SOCIAL RESPONSIBILITY POLICY
OF PRISTA OIL HOLDING AD

In order to maintain high standards in the social sphere, the company has established a corporate strategic management contributing to sustainable economic development, fair labor relations with its employees and their families, the local community, and society.

To implement the policy, the Company focuses its efforts in the following areas:

- ✓ Compliance with applicable national legal and other requirements and respect for international legal instruments and their interpretation in the field of social responsibility;
- ✓ Ensure effective documentation, implementation, maintenance and dissemination of the policy in an accessible and understandable form to all employees, including management, technical and executive staff, as well as subcontractors and suppliers;
- ✓ Regular review of the social responsibility policy with a view to its continuous improvement, taking into account changes in legislation, internal company requirements and accepted stakeholder requirements.;
- ✓ Informing all its employees and other stakeholders about the adopted Social Responsibility Policy of the Company by publishing it on the company's website - www.prista-oil.com;

The guiding principles of "Prista Oil Holding" AD regarding social responsibility include:

- Respect and observance of human rights and fundamental freedoms as defined in the Universal Declaration of Human Rights;
- Protection of universally accepted human values

- Providing healthy and safe working conditions for its employees
- Staff development and motivation;
- Creating new jobs;
- Ensuring payment security;
- Maintaining adequate wages with timely payment of wages, taxes, and types of insurance to employees and workers;
- Formulating rules for constructive business ethics and ensuring their compliance;
- Responsibility in carrying out charitable activities as well as improving local infrastructure;
- Maintaining fruitful interactions with the public and local authorities, as well as with NGOs, business associations, educational and expert institutions, etc.;
- Publicizing the company's activities in the mass media.

In case of any irregularities regarding this policy, please inform us by email at hr@prista-oil.bg or at 7000 Ruse, 46 Treti mart Blvd., signal regarding SOCIAL RESPONSIBILITY.

Ruse **Executive Director: Tsvetomir Anastasov**

20.01.2024

DECLARATION

OF THE EXECUTIVE DIRECTOR

OF

PRISTA OIL HOLDING AD

The management of PRISTA OIL HOLDING AD formally declares its SOCIAL RESPONSIBILITY POLICY, which is documented, implemented, maintained and disclosed to all levels of the company structure, and is available to stakeholders.

The SOCIAL RESPONSIBILITY POLICY of PRISTA OIL HOLDING AD in the performance of its main activities - production of oils and lubricants is aimed at corporate strategic management contributing to sustainable economic development, fair labor relations with workers, the local community and society as a whole in order to improve the quality of life.

In order to implement the Policy, the Company focuses its efforts in the following areas:

- ✓ Compliance with applicable national legal and other requirements and respect for international instruments and their interpretation in the field of social responsibility;
- ✓ Ensuring that the policy is effectively documented, implemented, maintained and communicated in an accessible and understandable form to all employees, including managerial, technical and executive staff, as well as subcontractors and suppliers;
- ✓ Regular review of the social responsibility policy with a view to its continuous improvement, taking into account changes in legislation, internal company requirements as well as accepted stakeholder requirements;
- ✓ Notifying all of its employees and other stakeholders of the Company's adopted Social Responsibility Policy through the Company's website - www.prista-oil.com;

The guiding principles of "Prista Oil Holding" AD regarding social responsibility include:

- Respect and observance of human rights and fundamental freedoms as defined in the Universal Declaration of Human Rights;
- Protection of universally accepted human values
- Providing healthy and safe working conditions for its employees
- Staff development and motivation;
- Creating new jobs;
- Ensuring payment security;
- Maintaining adequate wages with timely payment of wages, taxes, and types of insurance to employees and workers;
- Formulating rules for constructive business ethics and ensuring their compliance;
- Responsibility in carrying out charitable activities as well as improving local infrastructure;
- Maintaining fruitful interactions with the public and local authorities, as well as with NGOs, business associations, educational and expert institutions, etc.;
- Publicizing the company's activities in the mass media.

The management of PRISTA OIL HOLDING AD is committed to creating the necessary conditions for compliance with the requirements of the Social Responsibility Management System and for adequate assistance to the managerial, technical and executive staff in its development.

Ruse **Executive Director: Tsvetomir Anastasov**

20.01.2024