

## SUSTAINABLE DEVELOPMENT AND ESG COMPLIANCE POLICY

«Sustainable Development and ESG Compliance Policy» («E» for Environmental, «S» for Social, and «G» for Governance) (hereinafter referred to as the «Policy») reflects the position of «Arassa Deniz» IE (hereinafter referred to as the «IE») and the IE's Management regarding mandatory compliance with sustainable development principles (ESG principles) in its operations. This is a vital prerequisite for the successful development of a modern business based on environmental stewardship, the creation of favorable social conditions, fair treatment of employees and consumers, and proper corporate governance for the benefit of future generations.

The IE recognizes its responsibility to all Stakeholders and builds partnerships with them based on respect for human rights, compliance with legislation, and other significant norms and regulations.

### Priorities and goals aligned with the UN Sustainable Development Goals:

- **reducing negative environmental impact through the rational and efficient use of natural resources and sound waste management, as well as systematic training, informing, and engaging IE employees in environmental protection issues;**
- **caring for the well-being of IE employees and creating safe working conditions for their life and health;**
- **developing a successful, economically sustainable, and competitive business that ensures transparency and openness;**
- **building legitimate and sustainable partnerships with all stakeholders.**



### Implementation of the «Policy» is achieved through:

- Compliance with the requirements and standards established by the legislation of Turkmenistan and international legal acts in the field of ESG, as well as the IE's own internal guidance documents on issues not regulated by legislative or regulatory acts;
- The unwavering commitment of the IE Management to the priorities and goals of sustainable development (ESG);
- Prevention and reduction of negative environmental impacts during the provision of professional services;
- Taking measures to increase the efficient use of natural resources and energy;
- Sound waste management;
- Supporting environmental initiatives of Stakeholders;

- Voluntary participation in various environmental events;
- Observance of human rights, and respect for the value and dignity of the individual;
- Continuous improvement of approaches in the field of human rights and labor relations;
- Ensuring equal opportunities and maintaining gender, racial, ethnic, and other forms of equality, including in labor compensation;
- Ensuring legal protection for IE employees who contact the IE hotline;
- Caring for the health of every IE employee by providing healthy and safe working conditions to prevent accidents, occupational diseases, and emergencies during labor activities;
- Engagement of IE employees at all levels;
- Ongoing provision of various types of training for all IE employees, including joint training and exercises with customers;
- Adherence to information security by all IE employees;
- Mandatory familiarization of IE employees, as well as third parties engaged under service contracts, with the requirements of internal regulatory documents governing the protection of trade secrets and other confidential information;
- Maintaining communications and interaction with various Stakeholders at national and international levels;
- Active cooperation and maintaining a balance of interests between the Parties;
- Transparency of operations, disclosure of information, and financial stability;
- Strict compliance with anti-corruption legislation;
- Independence and accountability of governing bodies and officials;
- High standards in procurement activities;
- Development and implementation of various policies, regulations, instructions, memos, rules, and orders in the field of sustainable development and ESG compliance.

The IE Management undertakes to comply with this «Policy», communicate it to all IE employees, update it on a regular basis, and ensure its availability to all Stakeholders.

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(date)