

APPENDIX 2.

PUBLIC HEARINGS IN REGIONS WHERE THE COMPANY OPERATES



ROUNDTABLE 'ACTIVITIES OF GAZPROM NEFT AND THE SUSTAINABLE DEVELOPMENT OF THE REGIONS WHERE IT OPERATES'

Tomsk, 25 October 2017

Participants: representatives of the management of Gazpromneft-Vostok LLC, the Tomsk administration, the Tomsk Duma, the Tomsk Region administration, the administrations of the Parabelsky and Kargasoksky Districts, municipal institutions, public organizations, universities, and commercial organizations operating in the Tomsk Region. Moderator: Yelena Feoktistova, Managing Director for Corporate Responsibility, Sustainable Development, and Social Entrepreneurship at the Russian Union of Industrialists and Entrepreneurs (RUIE). A total of 39 representatives of stakeholders took part in the roundtable.

THEMES: _____

- **the Company's adherence to the principle of sustainable development when doing business in the Tomsk Region**
- **developing interaction with universities in the city of Tomsk**
- **effective social investment mechanisms of Gazprom Neft-Vostok LLC: implementation methods and results of supporting local initiatives**

SUGGESTIONS MADE BY THE MEETING PARTICIPANTS: _____

- to develop interaction between Gazprom Neft-Vostok LLC and local suppliers
- to expand cooperation in the training of employees at local universities to other subsidiaries of Gazprom Neft
- to develop cooperation with higher education institutions on dual education and to consider the feasibility of cooperation on elite training programmes for specialists in capital construction and road construction
- to develop cooperation in an effort to intensify career guidance work for the further training of staff, primarily management staff
- to devote more attention to developing the skills of employees of non-profit organizations (NPO) who are executing grant projects, including involving them in training as part of programmes at the Corporate University or other educational platforms used by the Company
- to develop a volunteer programme in which Gazpromneft-Vostok employees directly interact with residents of the areas where its enterprises operate. Personal communication is essential in remote areas
- to continue cooperation in the implementation of environmental and ethnographic projects
- to continue the joint implementation of a project for the sports-oriented collection of garbage and expand its scope by involving residents of the Tomsk Region
- to continue implementing a corporate volunteering programme and convey the experience of the programme throughout the Tomsk region, including to other companies operating in the area
- to discuss partnership opportunities/prospects for cooperation concerning the employment of people with disabilities, including taking into account the draft law on quotas for jobs for people with disabilities

Upon conclusion of the roundtable, representatives of Gazprom Neft took all the proposals into consideration.

ROUNDTABLES AND PUBLIC HEARINGS IN THE REGIONS WHERE GAZPROM NEFT OPERATES ARE A SIGNIFICANT TOOL FOR INTERACTION AND DEVELOPING A DIALOGUE WITH STAKEHOLDERS FOR THE COMPANY. THESE FORMS OF DIALOGUE ENABLE THE COMPANY TO INFORM VARIOUS GROUPS OF STAKEHOLDERS ABOUT THE DEVELOPMENT OF GAZPROM NEFT AS WELL AS THE PLANS AND OBJECTIVES OF ITS SOCIAL POLICY AND TO ALSO RECEIVE FEEDBACK. GAZPROM NEFT TAKES INTO ACCOUNT THE COMMENTS AND SUGGESTIONS IT RECEIVES DURING PUBLIC HEARINGS AND ROUNDTABLES WHEN PLANNING ITS PRODUCTION, ENVIRONMENTAL, AND SOCIAL ACTIVITIES IN THE REGIONS. THE COMPANY HELD SUCH DIALOGUES IN OMSK AND TOMSK IN 2017.

Omsk, 15 November 2017

Participants: representatives of the management of Gazpromneft-Omsk Oil Refinery JSC, the Omsk administration, the Omsk City Council, the Ministry of Labour and Social Development of the Omsk Region, the Public Chamber of the Omsk Region, public organizations, and educational institutions operating in Omsk and the Omsk Region. Moderator: Yelena Feoktistova, Managing Director for Corporate Responsibility, Sustainable Development, and Social Entrepreneurship at the RUIE. A total of 19 representatives of stakeholders took part in the roundtable.

THEMES:

- **the Company's adherence to the principle of sustainable development when doing business in the Omsk Region**
- **implementing the 'Native Towns' social investments programme and the effectiveness of the Company's social investments in the Omsk Region: implementation methods and results of supporting local initiatives**
- **social investments in the Omsk Region: a map of social responsibility for Omsk business**

SUGGESTIONS MADE BY THE MEETING PARTICIPANTS:

- for the winners of the grant competition to hold roundtables upon completion of the projects that were funded in order to exchange experience as well as to identify and promote the best projects as illustrative examples that could become a unifying factor for involving other enterprises in social investment and to get society to actively participate in public activities
- to expand the theme of the 'Native Towns' programme by incorporating a focus on supporting social entrepreneurship in cooperation with interested organizations and agencies
- to develop a volunteer program, including for the provision of pro bono services to social entrepreneurs and socially oriented NPOs. To focus on cooperation opportunities with the Regional Resource Centre of Socially Oriented NPOs, which could serve as an intermediary by connecting organizations that need pro bono services and the specialists who can provide them
- to consider the possibility of supporting talented students as well as teachers of natural and technical disciplines at universities and schools as part of a programme for cooperation with universities in order to secure the best human resources in the region
- to organize a joint project or programme for conducting professional diagnostics at schools with which the Company works in order to enhance the effectiveness of career guidance work
- to get involved in preparing the Action Plan as part of the '10 Years of Childhood' presidential programme in order to improve the synergy of the 'Native Towns' programme and the presidential programme in an effort to make the region comfortable for families with children

Upon conclusion of the roundtable, representatives of Gazprom Neft took all the proposals into consideration.