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The Company's largest shareholder is PJSC Gazprom, which owns a 95.68% stake in the Company's common shares. The remaining shares (4.32%) are distributed among minority shareholders that include individuals and legal entities. The Company supports securities trading on the Moscow Stock Exchange through the regular disclosure of information and the release of documents in accordance with the requirements of the Exchange.

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## EMPLOYEES

### ENGAGEMENT MECHANISMS:

- internal corporate communications system;
- meetings between work teams and managers at Gazprom Neft enterprises devoted to the current agenda of business and cooperation issues;
- studies of the social and psychological climate at the Company's enterprises;
- feedback tools;
- corporate events;
- cultural and sporting events.

### KEY ISSUES:

- remuneration and social support system;
- safe working conditions;
- labour relations;
- employee training and development.

The Company's interaction with employees is governed by internal regulations, collective agreements, and the Corporate Code. In following the principles of social partnership, the Company actively interacts with trade union organisations representing the interests of workers. Gazprom Neft has a well-developed internal corporate communications system. Employee feedback tools are an essential component of the system. These tools are governed by the corresponding regulation that ensures compliance with the deadlines for considering requests and the guaranteed response to the request, including the publication of responses for the broadest possible audience via the corporate media system.

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Gazprom Neft and its subsidiaries regularly conduct studies on the social and psychological climate within the Company. Based on the study results, the Company identifies significant problems in the workforce and develops measures to eliminate these problems.

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## GOVERNMENT AUTHORITIES

### ENGAGEMENT MECHANISMS:

- agreement on socioeconomic partnership;
- joint working groups, roundtables and meetings;
- corporate reporting;
- participation in commissions and conferences.

### KEY ISSUES:

- improvements to the regulation and stimulation of the development of the oil and gas sector;
- the Company's strategic development;
- the development of the raw materials base;
- the Company's role in developing its regions of operations;
- the environmental impact of the Company's production activities;
- compliance of the Company's activities with the legislative norms of the Russian Federation.

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The Company is committed to contributing to the sustainable development of the regions where it operates and the country as a whole as well as modernise and develop the oil industry taking into account the actual socioeconomic situation and the goals for the development of the regions and the industry.

Gazprom Neft works with government authorities at the federal and regional levels.