

MAYKOR Policies for Health, Safety and Environment (HSE)

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MAYKOR is the all-Russian provider of outsourced IT and business processes, with thousands of employees and an extensive service network throughout Russia. The company places high priority on labor protection, industrial safety and environmental protection (Health, Safety, and Environment) in all aspects of its business and in all regions it operates in.

The core values that determine MAYKOR's policy in the area of health, safety and environmental protection, are:

1. Ensuring the conditions for the preservation of life and health of employees complies with the requirements of industrial safety and environmental protection.
2. Creating the conditions under which each employee is aware of the company's responsibility for maintaining their health and the environment.

As part of this policy, MAYKOR shall assume the following obligations:

- Establish and maintain an effective system of control that meets the relevant requirements of Russian legislation and international laws as applicable to its operations
- Demonstrate plans and results of operations in the region and maintain an open dialogue with all stakeholders
- Plan and carry out activities in a safe, healthful, environmentally protective manner
- Introduce up-to-date methods of work including innovative technology and equipment to enhance the competence and motivation of employees so as to improve performance in the field of Health, Safety and Environment
- Match customer requirements and require contractors to comply with MAYKOR's corporate requirements in the field of Health, Safety, and Environment.

All employees are included in the process of improving the Health, Safety, and Environment Management System, and employees must understand and are personally responsible for compliance with the relevant requirements, thereby playing a key role in the successful operation and development of MAYKOR.

CEO

/ A. N. Tolstoy /