OCCUPATIONAL HEALTH AND INDUSTRIAL SAFETY

CORPORATE OHIS PROGRAM OF UZTRANSGAZ JSC

for 2026 and the outlook to 2030

November 2026

UZTRANSGAZ JSC

BASIS AND LIMITATIONS

01 In this presentation, the terms “Uztransgaz JSC”, “Uztransgaz” and “the Company” refer to Uztransgaz Joint-Stock Company.

02 The Corporate OHIS Program was reviewed by the ESG and OHIS Committee on 29 July 2026 and approved by the Chairman of the Management Board on 22 October 2026.

03 This presentation may contain forward-looking statements about the Company’s strategy, goals, plans and expected results. Such statements are based on current estimates and assumptions, and actual results may differ due to risks, uncertainties and other factors beyond the Company’s control. Some information is based on internal calculations and sources that the Company considers reliable but that may not have been independently verified.

WHY THE PROGRAM IS NEEDED

UZTRANSGAZ JSC PRIORITIES

- Shareholder requirements for risk management, transparency and operational resilience
- Employee life and health is one of the Company's key priorities

NATIONAL CONTEXT

849 work-related accidents were investigated and officially registered in 2025

According to the Ministry of Employment and Labour Relations of the Republic of Uzbekistan

EXTERNAL REQUIREMENTS AND EXPECTATIONS

3 ХОРОШЕЕ ЗДОРОВЬЕ И БЛАГОПОЛУЧИЕ

The Government of Uzbekistan adopted a resolution on implementing the 17 UN Sustainable Development Goals (SDGs) by 2030, including SDG 3 – Ensure healthy lives and promote well-being for all at all ages

UN · SDG 3

S&P Global Sustainable1

An OHIS program, metrics and measures are required by ESG ratings, including S&P Global

ESG RATING

IFRS

OHIS is treated as a material topic for IFRS S1 (ISSB) disclosures

DISCLOSURE STANDARD

Access to finance and borrowing terms

A mature OHIS system and low injury rates increase lender and investor confidence and reduce the risk of worse financing terms.

LENDERS AND INVESTORS

The OHIS Program establishes a single, risk-based approach to protecting employees' lives and health, meeting regulatory requirements and strengthening the resilience of Uztransgaz JSC.

LEGAL FRAMEWORK AND SCOPE OF THE PROGRAM

LEGAL FRAMEWORK

01	Constitution of the Republic of Uzbekistan
02	Labour Code of the Republic of Uzbekistan
03	Law of the Republic of Uzbekistan No. ZRU-57 of 28.09.2006 “On Industrial Safety of Hazardous Production Facilities”;
04	Law of the Republic of Uzbekistan No. ZRU-410 of 22.09.2016 “On Amendments and Additions to the Law of the Republic of Uzbekistan ‘On Labour Protection’”;
05	Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 286 of 06.06.1997 “On Approval of the Regulation on the Investigation and Recording of Industrial Accidents and Other Work-Related Health Damage”;
06	Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 271 of 10.12.2008 “On Additional Measures to Implement the Law ‘On Industrial Safety of Hazardous Production Facilities’”;
07	Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 263 of 15.09.2014 “On Further Improvement of Labour Protection Measures”;
08	Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 246 of 27.04.2017 “On Further Development of the Labour Protection Services Market”;
09	Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 819 of 24.12.2025 “On Approval of a Number of Regulatory Acts on Labour Protection”;
10	Other regulatory legal acts of the Republic of Uzbekistan governing labour protection, industrial safety and occupational safety.

PROGRAM SCOPE

The Program applies to all production units of Uztransgaz JSC and to all Company employees, including part-time staff, as well as engaged specialists and other personnel performing work on behalf of Uztransgaz JSC.

Production units 12

Urgenchtransgaz UE	Gazli GTD
Mubarek GTD	Kagan GTD
Zirabulak GTD	Samarkand GTD
Gallyaaral GTD	Tashkent GTD
Fergana GTD	Khodjaabad UGS
Severny Sokh UGS	Transgaz-Engineering LLC

PROGRAM OHIS

PROGRAM GOALS AND OBJECTIVES

1 Protecting life and health

Protecting employees' lives and health and preventing injuries and illnesses related to production activities.

2 Regulatory compliance

Strict compliance with laws and regulations on labour protection and industrial safety, including fire, technical, electrical, blowout, gas and road safety.

PROGRAM APPROACH

- Current practices → Single program → Risks → measures → control

1. Systematising current practices
2. Single accountability system
3. Risk-based approach
4. Measures linked to risks

KEY OBJECTIVES TO ACHIEVE THE GOALS

01 Systematic analysis and reduction of production risks

02 Improving the effectiveness of the OHIS management system

03 Professional selection of employees and training in safe work methods

04 Promoting a culture of compliance with labour protection requirements

05 Ensuring the safety of production equipment and processes

06 Providing employees with personal protective equipment

07 Social protection of employees during production activities

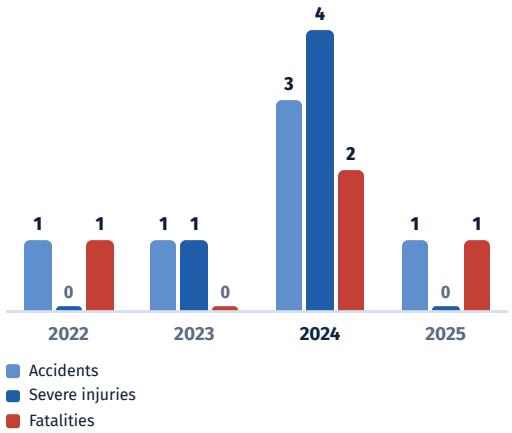
08 Monitoring compliance with OH requirements by contractors and subcontractors

09 Normalising sanitary and hygienic working conditions

CURRENT STATE OF OCCUPATIONAL INJURIES

UZTRANSGAZ

Injury trend, 2022–2025



Causes of incidents



- **44%** Explosion during pig removal
- **22%** Road traffic accident
- **11%** Crushed between pipe and lifting equipment
- **11%** Collapse of a lighting and lightning-protection mast
- **11%** Pipe fall during unloading

Root causes



- **44%** Violation of technical operation requirements for trunk gas pipelines
- **22%** Failure to follow safe work requirements
- **22%** Violation of road safety requirements
- **11%** Operation of worn-out structures and equipment

2026 Currently — zero injuries

PROCEDURES FOR INVESTIGATING WORK-RELATED INJURIES, ILL HEALTH, ILLNESSES AND INCIDENTS

1 Investigation and recording
In accordance with Cabinet of Ministers Resolution No. 286 of 06.06.1997 "On Approval of the Regulation on the Investigation and Recording of Industrial Accidents..."

→

2 Root cause analysis
"5 Whys" and/or bow-tie analysis — for significant incidents, accidents and near misses

→

3 Systemic factors
Gaps in procedures, supervision, training, equipment condition, work organisation and safety culture

→

4 Applying the results
Updating the incident and risk register, corrective and preventive actions, revising instructions and training programs; monitoring implementation

2026 TARGETS

KEY PERFORMANCE INDICATORS FOR 2026

11 KPIs with a 2025 baseline and 2026 target

2025 → 2026 baseline → target

- Zero injuries 2
- Investigation and recording 4
- Training 2
- Audit 1
- Risk management 1
- Funding 1

7 ZERO INJURIES 0,062 → 0

Zero FR (fatality rate) across all personnel, excluding cases*

Chairman of the Management Board

8 ZERO INJURIES 0,062 → 0

Zero FR (fatality rate) within the manager's functional area of responsibility, excluding cases*

First Deputy Chairman of the Management Board (Production – Chief Engineer), Deputy Chairman of the Management Board (Construction and Special Equipment)

11 RISK MANAGEMENT 0 → 80 %

Share of high risks with measures developed and completed on time

First Deputy Chairman of the Management Board (Production – Chief Engineer), OHIS Department, Heads of units, OHIS services

3 INVESTIGATION AND RECORDING 0 → 100 %

Share of minor occupational injuries investigated and documented in the prescribed manner

OHIS Department, Heads of units, OHIS services

5 INVESTIGATION AND RECORDING 0 → 100 %

Share of contractor occupational injuries investigated and documented in the prescribed manner

OHIS Department, Heads of units, OHIS services

6 INVESTIGATION AND RECORDING 0 → 1 no.

Introducing a transparent system for recording occupational accidents

OHIS Department, Heads of units, OHIS services

10 INVESTIGATION AND RECORDING 0 → 1 no.

Quarterly calculation of injury rates: NMFR, LTIFR, SIR, FR, TRIR

OHIS Department, OHIS services

1 TRAINING 100 → 100 %

Share of employees who completed OHIS briefings required by law and internal documents on time

OHIS Department, Heads of units, Production services, OHIS services

2 TRAINING 100 → 100 %

Share of driver employees who completed additional briefing on safe driving and road accident prevention

OHIS Department, Heads of units, Road safety engineers, OHIS services

4 AUDIT 100 → 100 %

Share of units covered by external ISO 45001:2018 audits, excluding Urgenchtransgaz UE

Technical Policy Department, OHIS Department, Heads of units, OHIS services

9 FUNDING 100 → 110 %

Increase in OHIS spending compared with the previous year

Chairman of the Management Board, First Deputy Chairman of the Management Board (Finance, Economics and Transformation)

*

Excluded are cases that, according to investigation reports of supervisory authorities, are attributed to actions (inaction) of third parties and/or force majeure not related to violations by the employer

OHIS HAZARD IDENTIFICATION AND RISK ASSESSMENT

PSM 06 · single methodology

Risk level = Likelihood 1–5 × Impact 1–5

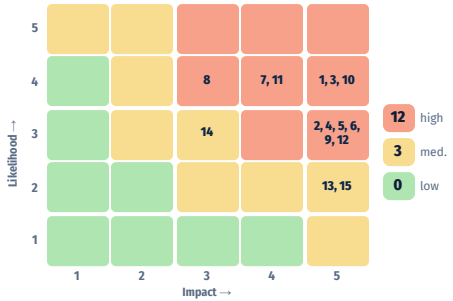
Reassessment in units at least once every six months

High corrective measures, response plan, report to management

Medium additional monitoring and assessment

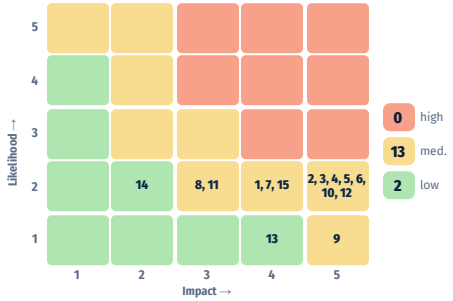
Low control within current processes

Initial level before measures



implementing mitigation measures

Residual level after measures



№	Hazard (risk source)	Risks and possible consequences	before → after
1	Mechanical factors in loading/unloading and work with lifting equipment	Falling objects, fractures, crushed limbs, back injuries	→
2	Electric current when working with electrical installations	Electrical injury, arc burns, respiratory and cardiac arrest, death	→
3	Road traffic accidents during business trips and transport	Injuries of varying severity, fatalities, third-party injuries	→
4	Hazardous chemicals (natural gas, methane, odorants, acids, chemical reagents)	Poisoning, asphyxiation, chemical burns, occupational diseases	→
5	Rupture and explosion of trunk gas pipelines, branches, headers and utilities	Fragment injuries, barotrauma, burns, staff fatalities	→
6	Fires and explosions at gas transmission facilities	Burns, combustion-product poisoning, structural collapse, death	→
7	Work at height, in trenches and pits, in low-lying terrain	Falls from height, fractures, spinal and head injuries	→
8	Harmful physical factors: noise, vibration, high temperature, solar radiation	Hearing loss, vibration disease, burns, heat stroke	→
9	Blowout of formation fluids during well operations	Poisoning, burns, blowout injuries, death, environmental contamination	→
10	Fires and explosions during hot work and gas-hazardous work	Gas poisoning, burns, barotrauma, blast-wave injuries	→
11	Natural gas leaks, work in confined spaces	Poisoning, asphyxiation, explosion, mass casualties	→
12	Explosion of tanks storing fuels, lubricants and chemicals	Burns, barotrauma, tank-fragment injuries, death	→
13	Insect and animal bites during field work	Allergy up to anaphylaxis, infections, injuries	→
14	Dust and contaminants when cleaning dust collectors and separators	Respiratory diseases, eye and skin irritation, dust explosion	→
15	Natural disasters (earthquakes, hurricanes, etc.)	Structural collapse, injuries, death, mass casualties	→

HIERARCHY OF CONTROLS
effectiveness ↓

1. Eliminating the hazard where possible
2. Substituting safer technology, materials and equipment
3. Isolating people from the hazard
4. Training in safe work methods and OH and IS requirements
5. Using personal protective equipment (PPE)

PRIORITIES AND ACTION PLAN WITH QUANTITATIVE TARGETS

FOR EACH AREA: Hazard and risk → Safety improvement area → Mitigation measures → Responsible → Timing and frequency → **Performance indicators**

216

specific mitigation measures in the Action Plan

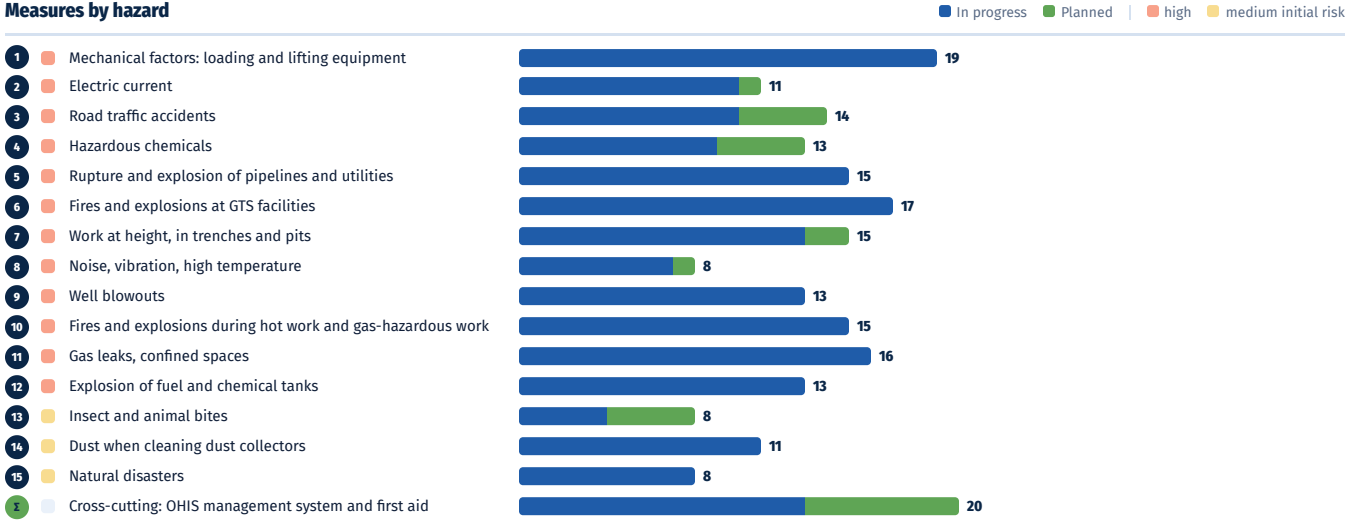
✓ **Each** measure has a performance indicator, an owner and a deadline

193 in progress, quality and timing monitored

23 planned for implementation

15 + 1 critical hazards and a cross-cutting area

Measures by hazard



Emergency preparedness and response
measures included in the Action Plan, linked to emergency plans

- Annual update of emergency preparedness plans
- Building emergency reserves
- Briefings and practical drills
- Restricting or suspending hazardous work in adverse conditions
- Testing emergency alert and communication systems
- Inspecting buildings, structures and equipment after emergencies

QUANTITATIVE TARGETS 2025 → 2026

High risks in the OHIS matrix	Share of high risks with measures developed and completed on time	FR (fatality rate)	OHIS spending
12 → 0	0 → 80 %	0,062 → 0	100 → 110 %
initial → residual level	KPI 11	KPI 7–8	vs previous year · KPI 9

EXTERNAL VERIFICATION

INTERNAL INSPECTIONS AND INDEPENDENT EXTERNAL VERIFICATION

Applied standard

ISO 45001:2018

“Occupational health and safety management systems”

Certification cycle · accredited body

1 Surveillance audit → 2 Surveillance audit → 3 Recertification

2026
recertification audit completed

100%
of units covered by external audits (KPI 4)*

* excluding Urgenchtransgaz UE

INTERNAL INSPECTIONS · 4 LEVELS OF CONTROL

Uztransgaz JSC Order No. 4 of 03.01.2024 on the standing commission

1 LEVEL

Daily

at the start of the shift; for high-risk work — during the shift

WHO INSPECTS

Foreman, shop manager, lead engineer, shift supervisor, senior operator

OUTCOME

Immediate correction; “Level 1 control log”

2 LEVEL

Every 15 days

WHO INSPECTS

Unit head / lead engineer with the OH representative or trade union

OUTCOME

“Level 2 log” with deadlines; work stopped if there is a risk of an accident

3 LEVEL

4–12 times a year

hazardous facilities — at least 12 times

WHO INSPECTS

Standing commission chaired by the director / chief engineer, trade union chair

OUTCOME

Meeting within a week, minutes and remediation program

4 LEVEL

Every six months

at minimum

WHO INSPECTS

Standing commission of the Company’s head office

OUTCOME

Action report: non-conformities, conclusions, recommendations, assessment; commission meeting minutes

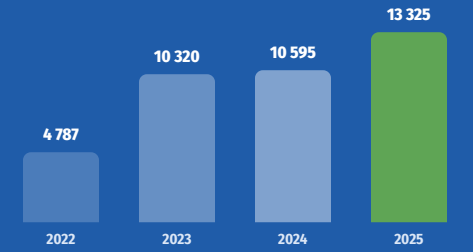
Corrective and preventive actions are developed based on external and internal audits; responsible persons monitor their timing and effectiveness.

TRAINING AND AWARENESS

OHIS TRAINING FOR EMPLOYEES AND STAKEHOLDERS

13 325 ×2,8

employees completed OHIS training in 2025 — 2.8 times more than in 2022



100%
of employees — OHIS briefings on time (KPI 1)

100%
of drivers — safe driving briefing (KPI 2)

1 Production and technical training

safe work methods and techniques

FREQUENCY
on average once a month under unit plans

TAKING INTO ACCOUNT
technologies, equipment, substances and work hazard category

RECORDING
log: topic, site, hours, participants, responsible person

2 OHIS training and knowledge testing

standing examination commission

INITIAL
within 1 month of hiring or appointment

PERIODIC
at least once every 3 years; high-hazard work — annually

UNSCHEDULED
new requirements and equipment, transfer, accidents

3 Briefings

mandatory registration in logs

INDUCTION
on hiring, for seconded and contractor staff

AT THE WORKPLACE
initial and periodic: workplace, PPE, work methods

UNSCHEDULED AND TARGETED
after incidents and changes; before permit-to-work jobs

AWARENESS
2027 — Year of Safety Culture

- Videos and online modules
- OHIS leadership training for managers
- Demonstration briefings with error analysis
- “One minute before an accident” scenarios

SUPPLY CHAIN

OHIS CRITERIA IN PROCUREMENT AND CONTRACT REQUIREMENTS

Uztransgaz JSC takes OHIS aspects into account when selecting suppliers and contractors and concluding contracts.

Unified OHIS, IS and E management system

ISO 45001:2018

KPI 5 · 2026 TARGET — 2025: 0%

100%

of contractor injuries investigated and documented in the prescribed manner

REQUIREMENTS OHIS ACROSS THE ENTIRE PROCUREMENT CYCLE

1 BEFORE THE CONTRACT

01

Evaluation criteria

Assessing suppliers and contractors on their ability to meet OH requirements

02

Pre-assessment

Permits and staff qualifications

03

Supporting documents

OHIS certificates, licences and other documents

2 CONTRACT

04

Contract and technical specification

Contractor obligations to comply with OH standards are set out in contracts and technical specifications

CONTRACTS WITH CONTRACTORS INCLUDE

- Compliance with the unified OHIS, IS and E system and labour protection law
- Liability of the parties for OH violations
- Requirements for PPE, work permits, instructions and incident reporting

3 PERFORMANCE OF WORK

05

Induction briefing

For contractor personnel before work starts

06

Control

Compliance with labour protection requirements throughout the work

SYSTEM DEVELOPMENT updating regulations, procurement and contract documentation

- Contractor pre-qualification on OHIS criteria
- Regular performance assessment during work
- Proactive contractor KPIs
- Graduated measures for repeat violations

SUMMARY

TRANSFORMATION OF THE OHIS MANAGEMENT SYSTEM

BEFORE

Reactive approach

Measures are taken after accidents and incidents

NOW

Proactive approach

Identifying hazards and introducing measures before incidents occur

2027 Year of Safety Culture at Uztransgaz JSC

PDCA CONTINUOUS IMPROVEMENT CYCLE · ISO 45001:2018

P 01	D 02	C 03	A 04
Plan	**Do**	**Check**	**Act**
Hazard identification	Risk reduction measures	Internal inspections	Corrective actions
Risk assessment	Training and briefings	ISO 45001:2018 audit	Program update
Goals and KPIs	Emergency preparedness	Incident investigation	

EXPECTED RESULTS

- Lower occupational injury and illness rates
- Better working conditions and process reliability
- Stronger safety culture and management accountability
- Alignment with ISO 45001:2018, ESG and international practice

Near-miss tracking — no target set yet (no baseline period)

For any questions, comments or suggestions regarding the Corporate OHIS Program of Uztransgaz JSC, please contact:

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