

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
GENERAL DISCLOSURES					
Organisational profile					
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.

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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	
Strategy					
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	
Ethics and integrity					
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	
Corporate governance					
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: http://ir.gazprom-neft.ru/ru/disclosure-information-according-to-russian-legislation/list-of-affiliates/2018 . 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	

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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.
Stakeholder engagement					
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	
Reporting practice					
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	
TOPIC-SPECIFIC STANDARD DISCLOSURES					
Material topic: Strategy					
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.
Material topic: Corporate governance quality					
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.
ECONOMIC ASPECT					
Material topic: Investment programme					
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	
Material topics: Financial stability and operational efficiency					
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.

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GRI Standard	GRI indicator	Report section	Page number(s) / reference to other documents	Disclosure boundaries	Comments
Material topic: Contribution to the social and economic development of local communities					
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.
Material topic: Efficiency of social investments					
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	
ENVIRONMENTAL ASPECT					
Material topic: Compliance					
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.
Material topic: Wastewater discharges					
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 http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx)	Disclosed except for indicating the quality and destination (excl. discharges into surface water bodies).
Material topic: Emissions					
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 http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx)	
Material topic: Environmental properties of products					
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.
Material topics: Energy efficiency and conservation, innovations					
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 http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx)	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 http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx)	Disclosed except for indicating whether the ratio uses energy consumption within the organisation, outside of it, or both.

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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 http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx)	Disclosed except for indicating the amount of reductions in heating, cooling, and steam consumption.
Material topic: Waste generation and management					
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 http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx)	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.
Material topic: Land and vegetation protection					
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.
Material topic: Environmental impact of the Company's Arctic operations					
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.
Material topic: The Company's strategy on climate; greenhouse gas emissions					
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 http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx)	Disclosed except for a breakdown by CO ₂ 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 http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx)	
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 http://ir.gazpromneft.ru/fileadmin/user_upload/documents/corp-gov/ecology_energy_gpn.xlsx)	

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GRI Standard	GRI indicator	Report section	Page number(s) / reference to other documents	Disclosure boundaries	Comments
SOCIAL ASPECT					
Material topic: Product safety and quality					
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.
Material topic: Personnel training and development					
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%.
Material topic: Anti-corruption					
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.
Material topic: Fair remuneration and social benefits					
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
Material topic: Human rights					
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.
Material topic: Labour relations and employment					
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).
Material topic: Local community development programmes					
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	

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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	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. Disclosed except for the location of the operations with significant actual and potential negative impacts on local communities.
Material topic: Respect for the rights of indigenous peoples					
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
Material topics: Health and safety, occupational safety and emergency preparedness					
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	
Material topic: Reduction in injury and severity rates					
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.