

	<b>Title</b> Policy on Quality, Health, Safety, and Environment integrated in the Gazprom EP International B.V. Group Companies	<b>Reg. No.</b> 116	
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<b>Verified on behalf of the QMD by</b> A.A. Mullina, Head, QMD	<b>Approved by</b> Management Board	<b>Resolution</b> № 2/2021.04.15	
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Involved in E&P projects worldwide, Gazprom EP International B.V. (hereinafter referred to as the "Company") manages oil and gas assets.

This Policy determines priorities in quality, health, safety, and environment (QHSE) and helps all stakeholders, including the management, shareholders, partners, public authorities, local communities, employees, and suppliers have a shared understanding of such priorities. The Policy is enterprise-wide and governs the Company, its subsidiaries, and their standalone entities (branch and representative offices, and project offices).

#### THE COMPANY'S PRIORITIES

The Company focuses on fully meeting the interests of stakeholders and continuously improving its QHSE performance. Nonetheless, the Company acknowledges that the lives and health of its employees take priority over operational performance and seeks to preserve the healthy environment for present and future generations.

With this regard, the Company has deployed and is successfully running a QHSE Integrated Management System (IMS) using a process approach and risk-based thinking.

#### UNDERTAKINGS OF THE MANAGEMENT

To ensure the effective performance and continuous improvement of the IMS, the Company's Management undertakes to:

- Regularly ascertain and examine the demands of stakeholders, as well as monitor their satisfaction;
- Set QHSE goals and requirements and ensure they integrate with the Company's business processes;
- Identify and assess QHSE risks;
- Ensure QHSE goals are achieved, continuously improve the Company's performance and business processes;
- Create a safe and accident-free working environment that allows avoiding any casualties, incidents, work-related injuries, and ill health in employees;
- Minimize environmental impact;
- Develop and implement plans for responding to and remedying the consequences of incidents and emergencies;
- Ensure information on QHSE goals and performance is open and accessible;
- Allocate sufficient resources to maintain and improve the IMS;
- Provide overarching support to staff's initiatives and efforts to maintain and improve the IMS.

#### RESPONSIBILITIES OF EMPLOYEES FOR THIS POLICY

To have this Policy fulfilled, it is the responsibility of each employee at the Company to:

- Be aware how his/her actions can affect performance, his/her own safety and health, the safety and health of others, industrial safety, and the environment;
- Meet the QHSE objectives, requirements, and risks, as well as the demands of stakeholders in planning and carrying out their activities;
- Engage in preparing and updating the Company's internal normative documents;
- Stringently comply with applicable normative documents (both external and internal);
- Find ways to improve the business processes and take actions to enhance their effectiveness and performance.