



Gazprom energoholding Serbia
TE-TO Pancevo d.o.o.

ENERGY POLICY

Gazprom Energoholding Serbia TE-TO Pancevo LLC, as a combined-cycle heat and power plant generating electricity and thermal energy from natural gas, is committed to systematic energy management in order to achieve high energy performance, rational use of energy and sustainable development.

Top management assumes responsibility for establishing, implementing, and continually improving the energy management system in accordance with the requirements of ISO 50001 and undertakes to:

1. **Ensure that the energy policy is aligned with the organization's purpose and strategic direction**, taking into account the technical characteristics of the plant, market requirements, and the regulatory framework.
2. **Ensure a basis for establishing, achieving, and reviewing energy objectives and specific energy targets**, grounded in the energy review, energy performance indicators, and reference values.
3. **Ensure the availability of information and the necessary resources** (human, technical, financial, and informational) for effective energy management and achievement of energy objectives.
4. **Ensure compliance with all applicable legal and other requirements** related to energy efficiency, energy use, and energy consumption.
5. **Ensure continual improvement of energy performance and enhancement of the energy management system** by identifying opportunities for improvement, implementing technical and organizational measures, and conducting results monitoring.
6. **Ensure support for procurement of energy-efficient products and services** that affect the energy performance of the plant.
7. **Ensure support for design and modernization activities**, with mandatory consideration of opportunities for energy performance improvement.
8. **Promote employee awareness and competence**, as well as their active participation in improving energy management.

The Energy Policy is documented, made available to employees and relevant interested parties, and is subject to periodic review and updating when necessary.

Top management expects all employees, within the scope of their responsibilities, to contribute to the implementation of this Policy and to the improvement of the energy performance of TE-TO Pancevo.

Pancevo 03.03.2026.

Director of the Company

Timur Kiselev

