



SMOKING POLICY

EXPERT SERVICE LLP recognizes the importance of protecting the health of its employees, providing a safe working environment, and preventing fires, incidents, and adverse health effects, including exposure to second-hand tobacco smoke. Accordingly, the Company establishes the following requirements governing smoking at all of its facilities and workplaces.

This Policy applies to all employees of EXPERT SERVICE LLP, contractors, temporary personnel, interns, and visitors present at the Company's facilities, as well as at customer sites where work is performed on behalf of the Company.

Smoking of any tobacco products, electronic cigarettes (e-cigarettes), heated tobacco products, vaping devices, and any similar smoking or nicotine delivery devices is prohibited in all enclosed areas, including offices, production facilities, laboratories, testing areas, and Company vehicles.

Smoking on Company premises is permitted only in designated smoking areas that are clearly identified and equipped with appropriate fire safety equipment and waste disposal containers. Such areas shall be located to prevent exposure of non-smokers to tobacco smoke and shall not be situated near explosive, flammable, or hazardous chemical substances.

At production sites, customer facilities, and high-risk work areas—including non-destructive testing (NDT), leak testing of equipment and pipeline valves, work involving pressure equipment, and other high-risk activities—smoking is permitted only in designated smoking areas and only in strict compliance with applicable fire safety and industrial safety requirements. Smoking is strictly prohibited in residential accommodations, canteens, laboratories, testing areas, and all other locations where smoking is prohibited.

Employees are required to comply with the requirements of this Policy, exercise personal responsibility for fire safety, and respect the right of others to a safe and healthy working environment.

Managers at all levels are responsible for implementing and enforcing this Policy, including the designation and marking of smoking areas, monitoring compliance with fire safety requirements, and preventing violations.

Failure to comply with this Policy shall be considered a violation of the Company's occupational health and safety and industrial safety requirements and may result in disciplinary action in accordance with the legislation of the Republic of Kazakhstan and the Company's internal regulations.

This Policy is mandatory for all persons present at the facilities of EXPERT SERVICE LLP and at customer sites while performing work on behalf of the Company.

Director, EXPERT SERVICE LLP

A.S. Kenzhegaliyev