



Occupational Health and Industrial Safety Policy

PAO TMK is a major global producer of tubular products. The health and safety of people working at the Company's entities is among TMK's highest priorities.

To this end, TMK is implementing this Policy driven by the following principles:

- Setting up, implementing, maintaining, and continuously improving the occupational health and safety (OH&S) management system aimed at eliminating or minimizing health and safety risks to our employees, workers and other stakeholders;
- Embracing social responsibility jointly with governmental authorities and trade unions, with safety of our employees and local communities in our operating regions as TMK's overarching priority; and
- Transparency and openness to a dialogue with all stakeholders, including the Company's employees;

Objectives of the Occupational Health and Industrial Safety Policy:

- Reducing OH&S risks, preventing accidents, occupational diseases, and emergencies at the Company's entities in the context of growing production and new product launches; and
- Adopting safe operating practices across all operations of the Company's entities;

These objectives are achieved through:

- Supporting and continuously improving the OH&S management system and the industrial safety management system.
- Ensuring compliance with statutory, international, and other regulatory requirements in this area applicable to the Company's operations;
- Fostering a safety culture where every employee of the Company understands and assumes responsibility for their own safety and the safety of people around them;
- Designing and implementing safeguards against injuries, occupational diseases, and emergencies, as well as measures to reduce risks to health and improve workplace conditions;
- Developing and implementing a range of measures to support technical re-equipment and capital construction, and maintaining property, plant and equipment as well as core processes ensuring safe and accident-free operation of equipment;
- Consistently upskilling and training our people on occupational health and industrial safety while encouraging employee initiative in enhancing their OH&S knowledge to promote safe work practices and skills;
- Continuously increase management accountability at all levels of the organization for OH&S performance;
- Communicating this Policy to the Company's employees; and
- Making this Policy available to all stakeholders.

This Policy is applicable to all existing and potential employees of the Company, third-party employees working for the Company, and visitors of the Company.

The Company's management hereby commits to comply with this Policy and assumes responsibility for its implementation.