

NEWS
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**"LUKOIL NEFTOHIM BURGAS" FULLY IMPLEMENTED ITS SOCIAL
PROGRAM FOR 2023**

LUKOIL Neftohim Burgas AD has fully accomplished its social commitments and its charity programme for 2023.

The Company paid its employees their annual bonus as well as an additional one-time bonus on the occasion of the 60th anniversary of the refinery. In addition, an annual indexation of salaries is planned from 1 January 2024.

LUKOIL Neftohim Burgas' Charity programme has been implemented jointly with the municipalities of Burgas and Kameno. Within the framework of the "My City, My Neighbourhood, My Street" programme, the Company built and renovated several children's playgrounds, repaired and furnished schools and kindergartens with modern equipment, ensured the purchase of electric bicycles with a software system for the city of Burgas, carried out an overhaul of the square and parking lot in front of the "Prosveta - 1927" Community Centre.

LUKOIL Neftohim Burgas traditionally supports projects and initiatives of social importance. Over the last 23 years, the total value of donations, sponsorship and charity actions reached BGN 32 million.

The recent legislative initiatives and decisions of the Bulgarian regulators aimed at destabilising the operation of the Burgas refinery force LUKOIL to reconsider the phased plan for transition to the processing of non-Russian feedstocks agreed earlier with the Government, to look for new suppliers and alternative logistics routes, to take urgent measures on the technological adaptation of the installations. LUKOIL Neftohim Burgas will apply all possible efforts to ensure the accident-free operation of production, preserve the social and charity programs, protect the interests of the employees of the enterprise, motorists and all citizens of Bulgaria.