

# APPENDIX 1. ADDITIONAL INFORMATION AND SUSTAINABLE DEVELOPMENT METRICS

## Personnel development

### Headcount and employee mix

Metric	2014	2015	2016	2017	2018
TOTAL HEADCOUNT AS AT THE END OF THE PERIOD, PEOPLE	61,465	66,497	66,561	67,882	70,648
including:					
> men	36,968	37,216	40,835	40,254	42,917 (61%)
> women	24,497	29,281	25,726	27,628	27,731 (39%)
including:					
> blue-collar employees	36,181	36,881	34,232	33,873	33,002 (47%)
> white-collar employees	25,284	29,616	32,329	34,009	37,646 (53%)
including:					
> below 30 years	-	-	-	14,647	14,422 (20.4%)
> 30–50 years	-	-	-	42,736	45,361 (64.2%)
> over 50 years	-	-	-	10,499	10,865 (15.4%)
TOTAL NUMBER OF EMPLOYEES HIRED, PEOPLE	17,457	17,694	14,841	17,184	16,808
including:					
> Russian regions	15,244	15,492	12,912	15,708	14,945
> CIS countries	1,705	1,727	1,104	881	1,116
> non-CIS countries	508	475	825	595	747
TOTAL NUMBER OF EMPLOYEES LEAVING, PEOPLE	15,133	16,684	14,335	16,093	15,205
including as a result of:					
> downsizing/redundancy					
> resignations	9,006	10,047	9,600	9,674	8,566
> dismissals					
including:					
> Russian regions	12,864	13,811	11,960	14,548	13,117
> CIS countries	1,549	2,000	1,902	1,056	1,131
> non-CIS countries	720	873	473	489	957

L

### Social package and benefits (P '000)

Benefit	2014	2015	2016	2017	2018
Free and subsidised meals	526,988	711,380	764,480	793,176	933,000
Voluntary health insurance	719,561	698,542	847,477	1,100,348	1,513,748
Compensation of travel packages	166,522	121,041	183,817	239,280	212,350
Housing programme	181,038	215,405	142,069	133,119	194,021
Sporting and cultural events	125,537	129,136	197,154	249,102	312,284

### Personnel training

Metric	2014	2015	2016	2017	2018
TOTAL TRAINING DURATION, HOURS	2,054,092	1,927,478	2,289,437	2,930,760	2,166,150
including:					
> white-collar employees	876,192	1,052,928	1,145,836	1,404,960	1,082,549
> blue-collar employees	1,177,900	874,550	1,143,601	1,525,800	1,083,601
> men	1,252,996	1,175,762	1,396,557	1,729,148	1,278,029
> women	801,096	751,716	892,881	1,201,612	888,122

## Safe development

TOTAL WATER CONSUMPTION, MCM	2014	2015	2016	2017	2018
TOTAL WATER CONSUMPTION	177.20	174.40	177.50	169.50	198.1

Metric	2014	2015	2016	2017	2018
COST OF ENVIRONMENTAL SERVICES, ENVIRONMENT SAFETY AND PROTECTION (P M <sup>1</sup> )	6,159.7	6,377.6	6,875.6	6,908.1	5,753.9

### Changes in key waste management metrics (kt)

Metric	2014	2015	2016	2017	2018
Total waste generation	657.2	1,104.5	906.7	1,132.2	1,040.1
Waste disposal (including waste transferred to third parties for disposal)	324.8	689.6	415.4	739.9	616.8

## Economic efficiency

### Direct economic value generated and distributed (P m)

Metric	2015	2016	2017	2018
Direct economic value generated, including:	1,507,631	1,590,796	1,990,191	2,587,503
Revenues	1,467,943	1,545,608	1,934,589	2,489,292
Economic value distributed, including:	1,391,433	1,381,069	1,720,514	2,186,561
Operating costs, including	908,677	926,160	1,063,140	1,284,850
Employee wages and benefits	76,713	77,467	86,510	97,557
Payments to government	382,397	430,945	624,449	826,828
Payments to providers of capital	33,943	34,282	25,127	21,476
Economic value retained	116,197.9	209,726.2	269,676.5	400,942.0

# APPENDIX 2. MAP OF MATERIAL TOPICS

## Boundaries of material topics: within the Company

■ – direct impact

■ – indirect impact

Blank field – no material impact

Topics and aspects	Upstream	Oil refining	Sales	Dedicated report chapter
<b>ECONOMIC PERFORMANCE</b>				
Strategy	■	■	■	Financial Efficiency
Investment programme	■	■	■	Financial Efficiency
Financial stability	■	■	■	Financial Efficiency
Operational efficiency	■	■	■	Financial Efficiency
Product safety and quality	■	■	■	Financial Efficiency
Innovations	■	■	■	Financial Efficiency
Energy efficiency and conservation	■	■		Safe Development
<b>Climate change</b>				
The Company's strategy on climate	■	■	■	Safe Development
<b>ETHICS AND GOVERNANCE</b>				
Corporate governance quality	■	■	■	Sustainability Management
Compliance	■	■	■	Sustainability Management
Human rights	■	■	■	Sustainability Management
Respect for the rights of indigenous peoples	■			Sustainability Management, Regional Policy and Development of Local Communities
Anti-corruption	■	■	■	Sustainability Management

L

ENVIRONMENTAL SAFETY				
Wastewater discharges	■	■		Safe Development
Emissions	■	■		Safe Development
Waste generation and management	■	■		Safe Development
Environmental impact of the Company's Arctic operations	■	■		Safe Development
Land and vegetation protection	■	■		Safe Development
Environmental properties of products	■	■	■	Safe Development, About the Company
OCCUPATIONAL SAFETY				
Occupational safety and emergency preparedness	■	■	■	Safe Development
Health and safety	■	■	■	Safe Development
Reduction in injury and severity rates	■	■	■	Safe Development
HUMAN CAPITAL				
Fair remuneration and social benefits				Personnel Development
Personnel training and development	■	■	■	Personnel Development
Labour relations and employment	■	■	■	Personnel Development
IMPACT ON THE COMPANY'S REGIONS OF OPERATION				
Contribution to the social and economic development of local communities: Gazprom Neft's role as an employer, taxpayer, and purchaser of local services	■	■	■	Regional Policy and Development of Local Communities, Financial Efficiency
Local community development programmes	■	■	■	Regional Policy and Development of Local Communities
Efficiency of social investments	■	■	■	Regional Policy and Development of Local Communities

	Boundaries of material topics beyond the Company: key stakeholders							
	Shareholders and investors	Employees	Consumers	Federal and local government authorities	Suppliers, contractors, partners	Trade unions	Local communities across the Company's footprint	Non-profit and non-governmental organisations
<b>ECONOMIC PERFORMANCE</b>								
Strategy	■	■	■	■	■	■	■	■
Investment programme	■	■	■	■	■	■	■	■
Financial stability	■	■	■	■	■	■	■	
Operational efficiency	■	■	■	■	■	■		
Product safety and quality	■	■	■		■			
Innovations	■	■	■	■	■			
Energy efficiency and conservation	■	■	■	■	■	■	■	■
<b>CLIMATE CHANGE</b>								
The Company's strategy on climate	■			■			■	
<b>ETHICS AND GOVERNANCE</b>								
Corporate governance quality	■	■			■	■		
Compliance	■	■	■	■	■	■	■	
Human rights	■	■				■		
Respect for the rights of indigenous peoples	■	■					■	
Anti-corruption	■	■	■	■	■	■	■	
<b>ENVIRONMENTAL SAFETY</b>								
Wastewater discharges	■	■		■		■	■	■
Emissions	■	■	■	■		■	■	■
Waste generation and management	■	■		■		■	■	■
Environmental impact of the Company's Arctic operations	■	■		■		■	■	■
Land and vegetation protection	■	■		■		■	■	■
Environmental properties of products	■	■	■	■		■	■	■

L

	Boundaries of material topics beyond the Company: key stakeholders							
	Shareholders and investors	Employees	Consumers	Federal and local government authorities	Suppliers, contractors, partners	Trade unions	Local communities across the Company's footprint	Non-profit and non-governmental organisations
<b>OCCUPATIONAL SAFETY</b>								
Occupational safety and emergency preparedness	■	■	■	■	■/■	■	■	■
Health and safety	■	■	■	■	■/■	■	■	
Reduction in injury and severity rates	■	■	■	■	■/■	■	■	
<b>HUMAN CAPITAL</b>								
Fair remuneration and social benefits	■	■		■		■	■	
Personnel training and development	■	■		■		■	■	■
Labour relations and employment	■	■		■		■	■	
<b>IMPACT ON THE COMPANY'S REGIONS OF OPERATION</b>								
Contribution to the social and economic development of local communities: Gazprom Neft's role as an employer, taxpayer, and purchaser of local services	■	■		■	■	■	■	■
Local community development programmes	■	■		■		■	■	■
Efficiency of social investments	■	■		■		■	■	■

# APPENDIX 3. GRI INDICATORS

The Report focuses on the topics that are defined as most material for the Company and its stakeholders. In preparing the report, the Company relied on the GRI Reporting Standards (Core Option) and the RSPP Reference Performance Indicators.

GRI Standard	GRI indicator	Report section	Page number(s) / reference to other documents	Disclosure boundaries	Comments
<b>GENERAL DISCLOSURES</b>					
<b>Organisational profile</b>					
GRI 102-1	Name of the organisation	About the Company	10	PJSC Gazprom Neft	
GRI 102-2	Activities, brands, products, and services	About the Company, Financial Efficiency	9, 12-19	PJSC Gazprom Neft	
GRI 102-3	Location of headquarters	GRI Indicators	146	PJSC Gazprom Neft	3-5 Pochtamtskaya St., St Petersburg, 190000, Russian Federation.
GRI 102-4	Location of operations	About the Company	8	PJSC Gazprom Neft	
GRI 102-5	Ownership and legal form	About the Company	10	PJSC Gazprom Neft	
GRI 102-6	Markets served	About the Company, Financial Efficiency, Personnel Development	9, 12-19	PJSC Gazprom Neft	
GRI 102-7	Scale of the organisation	About the Company, Personnel Development, Financial Efficiency, GRI Indicators	10, 18, 75, 146	PJSC Gazprom Neft	Capitalisation (total liabilities and equity) = ₹ 3,520,926 m, incl. current liabilities = ₹ 562,322 m, non-current liabilities = ₹ 966,785 m, and equity ₹ 1,991,819 m.
GRI 102-8	Information on employees and other workers	Personnel Development, GRI Indicators	75, 146	Gazprom Neft Group	No records of part-time employees are kept.
GRI 102-9	Supply chain	Financial Efficiency	28-29	PJSC Gazprom Neft	
GRI 102-10	Significant changes to the organisation and its supply chain	GRI Indicators	146	PJSC Gazprom Neft	In the reporting period, the supply chain did not change materially.
GRI 102-11	Precautionary principle or approach	GRI Indicators	147	PJSC Gazprom Neft	Precautionary principle or approach is fundamental for planning and implementing the Company's activities. For the detailed explanation, see p. 99 of the Company's Sustainability Report 2010.

L

GRI Standard	GRI indicator	Report section	Page number(s) / reference to other documents	Disclosure boundaries	Comments
GRI 102-12	External initiatives	GRI Indicators	147	PJSC Gazprom Neft	The Company adheres to the UN Global Compact principles. The Company's sustainability goals and focus areas are closely linked to the UN Sustainable Development Goals. In managing sustainable development and corporate social responsibility, the Company is also guided by the principles set out in ISO 26000 (Guidance on Social Responsibility). Also, Gazprom Neft joined the Anti-Corruption Charter of the Russian Business.
GRI 102-13	Membership of associations	Sustainability Management, Stakeholder Engagement	64, 65	PJSC Gazprom Neft	
<b>Strategy</b>					
GRI 102-14	Statement from senior decision-maker	Message from Alexander Dyukov, Chairman of the Management Board and CEO at Gazprom Neft	7	PJSC Gazprom Neft	
<b>Ethics and integrity</b>					
GRI 102-16	Values, principles, standards, and norms of behaviour	Sustainability Management, Stakeholder Engagement	48, 53-54, 66	PJSC Gazprom Neft	
GRI 102-17	Mechanisms for advice and concerns about ethics	Sustainability Management, Stakeholder Engagement	54	PJSC Gazprom Neft	
<b>Corporate governance</b>					
GRI 102-18	Governance structure	Sustainability Management, Stakeholder Engagement	42-47, 54	PJSC Gazprom Neft	
GRI 102-19	Delegating authority	Sustainability Management, Stakeholder Engagement, Health, Safety and Environment, Energy Efficiency and Saving, Personnel Development, Regional Policy and Development of Local Communities	44, 48-49, 72, 89, 122	PJSC Gazprom Neft	
GRI 102-20	Executive-level responsibility for economic, environmental, and social topics	Sustainability Management, Stakeholder Engagement	48-49	PJSC Gazprom Neft	
GRI 102-22	Composition of the highest governance body and its committees	Sustainability Management, Stakeholder Engagement	45	PJSC Gazprom Neft	
GRI 102-23	Chair of the highest governance body	Sustainability Management, Stakeholder Engagement, GRI Indicators	45, 148	PJSC Gazprom Neft	Chair of the highest governance body does not serve as an executive officer: Alexander Dyukov, Chairman of the Management Board and CEO.



GRI Standard	GRI indicator	Report section	Page number(s) / reference to other documents	Disclosure boundaries	Comments
GRI 102-24	Nomination and selection processes for the highest governance body and its committees	Sustainability Management, Stakeholder Engagement	45	PJSC Gazprom Neft	
GRI 102-25	Conflicts of interest	Sustainability Management, Stakeholder Engagement, GRI Indicators	45, 148	PJSC Gazprom Neft	Information on affiliated entities is available on the Company's website at: <a href="http://ir.gazprom-neft.ru/ru/disclosure-information-according-to-russian-legislation/list-of-affiliates/2018">http://ir.gazprom-neft.ru/ru/disclosure-information-according-to-russian-legislation/list-of-affiliates/2018</a> .  Disclosed except for cross-shareholding with suppliers and other stakeholders.
GRI 102-26	Role of highest governance body in setting purpose, values, and strategy	Sustainability Management, Stakeholder Engagement, Sustainability Strategy, Health, Safety and Environment, Energy Efficiency and Saving, Personnel Development, Regional Policy and Development of Local Communities	36, 42-47, 53, 72-73, 88-89, 122-123	PJSC Gazprom Neft	
GRI 102-28	The competencies and performance evaluation of the highest governance body	Sustainability Management, Stakeholder Engagement	46, 49	PJSC Gazprom Neft	
GRI 102-29	Identifying and managing economic, environmental, and social impacts	Sustainability Management, Stakeholder Engagement, Sustainability Strategy, Health, Safety and Environment, Energy Efficiency and Saving, Personnel Development, Regional Policy and Development of Local Communities	36, 42-47, 53, 72-73, 88-89, 122-123	PJSC Gazprom Neft	
GRI 102-30	Effectiveness of risk management processes	Sustainability Management, Stakeholder Engagement	57-59	PJSC Gazprom Neft	
GRI 102-32	Highest governance body's role in sustainability reporting	GRI indicators	149	PJSC Gazprom Neft	Alexander Dyukov, Chairman of the Management Board at Gazprom Neft.
GRI 102-33	Communicating critical concerns	The Corporate Governance section in the Company's Annual Report 2018	The Corporate Governance section in the Company's Annual Report 2018	PJSC Gazprom Neft	
GRI 102-34	Nature and total number of critical concerns	The Corporate Governance section in the Company's Annual Report 2018	The Corporate Governance section in the Company's Annual Report 2018	PJSC Gazprom Neft	

L

GRI Standard	GRI indicator	Report section	Page number(s) / reference to other documents	Disclosure boundaries	Comments
GRI 102-35	Remuneration policies for the highest governance body and senior executives	Sustainability Management, Stakeholder Engagement, GRI indicators, the Corporate Governance section in the Company's Annual Report 2018	47, 149 The Corporate Governance section in the Company's Annual Report 2018	PJSC Gazprom Neft	Disclosed except for clawbacks.
GRI 102-36	Process for determining remuneration	Sustainability Management, Stakeholder Engagement, GRI indicators, the Corporate Governance section in the Company's Annual Report 2018	47, 149 The Corporate Governance section in the Company's Annual Report 2018	PJSC Gazprom Neft	Disclosed except for information on involvement of remuneration consultants in determining remuneration.
<b>Stakeholder engagement</b>					
GRI 102-40	List of stakeholder groups	Sustainability Management, Stakeholder Engagement	60-65	PJSC Gazprom Neft	
GRI 102-41	Collective bargaining agreements	Sustainability Management, Stakeholder Engagement, GRI indicators	79, 150	PJSC Gazprom Neft	Disclosed except for share of employees covered by collective bargaining agreements.
GRI 102-42	Identifying and selecting stakeholders	GRI Indicators	150	PJSC Gazprom Neft	The Company's key stakeholders include those groups whose interests are most closely linked to those of Gazprom Neft and who in turn are capable of having the most considerable impact on the Company's ability to achieve its strategic goals.
GRI 102-43	Approach to stakeholder engagement	Sustainability Management, Stakeholder Engagement	60-65	PJSC Gazprom Neft	
GRI 102-44	Key topics and concerns raised	Sustainability Management, Stakeholder Engagement	60-65	PJSC Gazprom Neft	
<b>Reporting practice</b>					
GRI 102-45	Entities included in the consolidated financial statements	Appendix 2, Appendix 4 to the Company's Annual Report 2018	Appendix 2, Appendix 4 to the Company's Annual Report 2018	Gazprom Neft Group	
GRI 102-46	Defining report content and topic boundaries	About the Report	2	PJSC Gazprom Neft	
GRI 102-47	List of material topics	About the Report	3-5	PJSC Gazprom Neft	
GRI 102-48	Restatements of information	GRI Indicators	150	PJSC Gazprom Neft	The Report does not contain any restatements of information provided in previous reports.
GRI 102-49	Changes in reporting	GRI Indicators	150	PJSC Gazprom Neft	The changes concern report boundary and calculation methods. The relevant comments are provided in the notes to the Report.
GRI 102-50	Reporting period	GRI Indicators	150	PJSC Gazprom Neft	2018.
GRI 102-51	Date of most recent report	GRI Indicators	150	PJSC Gazprom Neft	May 2018.

GRI Standard	GRI indicator	Report section	Page number(s) / reference to other documents	Disclosure boundaries	Comments
GRI 102-52	Reporting cycle	GRI Indicators	150	PJSC Gazprom Neft	A calendar year.
GRI 102-53	Contact point for questions regarding the report	Contacts and Feedback	168	PJSC Gazprom Neft	
GRI 102-54	Claims of reporting in accordance with the GRI Standards	GRI Indicators	150	PJSC Gazprom Neft	The report was prepared in accordance with the GRI Standards Core option.
GRI 102-55	GRI indicators	GRI Indicators	146-160	PJSC Gazprom Neft	
GRI 102-56	External Assurance	About the Report	2	PJSC Gazprom Neft	
<b>TOPIC-SPECIFIC STANDARD DISCLOSURES</b>					
<b>Material topic: Strategy</b>					
GRI 103	Management approach	Sustainability Strategy, GRI Indicators	34-37, 151	PJSC Gazprom Neft	Due to the information disclosure in GRI 102-14, this material topic covers only management approaches.
<b>Material topic: Corporate governance quality</b>					
GRI 103	Management approach	Sustainability Management, Stakeholder Engagement, GRI Indicators	42-47, 151	PJSC Gazprom Neft	Due to the information disclosure in GRI 102-18 – GRI 102-36, this material topic covers only management approaches.
<b>ECONOMIC ASPECT</b>					
<b>Material topic: Investment programme</b>					
GRI 103	Management approach	Regional Policy and Development of Local Communities	127-129	PJSC Gazprom Neft	
GRI 203-1	Infrastructure investments and services supported	Regional Policy and Development of Local Communities	128-129	PJSC Gazprom Neft	
<b>Material topics: Financial stability and operational efficiency</b>					
GRI 103	Management approach	Financial Efficiency, Sustainability Management, Stakeholder Engagement	12-19, 48-51	Gazprom Neft Group	
GRI 201-1	Direct economic value generated and distributed	Appendix 1. Additional Information and Sustainable Development Metrics	141	Gazprom Neft Group	
GRI 201-4	Financial assistance received from government	GRI Indicators, Appendix 1 Additional Information and Sustainable Development Metrics	141, 151	PJSC Gazprom Neft	The Company and its subsidiaries take advantage of tax benefits as allowed by the applicable tax law.
GRI 206-1	Number of legal actions regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which the organisation has been identified as a participant, and their main outcomes	GRI Indicators, Sustainability Management, Stakeholder Engagement	54-55	PJSC Gazprom Neft	The Company does not thwart competition.  Gazprom Neft has approved an Anti-Monopoly Policy and has been consistently working to prevent and minimise anti-trust and monopoly risks. In 2018, Russia's Federal Antimonopoly Service did not initiate any anti-monopoly proceedings against Gazprom Neft.

L

GRI Standard	GRI indicator	Report section	Page number(s) / reference to other documents	Disclosure boundaries	Comments
<b>Material topic: Contribution to the social and economic development of local communities</b>					
GRI 103	Management approach	Financial Efficiency, Sustainability Management, Stakeholder Engagement, Health, Safety and Environment, Energy Efficiency and Saving, Regional Policy and Development of Local Communities	23–29, 48–49, 88–89, 122–124	PJSC Gazprom Neft	
GRI 204–1	Proportion of spending on local suppliers	Financial Efficiency, GRI Indicators	28–29	PJSC Gazprom Neft	Significant locations of operation are the exploration and production regions.
<b>Material topic: Efficiency of social investments</b>					
GRI 103	Management approach	Financial Efficiency, Personnel Development, Regional Policy and Development of Local Communities	26–29, 72–73, 130–137	PJSC Gazprom Neft	
GRI 203–2	Significant indirect economic impacts	Financial Efficiency, Personnel Development, Regional Policy and Development of Local Communities	26–29, 72–73, 130–137	PJSC Gazprom Neft	
<b>ENVIRONMENTAL ASPECT</b>					
<b>Material topic: Compliance</b>					
GRI 103	Management approach	Environmental Safety	101, 102, 105	PJSC Gazprom Neft	
GRI 307–1	Non-compliance with environmental laws and regulations	GRI Indicators	152	PJSC Gazprom Neft	Timely remedial actions were taken to address all cases of non-compliance with environmental laws and regulations identified in the reporting year.
<b>Material topic: Wastewater discharges</b>					
GRI 103	Management approach	Health, Safety and Environment, Energy Efficiency and Saving	108–109	PJSC Gazprom Neft	
GRI 306–1	Total water discharge by quality and destination	Health, Safety and Environment, Energy Efficiency and Saving, GRI Indicators	108–109, 152	Gazprom Neft's subsidiaries that have a substantial impact in terms of water discharges (the full list of such subsidiaries is available at <a href="http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx">http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx</a> )	Disclosed except for indicating the quality and destination (excl. discharges into surface water bodies).
<b>Material topic: Emissions</b>					
GRI 103	Management approach	Health, Safety and Environment, Energy Efficiency and Saving	102–107	PJSC Gazprom Neft	
GRI 305–6	Emissions of ozone-depleting substances (ODS)	GRI Indicators	152	PJSC Gazprom Neft	The Company does not emit any ozone-depleting substances on an industrial scale.

GRI Standard	GRI indicator	Report section	Page number(s) / reference to other documents	Disclosure boundaries	Comments
GRI 305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air pollutants	Health, Safety and Environment, Energy Efficiency and Saving	103	Gazprom Neft's subsidiaries that have a substantial impact in terms of NOx, SOx, and other significant air emissions (the full list of such subsidiaries is available at <a href="http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx">http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx</a> )	
<b>Material topic: Environmental properties of products</b>					
GRI 103	Management approach	Financial Efficiency	25-26	PJSC Gazprom Neft	Due to the absence of the relevant specific standard in the GRI Standards, this material topic covers only management approaches.
<b>Material topics: Energy efficiency and conservation, innovations</b>					
GRI 103	Management approach	Health, Safety and Environment, Energy Efficiency and Saving	115-119	PJSC Gazprom Neft	
GRI 302-1	Energy consumption within the organisation	Health, Safety and Environment, Energy Efficiency and Saving, GRI Indicators	116-119, 153	Subsidiaries of Gazprom Neft's Upstream Division that have a substantial impact in terms of energy consumption within the organisation (the full list of such subsidiaries is available at <a href="http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx">http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx</a> )	Disclosed except for indicating the following: 1) heating, cooling, and steam consumption; 2) electricity, heating, cooling, and steam sold.
GRI 302-2	Energy consumption outside of the organisation	GRI Indicators	153	PJSC Gazprom Neft	Reporting not required by law
GRI 302-3	Energy intensity	Health, Safety and Environment, Energy Efficiency and Saving, GRI Indicators	118, 153	Subsidiaries of Gazprom Neft's Downstream Division that have a substantial impact in terms of energy intensity within the organisation (the full list of such subsidiaries is available at <a href="http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx">http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx</a> )	Disclosed except for indicating whether the ratio uses energy consumption within the organisation, outside of it, or both.

L

GRI Standard	GRI indicator	Report section	Page number(s) / reference to other documents	Disclosure boundaries	Comments
GRI 302-4	Reduction of energy consumption	Health, Safety and Environment, Energy Efficiency and Saving, GRI Indicators	118, 154	Subsidiaries of Gazprom Neft's Downstream and Upstream Divisions that have a substantial effect in terms of reduction of energy consumption (the full list of such subsidiaries is available at <a href="http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx">http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx</a> )	Disclosed except for indicating the amount of reductions in heating, cooling, and steam consumption.
<b>Material topic: Waste generation and management</b>					
GRI 103	Management approach	Health, Safety and Environment, Energy Efficiency and Saving, Appendix 1. Additional Information and Sustainable Development Metrics	101, 110, 141	PJSC Gazprom Neft	
GRI 306-2	Waste by type and disposal method	Health, Safety and Environment, Energy Efficiency and Saving, Appendix 1. Additional Information and Sustainable Development Metrics, GRI Indicators	110, 141, 154	Gazprom Neft's subsidiaries that have a substantial effect in terms of waste generation, neutralisation and disposal (the full list of such subsidiaries is available at <a href="http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx">http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx</a> )	Disclosed except for a breakdown by hazardous and non-hazardous waste and by disposal methods (excluding disposal and neutralisation).
GRI 306-4	Total weight for transported, imported, exported or treated hazardous waste	GRI Indicators	154	PJSC Gazprom Neft	The Company does not transport, import, export or process waste deemed hazardous under the terms of the Basel Convention Annex I, II, III and VIII.
<b>Material topic: Land and vegetation protection</b>					
GRI 103	Management approach	Health, Safety and Environment, Energy Efficiency and Saving	111, 112	PJSC Gazprom Neft	
GRI 304-3	Habitats protected or restored	Health, Safety and Environment, Energy Efficiency and Saving	112, 113	PJSC Gazprom Neft	
GRI 304-4	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations	GRI Indicators	155	PJSC Gazprom Neft	No rare or endangered species of animals, plants or mushrooms were identified in the areas where the Company's production assets are located.
<b>Material topic: Environmental impact of the Company's Arctic operations</b>					
GRI 103	Management approach	Health, Safety and Environment, Energy Efficiency and Saving	112-114	PJSC Gazprom Neft	

GRI Standard	GRI indicator	Report section	Page number(s) / reference to other documents	Disclosure boundaries	Comments
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Health, Safety and Environment, Energy Efficiency and Saving, GRI Indicators	112-114, 155	PJSC Gazprom Neft	The Company has no production assets within the boundaries of specially protected natural areas of federal or regional significance. No rare or endangered species of animals, plants or mushrooms were identified.
GRI 304-2	Significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas				However, when planning its economic activities, the Company thoroughly assesses potential environmental risks and seeks to avoid serious or irreversible environmental violations.
<b>Material topic: The Company's strategy on climate; greenhouse gas emissions</b>					
GRI 103	Management approach	Health, Safety and Environment, Energy Efficiency and Saving	105	PJSC Gazprom Neft	
GRI 305-1	Direct (Scope 1) GHG emissions	Health, Safety and Environment, Energy Efficiency and Saving, GRI Indicators	105, 155	Gazprom Neft's subsidiaries that have a substantial impact in terms of direct (Scope 1) GHG emissions (the full list of such subsidiaries is available at <a href="http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx">http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx</a> )	Disclosed except for a breakdown by CO <sub>2</sub> emissions from the combustion or biodegradation of biomass separately from the gross direct GHG emissions.
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Health, Safety and Environment, Energy Efficiency and Saving	105	Gazprom Neft's subsidiaries that have a substantial impact in terms of indirect (Scope 2) GHG emissions (the full list of such subsidiaries is available at <a href="http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx">http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx</a> )	
GRI 305-5	Reduction of GHG emissions	Health, Safety and Environment, Energy Efficiency and Saving	105	Gazprom Neft's subsidiaries that have a substantial effect in terms of reduction of GHG emissions (the full list of such subsidiaries is available at <a href="http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx">http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx</a> )	

L

GRI Standard	GRI indicator	Report section	Page number(s) / reference to other documents	Disclosure boundaries	Comments
<b>SOCIAL ASPECT</b>					
<b>Material topic: Product safety and quality</b>					
GRI 103	Management approach	Health, Safety and Environment, Energy Efficiency and Saving	88–89	PJSC Gazprom Neft	
GRI 416–2	Incidents of non-compliance concerning the health and safety impacts of products and services	GRI Indicators	156	PJSC Gazprom Neft	In 2018, no cases of non-compliance with the international and Russian quality assurance and authenticity laws were identified.
<b>Material topic: Personnel training and development</b>					
GRI 103	Management approach	Personnel Development	80, 82, 85	Gazprom Neft Group	
GRI 404–1	Average hours of training per year per employee	Personnel Development, GRI Indicators	80, 156	Gazprom Neft Group	Disclosed except for a breakdown by gender and employee categories.
GRI 404–2	Programmes for upgrading employee skills and transition assistance programmes	Personnel Development, GRI Indicators	80, 85, 156	PJSC Gazprom Neft	Disclosed except for a description of assistance programmes to support employees after retirement or termination of employment.
GRI 404–3	Percentage of employees receiving regular performance and career development reviews	Personnel Development, GRI Indicators	84, 157	Gazprom Neft Group	Disclosed except for a breakdown by gender and employee categories. Percentage of employees having received regular performance reviews totals 37%.
<b>Material topic: Anti-corruption</b>					
GRI 103	Management approach	Sustainability management	54	PJSC Gazprom Neft	
GRI 205–1	Total number and percentage of operations assessed for risks related to corruption, and identified significant risks	Sustainability Management, GRI Indicators	55–59, 157	PJSC Gazprom Neft	The Company has a corporate risk management framework in place that covers all business units and operations of the Company.
GRI 205–2	Communication and training about anti-corruption policies and procedures	Sustainability Management, Personnel Development, GRI Indicators	54, 73, 157	PJSC Gazprom Neft	The Company runs an anti-fraud and anti-corruption training programme mandatory for all employees, both new and old.
GRI 205–3	Confirmed incidents of corruption and actions taken	Sustainability Management, Personnel Development, GRI Indicators	54, 73, 157	PJSC Gazprom Neft	Following the investigation of hotline reports, no cases of corruption were confirmed in 2018.
<b>Material topic: Fair remuneration and social benefits</b>					
GRI 103	Management approach	Personnel Development	76, 77, 78	Gazprom Neft Group	
GRI 405–2	Ratio of basic salary and remuneration of women to men for each employee category and by significant locations of operation	Personnel Development, GRI Indicators	77, 157	Gazprom Neft Group	The Company sets the same basic salary for men and women.



GRI Standard	GRI indicator	Report section	Page number(s) / reference to other documents	Disclosure boundaries	Comments
<b>Material topic: Human rights</b>					
GRI 103	Management approach	Sustainability Management	53	PJSC Gazprom Neft	
GRI 410-1	Security personnel trained in human rights policies or procedures	Sustainability Management, GRI Indicators	53, 157	PJSC Gazprom Neft	Human rights are part of the mandatory training programmes that cover 100% employees from the security function.
<b>Material topic: Labour relations and employment</b>					
GRI 103	Management approach	Personnel Development	72, 73	Gazprom Neft Group	
GRI 405-1	Diversity of governance bodies and employees	Sustainability Management, Personnel Development, Appendix 1. Additional Information and Sustainable Development Metrics, GRI Indicators	44-45, 140, 157	PJSC Gazprom Neft	Among the members of the Board of Directors, women account for 8%, directors aged 30 to 50 – 31%, and over 50 years old – 69%.
GRI 401-1	New employee hires and employee turnover	Personnel Development, Appendix 1. Additional Information and Sustainable Development Metrics, GRI Indicators	75, 158	Gazprom Neft Group	New employee hires disclosed except for a breakdown by gender and age group, employee turnover disclosed except for a breakdown by age group, gender and region.
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Personnel Development, Appendix 1. Additional Information and Sustainable Development Metrics, GRI Indicators	77, 141, 158	PJSC Gazprom Neft	Basic social benefits are provided to employees regardless of the employment type.
GRI 407-1	Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk, and measures taken to support such rights	GRI Indicators	158	PJSC Gazprom Neft	No such operations or suppliers were identified during the reporting period.
GRI 402-1	Minimum notice periods regarding significant operational changes and their specification in collective bargaining agreements	GRI Indicators	158	PJSC Gazprom Neft	The Company complies with the Russian Labour Code which sets forth a minimum notice period prior to the implementation of significant operational changes (not later than two months before the start of relevant changes in general case and not later than three months before the start of relevant changes if the decision to reduce the headcount may lead to major layoffs).
<b>Material topic: Local community development programmes</b>					
GRI 103	Management approach	Sustainability Management, Stakeholder Engagement, Health, Safety and Environment, Energy Efficiency and Saving, Regional Policy and Development of Local Communities	64, 112-114, 125-126, 133-135	PJSC Gazprom Neft	

L

GRI Standard	GRI indicator	Report section	Page number(s) / reference to other documents	Disclosure boundaries	Comments
GRI 413-1	Percentage of operations with implemented local community engagement, impact assessments, and development programmes	GRI Indicators	159	PJSC Gazprom Neft	Local community engagement programmes are implemented by all key operations of the Company.
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	GRI Indicators	159	PJSC Gazprom Neft	<p>There is a risk that production operations may have a negative impact on the environment and health of local residents. The Company has been running programmes to mitigate this risk (for more details, see the Sustainability Management and Safe Development sections). Potential negative impacts on the local communities may be caused by the termination or optimisation of production projects leading to the headcount reduction or employee relocation to other regions. To minimise these risks, the Company runs employment and personnel development programmes at such production facilities. For more details, see the Personnel Development section.</p> <p>Disclosed except for the location of the operations with significant actual and potential negative impacts on local communities.</p>
<b>Material topic: Respect for the rights of indigenous peoples</b>					
GRI 103	Management approach	Regional Policy and Development of Local Communities	137	PJSC Gazprom Neft	
GRI 411-1	Number of incidents of violations involving rights of indigenous peoples and actions taken	GRI indicators	159	PJSC Gazprom Neft	No such incidents were identified during the reporting period.

GRI Standard	GRI indicator	Report section	Page number(s) / reference to other documents	Disclosure boundaries	Comments
<b>Material topics: Health and safety, occupational safety and emergency preparedness</b>					
GRI 103	Management approach	Personnel Development, Health, Safety and Environment, Energy Efficiency and Saving	79, 91, 94–95, 98–100	PJSC Gazprom Neft	
GRI 403–4	Worker participation in the development of the occupational health and safety management system as well as consultation and communication on occupational health and safety	Personnel Development	79	PJSC Gazprom Neft	
GRI 403–6	Promotion of worker health	Health, Safety and Environment, Energy Efficiency and Saving	99	PJSC Gazprom Neft	
<b>Material topic: Reduction in injury and severity rates</b>					
GRI 103	Management approach	Health, Safety and Environment, Energy Efficiency and Saving	88–90, 97–98	PJSC Gazprom Neft	
GRI 403–9	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Health, Safety and Environment, Energy Efficiency and Saving, GRI Indicators	94–95, 160	Gazprom Neft's production and service subsidiaries in Russia	Disclosed except for the types and rates of work-related injuries as well as number of hours worked.  Injuries disclosed only with respect to the Company's employees. Fatalities disclosed both in terms of the Company and contractors' employees.

# APPENDIX 4. INDEPENDENT ASSURANCE REPORT

## *Отчет независимого аудитора о результатах проверки, обеспечивающей ограниченную уверенность, подготовленный для акционеров Публичного акционерного общества «Газпром нефть»*

### *Введение*

Мы были привлечены Руководством Публичного акционерного общества «Газпром нефть» (далее – «Компания») для выполнения задания, обеспечивающего ограниченную уверенность в отношении описанной ниже Выборочной информации, включенной в Отчет об устойчивом развитии Компании за год, закончившийся 31 декабря 2018 года (далее – «Отчет об устойчивом развитии»).

### *Выборочная информация*

Мы провели оценку качественной и количественной информации, которая раскрыта в Отчете об устойчивом развитии и включена в «Таблицу показателей GRI». Информация подготовлена в соответствии с «Руководством по составлению отчетности в области устойчивого развития» и включает стандартную раскрываемую информацию в области охраны окружающей среды, кадровой аналитики, охраны труда, а также информацию о социально-экономических областях деятельности в объеме описанной информации (далее – «Выборочная информация»). Объем наших процедур был ограничен Выборочной информацией за год, закончившийся 31 декабря 2018 года.

### *Требования к надежности Выборочной информации*

Мы провели оценку Выборочной информации, включая Основные принципы Руководства по составлению отчетности в области устойчивого развития, GRI, 2016 (далее – «GRI Standards»). Мы полагаем, что для целей выполнения нашего задания, обеспечивающего ограниченную уверенность, применение этих критериев оценки является обоснованным.

### *Обязанности Публичного акционерного общества «Газпром нефть»*

Руководство Компании несет ответственность за:

- разработку, внедрение и поддержание системы внутреннего контроля, необходимой для подготовки Выборочной информации, не содержащей существенных искажений вследствие ошибок или недобросовестных действий;
- разработку объективных критериев для подготовки Выборочной информации;
- оценку и предоставление Выборочной информации на основе критериев для подготовки Выборочной информации;
- точность, полноту и достоверность предоставляемой Выборочной информации.

### *Наша ответственность*

Наша ответственность заключается в:

- планировании и выполнении задания с целью получения ограниченной уверенности в том, что Выборочная информация не содержит существенных искажений вследствие недобросовестных действий или ошибок;
- формировании независимого вывода на основе выполненных нами процедур и полученных доказательств;
- предоставлении нашего вывода руководству Компании.

Настоящий отчет, содержащий наши выводы, был подготовлен исключительно для руководства Компании, в соответствии с соглашением между нами, с целью оказания содействия руководству в раскрытии информации о деятельности Компании в области устойчивого развития и результатах этой деятельности. Мы даем согласие на раскрытие содержания данного отчета в составе Отчета об устойчивом



различия Компании за год, заключившийся 31 декабря 2018 года, чтобы руководство могло подтвердить, что в рамках выполнения своих обязанностей в сфере корпоративного управления им был получен отчет независимого аудитора в отношении Выборочной информации. В рамках действующего законодательства мы не принимаем за себя ответственность перед другими лицами, кроме руководства Компании, за выполненную работу и настоящий отчет, за исключением случаев, когда соответствующие условия были специально согласованы и было официально получено наше согласие в письменной форме.

#### *Цели и наш уровень ответственности стандартов и степени уверенности*

Мы выполнили задание, обеспечивающее ограниченную уверенность в соответствии с Международным стандартом заданий, обеспечивающих уверенность до об (пересмотренный) «Задания, обеспечивающие уверенность, отличное от аудита и обзорной проверки финансовой информации прошедших периодов», выданным Комитетом по международным стандартам аудита и подтверждения достоверности информации. Объем задания, обеспечивающего ограниченную уверенность, существенно меньше объема задания, обеспечивающего разумную уверенность, как в отношении процедур оценки рисков, включая получение понимания системы внутреннего контроля, так и процедур, выполняемых в ответ на оцененные риски.

#### *Независимость и контроль качества*

Мы соответствуем требованиям о независимости и другим этическим требованиям Кодекса профессиональной этики профессиональных бухгалтеров Совета по международным стандартам этики для бухгалтеров (Кодекс СМСЭБ), который основан на фундаментальных принципах честности, объективности, профессиональной компетентности и добросовестности, конфиденциальности и профессионального поведения, вместе с этическими требованиями Кодекса профессиональной этики аудиторов и Пункты независимости аудиторов и аудиторских организаций, применимыми к нашим процедурам по аудиту и другим заданиям, обеспечивающим уверенность, в отношении Выборочной информации, в Российской Федерации, и нами выполнены прочие этические обязанности в соответствии с этими требованиями и Кодексом СМСЭБ.

Наша организация применяет Международный стандарт контроля качества и соответствующим образом поддерживает комплексную систему контроля качества, включая задокументированные политики и процедуры относительно соответствия этическим требованиям, профессиональным стандартам и применимым правовым и законодательным требованиям.

#### *Выявление рисков*

В наши обязанности входит планирование и выполнение задания с целью рассмотрения рисков существенного искажения Выборочной информации. Для этого наши процедуры включали:

- направление запросов руководству Компании, в том числе группе по подготовке Отчета об устойчивом развитии и лицам, ответственным за управление и предоставление информации об устойчивом развитии;
- проведение опросов должностных лиц, отвечающих за подготовку Отчета об устойчивом развитии и сбор соответствующих данных;
- анализ соответствующих политик и основных принципов подготовки Выборочной информации, получение понимания и оценка того, как организованы основные структуры, системы, процессы и средства контроля в области управления, учета и предоставления Выборочной информации;
- проведение отрывочного тестирования по существу в отношении Выборочной информации на выборочной основе, чтобы проверить, были ли данные надлежащим образом оценены, отражены, сопоставлены и представлены в Выборочной информации;
- проверка Выборочной информации на предмет ее соответствия требованиям GRI Standards к раскрытию данных.

L



*Степень риска непредвзятости и объективности*

В мире отсутствует общепризнанная и устанавливающаяся практика измерения и оценки Выборочной информации. Неполноценные различные допустимых методов может привести к существенным различиям в результатах, что может повлиять на их сопоставимость с данными других организаций. Следовательно, требования к подготовке Выборочной информации, использованные в качестве основы при подготовке Отчета об устойчивом развитии, должны рассматриваться вместе с Выборочной информацией и соответствующими заявлениями, опубликованными на сайте Компании<sup>1</sup>.

*Выводы по результатам аудита, обеспечивающего прозрачность достоверности*

На основе проведенной нами обзорной проверки:

- не выявлены факты, которые могут служить основанием для того, чтобы мы сочли, что Выборочная информация за год, закончившийся 31 декабря 2018 года, не была подготовлена во всех существенных отношениях в соответствии с требованиями GRI Standards;
- не выявлены факты, которые могут служить основанием для того, чтобы мы сочли, что Выборочная информация за год, закончившийся 31 декабря 2018 года, не соответствует требованиям к раскрытию информации, предусмотренным Основным вариантом отчетности в области устойчивого развития в соответствии с GRI Standards.

24 июля 2019 года  
Москва, Российская Федерация



А. В. Давыдова, руководитель задания (квалификационный аттестат № 01-000490),

Акционерное общество «ПрайвэтерхаусКулерс Аудит»

Аудиторское лицо:  
Публичное акционерное общество «Газпром нефть»

Данное лицо в Единый государственный реестр юридических лиц 21 августа 2002 г. и приравнено к государственной регистрации по номеру 502501201686

Российская Федерация, Иваново, город Санкт-Петербург, ул. Пискаревская, д. 2-Б

Независимый аудитор:  
Акционерное общество «ПрайвэтерхаусКулерс Аудит»

Свидетельство о государственной регистрации № 008.890  
государственный реестр правовой палаты 28 февраля 2002 г.

Свидетельство о внесении записи в ЕГРЮЛ выдано 22 августа  
2002 г. № 502501201686

Член саморегулируемой организации аудиторов «Российская  
Сеть Аудиторов (Ассоциация)

СРОСА в реестре аудиторов и аудиторских организаций -  
11862650547

<sup>1</sup> Ответственность за размещение информации на веб-сайте Компании и ее достоверность несет руководство. Выборочная информация не предназначена для рассмотрения этих вопросов, и, следовательно, мы не принимаем на себя ответственность за любые данные, которые могли быть внесены в Выборочную информацию, в отношении которой был выполнен отчет аудитора, или в критерии составления Отчета при размещении ее на веб-сайте Компании.

# APPENDIX 5. TERMS AND ABBREVIATIONS

## A

---

### APG

means associated (petroleum) gas, a mixture of gaseous hydrocarbons dissolved in oil and released during oil production

### ASP (ALKALINE-SURFACTANT-POLYMER FLOODING)

means chemical technique for oil recovery enhancement where a mixture of anionic surfactants, sodium carbonate and polymer is injected into the reservoir

### ASSETS, FACILITIES OR OPERATIONS

herein means PJSC Gazprom Neft's subsidiaries and controlled entities

### BBAZHENOV FORMATION, RESERVES OF THE BAZHENOV FORMATION

means a stratum in the West Siberian basin

## C

---

### CNG

means compressed natural gas

### CO<sub>2</sub>

means carbon dioxide

### CORPORATE COMMUNICATIONS

means communications, including the exchange of information, between the Company and its stakeholders

## E

---

### EBITDA

means earnings before interest, tax, depreciation and amortisation

### ENMS

means an energy management system

## G

---

### GRANT COMPETITION OF SOCIAL PROJECTS

means the social investment tool used by the Company to select, on a competitive basis, and support projects addressing the key social issues in its regions of operation. Grant competitions are part of the Home Towns social investment programme

### GRI (GLOBAL REPORTING INITIATIVE)

means an international organisation developing and promoting a recognised and credible sustainability reporting framework that can be applied by all organisations regardless of their size, sector or location

### GRI STANDARDS

means the latest version of the internationally accepted sustainability reporting framework developed by the Global Reporting Initiative (GRI)

L

## H

---

### HEADQUARTERS / CORPORATE CENTRE

means the management company PJSC Gazprom Neft

### HOME TOWNS

means Gazprom Neft's social investment programme seeking to tackle the most pressing social and economic development issues across its footprint, among other things, through cooperation with local communities. The programme focuses on urban development (housing construction and improvement of public areas), creation and development of mass and children's sports infrastructure, support of sports organisation and events, backing and promotion of education, preservation and development of local cultural potential, and cooperation with indigenous northern minorities

### HSE

means health, safety, environment and civil defence

## I

---

### IFRS

means International Financial Reporting Standards

### IRMF

means an integrated risk management framework. Risk management is a continuous streamlined process to identify, assess, monitor and respond to risks at all corporate levels

### ISO 26000

means an international social responsibility standard published in 2010 and aimed at all companies and sectors. It is a set of guidelines defining the general terms and principles of socially responsible activities

## L

---

### LPG

means liquefied petroleum gas

### LTIF (LOST TIME INJURY FREQUENCY)

means the number of lost time injuries occurring in a workplace per 1 million hours worked

## M

---

### MOTOR FUEL CLASS

means an emission standard introduced by Russia's Technical Regulations On Requirements to Motor and Aviation Gasoline, Diesel and Bunker Fuel, Jet Fuel and Fuel Oil similar to European standards. For example, class 5 is equivalent to Euro-5 as per the Technical Regulations

### MUD PIT

means facilities designed for the storage of drilling waste

## N

---

### NON-FINANCIAL REPORTING –

see Sustainability Reporting

### NO<sub>x</sub>

means nitrogen oxides

### NPO

means a non-profit organisation



## O

---

### OE

means oil equivalent

### OILFIELD SERVICES

means oil and gas field services, including drilling of wells, installation of drilling rigs and multi-well pads, well workover, and repairs of drilling equipment

### OMS

means operations management system

## P

---

### PETROLEUM SLUDGE

means a physical combination of several compounds, such as water, petroleum products and mineral matter (clay, metal oxides, sand, etc.)

### PRMS (PETROLEUM RESOURCES MANAGEMENT SYSTEM OF THE SOCIETY OF PETROLEUM ENGINEERS)

means an international framework developed for the estimation and management of hydrocarbon resources. It focuses on whether the resources are potentially available and economically recoverable

## R

---

### R&D

means research and development

### RSPP

means the Russian Union of Industrialists and Entrepreneurs

## S

---

### SO<sub>2</sub>

means sulphur dioxide

### STAKEHOLDERS

means an entirety of individuals and legal entities that have interest in the Company's operations. They can affect or be affected by the Company's actions and performance

### SUSTAINABILITY (NON-FINANCIAL) REPORTING

means a framework (processes) to collect, consolidate, analyse and present information on the balance between the financial, industrial, social and environmental aspects of the Company's performance. It sets out the principles and ways of embracing interests of numerous stakeholders and managing stakeholder relations when tackling issues important for the Company and society as a whole

### SUSTAINABLE DEVELOPMENT

means development that meets the needs of the present without compromising the ability of future generations to meet their own needs. The definition was introduced by the UN's World Commission on Environment and Development in the Our Common Future report. Quoted after Sustainability Reporting Guidelines Version 3.0. Translated from English. GRI, 2006

## T

---

### TFE

means a tonne of fuel equivalent

## U

---

### UN SDGS

means the Sustainable Development Goals adopted by the UN member states in 2015

## V

---

### VOC

means volatile organic compounds

ABOUT THE REPORT  
MESSAGE FROM THE CHAIRMAN OF THE MANAGEMENT BOARD  
GAZPROM NEFT TODAY  
FINANCIAL EFFICIENCY  
SUSTAINABILITY STRATEGY  
SUSTAINABILITY MANAGEMENT AND STAKEHOLDER ENGAGEMENT

PERSONNEL DEVELOPMENT  
HEALTH, SAFETY AND ENVIRONMENT, ENERGY EFFICIENCY AND SAVING  
REGIONAL POLICY AND DEVELOPMENT OF LOCAL COMMUNITIES  
**APPENDICES**

L

# CONTACTS AND FEEDBACK

Dear readers,

We would be genuinely grateful if you could take the time to provide feedback on this Report. Your disclosure assessments and recommendations help us improve both the quality of our non-financial reporting and the efficiency of our operations.

To express your opinion or ask any questions, feel free to get in touch with us by using any of the below contacts.

All the questions and opinions will be taken into consideration by officers responsible for drafting Gazprom Neft's next sustainability report.



Contact details on  
the Company's website



Feedback form on  
the Company's website

## INVESTOR RELATIONS

Phone: +7 (812) 385-95-48  
Email: [ir@gazprom-neft.ru](mailto:ir@gazprom-neft.ru)

## POSTAL ADDRESS

PJSC Gazprom Neft

3-5 Pochtamtskaya St., St Petersburg, Russia, 190000

Phone: +7 (812) 363-31-52, 8 (800) 700-31-52  
Fax: +7 (812) 363-31-51, 8 (800) 700-31-51