

# No 1

## **Gazprom Neft has topped the Randstad employer rankings**

In 2019, Gazprom Neft topped the Randstad employer rankings for the third year in a row. The company ranked first in the fuel and energy sector, with respondents citing the oil, gas and energy sector as the most attractive industry. The Randstad employer rankings are based on an independent survey among 14,000 representatives of the working-age population across all regions of Russia, undertaken in December 2019 by an international market research company TNS Global.

## Incentive system and social support for employees

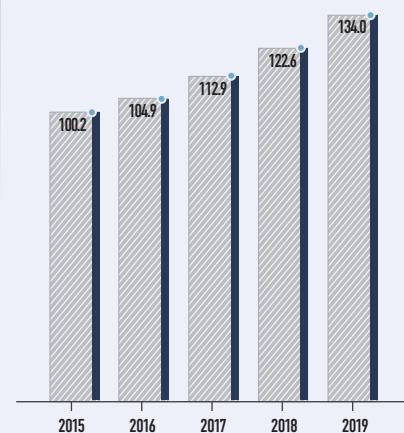
The company has in place an integrated incentive system which is aimed at recruiting, retaining and developing talented specialists, and supporting career advancement and professional development of employees. The objectives and principles of financial and non-financial incentives for employees are set out in a consistent corporate remuneration policy.

Remuneration and social support programmes in the company are based on a cumulative compensation model, which includes a compensation package, benefits, and opportunities for career advancement and professional development of employees. This model enables the company to align its goals and individual skills and needs of employees, and determines infrastructure for flexible implementation of HR and business strategies.

In 2019, Gazprom Neft introduced a bonus system based on integrated performance assessment of divisions and employees at three pilot assets. Starting from 2020, this new bonus system will be rolled out across the company.

Gazprom Neft strives to make sure that all the components of its remuneration system are competitive. The company regularly revises salaries in line with labour market trends in the oil and gas sector. In 2019, the average monthly salary in Gazprom Neft totalled ₹134,000.

**Average monthly salary in the company, ₹ '000**



### Personnel costs, ₹ million

	2015	2016	2017	2018	2019
Payroll	74,400	79,316	86,600	97,865	117,776
Employment benefits	2,432	3,260	3,177	3,596	3,743