

Occupational Health and Safety Policy

TIM S.A.



OCCUPATIONAL HEALTH AND SAFETY POLICY

1 - PREMISES

The Occupational Health and Safety Policy of the TIM Group in Brazil is a set of principles stated as commitments, in which management describes the organization's intentions to support and improve its performance in safety, health, and well-being for all employees involved in our operations, establishing the commitments to:

- Prevent occupational accidents and preserve health;
- Comply with legal requirements and other organizational requirements;
- Continuously improve the management system, aiming to enhance safety and health performance.

2 - RECIPIENTS

This document applies to all individuals working on the premises of TIM Group Brazil, including direct employees, service providers, interns, and young apprentices, as well as visitors and individuals working at Instituto TIM.

3 – OBJECTIVES AND SCOPE OF APPLICATION

Establish principles to be applied across all TIM activities in Brazil, with the objective of promoting the continuous improvement of Occupational Safety, Health, and Well-being actions.

4 - DISCLOSURE

The policy will be widely disclosed in an accessible manner to ensure that all target audiences are aware of its guidelines and responsibilities. All TIM employees will receive the information by email and through an infographic on the company's internal channels. For partners and service providers, disclosure will take place through infographics made available on the service provider management portal, ensuring that these professionals are aware of the topics addressed and fully comply with the requirements established in the document.

5 – GENERAL DESCRIPTION OF THE PROCESS AND RESPONSIBILITIES

TIM, through its Occupational Health and Safety Policy, is committed to the following principles:

- **Continuous Improvement Process:** Continuously improve safety, health, and well-being performance, promoted at all levels and across all processes to enhance performance in health and safety management.
- **Hazard and risk management:** Identify, assess, eliminate, and manage hazards and risks, seeking to prevent accidents and/or minimize their impacts, strengthening the organization's commitment to eliminating hazards and minimizing risks.
- **Accidents and Incidents:** Analyze, address, and document accidents and incidents arising from its activities, to prevent recurrence and continuously improve safety conditions in the workplace.
- **Legal Compliance and Other Requirements:** Seek compliance with current legislation related to its activities.
- **Training, Education, and Awareness:** Train, educate, raise awareness, and review the system and monitor the effects of training on Occupational Health and Safety topics.

5.1. Safety, Health, Well-being, and Emergency Preparedness and Response Programs

Develop programs to prevent safety and health risks, as well as emergency response strategies, ensuring the protection of everyone who circulates within the company. It implements Healthcare Programs and practical initiatives, such as training sessions, to promote the health, well-being, and safety of all. These initiatives are communicated to the company's employees through the company's official communication channels, on an ongoing and assertive basis, such as:

- **Healthcare:** Provides support to employees, promoting easy and timely access to quality health services with specialized professionals, and makes available medical appointments, exams, guidance, and continuous monitoring.
- **Mental Health:** The company promotes the emotional and psychological well-being of our employees. Through continuous support and awareness campaigns, we seek to prevent stress, anxiety, and other disorders, ensuring a healthy and productive environment.
- **Social Service/Personal Support:** The company offers 24-hour social and personal support services to guide and assist with matters related to mental, family, and financial health, always seeking to promote the health, well-being, and quality of life of employees and their families.
- **Chronic Diseases:** Provides employees who join the program with continuous monitoring of chronic diseases through sequential tele-guidance, conducted by specialized professionals.

• **Tune into Yourself:** Our commitment is to build a healthy work environment through the Tune into Yourself Program, where the promotion of emotional health is a priority, contributing to the quality of life of all employees. Essential topics are addressed, such as:

- Prevention of moral and sexual harassment;
- Importance of emotional self-care;
- Routine management and work-life balance.

5.2. Rules that promote the Safety, Health, and Well-being of everyone;

5.2.1. Safety;

- All persons entering the buildings to provide services to the TIM Group must comply with the safety and health standards established by the competent authorities, as well as the company's internal rules, to ensure the safety of activities and the well-being of everyone.
- All contracted and/or subcontracted companies that assign labor to TIM must comply with all current legislation related to occupational health and safety, in addition to the company's internal procedures.
- Critical Activities must be performed using protective measures—administrative, collective, and individual—to prevent occupational accidents and promote the health and well-being of all employees.
- Occupational accidents and emergencies must be reported to COS - Security Operations Center (0800-888.6690) and to the HSE team.
- The use of adapters and improvised solutions in electrical installations is prohibited to avoid overloads, as well as risk situations.
- Portable electrical appliances not supplied by TIM must be approved by the BSO - Real Estate & Energy area before use.
- Contract managers and responsible functions must ensure that suppliers, partners, visitors, and contracted companies adopt these principles.



5.2.2. Health and Well-being;

- All employees must adopt appropriate ergonomic practices in the workplace. TIM will provide guidance and support for adapting workstations, preventing discomfort and occupational illnesses.
- Any type of discrimination, harassment, bullying, or conduct that harms people's mental health and well-being is prohibited within the company, ensuring a respectful, dignified workplace free from psychological violence.
- Smoking is not allowed inside company premises, only in outdoor areas designated for this purpose.

6 - GLOSSARY

- **HSE:** Health, Safety & Environment
- **COS:** Security Operations Center
- **TIM Group Companies in Brazil:** TIM Participações S.A. ("TPART" or "Company") and the company controlled by TPART, TIM S.A.
- **Visitors:** people who enter TIM facilities for meetings and will perform low-risk activities;
- **Subcontractor:** A legal entity or individual hired by third parties with a direct contractual relationship with TIM;
- **Critical Activities:** any and all activities that present risks with the potential to cause fatality or temporary or permanent disabling bodily injury.

Version 02 – This is the 2nd version of this Policy, approved by the Executive Board of TIM S.A. on 06/23/2025.

A copy of this document is not valid in printed form.