

Intellectual events

In 2020, the Zarubezhneft corporate team was invited for the first time to participate in the official championship of corporate teams in the game 'What? Where? When?', which was organized by the MAKO Association of Citizens and Organizations to Promote the Development of Corporate Education and the Igra-TV Producer Center. The corporate team was victorious in the championship's summer series and won the Corporate Crystal Owl.

In addition, the Youth Council held two charity events to raise funds for gifts for the Gagarin nursing home in the Smolensk Region and the Kavelshchansky nursing home for the elderly and disabled in the Tver Region. The Company's representatives visited institutions in limited numbers and delivered useful and necessary items, which were purchased with donations from the Company's employees.

Volunteering

Despite the difficulties due to the current epidemiological situation, the Youth Council took part in organizing the 'WE ARE NEARBY!' campaign of the Old Age in Joy Charitable Foundation to raise funds, which provided a significant contribution to supporting disabled and elderly people living alone by providing them with essential items, disinfectants, medicines, and food during the lockdown.

Corporate culture

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Improving the Company's efficiency largely depends not only on positive production indicators, but also on well-coordinated teamwork, functional interaction, and positive communication between employees both within and between structural units in addition to well-coordinated partnership with the external environment.

ZARUBEZHNEFT GROUP pays considerable attention to corporate culture. To this end, it broadly uses and actively promotes the 12 principles of corporate interaction that it drafted and approved in 2016. These principles reflect the desired behavioral indicators that affect the positive dynamics of both teamwork and effective communication and enhance the Company's efficiency as a whole.

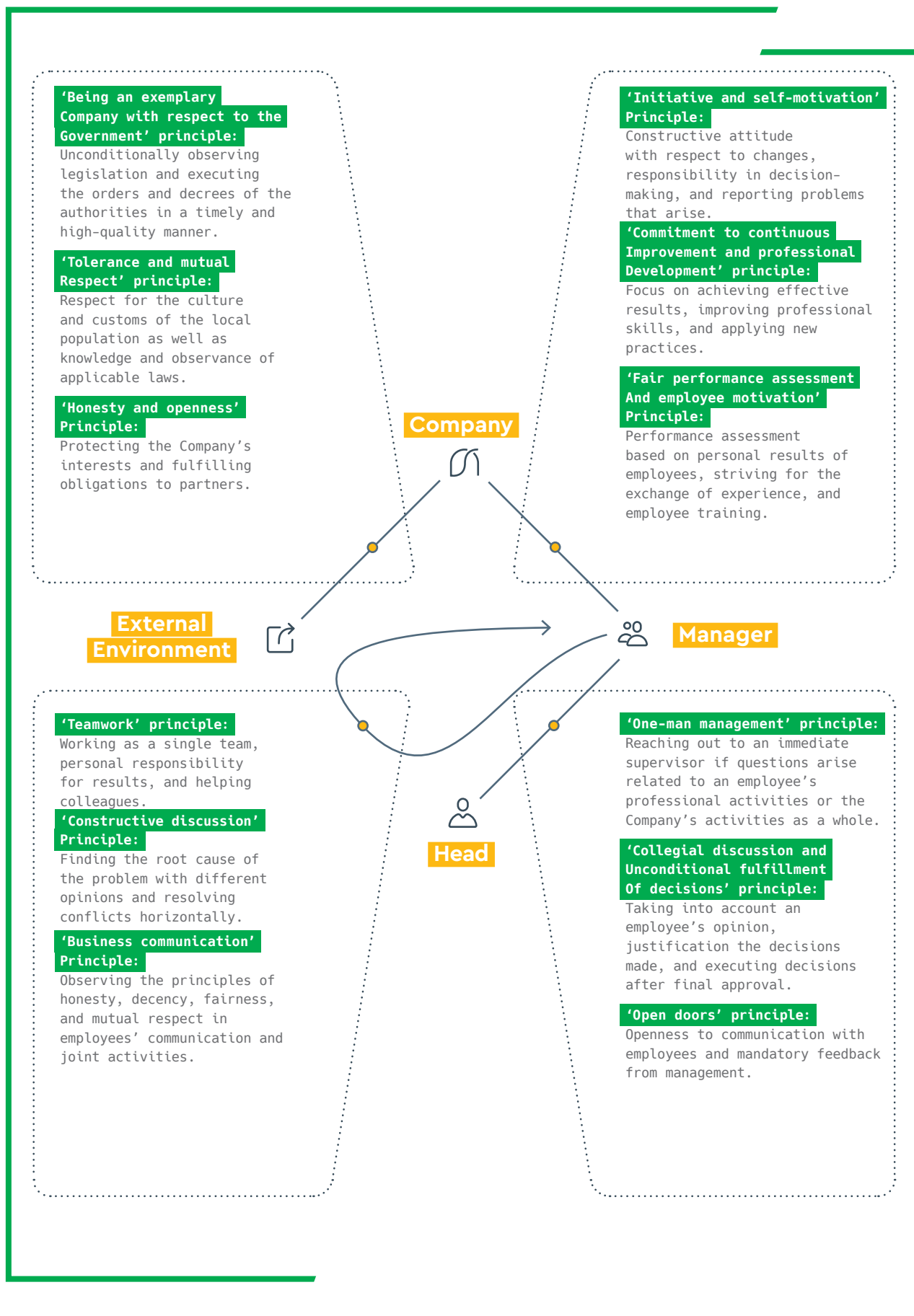
In an effort to develop and systematically introduce the principles of effective interaction in 2020, the Company continued implementing the Unified Program for the Promotion of the Principles of Corporate Interaction, which was approved in 2019. The main focus during the pandemic in 2020 was to involve employees in the corporate culture with the help of online training. Special online courses have been developed in four areas of interaction: Company–Employee, Employee–Employee, Company–External Environment, Manager–Employee. The training was designed to develop skills for interaction with colleagues, the external environment, and subordinate employees, and to develop feedback skills.

In order to seamlessly immerse themselves in the Group's corporate culture, an interactive adaptation course on the principles of corporate interaction has been developed for newly hired employees.

An online survey was conducted at the end of the year to monitor compliance with the principles of corporate interaction. The results showed that 80% of respondents share and adhere to the principles of corporate interaction. The social survey results for 2020 improved compared with those of 2019.

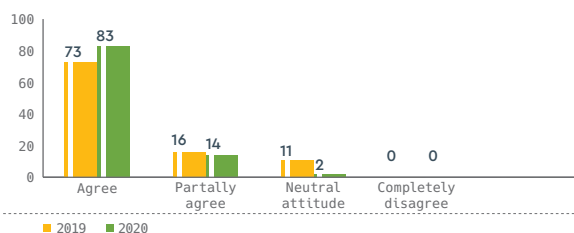
Zarubezhneft's goal for 2021 is to strengthen and develop a single team consisting of a team of employees with a high level of cohesion and adherence to the Company's common goals and values.

KEY PRINCIPLES OF CORPORATE INTERACTION

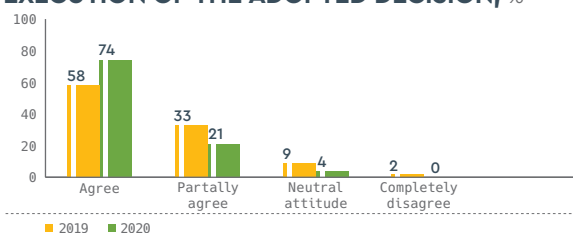


Company - employee

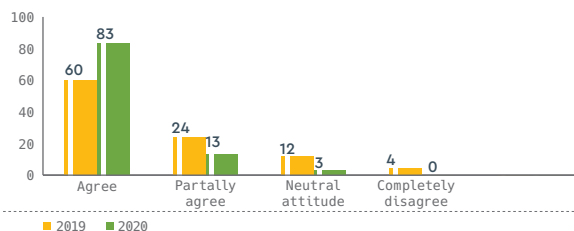
ONE-MAN MANAGEMENT, %



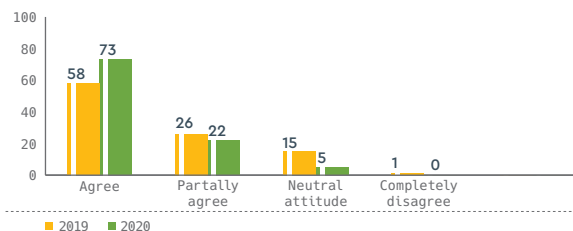
COLLEGIAL DISCUSSION AND UNCONDITIONAL EXECUTION OF THE ADOPTED DECISION, %



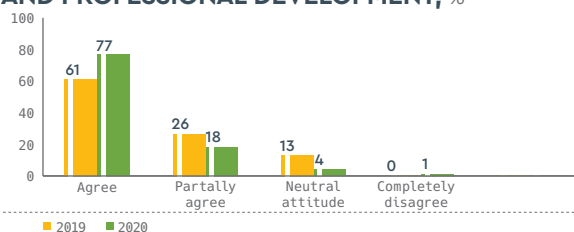
OPEN DOORS, %



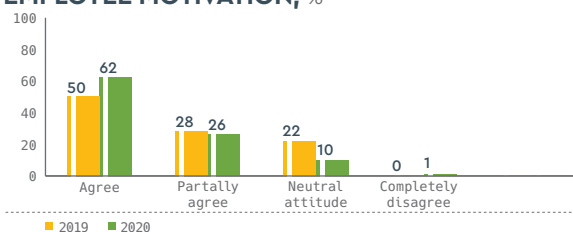
INITIATIVE AND ACTIVE LIFE POSITION, %



COMMITMENT TO CONTINUOUS IMPROVEMENT AND PROFESSIONAL DEVELOPMENT, %

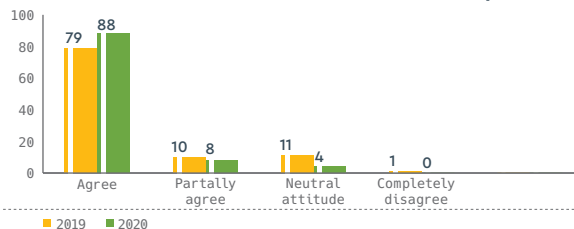


FAIR PERFORMANCE ASSESSMENT AND EMPLOYEE MOTIVATION, %

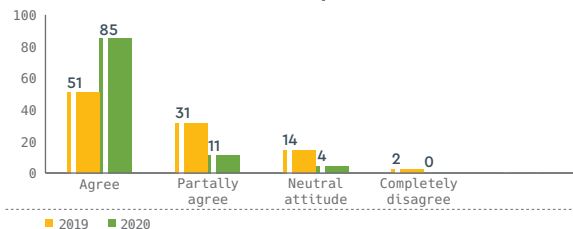


Employee - employee

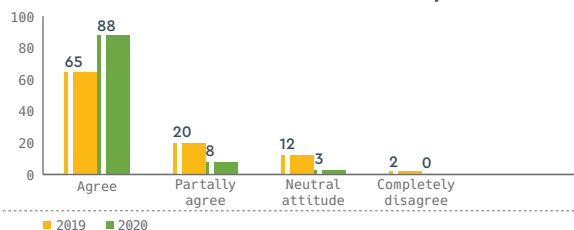
EXCELLENT STUDENT BEFORE THE STATE, %



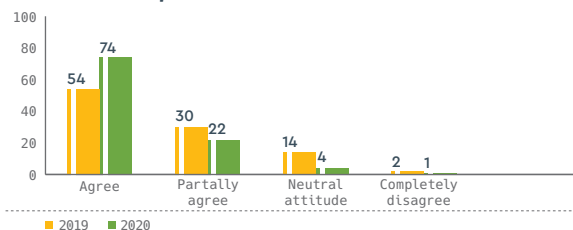
HONESTY AND OPENNESS, %



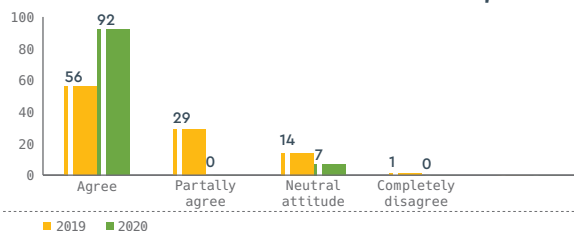
TOLERANCE AND MUTUAL RESPECT, %



TEAM WORK, %



CONSTRUCTIVE DISCUSSION OF ISSUES, %



BUSINESS CONVERSATION, %

