

CORPORATE VOLUNTEERISM POLICY OF GAZPROM GROUP

1. General provisions

1.1. The Gazprom Group's Corporate Volunteerism Policy (hereinafter referred to as the "Policy") sets forth the goals in the sphere of corporate volunteer activities aimed at solving tasks of social significance in the regions where the Gazprom Group operates. The purpose of the Policy is to support the participation of the Gazprom Group companies' employees in such activities.

1.2. The Policy has been developed in accordance with the current legislation of the Russian Federation governing the matters of volunteerism.

1.3. The activities that facilitate the implementation of the relevant goals under the Policy are arranged by Department 106.

2. Terms and definitions

Beneficiaries – persons who receive help from volunteers.

Volunteer activities – voluntary activities in the form of non-reimbursable performance of works and/or provision of services for the purposes specified in Article 2.1 of Federal Law on Volunteer Activities and Volunteerism No. 135-FZ dated August 11, 1995.

Gazprom Group companies – PJSC Gazprom, its subsidiaries and entities.

Corporate Volunteerism – voluntary non-reimbursable employer-supported participation of corporate volunteers in volunteer activities.

Corporate volunteers – employees of the Gazprom Group companies who carry out volunteer activities.

3. Goals of Policy

The goals of the Policy are as follows:

- promoting across the Gazprom Group companies the culture of voluntary employee participation in solving tasks of social significance in the regions where the Gazprom Group operates;
- strengthening the Gazprom Group companies' image of socially oriented employers.

4. Activities contributing to implementation of goals under Policy

The following activities are carried out by Department 106 to achieve the set goals:

- implementation of information-and-guidance events for corporate volunteers, as well as experience exchange events for corporate volunteers;
- collection and systematization of information on the activities of corporate volunteers for the purpose of determining the most successful practices and subsequently promoting such practices (including through publishing respective information in external corporate reports);
- provision of information support to the activities of corporate volunteers with the use of the available means of corporate communication.

5. Key principles and areas of corporate volunteerism

5.1. The corporate volunteerism at the Gazprom Group companies is underpinned by the following principles:

non-reimbursable provision – participation in volunteer activities on a free-of-charge basis outside of working hours is not considered to be a part of employees' job functions;

voluntary provision – participation in volunteer activities is at the will of an individual and no coercion to participate in volunteer activities is allowed; corporate volunteers determine on their own the categories of beneficiaries to be addressed and the types of services and the scope of works to be provided in terms of corporate volunteerism;

objectivity and impartiality – personalized information on the participation of employees in volunteer activities cannot be used in any employment-related assessment of an employee.

5.2. Corporate volunteerism under this Policy comprises the following main areas of activities:

environmental (works to remove waste from forests, parks and coastlines, as well as tree planting works; participation in cleanups at urban and industrial territories, as well as in campaigns and marathon events arranged for collection of waste paper and other recyclable waste; implementation of initiatives aimed at enhancing animal welfare and providing help to homeless animals (animal shelters), and other activities);

social (aid/assistance/support to orphaned children, people in difficulty, families with children, retired people, including through social care (assistance in establishing social involvement of such people and assistance in their day-to-day routine); participation in activities aimed at preserving health, supporting sports and promoting healthy living);

patriotic (aid/assistance/support to veterans of the Great Patriotic War and combat veterans, including through social care (assistance in establishing social involvement of such people and assistance in their day-to-day routine); works on urban improvement of places of commemoration; participation in campaigns held to mark commemorative dates of Russian history, and other activities);

cultural and educational (works to preserve and/or restore cultural and historical legacy (historical and cultural monuments), assistance at museums, libraries and leisure educational facilities, including through restoration of books, replenishment of book collections, archive works, and other activities).