

# Sustainable development management

**Gazprom Neft takes a consistent approach to sustainability management, assigning respective roles to the company's governance bodies. Key performance indicators (KPI) in sustainable development are included in the KPI system for Gazprom Neft managers and employees.**

The company is implementing advanced HSE standards, reflecting approaches to sustainability in internal documents, participating in Russian and global sustainability initiatives, improving environmental, social and governance (ESG) disclosures, and assessing sustainability risks and opportunities, in particular those related to climate change.

The company's personnel are united by a common set of values and mission, which are an inherent part of Gazprom Neft's business and are reflected in its Corporate Code of Conduct.

**The corporate values serve as guidelines for decision-making, shape the company's reputation and determine the principles governing its operations**

