



## STAKEHOLDER RELATIONS

A **stakeholder** is any internal or external person, organization, social group, or society at large that has a stake in our business. A **stake** is a vital interest in our business or our activities. It can include ownership and property interests, legal interests and obligations, and moral rights. A **legal obligation** may be the duty to pay wages or to honour contracts. A **moral right** may include the right of an individual or group not to be intentionally harmed by our business activities.

STAKEHOLDER	WHO ARE THEY	THEIR INTERESTS	HOW WE ENGAGE
Business Partners	Joint venture partners	Suitable governance to ensure financial returns while mitigating non- financial risks	JV boards and operating committees Our Code of Conduct and our Health Safety Environmental policies Corporate newsflow Website content
Customers	Downstream corporate buyers	Product quality, cost and delivery	Regular meetings Visits to operating sites Corporate newsflow Website content
Contractors	Oil field services IT services	Their own Health and Safety Financial security for contract payments	Tendering process Monitoring their performance against contract commitments Our Code of Conduct and our Health Safety Environmental policies Corporate newsflow
Suppliers	Businesses which supply goods and services to the company	Repeat orders Payment terms are honoured	Tendering process Our purchase order system Monitoring quality of goods and services against specifications
Employees	All those who work for the company	Health and Safety General working conditions Job security Career opportunities Training	Our Leadership Teams Human Resources Our Health and Safety practices Our Code of Conduct Training

		Employee Share Scheme	Workplace communications Company incentive schemes
Unions	Federation of Uzbekistan Trade Unions Council of Professional Workers in Oil & Gas, Geology and Nuclear Industries Professional Union Committee of Epsilon	Health and Safety General working conditions Salaries Training	Liaison, consultation and co-operation with national unions Epsilon Union Annual conference Regular contact between senior management and Epsilon Union Committee
Local communities	Those who live and work near our field operations	Environmental care Health and Safety Infrastructure improvement Education and Healthcare	Field managers Our Health and Safety practices Initiatives to improve living standards
Society at national level	All Uzbekistan citizens	Users of Epsilon products	Equitable sales of production for 'fair value' residential, NGV and commercial consumption Support of national comprehensive oncology centre and clinic
Government and Regulators	Central, regional and local government Key ministries US Treasury	Our progress as licence holders Environmental issues Health and Safety Good governance issues such as ABC and AML Sanctions compliance	Regular meetings Exchange of information Written reports Corporate newsflow Website content
Industry Associations	National Oil & Gas industry associations AMCHAM AUCC	Our participation in their regulatory and promotional programs	Meetings Conferences Exhibitions Corporate newsflow
Investors	Joint venture partners Banks Holders of senior debt instruments	Financial risk Reputational risk	JV boards and operating committees Regular meetings News updates Corporate newsflow Website content

Shareholders	Owners of the company's share capital	Financial risk Reputational risk	Website content Verbal and written reports Corporate newsflow
Media	Press TV Radio Social media	News	Website content Interviews Press releases Direct inputs on social media platforms
NGOs	Mainly external	Compliance with Human Rights Environmental and Health and Safety issues	Website content One to One basis if approached