




Employer brand

Gazprom Neft has built an employer value proposition aligned with the company's strategy and corporate culture. The value proposition consists of a set of key parameters that, in the opinion of employees, capture the essence of Gazprom Neft's uniqueness as an employer, set it apart from competitors, are a source of pride, and serve as a magnet for talent.

Gazprom Neft has been ranked as one of the best employers for years on end, confirming the attractiveness of its value proposition.

Key achievements in 2020:

-  **Gazprom Neft topped the HeadHunter ranking of Russia's best employers, becoming the country's most popular company among jobseekers.**
-  **The international company Universum listed Gazprom Neft among the best Russian employers in 2020.**
-  **Gazprom Neft projects were shortlisted in two categories at the WOW!HR 2020 business awards.**
-  **Five managers of Gazprom Neft were listed in the annual Top 1,000 Russian Managers ranking by the Kommersant Publishing House in the Energy category.**

All our successes are driven by the company's consistent delivery on its HR strategy aimed at attracting talent, increasing engagement and improving working conditions for company employees


Gazprom Neft
at a glance


Sustainable
development
management


Customer
care


Health
and safety


Environmental
safety


Employee
development


Social
policy


Appendices

WOW!HR 2020 business award

The company's educational projects, such as the League of Professionals cross-functional tournament and the Shaping Our Future educational ecosystem, were presented at WOW!HR 2020, the top business award for HR management. The company's projects ranked among the best, and finished ahead of competitors, including Nor Nickel, Otkritie, ROSSETI, Rostec, RusHydro, Russian Railways, Sberbank, SIBUR Holding, and others.

Gazprom Neft is among the leaders in Universum's international employer branding rankings

The international company Universum listed Gazprom Neft among the best Russian employers in 2020 based on a survey of the Russian professional community. As in the previous year, Gazprom Neft was ranked among the top five most attractive employers in the Engineering/Natural Sciences and Business/Commerce categories. Meanwhile, Gazprom Neft ranked second in these categories among energy companies. The company was also ranked among the top five most attractive employers for humanities professionals and top ten for IT talent.



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Gazprom Neft's consistently high rankings confirm the relevance and appeal of the principles and values the company believes in. First and foremost, this means focusing on the individual as a partner in achieving company-wide goals. We are committed to providing our employees with greater opportunities to unlock their potential, develop their talents and progress in their career roles. The company places a particular emphasis on fostering its corporate culture, building an engaging environment, deploying new technology-driven approaches to work, and ensuring employee satisfaction. We are delighted that our efforts are striking a chord with industry professionals.

KIRILL KRAVCHENKO

Deputy CEO for Administration,
Gazprom Neft PJSC

NIS (Naftna Industrija Srbije) is Serbia's best employer

NIS topped the ranking of best employers, according to a TalentX survey conducted by the Serbian online recruitment website poslovi.infostud.com (similar to the Russian HeadHunter website).