

Development of the talent pool

In order to provide a talent pool for the present and the future, Gazprom Neft develops a workforce capacity system that includes vocational guidance with high school students, targeted education at higher and secondary educational institutions and a system to recruit and provide career planning for employees with high potential (including young professionals).

Meetings of the Talent Committee – collective meetings of management teams – are a key tool in selecting candidates for the talent pool. Specialist candidates are considered based on the results of an annual evaluation of their activities and potential. In 2015, the Talent Committee considered the talent pool for production and corporate functions as part of the development of the functional management model.

The approach to forming the talent pool was extended to the Company's subsidiaries in the reporting year. The Talent Committee held seven meetings to form local talent pools at the following subsidiaries: Moscow Oil Refinery, Gazpromneft-Logistics, Gazpromneft-Lubricants, Gazpromneft-STC, Gazprom Neft Shelf, Gazpromneft-Khantos and Gazpromneft-Angara. In 2016, the Talent Committee plans to hold meetings at a minimum of ten subsidiaries.

The work performed in 2015 resulted in the identification of 987 key positions and the approval of 1,890 succession candidates. More than 290 passed assessments based on which individual plans for their growth at the Company were created.

In 2015, the Downstream Division launched the "Growth" career portal at which all employees can provide information about themselves and their professional skills, comment on their strengths as specialists, their vision for their career development and their desire to develop professionally. The portal allows employees to select career paths within a professional cluster, undergo an initial assessment for compliance with corporate and professional skills and receive recommendations from a manager and HR specialist based on the results for their professional development depending on the selected path. The "Growth" portal is integrated into the existing talent pool system, the professional cluster and career path system, performance evaluation and recruitment.

STAFF RECRUITMENT PROGRAMME

In 2015, the Company developed a programme to hire experienced personnel at the new Messoyakha and Novy Port fields in the Yamal-Nenets Autonomous District, which are to open in 2016. Per the Company's HR policy, priority was given to internal resources – employees of Gazpromneft-Noyabrskneftegaz and Gazpromneft-Muravlenko – when recruiting the team. The Yamal fields are to be developed by more than 110 specialists in shifts. This will provide employees of these enterprises an opportunity for career and professional growth. The specialists will be able to acquire unique skills and knowledge at the new sites.

BASED ON THE RESULTS OF THE TALENT COMMITTEE'S WORK IN 2015:



987

key positions were allocated



1,890

succession candidates were approved



Over **290**

succession candidates underwent training with the creation of individual plans for their development at the Company