	Occupational health and safety, Management approach, page 134

Recommendation	Disclosure	Comments or value of the indicator	Location
III. Governance			
BPCS-45	Availability of a sustainability policy and/or other strategic documents in this area (sustainability strategy, environmental strategy, or climate strategy covering operational and long-term measures to adapt to climate change and mitigate man-made climate impact)	Yes. The Company has approved its Sustainability Strategy and Sustainability Policy.	Sustainability management, Sustainability management system, page 39 Appendix, Additional sustainability disclosures, page 197
BPCS-46	Availability of a governance body or committee established under the organization's collegial governance body and responsible for approving and overseeing the implementation of the sustainability policy and/or other strategic documents in this area, such as a sustainability strategy or climate strategy	Yes. The Strategy and Sustainability Committee operates under the Board of Directors.	Sustainability management, Sustainability management system, page 39
BPCS-47	Incorporation of sustainability- and climate-related targets into the organization's remuneration policy to determine the remuneration of senior management	No.	
BPCS-48	Proportion of independent directors on the collegial governance body		Corporate governance, Corporate governance system, page 59
BPCS-49	Proportion of women in management positions, including on collegial governance bodies	All members of the Board of Directors are male. Proportion of women on the Management Board – 20%.	Corporate governance, Corporate governance system, page 59
BPCS-50	Number of recorded instances of violations involving the rights of indigenous peoples of the Russian Federation	TMK's operations do not affect the rights of indigenous peoples.	
BPCS-51	Proportion of employees in positions exposed to a high risk of corruption	TMK does not keep records of employees in positions exposed to a high risk of corruption.	
BPCS-52	Average hours of anti-corruption training per year per employee	12 minutes – average training time. This figure was calculated in accordance with the BPCS methodology based on the total number of anti-corruption training hours in 2025 (10,801) and the 2025 average headcount (54,500). 23 minutes – average training time for corruption risk owners.	
BPCS-53	Availability of a risk management policy, including climate risk management, and/or other risk management documents		Sustainability management, Sustainability risks, page 45
BPCS-54	Number of cases of prosecution under Russian laws for consumer rights violations	Not applicable to the Company, as TMK does not sell products to individuals covered by the Law On Consumer Rights Protection.	
BPCS-55	Number of recorded socially significant labor incidents (strikes)	No socially significant incidents were recorded.	
BPCS-56	Availability of a policy and/or other documents providing for the application of inclusion principles in the organization's activities	The Sustainability Policy sets out the Company's approach to diversity and inclusion.	

Recommendation	Disclosure	Comments or value of the indicator	Location
BPCS-57	Availability of written obligations at the organization to implement a comprehensive set of inclusion-related activities, including: <ul style="list-style-type: none"> ensuring access to the organization's sites, premises, and services for people with disabilities conducting awareness-raising and educational programs on inclusion for employees implementing technical solutions to ensure workplace accessibility for people with disabilities creating jobs for people with disabilities; and submitting quarterly reports on the fulfillment of these obligations 	No.	
BPCS-58	Amount of claims filed in legal disputes involving the issuer as defendant: <ul style="list-style-type: none"> in cases involving claims against current or former members of the issuer's governance bodies in cases challenging transactions under Articles 173.1 and 174 of the Civil Code of the Russian Federation in cases challenging decisions of the issuer's governance bodies, as well as other legal disputes involving the issuer and related to violations of corporate law 	RUB 0.00.	
BPCS-59	Amount of claims awarded in legal disputes involving the issuer as defendant	RUB 0.00.	
BPCS-60	Amount of fines imposed on the organization and its officers for non-compliance with Russian laws on joint stock companies and securities as well as corporate relations in joint stock companies	RUB 0.00.	
IV. Economic			
BPCS-61	Revenue (or a similar indicator)		Appendix, Additional sustainability disclosures, page 199
BPCS-62	Labor productivity	Records are not kept.	
BPCS-63	Total accrued compulsory payments (excluding fines and penalties), including: <ul style="list-style-type: none"> taxes and fees insurance contributions other compulsory payments 	RUB 71.4 billion.	
BPCS-64	Total paid compulsory payments (excluding fines and penalties), including: <ul style="list-style-type: none"> taxes and fees insurance contributions other compulsory payments 	RUB 89.6 billion.	
BPCS-65	Proportion of spending on Russian goods, works, and services in total spending on goods, works, and services	98%	Responsible supply chain, Supplier engagement, page 72



Recommendation	Disclosure	Comments or value of the indicator	Location
BPCS-66	Proportion of spending on goods, works, and services procured from small and medium-sized enterprises in total procurement from Russian organizations	10%	Responsible supply chain, Supplier engagement, page 72
BPCS-67	Volume of sustainable investments, including green investments, and the proportion of such investments in total investments	No records are kept to enable the required breakdown.	Environmental stewardship, Management approach, page 83
BPCS-68	Investments in projects related to achieving technological sovereignty and structural adaptation of the Russian economy, and the proportion of such investments in total investments Ratio of the organization's investments in projects related to achieving technological sovereignty and structural adaptation of the Russian economy to the organization's total administrative expenses	Project example: implementation of the Harmony MDM corporate master data management system to synchronize internal IT systems. Information on the volume of investments is confidential and not disclosed.	
BPCS-69	Total number of climate-vulnerable assets and their proportion in the total number of items of property, plant and equipment on the organization's balance sheet		Climate and energy efficiency, Managing climate-related risks and opportunities, page 109
BPCS-70	Proportion of facilities for which a quantitative and/or qualitative climate risk assessment has been conducted	No records are kept to enable the required breakdown.	
BPCS-71	Effectiveness of climate change adaptation measures and/or economic efficiency of climate change adaptation measures implemented under corporate plans, strategies, or programs aimed at climate change adaptation, if any		Climate and energy efficiency, Managing climate-related risks and opportunities, page 109
BPCS-72	Potential financial impact of climate risks		Climate and energy efficiency, Managing climate-related risks and opportunities, page 109

V. Business reputation

BPCS-73	Responsible business conduct ratings received (including EKG rating (ESG rating) and sustainability ratings) as well as the organization's inclusion in sustainability and responsible business conduct indices and/or rankings		Company overview, Awards and achievements, page 24
---------	---	--	--

Additional sustainability disclosures

[BPCS-45](#)

List of key sustainability documents

Company overview

Digitalization

- Strategy to Ensure and Improve Cybersecurity
- Project Management Policy **new**
- Information Security Policy
- TMK Group's IT Import Independence Program **new**
- IT Service Continuity Program
- Infrastructure Management: Management of Process Equipment, Buildings, and Facilities standard
- Regulations on Project Management
- Regulations on the Procedure for Incentivizing Project Activities

Sustainability management

- Sustainability Strategy **updated**
- Sustainability Policy
- Policy on Processing and Protection of Personal Data

Governance

- Articles of Association **updated**
- Code of Ethics
- Anti-Corruption Policy
- Anti-Trust Compliance Policy **updated**
- Internal Audit Policy **updated**
- Counterparty Management Policy
- Risk Management Policy
- Regulations on Anti-Trust Risk Management **updated**
- Internal Control Policy
- Regulations on Conflicts of Interest
- Regulations on the Compliance Risk Management Committee
- Regulations on the General Meeting of Shareholders
- Regulations on the Board of Directors
- Regulations on the Management Board
- Regulations on the Nomination and Remuneration Committee of the Board of Directors
- Regulations on the Strategy and Sustainability Committee of the Board of Directors
- Regulations on the Audit Committee of the Board of Directors
- Regulations on the Corporate Secretary
- Regulations on the Internal Audit Service **updated**

Responsible supply chain

- Counterparty Management Policy
- Quality Policy
- Commercial/Sales Policy for Seamless Pipes **new**
- Corporate Non-Destructive Testing System Development Strategy for 2024–2027
- Corporate Management System – Handling Notifications: Customer Satisfaction Analysis standard
- Corporate Management System – Procurement standard
- Corporate Quality Management System – Supplier Evaluation Procedure standard
- Regulations on Category Management in Procurement
- List of Products, Components, and Services Subject to Supplier Certification by RUSNITI in 2025–2027 **new**
- Regulations on Procurement on the Electronic Trading Platform
- Regulations on the Tender Committee and on the Procedure for Centralized and Non-Centralized Procurement of Goods, Works, and Services
- Regulations on Inventory Procurement Planning
- Regulations on Planning and General Rules for Qualifying Suppliers of Components and Services **new**
- TMK Group's Quality Guidelines

Environmental protection

- PAO TMK's Environmental Strategy to 2036 **new**
- Environmental Policy
- Environmental Policy Implementation Framework
- Sustainability Policy
- Air Pollution Reduction Program
- Waste and By-Product Management Program
- Program for Disposal of PCB-Containing Equipment

Climate and energy efficiency

- Sustainability Strategy **updated**
- PAO TMK's Low-Carbon Development Strategy to 2036
- Sustainability Policy
- Environmental Policy
- TMK Group's Energy Efficiency Program for 2023–2027
- Greening Program for Enterprises and Regions of Operation
- PAO TMK's Low-Carbon Energy Transition Evaluation Framework
- Regulations on Environmental Audits and Site Visits at TMK Group **new**
- Guidelines for Assessing and Managing Physical Climate Risks
- Guidelines for Estimating GHG Emissions at TMK Group Enterprises **updated**
- Guidelines for Estimating Scope 3 GHG Emissions in Corporate Reporting **new**

Caring for employees

Our employees

- HR Policy
- Regulations on Recruitment at Enterprises
- Regulations on Internal Competition to Fill Job Vacancies
- Regulations on the Management Talent Pool
- Regulations on Employee Onboarding at Enterprises
- Regulations on the Certification of Enterprise Employees
- Regulations on Remuneration of Employees
- Corporate Policy on Harmonizing the Remuneration, Guarantees, and Compensation System Across TMK Group Enterprises **new**
- Regulations on Non-Financial Incentives for Enterprise Employees
- Regulations on the Uniform System of Remuneration, Guarantees, and Compensations
- Regulations on the Recreation of TMK Employees at Russian Health Resorts
- Regulations on Voluntary Health Insurance of PAO TMK Employees
- Regulations on Conducting Social Research and Surveys
- Regulations on the Recognition Corporate Award

Training and development

- Regulations on TMK Group's Employee Training **updated**
- Regulations on TMK Group's Management Talent Pool
- Regulations on TMK2U Corporate University **updated**
- Regulations on the Certification of Employees at TMK Group Enterprises
- Regulations on Vocational Skills Competitions Among Workers at TMK Group Enterprises

Occupational health and safety

- Occupational Health, Industrial and Fire Safety Policy **updated**
- Comprehensive Program to Develop the OHS Management Function to 2026
- Regulations on Tiered Control at TMK Enterprises **new**
- Regulations on Investigating Emergencies **new**
- Regulations on the Procedure for Investigating Injuries **new**
- Regulations on Contractor Engagement in Occupational Health, Industrial and Fire Safety **new**

Engagement with regions of operation

- Policy on Social Investment, Charitable and Sponsorship Activities
- Employee Volunteering Policy
- Charity and Sponsorship Policy **new**
- Regulations on the Charity Policy

Economic performance indicators

GRI 201-1 BPCS-61

Direct economic value generated and distributed, RUB mln

	2022	2023	2024	2025
Direct economic value generated	632,460	547,572	543,986	411,828
Sales revenue	629,185	544,265	532,165	404,359
Income from financial investments	3,213	3,119	5,538	8,726
Other income/expenses ⁵⁴	62	188	6,283	(1,257)
Economic value distributed	590,814	518,140	580,703	460,914
Operating expenses ⁵⁵	458,113	369,866	398,818	282,975
Employee wages and benefits ⁵⁶	69,190	74,217	89,003	87,675
Payments to providers of capital	44,700	51,962	78,818	81,782
including dividends paid (paid out)	10,841	20,838	9,939	–
including finance costs (accrued)	33,859	31,124	68,879	81,782
Payments to government	16,606	19,134	10,525	5,481
including income tax (accrued)	13,076	15,554	6,077	3,419
including other tax payments, import duties, and penalties (accrued)	3,530	3,580	4,448	2,062
Community investments	2,205	2,961	3,539	3,001
Economic value retained	41,646	29,432	(36,717)	(49,086)

Environmental indicators

GRI 305-7 SASB EM-IS-120a.1 BPCS-7

Pollutant emissions by plant, tonnes

Enterprise	2022	2023	2024	2025
VTZ	1,924.4	1,994.5	1,742.0	657.0
PNTZ	3,689.1	3,322.8	3,254.6	5,740.5
STZ	8,961.8	8,990.7	8,615.2	1,970.1
TAGMET	4,717.1	4,309.7	3,234.3	2,062.5
SinTZ	186.1	188.3	238.4	195.9
CHTPZ	955.7	851.8	830.8	300.3
OMZ	47.3	29.6	24.7	24.5
TMK-YMZ	890.4	890.4	-	-
TMK-INOX	25.3	24.8	27.7	22.7
Oilfield Services Division enterprises	119.7	79.6	69.7	106.8
TMK PS	-	276.5	236.9	122.8
Machine-Building Division enterprises ⁵⁷	19.7	448.1	447.9	180.9
TOTAL	21,536.5	21,406.6	18,722.2	11,384.0

GRI 305-7 SASB EM-IS-120a.1

Nitrogen oxide (NO_x) emissions by plant, tonnes

Enterprise	2022	2023	2024	2025
VTZ	517.4	487.2	426.5	98.1
PNTZ	668.6	616.2	543.1	1,056.1
STZ	1,262.4	1,264.6	1,200.6	379.5
TAGMET	695.1	571.8	473.6	369.8
SinTZ	40.1	43.0	65.3	50.4
CHTPZ	423.1	402.5	395.6	173.8
OMZ	3.1	2.7	1.5	1.5
TMK-YMZ	141.9	141.9	-	-
TMK-INOX	6.4	6.1	7.9	5.6
Oilfield Services Division enterprises	11.7	13.4	6.0	11.0
TMK PS	-	62.8	55.9	28.2
Machine-Building Division enterprises ⁵⁷⁽³⁾	3.6	95.6	95.5	54.4
TOTAL	3,773.4	3,707.8	3,271.5	2,228.3

GRI 305-7 SASB EM-IS-120a.1

Sulfur oxide (SO_x) emissions by plant, tonnes

Enterprise	2022	2023	2024	2025
VTZ	13.9	39.1	31.6	2.1
PNTZ	62.3	60.1	65.2	441.4
STZ	925.3	921.9	897.8	239.9
TAGMET	41.3	36.0	32.6	27.6
SinTZ	0.0	0.0	0.1	0.1
CHTPZ	15.3	14.6	14.4	2.6
OMZ	0.2	0.2	0.2	0.2
TMK-YMZ	105.9	105.9	-	-
TMK-INOX	0.0	0.0	0.0	0.0
Oilfield Services Division enterprises	3.0	0.9	0.3	0.2
TMK PS	-	0.1	0.1	0.1
Machine-Building Division enterprises ⁵⁷⁽²⁾	0.1	0.1	0.1	0.1
TOTAL	1,167.5	1,178.9	1,042.4	714.1

GRI 305-7 SASB EM-IS-120a.1

Volatile organic compound (VOC) emissions by plant, tonnes

Enterprise	2022	2023	2024	2025
VTZ	75.2	43.4	31.5	7.3
PNTZ	84.0	85.7	83.9	120.3
STZ	15.0	14.0	13.8	6.2
TAGMET	134.8	129.6	131.8	124.3
SinTZ	29.9	29.3	28.2	27.4
CHTPZ	155.9	152.8	152.9	24.8
OMZ	8.7	4.9	4.6	4.6
TMK-YMZ	3.8	3.8	-	-
TMK-INOX	0.8	0.8	1.2	1.1
Oilfield Services Division enterprises	28.3	17.9	17.5	16.7
TMK PS	-	5.8	2.6	1.6
Machine-Building Division enterprises ⁵⁷⁽⁴⁾	2.2	207.2	207.2	27.7
TOTAL	538.6	695.2	675.1	362.1

SASB EM-IS-120a.1

Carbon monoxide (CO) emissions by plant, tonnes

Enterprise	2022	2023	2024	2025
VTZ	777.4	970.7	909.0	429.7
PNTZ	2,157.2	1,949.1	2,032.1	3,613.7
STZ	6,420.1	6,451.8	6,169.6	1,129.0
TAGMET	2,987.7	2,810.8	2,017.2	1,136.2
SinTZ	27.9	29.7	65.5	48.7
CHTPZ	257.3	232.6	222.4	13.7
OMZ	31.4	19.5	15.7	15.6
TMK-YMZ	603.6	603.6	-	-
TMK-INOX	9.0	8.9	10.2	7.3
Oilfield Services Division enterprises	37.7	8.2	9.5	36.5
TMK PS	-	108.0	83.1	44.0
Machine-Building Division enterprises ⁵⁷⁽⁵⁾	9.8	104.1	104.0	76.9
TOTAL	13,319.0	13,297.0	11,638.3	6,551.4

GRI 305-7

Other standard categories of air emissions by plant, tonnes

Enterprise	2022	2023	2024	2025
VTZ	25.0	17.2	18.4	13.1
PNTZ	22.3	27.3	26.1	20.8
STZ	15.8	15.9	15.6	9.5
TAGMET	24.6	27.1	25.1	22.0
SinTZ	12.4	11.3	15.4	14.9
CHTPZ	22.6	24.6	22.9	15.1
OMZ	0.3	0.1	0.1	0.1
TMK-YMZ	2.0	2.0	-	-
TMK-INOX	3.5	3.6	3.1	2.9
Oilfield Services Division enterprises	21.8	23.5	18.2	28.3
TMK PS	-	7.3	1.3	0.5
Machine-Building Division enterprises ⁵⁷⁽⁷⁾	0.1	16.4	16.4	0.6
TOTAL	150.4	176.1	162.6	127.8

GRI 305-7

Particulate matter emissions by plant, tonnes

Enterprise	2022	2023	2024	2025
VTZ	515.5	436.9	325.0	106.6
PNTZ	694.8	584.4	504.4	488.2
STZ	323.2	322.6	317.8	206.0
TAGMET	833.6	734.4	553.9	382.6
SinTZ	75.7	75.0	64.0	54.5
CHTPZ	81.5	24.8	22.7	70.2
OMZ	3.6	2.1	2.5	2.5
TMK-YMZ	33.0	33.0	-	-
TMK-INOX	5.6	5.4	5.3	5.8
Oilfield Services Division enterprises	17.3	15.7	18.2	14.1
TMK PS	-	92.4	93.9	48.6
Machine-Building Division enterprises ⁵⁷⁽⁶⁾	3.9	24.8	24.8	21.3
TOTAL	2,587.7	2,351.6	1,932.4	1,400.3

GRI 305-7 SASB EM-IS-120a.1

Emissions of hazardous air pollutants, including manganese monoxide (MnO) as well as lead (Pb) and its compounds in 2025 by plant, tonnes

Enterprise	Hazardous air pollutants	Manganese monoxide (MnO)	Lead (Pb) and its compounds
VTZ	11.7	0.7	0.1
PNTZ	21.1	5.8	0.6
STZ	5.2	3.3	0.3
TAGMET	23.3	8.4	-
SinTZ	14.2	0.1	-
CHTPZ	15.1	0.1	-
OMZ	0.1	-	-
TMK-YMZ	-	-	-
TMK-INOX	2.7	-	-
Oilfield Services Division enterprises	0.1	-	-
TMK PS	0.9	0.3	-
Machine-Building Division enterprises ⁵⁷⁽⁸⁾	0.1	0.1	-
TOTAL	94.5	18.9	1.0

GRI 303-3 SASB EM-IS-140a.1 BPCS-1

Total water withdrawal,⁵⁸ thousand m³

Indicator	2022	2023	2024	2025
Surface water	15,188.6	15,772.8	15,255.4	13,159.0
including freshwater	15,188.6	15,772.8	15,255.4	13,159.0
including other water	-	-	-	-
Groundwater	1,774.4	2,037.5	1,845.1	1,746.2
including freshwater	1,774.4	2,037.5	1,845.1	1,746.2
including other water	-	-	-	-
Seawater	4,138.6	4,138.6	3,688.8	3,974.2
Produced water	-	-	-	-
including freshwater	-	-	-	-
including other water	-	-	-	-
Third-party water, including	15,118.0	18,068.2	17,062.1	15,328.5
Third-party wastewater	4,216.0	7,257.6	7,092.4	5,710.9
including freshwater	-	-	-	-
including other water	4,216.0	7,257.6	7,092.4	5,710.9
Municipal or other water networks	10,902.0	10,810.6	9,969.7	9,617.6
including freshwater	10,902.0	10,810.6	9,969.7	9,617.6
including other water	-	-	-	-
Drainage water	1,123.2	964.8	992.1	1,026.2
Storm water	69.4	90.0	74.9	62.0
Total water withdrawal⁵⁹	37,412.2	41,072.0	38,918.4	35,296.0
including freshwater	27,865.0	28,620.9	27,070.2	24,522.8
including other water	9,547.2	12,451.1	11,848.2	10,773.3

GRI 303-3

Total water withdrawal from all areas with water stress,⁵⁹⁽²⁾ thousand m³

Indicator	2022	2023	2024	2025
Surface water	14,200.6	14,820.0	14,732.7	12,715.0
including freshwater	14,200.6	14,820.0	14,732.7	12,715.0
including other water	-	-	-	-
Groundwater	1,770.0	2,027.6	1,835.4	1,738.5
including freshwater	1,770.0	2,027.6	1,835.4	1,738.5
including other water	-	-	-	-
Seawater	-	-	-	-
Produced water	-	-	-	-
including freshwater	-	-	-	-
including other water	-	-	-	-

Indicator	2022	2023	2024	2025
Third-party water, including	4,164.0	3,871.5	3,329.8	3,465.4
Third-party wastewater	-	-	-	-
including freshwater	-	-	-	-
including other water	-	-	-	-
Municipal or other water networks	4,164.0	3,871.5	3,329.8	3,465.4
including freshwater	4,164.0	3,871.5	3,329.8	3,465.4
including other water	-	-	-	-
Drainage water	1,123.2	964.8	992.1	1,026.2
Storm water	69.4	90.0	74.9	62.0
Total water withdrawal⁵⁹⁽³⁾	21,327.1	21,773.9	20,965.0	19,006.9
including freshwater	20,134.6	20,719.1	19,898.0	17,918.8
including other water	1,192.6	1,054.8	1,067.0	1,088.1

GRI 303-4

Total water discharge,⁵⁸⁽²⁾ thousand m³

Indicator	2022	2023	2024	2025
Surface water bodies	13,051.8	12,380.3	12,939.3	14,189.8
including freshwater	477.1	477.5	-	-
including other water	12,574.7	11,902.8	12,939.3	14,189.8
Municipal or other water networks	13,433.3	13,918.9	14,293.6	13,482.2
including freshwater	-	-	-	-
including other water	13,433.3	13,918.9	14,293.6	13,482.2
Total water discharged⁶⁰	26,485.1	26,299.2	27,232.9	27,672.0
including freshwater	477.1	477.5	-	-
including other water	26,008.1	25,821.7	27,232.9	27,672.0

GRI 303-4

Total water discharge to all areas with water stress,⁵⁸⁽³⁾ thousand m³

Indicator	2022	2023	2024	2025
Surface water bodies	12,061.3	11,456.5	12,420.3	13,749.0
including freshwater	-	-	-	-
including other water	12,061.3	11,456.5	12,420.3	13,749.0
Municipal or other water networks⁶¹	3,069.3	2,828.6	2,772.5	1,992.6
including freshwater	-	-	-	-
including other water	3,069.3	2,828.6	2,772.5	1,992.6
Total water discharged⁶⁰⁽²⁾	15,130.6	14,285.1	15,192.8	16,230.1
including freshwater	-	-	-	-
including other water	15,130.6	14,285.1	15,192.8	16,230.1

GRI 303-5

Water consumption, thousand m³

Indicator	2022	2023	2024	2025
Total water consumption	10,927.0	14,772.8	11,685.4	7,624.0
Total water consumption in all areas with water stress ⁶²	6,196.5	7,488.8	5,772.2	2,776.8

GRI 306-3

Total weight of waste received from third parties, thousand tonnes

Indicator	2022	2023	2024	2025
Hazardous waste (Hazard Classes 1–3)	–	–	0.01	0.02
Non-hazardous waste (Hazard Classes 4–5)	0.28	4.51	3.05	2.19
Total	0.28	4.51	3.07	2.20

GRI 306-4 BPCS-6

Total weight of waste directed to recovery, tonnes

Indicator	2022	2023	2024	2025
Total weight of waste directed to recovery	1,095,269.9	950,807.1	643,069.6	352,069.7
Hazardous waste	18.7	26.1	7,512.9⁶⁵	6,014.9
at TMK plants	–	–	3,833.3	1,723.6
waste recycling	–	–	359.0	255.2
other recovery operations	–	–	3,474.3	1,468.4
transferred to third parties	18.7	26.1	3,679.5	4,291.3
waste recycling	0.4	3.0	1,744.7	775.9
preparation for reuse	–	–	–	–
other recovery operations (treatment)	18.3	23.1	1,934.8	3,515.4
Non-hazardous waste	1,095,251.2	950,781.0	635,556.7	346,054.9
at TMK plants	446,479.6	289,850.4	287,108.3	174,066.2
waste recycling	442,305.5	285,776.7	287,108.3	173,999.6
other recovery operations (treatment)	4,174.1	4,073.7	–	66.6
transferred to third parties	648,771.6	660,930.7	348,448.4	171,988.6
waste recycling	628,301.9	635,961.2	337,033.9	157,360.6
preparation for reuse (processing)	422.6	9.2	57.9	4.7
other recovery operations (treatment)	20,047.1	24,960.3	11,356.7	14,623.3

GRI 306-3 BPCS-5

Waste generation by hazard class,⁶³ thousand tonnes

Indicator	2022	2023	2024	2025
Hazard Class 1 ⁶⁴	0.02	0.06	0.11	0.12
Hazard Class 2	0.01	0.00	0.01	0.00
Hazard Class 3	8.6	11.4	7.8	5.9
Hazard Class 4	532.7	499.3	256.0	177.0
Hazard class 5	509.2	368.9	337.4	216.5
Total	1,050.5	879.7	601.4	399.5

GRI 306-5 BPCS-6

Total weight of waste directed to disposal, tonnes

Indicator	2022	2023	2024	2025
Total weight of waste directed to disposal	86,394.1	70,828.6	63,503.1	49,246.5
Hazardous waste	–	–	55.1	30.96
at TMK plants	–	–	55.1	30.96
directed to landfill	–	–	55.1	30.96
transferred to third parties	–	–	–	–
directed to landfill	–	–	–	–
sent for storage	–	–	–	–
Non-hazardous waste	86,394.1	70,828.6	63,448.1	49,215.6
at TMK plants	29,848.0	16,542.9	18,416.1	18,083.3
directed to landfill	29,848.0	16,542.9	18,416.1	18,083.3
transferred to third parties	56,546.1	54,285.7	45,032.0	31,132.3
directed to landfill	53,653.3	51,134.9	40,231.6	26,048.9
sent for storage	35.5	–	–	–
municipal solid waste transferred to the regional operator	2,857.4	3,150.8	4,800.4	5,083.3

BPCS-6

Stored on-site (in the sludge storage facility), tonnes

Indicator	2022	2023	2024	2025
Stored onsite (in the sludge storage facility)	337.4	185.6	4,572.9 ⁶⁶	4,615.5

GRI 301-1

Materials used by EAF shops for producing primary products,⁶⁷ thousand tonnes

Indicator	2022	2023	2024	2025
Non-renewable materials, including	5,303.1	5,424.1	4,646.9	3,590.4
materials for production	5,286.7	5,377.1	4,613.8	3,559.9
associated materials	16.4	47.0	33.1	30.6

GRI 301-1

Materials used in packaging production,⁶⁸ thousand tonnes

Indicator	2024	2025
Packaging materials made from non-renewable raw materials	1.9	1.7
Packaging materials made from renewable raw materials	4.1	2.1

Workforce indicators

BPCS-21 BPCS-23

Average headcount,⁶⁹ thousand people

Indicator	2022	2023	2024	2025
Total, thousand people	56.9	58.0	56.9	54.5
including the total number of employees with disabilities, people	405	442	476	458

GRI 2-7

Breakdown of employees by gender and employment contract type,⁷⁰ thousand people

	2022	2023	2024	2025	2022	2023	2024	2025
	Permanent employment contract				Fixed-term employment contract			
Women	20.6	20.6	20.4	18.6	0.7	0.9	0.9	0.5
Men	38.3	37.7	36.1	32.1	0.9	1.0	1.2	0.5
Total	58.9	58.3	56.5	50.7	1.6	1.9	2.1	1.0
	Full-time employment contract				Part-time employment contract			
Women	21.2	21.4	21.2	19.0	0.07	0.11	0.10	0.10
Men	39.2	38.6	37.2	32.5	0.02	0.06	0.10	0.10
Total	60.4	60.0	58.4	51.5	0.09	0.17	0.2	0.2

GRI 2-7

Breakdown of employees by region in 2025, thousand people

Operating region	Number of employees
Sverdlovsk Region	24.5
Volgograd Region	8.6
Chelyabinsk Region	6.7
Rostov Region	5.9
Orenburg Region	2.5
Moscow	1.2
Khanty-Mansi Autonomous Area – Yugra	1.0
Yamal-Nenets Autonomous Area	0.5
Belgorod Region	0.3
Perm Territory	0.1
Moscow Region	0.1
Other regions	0.3

GRI 2-30 BPCS-33

Percentage of total employees covered by collective bargaining agreements, %

	2022	2023	2024	2025 ⁷¹
	89	91	91	88

GRI 401-1

Total number of new employee hires, thousand people

	2022	2023	2024	2025
	12.5	11.4	10.8	7.3

GRI 405-1

Employees by category, thousand people

	2022	2023	2024	2025
Blue-collar employees	44.3	43.5	41.6	36.0
Managers and other white-collar employees	16.0	16.4	16.7	15.4
Senior management	0.2	0.3	0.3	0.3

GRI 405-1 BPCS-25

Employees by age group, %

	2022	2023	2024	2025
Under 30 years old	15.0	14.7	15.4	13.9
30–50 years old	61.0	60.5	59.2	59.1
Over 50 years old	24.0	24.8	25.4	27.0

GRI 2-7 GRI 405-1 BPCS-25

Employees by gender, thousand people

	2022	2023	2024	2025
Women	21.3 (35 %)	21.5 (36 %)	21.3 (36 %)	19.1 (37 %)
Men	39.2 (65 %)	38.7 (64 %)	37.3 (64 %)	32.6 (63 %)

GRI 202-1

Ratios of standard entry-level wage compared to local minimum wage across the Company's significant locations of operation at the end of 2025^{72 73}

Operating region	Entry-level minimum wage, RUB	Regional minimum wage, RUB	Ratio of wage to minimum wage
Sverdlovsk Region	38,133	22,440	1.70
Volgograd Region	40,421	24,684	1.64
Chelyabinsk Region	38,133	22,440	1.70
Rostov Region	39,658	26,928	1.47
Orenburg Region	38,133	22,440	1.70
Moscow	87,500	32,916	2.66
Khanty-Mansi Autonomous Area – Yugra	25,518	22,440	1.14
Yamal-Nenets Autonomous Area	30,880	22,440	1.38
Belgorod Region	38,133	22,440	1.70
Perm Territory	29,547	22,440	1.32
Moscow Region	38,164	24,500	1.56

GRI 404-1 BPCS-32

Total hours of employee training⁷⁴

Indicator	2023	2024	2025
Hours of employee training, ⁷⁵ thousand	3,110	3,116	3,142
by gender			
Men	2,186	2,233	2,222
Women	924	883	920
by position			
Senior management	25	9	7
Managers and other white-collar employees	700	606	547
Blue-collar employees	2,385	2,501	2,588
Headcount, thousand people	60.2	58.6	51.7
by gender			
Men	38.7	37.3	32.6
Women	21.5	21.3	19.1
by position			
Senior management ⁷⁶	0.3	0.3	0.3
Managers and other white-collar employees	16.4	16.8	15.4
Blue-collar employees	43.5	41.6	36.0
Average hours of training per year per employee ⁷⁷	51.6	53.2	60.8
by gender			
Men	56.5	59.9	68.1
Women	42.9	41.6	48.2
by position			
Senior management	91.7	33.1	29.5
Managers and other white-collar employees	42.5	36.1	35.4
Blue-collar employees	54.8	60.2	71.9

GRI 404-3

Employee performance evaluation,⁷⁸ people

Indicator	2023	2024	2025
Total number of employees who have passed official performance evaluation (certification)	5,186	6,125	7,672
by gender			
Men	3,394	4,096	5,233
Women	1,792	2,029	2,439
by position			
Senior management	0	0	0
Managers and other white-collar employees	578	1,125	1,323
Blue-collar employees	4,608	5,000	6,349

Occupational health and safety indicators⁷⁹

GRI 403-8

Employees covered by the occupational health and safety management system (OHSMS) in 2025

Indicator	OHSMS coverage	Including the OHSMS that passed an internal audit	Including the OHSMS that passed an external audit
Number of employees at TMK enterprises covered by the OHSMS	50,857	47,684	38,087
Proportion of employees at TMK enterprises covered by the OHSMS in TMK's total headcount	100%	94%	75%

GRI 403-9 BPCS-30

Number of TMK Group employees who sustained work-related injuries, including no-lost-time injuries

Indicator	2022	2023	2024	2025
Number of work-related injuries, including:	35	54	54	45
number of fatalities as a result of work-related injury	3	1	0	3
number of high-consequence work-related injuries	10	9	7	10
number of low-consequence work-related injuries	22	44	47	32
Number of no-lost-time injuries	23	46	22	26

GRI 403-9

Number of contractor employees who sustained work-related injuries, including no-lost-time injuries

Indicator	2022	2023	2024	2025
Number of work-related injuries, including:	4	1	6	5
number of fatalities as a result of work-related injury	1	0	0	1
number of high-consequence work-related injuries	1	1	1	2
number of low-consequence work-related injuries	2	0	5	2
Number of no-lost-time injuries	2	8	0	1

GRI 403-9 BPCS-29

Work-related injury rates among TMK Group employees

Indicator	2022	2023	2024	2025
Total recordable injury frequency rate (TRIFR)	0.69	1.11	0.82	0.84
Lost time injury frequency rate (LTIFR)	0.42	0.60	0.58	0.53
Fatal accident rate (FAR)	0.04	0.01	0.00	0.04
The rate of high-consequence work-related injuries	0.12	0.10	0.08	0.12

[GRI 403-9](#)
Number of work-related injuries at TMK Group

Enterprise	2022	2023	2024	2025
VTZ	1	1	2	6
PNTZ	6	12	14	13
STZ	3	2	8	5
TAGMET	1	6	4	2
SinTZ	5	6	7	3
CHTPZ	3	5	1	2
OMZ	2	0	1	0
TMK-YMZ	2	1	–	–
TMK-INOX	0	0	0	0
Oilfield Services Division enterprises:	7	7	8	5
Truboplast	1	1	1	0
TMK NGS-Nizhnevartovsk	4	0	3	2
TMK NGS-Buzuluk	0	3	1	2
Uralchermet	0	1	2	–
TMK Pipe Service	1	2	1	1
Machine-Building Division enterprises:	2	5	2	3
TMK Steel Technologies	1	0	0	1
Pipeline Bends	1	1	0	0
RAZ	0	0	0	0
CSSP	–	4	2	2
TMK ESK	0	1	0	0
TMK PS:	0	2	1	0
TMK PS (Volzhsky)	–	1	0	0
TMK PS (Chelyabinsk)	–	1	1	0
TMK's R&D centers	1	1	1	0
TMK TechService	–	5	4	5
TMK-Premium Service	–	0	1	1
TMK	–	–	0	0
TMK BSC	–	–	0	0
Trade House TMK	–	–	–	0
TOTAL	35	54	54	45

[GRI 403-9](#)
Number of high-consequence work-related injuries at TMK Group

Enterprise	2022	2023	2024	2025
VTZ	1	1	1	4
PNTZ	1	0	2	0
STZ	1	0	0	1
TAGMET	1	2	1	1
SinTZ	1	0	1	0
CHTPZ	0	1	0	1
OMZ	1	0	0	0
TMK-YMZ	0	1	–	–
TMK-INOX	0	0	0	0
Oilfield Services Division enterprises:	3	2	2	2
Truboplast	0	1	0	0
TMK NGS-Nizhnevartovsk	1	0	0	1
TMK NGS-Buzuluk	0	0	1	1
Uralchermet	0	0	1	–
TMK Pipe Service	1	1	0	0
Machine-Building Division enterprises:	1	0	0	1
TMK Steel Technologies	1	0	0	1
Pipeline Bends	0	0	0	0
RAZ	0	0	0	0
CSSP	–	0	0	0
TMK ESK	0	0	0	0
TMK PS:	0	1	0	0
TMK PS (Volzhsky)	–	0	0	0
TMK PS (Chelyabinsk)	–	1	0	0
TMK's R&D centers	0	0	0	0
TMK TechService	–	1	0	0
TMK-Premium Service	–	0	0	0
TMK	–	–	0	0
TMK BSC	–	–	0	0
Trade House TMK	–	–	–	0
TOTAL	10	9	7	10

GRI 403-9 BPCS-29

Number of fatalities as a result of work-related injury at TMK Group

Enterprise	2022	2023	2024	2025
VTZ	0	0	0	2
PNTZ	2	0	0	0
STZ	0	0	0	0
TAGMET	0	0	0	0
SinTZ	0	0	0	0
CHTPZ	1	0	0	0
OMZ	0	0	0	0
TMK-YMZ	0	0	-	-
TMK-INOX	0	0	0	0
Oilfield Services Division enterprises:	0	0	0	0
Truboplast	0	0	0	0
TMK NGS-Nizhnevartovsk	0	0	0	0
TMK NGS-Buzuluk	0	0	0	0
Uralchermet	0	0	0	0
TMK Pipe Service	0	0	0	0
Machine-Building Division enterprises:	0	0	0	1
TMK Steel Technologies	0	0	0	0
Pipeline Bends	0	0	0	0
RAZ	0	0	0	0
CSSP	-	0	0	1
TMK ESK	0	0	0	0
TMK PS:	0	0	0	0
TMK PS (Volzhsky)	-	0	0	0
TMK PS (Chelyabinsk)	-	0	0	0
TMK's R&D centers	0	1	0	0
TMK TechService	-	-	0	0
TMK-Premium Service	-	0	0	0
TMK	-	-	0	0
TMK BSC	-	-	0	0
Trade House TMK	-	-	-	0
TOTAL	3	1	0	3

GRI 403-9

Lost time injury frequency rate (LTIFR) at TMK Group

Enterprise	2022	2023	2024	2025
VTZ	0.06	0.07	0.15	0.50
PNTZ	0.48	0.97	1.12	1.11
STZ	0.30	0.23	0.92	0.60
TAGMET	0.10	0.60	0.40	0.22
SinTZ	0.45	0.53	0.61	0.28
CHTPZ	0.34	0.71	0.15	0.46
OMZ	0.59	0.00	0.24	0.00
TMK-YMZ	1.06	0.51	-	-
TMK-INOX	0.00	0.00	0.00	0.00
Oilfield Services Division enterprises:	1.79	1.60	1.56	1.06
Truboplast	3.12	3.36	3.44	0.00
TMK NGS-Nizhnevartovsk	3.31	0.00	1.88	1.34
TMK NGS-Buzuluk	0.00	4.30	1.00	2.36
Uralchermet	0.00	2.40	5.07	-
TMK Pipe Service	0.85	1.36	0.58	0.58
Machine-Building Division enterprises:	0.88	0.92	0.40	0.72
TMK Steel Technologies	1.29	0.00	0.00	1.35
Pipeline Bends	1.07	0.98	0.00	0.00
RAZ	0.00	0.00	0.00	0.00
CSSP	-	1.45	0.81	1.04
TMK ESK	0.00	1.36	0.00	0.00
TMK PS:	0.00	0.41	0.22	0.00
TMK PS (Volzhsky)	-	0.37	0.00	0.00
TMK PS (Chelyabinsk)	-	0.48	0.52	0.00
TMK's R&D centers	4.21	2.47	2.41	0.00
TMK TechService	-	1.45	1.08	0.94
TMK-Premium Service	-	0.00	1.62	1.53
TMK	-	-	0.00	0.00
TMK BSC	-	-	0.00	0.00
Trade House TMK	-	-	-	0.00
TOTAL	0.42	0.60	0.58	0.53

GRI 403-9

Total recordable injury frequency rate (TRIFR) at TMK Group

Enterprise	2022	2023	2024	2025
VTZ	0.06	0.07	0.15	0.50
PNTZ	1.28	2.01	1.92	1.70
STZ	0.30	1.02	1.04	0.96
TAGMET	0.10	0.60	0.40	0.33
SinTZ	0.89	0.61	0.95	0.57
CHTPZ	0.57	1.14	0.46	0.92
OMZ	1.46	0.00	0.24	0.00
TMK-YMZ	1.06	0.51	-	-
TMK-INOX	0.76	0.00	0.00	0.00
Oilfield Services Division enterprises:	1.79	1.83	1.56	1.06
Truboplast	3.12	3.36	3.44	0.00
TMK NGS-Nizhnevartovsk	3.31	0.00	1.88	1.34
TMK NGS-Buzuluk	0.00	4.30	1.00	2.36
Uralchermet	0.00	2.40	5.07	-
TMK Pipe Service	0.85	2.04	0.58	0.58
Machine-Building Division enterprises:	0.88	3.87	0.99	2.16
TMK Steel Technologies	1.29	1.06	1.37	2.70
Pipeline Bends	1.07	2.93	0.00	3.47
RAZ	0.00	0.00	0.00	0.00
CSSP	-	6.18	1.62	2.08
TMK ESK	0.00	1.36	0.00	0.00
TMK PS:	3.20	0.41	0.44	0.00
TMK PS (Volzhsky)	-	0.37	0.00	0.00
TMK PS (Chelyabinsk)	-	0.48	1.03	0.00
TMK's R&D centers	4.21	2.47	2.41	0.00
TMK TechService	-	2.90	1.35	1.70
TMK-Premium Service	-	0.00	1.62	1.53
TMK	-	-	0.00	0.00
TMK BSC	-	-	0.00	0.00
Trade House TMK	-	-	-	0.00
TOTAL	0.69	1.11	0.82	0.84

GRI 403-9

The rate of high-consequence work-related injuries at TMK Group

Enterprise	2022	2023	2024	2025
VTZ	0.06	0.07	0.08	0.34
PNTZ	0.08	0.00	0.16	0.00
STZ	0.10	0.00	0.00	0.12
TAGMET	0.10	0.20	0.10	0.11
SinTZ	0.09	0.00	0.09	0.00
CHTPZ	0.00	0.14	0.00	0.23
OMZ	0.29	0.00	0.00	0.00
TMK-YMZ	0.00	0.51	-	-
TMK-INOX	0.00	0.00	0.00	0.00
Oilfield Services Division enterprises:	0.77	0.46	0.39	0.42
Truboplast	0.00	3.36	0.00	0.00
TMK NGS-Nizhnevartovsk	0.83	0.00	0.00	0.67
TMK NGS-Buzuluk	0.00	0.00	1.00	1.18
Uralchermet	0.00	0.00	2.53	-
TMK Pipe Service	0.85	0.68	0.00	0.00
Machine-Building Division enterprises:	0.44	0.00	0.00	0.00
TMK Steel Technologies	1.29	0.00	0.00	0.00
Pipeline Bends	0.00	0.00	0.00	0.00
RAZ	0.00	0.00	0.00	0.00
CSSP	-	0.00	0.00	0.00
TMK ESK	0.00	0.00	0.00	0.00
TMK PS:	0.00	0.21	0.00	0.00
TMK PS (Volzhsky)	-	0.00	0.00	0.00
TMK PS (Chelyabinsk)	-	0.48	0.00	0.00
TMK's R&D centers	0.00	0.00	0.00	0.00
TMK TechService	-	0.29	0.00	0.00
TMK-Premium Service	-	0.00	0.00	0.00
TMK	-	-	0.00	0.00
TMK BSC	-	-	0.00	0.00
Trade House TMK	-	-	-	0.00
TOTAL	0.12	0.10	0.08	0.11

GRI 403-9 SASB EM-IS-320a.1

Fatal accident rate (FAR) at TMK Group

Enterprise	2022	2023	2024	2025
VTZ	0.00	0.00	0.00	0.17
PNTZ	0.16	0.00	0.00	0.00
STZ	0.00	0.00	0.00	0.00
TAGMET	0.00	0.00	0.00	0.00
SinTZ	0.00	0.00	0.00	0.00
CHTPZ	0.11	0.00	0.00	0.00
OMZ	0.00	0.00	0.00	0.00
TMK-YMZ	0.00	0.00	–	–
TMK-INOX	0.00	0.00	0.00	0.00
Oilfield Services Division enterprises:	0.00	0.00	0.00	0.00
Truboplast	0.00	0.00	0.00	0.00
TMK NGS-Nizhnevartovsk	0.00	0.00	0.00	0.00
TMK NGS-Buzuluk	0.00	0.00	0.00	0.00
Uralchermet	0.00	0.00	0.00	0.00
TMK Pipe Service	0.00	0.00	0.00	0.00
Machine-Building Division enterprises:	0.00	0.00	0.00	0.24
TMK Steel Technologies	0.00	0.00	0.00	0.00
Pipeline Bends	0.00	0.00	0.00	0.00
RAZ	0.00	0.00	0.00	0.00
CSSP	–	0.00	0.00	0.52
TMK ESK	0.00	0.00	0.00	0.00
TMK PS:	0.00	0.00	0.00	0.00
TMK PS (Volzhsky)	–	0.00	0.00	0.00
TMK PS (Chelyabinsk)	–	0.00	0.00	0.00
TMK's R&D centers	0.00	2.47	0.00	0.00
TMK TechService	–	0.00	0.00	0.00
TMK-Premium Service	–	0.00	0.00	0.00
TMK	–	–	0.00	0.00
TMK BSC	–	–	0.00	0.00
Trade House TMK	–	–	–	0.00
TOTAL	0.04	0.01	0.00	0.04

Independent assurance

GRI 2-5



AO BST
5 Lesnaya Street
Moscow, 125047,
Russia

Tel: +7 (495) 787 06 00
Fax: +7 (495) 787 06 01
delret.ru

INDEPENDENT PRACTITIONER'S ASSURANCE REPORT

To the Board of Directors of PJSC TMK:

Scope of limited assurance engagement

We performed an assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (revised) to provide limited assurance of data prepared in accordance with the Global Reporting Initiative Standards (the "GRI Standards") presented in the Sustainability Report of PJSC TMK (the "Company") for the year ended 31 December 2025 (the "Report") ("Subject matter").

Our key assurance procedures

To achieve limited assurance, the ISAE 3000 (revised) requires that we review the processes, systems and competencies used to compile the areas on which we provide our assurance. Considering the risk of material error, we planned and performed our work to obtain all of the information and explanations we considered necessary to provide sufficient evidence to support our limited assurance conclusion.

To form our conclusion, we undertook the following procedures:

- Analyzed on a sample basis the key systems, processes, policies and controls relating to the collation, aggregation, validation and reporting processes of the selected sustainability performance indicators;
- Interviewed employees of the Company responsible for sustainability performance and results, policies and corresponding reporting;
- Visited the Sinarsky Pipe Plant, a branch of PJSC TMK, and conducted interviews with plant representatives responsible for environmental protection, occupational and industrial safety, energy efficiency, personnel management and training, charitable activities and business ethics;
- Conducted selective substantive testing to confirm accuracy of received data to the selected key performance indicators;
- Made inquiries of management and senior executives to obtain an understanding of the overall governance and internal control environment, risk management, materiality assessment and stakeholder engagement processes relevant to the identification, management and reporting of the sustainability matters and selected performance indicators;
- Performed selective review of disclosures in the Report on compliance with the GRI Standards.

Inherent limitations and restriction on use

Inherent limitations exist in all limited assurance engagements due to the selective testing of the information being examined. Therefore, fraud, errors or non-compliance may occur and not be detected. Additionally, non-financial information, such as that included in the Report is subject to more inherent limitations than financial information, given the nature and methods used to determine, calculate and sample or estimate such information.

Our work has been undertaken so that we might state to the Company those matters we are required to state to them in this Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company for our work, for this Report, or for the conclusions we have formed.

Our engagement provides limited assurance as defined in ISAE 3000 (revised). The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Roles and responsibilities

The Company's Board of Directors is responsible for the preparation, accuracy, completeness and reliability of the sustainability information and statements contained within the Report. It is responsible for determining the Company's sustainability objectives and for establishing and maintaining appropriate performance management and internal control systems from which the reported information is derived.

Our responsibility is to express a conclusion on the Subject matter based on our procedures. We conducted our limited assurance engagement in accordance with the ISAE 3000 (revised).

Independence and quality control

We comply with the requirements of professional ethics and independence applicable to our engagement in the Russian Federation, including the requirements of the *Auditor's Independence Rules* and the *Auditor's Professional Ethics Code*, as well as the International Ethics Standards Board for Accountants' *Code of Ethics for Professional Accountants*.

The firm applies International Standard on Quality Management (ISQM) 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Limited assurance conclusion

Based on the procedures performed and evidence obtained as part of limited assurance engagement, nothing has come to our attention that causes us to believe that the Subject matter is not prepared in accordance with the GRI Standards or is materially misstated.



Timur Musliddinovich Tursunov
 (ORNZ № 21906101872)
 Engagement partner
 Acting based on the power of attorney issued by the General Director on 09.09.2025 authorizing to sign off the audit report on behalf of AO "Business Solutions and Technologies" (ORNZ № 12006020384)

Moscow, Russia
 5 June 2026

Footnotes



Click the footnote to go back to the Report

- 1 The Company is hereinafter referred to as “we”, “PAO TMK”, “TMK”, the “Company”, “TMK Group”, or the “Group”.
- 2 Except for work-related injury data for the Company’s employees and the average headcount disclosure.
- 3 Revised on April 2, 2026.
- 4 Revised on December 16, 2025.
- 5 According to the new version of the Sustainability Strategy.
- 6 The titles of focus areas, objectives, and KPIs are presented in accordance with the first version of the Sustainability Strategy, as it remained in effect until November 2025.
- 7 As at December 31, 2025.
- 8 As at December 31, 2025, one member of the Board of Directors combined degrees in two fields.
- 9 As at December 31, 2025, three directors combined degrees and qualifications in two fields.
- 10 By key suppliers, TMK means those with whom the Company has long-term relationships and who meet either of the following two criteria: 1) financial criterion – the monetary value of inventories purchased from the supplier is significant (at least 50% of relevant procurement), and 2) uniqueness criterion – the supplier is the only or one of several producers of inventories needed for TMK’s manufacturing process.
- 11 A consignment arrangement is a form of sale in which the supplier (consignor) transfers goods to the seller (consignee) for sale, while retaining ownership until the goods are actually sold.
- 12 When calculating the proportion of spending on Russian suppliers, the monetary value of procurement is taken into account.
- 13 In the reporting year, the approach to calculating the metric was refined: the proportion of spending on local suppliers is now measured as a share of spending on total suppliers. This proportion stood at 22% in 2024.
- 14 Data is consolidated for TMK Group pipe plants.
- 15 The survey covered customers of the following TMK Group enterprises: PNTZ, SinTZ, STZ, CHTPZ, TAGMET, VTZ, TMK-CPW, TMK Pipeline Solutions, OMZ, TMK-INOX, Pipeline Bends, TMK NGS-Nizhnevartovsk, TMK Steel Technologies, Truboplast, TMK NGS-Buzuluk, RAZ, and TMK Pipe Service.
- 16 The full list of enterprises covered by certification is provided in the Appendix to the Certificate of Conformity of the Quality Management System to ISO 9001:2015.
- 17 Eddy current diagnostic is an electromagnetic method of non-destructive testing that analyzes the interaction between the external electromagnetic field and the eddy current field induced in an electrically conductive test object.
- 18 The phased array is used for pipe inspection as part of ultrasonic non-destructive testing. This technology is applied to detect, size, and monitor defects in welds, pipe bends, and other complex-shaped structures.
- 19 At CHTPZ, the Managing Director is responsible for this area.
- 20 The Program covers eight TMK enterprises: VTZ, STZ, SinTZ, PNTZ, CHTPZ, TAGMET, TMK-INOX, and TMK PS.
- 21 Total pollutant emissions in 2022–2025 do not equal the sum of emissions broken down by compound in 2022–2025 due to rounding of figures to one decimal place.
- 22 PNTZ, STZ, TAGMET, SinTZ, and the Machine-Building Division’s enterprise (RAZ) draw water from the following sources: the Chusovaya and Iset Rivers, the Severskoye and Nizhne-Shaitanskoye Reservoirs, and the Mazulinsky water intake (wells) (Sverdlovsk Region); Pond No. 1 in the Kuleshovka ravine (Belgorod Region); and the Taganrog Bay of the Sea of Azov (Rostov Region).
- 23 STZ has social obligations to provide water supply for a part of Polevskoy in the Sverdlovsk Region. In 2025, a total of 4,203.9 thousand m³ was supplied to the town.
- 24 Data on TMK’s water resources are collected and analyzed based on statutory reporting forms or internal data collection forms (if enterprises do not use 2-TP (water management) forms due to insignificant water withdrawal).
- 25 TMK-INOX, TMK PS (Chelyabinsk), CHTPZ, and Oilfield Services Division enterprises do not withdraw and/or discharge water themselves but use the services of third parties (suppliers) or other Company enterprises. Third-party services are used by the Oilfield Services Division and CHTPZ, with CHTPZ’s suppliers sourcing water from areas with water stress. TMK-INOX withdraws water through SinTZ and partially discharges it through SinTZ and Sinarskaya Power Plant. TMK PS (Chelyabinsk) uses the water withdrawal and discharge services of CHTPZ.
- 26 TMK classifies water from surface water bodies (excluding seas), underground sources, and municipal water networks as freshwater.
- 27 Data for TMK PS includes only data on TMK PS (Volzhsky), as TMK PS (Chelyabinsk) does not withdraw water itself but uses the services of CHTPZ.
- 28 The data includes VTZ, PNTZ, STZ, SinTZ, TAGMET, CHTPZ, OMZ, TMK-INOX, and TMK PS (Volzhsky) and was calculated by dividing the annual volume of the enterprises’ recycled water by the sum of make-up process water added to the recycling loop over the reporting period and the annual volume of the enterprises’ recycled water.
- 29 The total volume of water discharged to surface water bodies at STZ includes wastewater transferred to the plant from the town. This wastewater is not related to the Company’s operations but is directed to the Company’s treatment facilities and is then discharged to a river. Data for TMK PS includes only data on TMK PS (Volzhsky), as TMK PS (Chelyabinsk) does not discharge water itself but uses the services of CHTPZ.
- 30 The 2024 figure for water discharge to municipal or other water networks has been restated due to updates to the calculation approach.
- 31 The Company classifies waste of Hazard Classes 1 to 3 as hazardous and waste of Hazard Classes 4 and 5 as non-hazardous. Hazard Class 3 waste was reclassified by the Company as hazardous in 2024.
- 32 The 2024 figure for the weight of Hazard Class I waste has been restated due to updates to the calculation approach.
- 33 The indicator is calculated as the ratio of the weight of waste recycled and treated to the total weight of waste recycled, treated, or directed to disposal.
- 34 Equipment using fluids based on polychlorinated biphenyls (PCBs) as coolants or liquid dielectrics. PCB-containing waste is classified as Hazard Class 1.
- 35 Only non-renewable raw materials are included. According to the definitions given in the GRI Standards, non-renewable materials are raw materials that do not renew in a short time period (scrap metal, metallurgical scrap, ferroalloys, etc.), while renewable materials are those derived from plentiful resources that are quickly replenished by ecological cycles or agricultural processes (paper, cardboard, etc.). This indicator is calculated based on data for electric arc furnace shops at four of the Company’s plants – VTZ, PNTZ, STZ, and TAGMET.
- 36 Only the materials that are returned to the process (smelting) are taken into account.
- 37 The long-term target for 2050 (2060) will be set after 2027.
- 38 These programs are in place at VTZ, STZ, TAGMET, SinTZ, CHTPZ, PNTZ, and OMZ.
- 39 Calculated based on the sum of the production costs of finished products for continuous cast billets and pipes. The calculation of energy intensity includes the amount of purchased energy (natural gas and electricity) consumed in product manufacturing processes.
- 40 The 2025 energy intensity metrics were calculated excluding CSSP.
- 41 Totals for energy consumption indicators may not sum up due to cumulative rounding to one decimal place.
- 42 An assessment of physical risks covered all major TMK Group enterprises: VTZ, TAGMET, STZ, PNTZ, CHTPZ, SinTZ, TMK-INOX, and OMZ.
- 43 GHG emissions intensity was calculated by dividing the total direct (Scope 1) and energy indirect (Scope 2) emissions at enterprises that have emission sources in the Ferrous Metallurgy category by steel output.
- 44 Hereinafter, the total GHG emissions for 2025 may differ from the sum of emissions across scopes due to cumulative rounding to whole numbers. Scope 2 GHG emissions (location-based) totaled 1,156,338 tonnes of CO₂ equivalent in 2025, 1,408,268 tonnes of CO₂ equivalent in 2024, and 1,536,004 tonnes of CO₂ equivalent in 2023. (Values were adjusted following the introduction of NP Market Council’s Guidelines for Calculating Regional GHG Emission Factors for Heating Consumption.)
- 45 Data for 2025 does not include CSSP.
- 46 Employee turnover rate is calculated as a ratio of the number of terminations in the reporting period to the average headcount. The 2025 average headcount calculation includes CSSP, which exited TMK Group at the end of the reporting year.
- 47 VTZ, PNTZ, STZ, SinTZ, TAGMET, CHTPZ, OMZ, TMK-INOX, TMK Pipe Service, TMK Steel Technologies, and TMK NGS-Nizhnevartovsk.
- 48 This includes spending by VTZ, PNTZ, STZ, TAGMET, SinTZ, CHTPZ, OMZ, TMK-INOX, Oilfield Services Division enterprises, Machine-Building Division enterprises, TMK ESK, TMK PS, RUSNITI, TMK TechService, and TMK-Premium Service. Other expenses include fire safety activities and OHS training of employees.
- 49 CSSP exited TMK Group on December 4, 2025. However, injury data relating to the period when the enterprise was part of TMK Group is included in the calculations.
- 50 Reflects the total number of completed training sessions. One employee can take several trainings available.
- 51 Amounts for 2022–2024 have been restated due to improvements in the approach to data collection and recording in 2025 and the elimination of employee and family-related costs.
- 52 Projects of the Sinara Charitable Foundation are primarily funded by TMK Group. A full list of Foundation trustees is available on the Foundation’s official website.
- 53 In 2024, the IFRS Foundation’s International Sustainability Standards Board (ISSB) took over the monitoring of the progress of companies’ climate-related disclosures from Financial Stability Board’s (FSB) Task Force on Climate-related Financial Disclosures (TCFD).
- 54 Other Income/Expenses includes profits/losses from associates and joint ventures.
- 55 Operating Expenses includes cost of sales, selling and distribution expenses, general and administrative expenses, and other operating income/expenses, excluding expenses that are included in other items within the indicator.
- 56 Employee Wages and Benefits includes payments to employees working under independent contractor agreements.
- 57 In 2022, only data on RAZ was disclosed for the Machine-Building Division.
- 58 Data for TMK PS includes only data on TMK PS (Volzhsky), as TMK PS (Chelyabinsk) does not withdraw water itself but uses the services of CHTPZ.
- 59 The calculation of water withdrawal by STZ does not include water intended for use by the town of Polevskoy, which amounted to 5,126.7 thousand m³ in 2022, 4,842.8 thousand m³ in 2023, 4,049.8 thousand m³ in 2024, and 4,203.9 thousand m³ in 2025.
- 60 The total volume of water discharged to surface water bodies includes wastewater transferred to STZ from the host town. This wastewater is not related to the Company’s operations but is directed to the Company’s treatment facilities and is then discharged to a river. This wastewater amounted to 3,688.4 thousand m³ in 2022, 3,425.9 thousand m³ in 2023, 2,911.1 thousand m³ in 2024, and 2,996.3 thousand m³ in 2025.
- 61 The 2024 figure for water discharge to municipal or other water networks has been restated due to updates to the calculation approach.
- 62 The 2024 figure for water consumption in areas with water stress has been restated due to updates to the calculation approach.
- 63 The Company classifies waste of Hazard Classes 1 to 3 as hazardous and waste of Hazard Classes 4 and 5 as non-hazardous. Hazard Class 3 waste was reclassified by the Company as hazardous in 2024.
- 64 The 2024 figure for the weight of Hazard Class I waste has been restated due to updates to the calculation approach.
- 65 The significant increase in the weight of hazardous waste generated by TMK in 2024 was due to the revision of the Company’s approach to categorizing waste into hazardous and non-hazardous. Starting from 2024, the Company classifies Hazard Classes 1–3 waste as hazardous, in line with GRI guidance.
- 66 The significant increase in the weight of waste directed to the sludge storage facility in 2024 was due to the suspension of sludge neutralization using specialist equipment.
- 67 The 2025 total for this indicator does not equal the sum of its components due to cumulative rounding to one decimal place.

68 The use of materials for packaging is disclosed for enterprises that manufacture packaging for pipe and tubular products in-house: PNTZ, SinTZ, OMZ, RAZ, Pipeline Bends, CSSP, TMK NGS-Buzuluk, TMK NGS-Nizhnevartovsk, Truboplast, and TMK Pipe Service.

The approach to collecting and calculating data on materials used for packaging has changed since 2024 due to updates to the requirements of applicable Russian laws; the indicator includes only the Company's own packaging.

69 The 2025 data includes CSSP, which exited TMK Group at the end of 2025.

70 Hereinafter, the breakdown of employees is for average headcount. Data for 2025 does not include CSSP.

71 Data for 2025 does not include CSSP.

72 The entry-level minimum wage and regional minimum wage do not include local pay supplements and pay supplements for working in the Russian North.

73 Entry-level minimum wages are the same regardless of gender.

74 Disclosed under the Employment and Decent Working Conditions material topic.

75 Training refers to all types of vocational training and instruction, paid educational leave, training or education pursued externally and paid for in whole or in part by the organization, and training on specific topics. Training does not include onsite coaching by supervisors.

76 Includes CEO and CEO-1 roles.

77 Calculated by dividing the number of hours of training by the number of employees.

78 The Company has established a schedule for certification procedures, meaning that not all enterprises are covered by the certification process each year.

79 In 2024, data on employees of PAO TMK and LLC TMK Business Service Center (TMK BSC) was included in the calculation of OHS indicators.

Abbreviations

Abbreviation	Explanation
AMROS	Russian Association of Metals and Mining Industrialists
AO	Joint stock company
BoD	Board of Directors
BPCS	Business Public Capital Standard
CDP	A global non-profit that runs an environmental disclosure system
CHD	Coronary heart disease
CMS	Corporate Management System
CSR	Corporate social responsibility
EAF	Electric arc furnace
EIA	Environmental impact assessment
EKG	Environment, human resources, government
ETP	Electronic trading platform
FAR	Fatal accident rate
FQM	Fine Quality Mill
GRI	Global Reporting Initiative
GHG	Greenhouse gas
GOST / GOST R	Russian State Standard
HFC(s)	Hydrofluorocarbons
HR EDM	HR electronic document management
IC	International company
IFRS	International Financial Reporting Standards
ILO	International Labour Organization
INTI	Institute of Oil and Gas Technology Initiatives
IPCC	Intergovernmental Panel on Climate Change
ISAE	International Standard on Assurance Engagements
ISSB	International Sustainability Standards Board
ISMS	Information security management system
ISO	International Organization for Standardization

Abbreviation	Explanation
JSC	Joint stock company
KPI	Key performance indicator
LTIFR	Lost time injury frequency rate
MDM	Master data management
NCR	National Credit Ratings
NMFR	Near miss frequency rate
NRA	National Rating Agency
OCTG	Oil country tubular goods
ODS	Ozone-depleting substance
OHS	Occupational health and safety
OHSMS	Occupational health and safety management system
PAO	Public joint stock company
PCBs	Polychlorinated biphenyls
PFC(s)	Perfluorocarbons
PJSC	Public joint stock company
PQF	Premium Quality Finishing mill
QMS	Quality management system
R&D	Research and development
RPA	Robotic process automation
RSPP	Russian Union of Industrialists and Entrepreneurs
RUSNITI	Russian Research Institute of the Tube & Pipe Industries
SASB	Sustainability Accounting Standards Board
TCFD	Task Force on Climate-related Financial Disclosures
TRIFR	Total recordable injury frequency rate
UN	United Nations
UN SDGs	United Nations Sustainable Development Goals
VHI	Voluntary health insurance
WRI	World Resources Institute



Contacts

[GRI 2-3](#)

**Contact point for questions
regarding the Report and its content:**

Denis Papin,
Head of Sustainability

ESG@tmk-group.com

40 Pokrovka St., Bld. 2a, Moscow, 101000, Russia

Tel.: +7 495 775 7600

