**STRA战IC PRINCIPLES OF GAZPROM NEFT**

**TECHNOLOGICAL EFFECTIVENESS**

The Company is an integrator of new technological solutions that aim to increase production (oil recovery rate, refining depth) and financial indicators. It is the industry leader in terms of the introduction and utilisation of advanced technologies. The Company has a positive impact on the development of related production facilities and determines the sectoral technological agenda and demands of the industry that require modern scientific and technical solutions and developments. The Company is an expert on the development of Arctic region fields and work at mature fields and is a leader in the development of the Bazhenov formation.

**EFFICIENCY**

The Company seeks to continuously improve its production and financial indicators and efficiently manage its assets. The Company maintains an efficient balance between production and refining and constantly improves its sales channels and product line. The Company is committed to leadership in production culture since improving the efficiency of business processes is one of the most important focuses of the Company’s development, and ensures the optimal use of all resources (human, financial and production) while boosting productivity.

**EMPLOYER ATTRACTIONNESS**

- Gazprom Neft consistently ranks among the country’s best employers in terms of key ratings. The Company’s management is built around the principle of involving all employees in solving common problems.

- Working at Gazprom Neft means being a professional in high demand. The Company provides employees with the opportunity to take part in ambitious projects, improve their skills and become top-notch specialists who receive a respectable salary for their work as well as a social package.

**SAFETY AND ENVIRONMENTAL RESPONSIBILITY**

Corporate safety standards are a priority in the Company’s operations. Gazprom Neft places the life and health of its employees above all else (any work that threatens someone’s life or health must be stopped immediately). The hydrocarbon production technologies used by Gazprom Neft take into account the special aspects of the environment in the regions where the Company operates. The Company invests in the modernisation of its oil refining assets and enhances eco-friendliness and safety.
An integrated business model allows Gazprom Neft to maximise the effective use of the Company’s resources, increase the value of business and create value for stakeholders during each stage of activities. This enables the Company to maintain its leading positions and competitiveness in the long term.

The foundation of the Company’s activities is the Gazprom Neft Development Strategy until 2025, which was approved by the Board of Directors in 2013 and updated during the reporting year. Despite the ongoing instability in the external environment, the Company is still on pace to achieve its key strategic priorities prior to 2025.