

# TALENT POOL DEVELOPMENT

## How we build Gazprom Neft's talent pool

24.6

### THOUSAND EMPLOYEES

covered by annual  
performance  
assessment

#### VOCATIONAL SCHOOL AND UNIVERSITY STUDENTS:

- > establishing departments, designing master's and bachelor's programmes jointly with universities;
- > supporting sponsored education programmes for promising students (grants and scholarships).

296

### GRADUATES

joined Gazprom Neft

#### YOUNG PROFESSIONALS:

- > Three Milestones onboarding programme;
- > Fast & Furious onboarding programme of the Downstream Division;
- > young professional development programmes;
- > science and technology conference for young professionals.

47

### AGREEMENTS

made as part  
of the university  
cooperation programme

#### HIGH SCHOOL STUDENTS:

- > career guidance for school children;
- > Gazprom Neft's specialised class;
- > Developing Talent case tournament for high school students;
- > supporting other science and technology skills competitions and championships.

#### COMPANY EMPLOYEES:

- > selecting high-potential employees to be added to the talent pool;
- > individual career planning, professional and managerial skills development programmes.

**The corporate talent pool programme embracing the School – Vocational School/University – Enterprise stages offers career guidance for high school students, sponsored education at universities and vocational schools, work with high-potential employees and planning of their career. The Company cooperates with schools and universities as part of its corporate programme Step into the Future corporate programme.**

## Results of the Step into the Future programme in 2018:

**47**

**AGREEMENTS**  
with universities

**5**

**SPECIALISED DEPARTMENTS**  
at universities

**185**

**SPONSORED UNIVERSITY STUDENTS**

**1.2**  
**thousand**

**STUDENTS**  
completed internship in the Company

**144**

**STUDENTS**  
receive scholarship from the Company

**296**

**GRADUATES**  
of universities / vocational schools hired by Gazprom Neft



About the Developing Talent tournament in 2018



GPN Intelligence Cup



Cooperation of the Company with Russian R&D centres in 2018



St Petersburg mathematicians teach neural networks to produce crude oil (TASS' special project)

### HIGHLIGHTS OF TALENT POOL PROGRAMME 2018:

- > the Developing Talent case tournament attracted 2,366 8th to 11th class students from regions where Gazprom Neft operates. All competition tasks were prepared by experts of the corporate Science and Technology Centre and focused on putting into practice the knowledge obtained at school. The winners become eligible for employer-sponsored degrees in partner universities and additional points for admission to St Petersburg University;
- > preliminaries of GPN Intelligence Cup for graduate bachelor's degree students and masters in Engineering and Economics were completed. The winners will be awarded with paid internship at Gazprom Neft's Regional Sales Directorate in St Petersburg and Yekaterinburg, as well as a chance to join the Company;
- > St Petersburg University introduced a master's programme in geological support of hydrocarbon field development; Murmansk State Technical University

launched its proprietary educational programme in the procurement and logistics for offshore projects in oil and gas industry. The Ryazan Institute of Moscow Polytech launched a course in motorway construction;

- > joint Gazpromneft – NSU Research and Educational Centre was inaugurated as a partnership of the Company, Novosibirsk State University, and Academpark;
- > 148 people took part the science and technology conference for young professionals.

The Company promotes a system to build a talent pool around the current employees. The Talent Committee selects candidates to the talent pool based on an annual personnel performance and potential assessment. 24,574 employees were assessed in 2018. Tailor-made development programmes are prepared for talent pool members with different training formats available, including the Growth career planning portal.