

OBSERVANCE OF HUMAN RIGHTS

THE COMPANY SUBSCRIBES TO THE FOLLOWING GENERAL PRINCIPLES: _____

- The UN Global Compact on Human Rights, Labour Relations, Anti-Corruption, and Environmental Protection
- The Universal Declaration of Human Rights
- The International Labour Organisation's Declaration on Fundamental Principles and Rights at Work
- The Social Charter of Russian Business of the Russian Union of Industrialists and Entrepreneurs

Gazprom Neft strictly observes human rights and does not permit any discrimination based on nationality, gender, origin, age, or other grounds, recognizes the right of workers to form public associations and organizations to protect their rights and interests, and guarantees respect for the rights of indigenous peoples when organizing production operations in areas where they reside.

The Company's principles in the observance of human rights are reflected in its fundamental corporate documents and include:

- Code of Corporate Governance
- Corporate Conduct Code
- Anti-Fraud and Anti-Corruption Policy
- Industrial, Environmental, and Occupational Safety and Civil Defence Policy
- HR Management Policy
- Regional Policy Concept
- Information Policy

The Company utilizes a set of practical measures to observe these principles, which include:

- undertaking obligations to observe human rights and incorporating them into the Company's regulatory documents
- assessing risks concerning the observance of human rights and developing preventive measures if they materialize
- interacting with stakeholders on matters concerning the observance of human rights
- developing feedback channels that enable stakeholders to express their opinion or a complaint in this regard
- monitoring the observance of human rights by the Company and its contractors