

# Occupational health and safety policy

The safety of the people who are on the territory of our facilities is our unconditional priority including our employees, tenants and their customers, contractors, suppliers and visitors. A healthy and safe working environment at our facilities is the basis for improving operational efficiency and company growth.

The Health and Safety Policy (hereinafter referred to as the "Policy") sets out the obligations of O1 Properties in relation to the management of the health and safety system of buildings. By adopting the policy, we undertake to strictly comply with the rules in the field of health and safety at all company facilities. We also ensure that our health and safety standards are consistently integrated into all business processes.

## Occupational health and safety standards

The company's occupational health and safety standards are based on the principles set out in international documents and national legal acts including:

- The Constitution of the Russian Federation.
- Labor Law of the Russian Federation.
- Federal Law of the Russian Federation No. 69-FZ "On Fire Safety".
- Federal Law of the Russian Federation No. 323-FZ "On the Fundamentals of Public Health Protection in the Russian Federation".
- Federal Law of the Russian Federation No. 426-FZ "On Special Assessment of Working Conditions".
- Federal Law of the Russian Federation No. 52-FZ "On the Sanitary and Epidemiological Welfare of the Population".
- International Covenant on Economic, Social and Cultural Rights.
- The European Social Charter.

The company has got a regulation on the occupational health and safety management system, which serves as the basis for implementing the principles of occupational health and safety into business processes. The document contains a detailed description of the system, its structural elements and procedures, and also describes the duties and responsibilities of the company and its employees in relation to workplace safety.

Internal documents on occupational health and safety are available to employees on the company's corporate portal.

All employees must follow the relevant legislation as well as corporate health and safety regulations in accordance with O1 Properties' Code of Ethics. All employees must be careful so this would prevent injury to themselves and their colleagues. It is required to report health and safety violations. All employees must immediately report accidents and incidents, fires, industrial injuries, violations of the technological regime.

## Occupational health and safety priorities

We take a proactive approach to identifying and addressing potential health and safety risks at our facilities. As part of this work, we:

- monitor compliance with all applicable laws, regulations and standards in the field of occupational health and safety,
- maintain safe environment in buildings,
- provide information and train employees on the application of safety and labor protection,
- commit to properly investigating professional incidents,
- regularly conduct a special assessment of working conditions.

## Policy implementation and control over its execution

We allocate the necessary resources for the effective implementation of work on health and safety. The policy applies to all business activities that we carry out as an employer and as an owner of business centers. The Company is committed to communicating the Health and Safety Policy to all employees and other parties involved in its business activities. The policy is available for everyone on the company's website.

The Human Resources Department is responsible for the implementation and enforcement of this policy.