

## **OTTER TAIL CORPORATION**

### **OCCUPATIONAL HEALTH AND SAFETY POLICY**

#### **I. PURPOSE OF THE POLICY**

Otter Tail Corporation and its subsidiary operating companies (collectively and individually “Otter Tail Corporation”) are dedicated to operating in a healthy and safe manner. This Occupational Health and Safety Policy (“the “Policy”) is intended to guide our employees, directors, officers, and those with whom we work in matters related to occupational health and safety.

#### **II. OUR COMMITMENT**

Safety is one of Otter Tail Corporation’s core values. We believe protecting the well-being of our employees, and all with whom they interact, is paramount to what we do every day. Management at all levels is dedicated and accountable to provide and maintain a safe and healthy work environment and safe workplaces for all employees and commits to the following:

- Ensure employees understand no job, task, or deadline is more important than performing a job safely.
- Empower everyone to take personal responsibility for their health and safety and the health and safety of others around them.
- Develop safe work methods and train employees in those methods.
- Maintain the quality and functionality of infrastructure, equipment, and operating systems.
- Actively identify, assess, and effectively control occupational health and safety hazards.
- Implement an occupational health and safety program that promotes continual improvement.
- Provide the necessary leadership and resources to achieve our occupational health and safety objectives and targets.
- Comply with all occupational health and safety laws, regulations, and internal requirements.

#### **III. COMPLIANCE AND OVERSIGHT**

We recognize accident reduction, illness prevention, improved work performance, and employee satisfaction are important measures of the success of our occupational health and safety program and the results of each will be monitored and reported. Our Varistar and Otter Tail Power Company senior leadership teams are responsible for ensuring this policy is reviewed, maintained, and executed throughout the organization. The Board has delegated oversight of this Occupational Health and Safety Policy and compliance with it to the Compensation and Human Capital Management Committee. Management will report to the Compensation and Human Capital Management Committee any updates on issues related to the Policy and make recommendations to the Board regarding any proposed changes to the Policy.

Our occupational health and safety program success depends on active and sincere participation by all employees at all levels. Only through open communication and constructive interaction will we protect the most vital asset we have, our people.

Reviewed: /s/ Jennifer O. Smestad

Jennifer O. Smestad, Corporate Secretary

Approved: /s/ Charles S. MacFarlane

Charles S. MacFarlane, CEO

Effective Date: January 1, 2024.

Adopted by the Otter Tail Corporation Board of Directors on December 19, 2023.