



TIME *to be* TOGETHER^{'23}

GAZPROM GROUP'S
SOCIAL IMPACT REPORT

TIME to be TOGETHER

The Gazprom Group's Social Impact Report (the "Report") is a document that provides a comprehensive overview of the Gazprom Group's sustainable development policy, key goals and results achieved during the reporting period, as well as details about the Gazprom Group's contribution to Russia's social and economic development. Part of the Gazprom Group's non-financial reporting, the Report is intended for stakeholder groups and reflects their comments and proposals.

The terms "PJSC Gazprom" and the "Company" used in the Report refer to the parent company of the Gazprom Group – Public Joint Stock Company Gazprom (Open Joint Stock Company Gazprom or OJSC Gazprom before July 17, 2015).

For the purpose of this Report, "the Gazprom Group", "the Group" or "Gazprom" mean PJSC Gazprom and its subsidiaries and entities. Certain indicators also include data from the Gazprom Group's joint operations, joint ventures, and associated entities.

Similarly, the Gazprom Neft Group and Gazprom Neft mean PJSC Gazprom Neft, its subsidiaries and entities, the Gazprom Mezhrefiongaz Group means Gazprom Mezhrefiongaz LLC and its subsidiaries, Gazprom Energoholding means Gazprom Energoholding LLC and its subsidiaries, and Gazprom Neftekhim Salavat means Gazprom Neftekhim Salavat LLC and its subsidiaries.

The Gazprom Group's Social Impact Report 2023 was prepared taking into account the indicators and metrics presented in the following sources:

National project

Russia's national development goals and national projects (programs) approved by Decree No. 204 of the President of the Russian Federation On the National Goals and Strategic Objectives of the Russian Federation through 2024 dated May 7, 2018 (as amended) and Decree No. 474 of the President of the Russian Federation On the National Development Goals of the Russian Federation through 2030 dated July 21, 2020

MED

Guidelines of the Ministry of Economic Development of the Russian Federation for the preparation of sustainable development reporting approved by the Ministry's order No. 764 dated November 1, 2023

RUIE

Reference performance indicators of the Russian Union of Industrialists and Entrepreneurs (RUIE)

BR

The Bank of Russia's Recommendations on Disclosure by Joint Stock Companies of Non-Financial Information Pertaining to Their Activities (Letter of the Bank of Russia No. IN-06-28/49 dated July 12, 2021)

Gazprom Group Indicator

List of indicators to assess the Gazprom Group's progress in sustainable development approved by order of PJSC Gazprom No. 354 dated September 21, 2023



For more details and recommendations that have been used in the preparation of this Report, see [Appendix 6.1](#).

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MESSAGE FROM THE CHAIRMAN OF THE PJSC GAZPROM MANAGEMENT COMMITTEE



Dear friends,

Our unwavering commitment to prioritize the welfare of Russia and its people across all our endeavors remains resolute. At Gazprom, we ensure the reliable delivery of energy resources to consumers while implementing large-scale infrastructure projects. We place great emphasis on environmental stewardship, scientific advancements, mass sports, and other areas of social impact.

Our goal is to make natural gas, the most convenient, economical, and environmentally friendly energy source, accessible to as many people in Russia as possible. The availability of network gas significantly enhances the quality of life. Therefore, large-scale gas infrastructure expansion programs for Russian regions are of special priority in Gazprom's operations.

In 2023, we successfully brought gas to over 400 communities, with gas penetration rate in Russia reaching an impressive 89% of the technically feasible level. We are steadfastly progressing towards our objective of achieving 100% by 2030.

Under the guidance of Russian President Vladimir Putin, we are extending gas networks to the boundaries of consumers' households without soliciting any funds from citizens. At the end of 2023, more than 1.1 million households in Russia enjoyed the opportunity to connect to network gas. Additionally, we have initiated efforts on further gas infrastructure expansion to cover boiler houses in healthcare and educational institutions. In 2024, the program will also include house owners in gardening associations in settlements with existing gas supplies.

Natural gas is not only an environmentally friendly energy source but also an excellent motor fuel. Its use significantly reduces emissions, making it particularly relevant for cities with heavy traffic. Gazprom is steadily expanding its network of gas filling stations. At the end of 2023, the Gazprom Group already operated 464 facilities, accounting for more than half of the total number of such stations in the country.

Gazprom is actively collaborating with domestic industry and science to develop and introduce advanced technologies, including energy-saving ones. This collaboration bolsters the efficiency of processes along

the entire production chain, reducing the consumption of resources for the Company's needs. In 2023, total energy consumption from non-renewable sources across the Group decreased by 3.5%. Gazprom's consistent focus on using domestic materials and equipment significantly contributes to ensuring the technological sovereignty of the national fuel and energy sector and related industries.

Gazprom's vast team of nearly half a million people works tirelessly across Russia, from Kaliningrad to Kamchatka, and abroad. We prioritize providing safe working conditions, a high level of social protection, and ample opportunities for training and professional development for everyone. Regular professional skills contests are held, with many of our winners becoming international champions.

Gazprom is deeply invested in the all-round development and upbringing of the younger generation. As part of the Gazprom for Children project, 116 sports complexes, playgrounds, and stadiums were built and reconstructed in the reporting year. This project is unparalleled in Russia in terms of scale and coverage, with a new sports facility being commissioned almost every three days. Over the entire project period, more than 2,100 sports and social facilities have been constructed.

Dear friends!

For over three decades, Gazprom has been dedicated to serving the people of our great country. We bolster energy security, provide light, gas, and heat to homes in all weather conditions, and care about the future of countless generations of Russians. Our consumers can be confident that Gazprom is always doing its job.

Alexey Miller

Chairman of the PJSC Gazprom
Management Committee

MISSION AND STRATEGY

PJSC Gazprom's mission is to ensure a reliable, efficient and balanced supply of natural gas, other energy resources and their derivatives to consumers.

PJSC Gazprom's (the Gazprom Group's) strategic goal is to strengthen its leading position among global energy companies by diversifying sales markets, ensuring energy security and sustainable development, improving operating efficiency and fulfilling its scientific and technical potential.

Strategic planning at PJSC Gazprom defines the development trajectories and management decisions for the entire Gazprom Group across business lines (gas, oil, power generation) and areas of operation in order to achieve the Gazprom Group's strategic goals. Long-term

planning relies on performance indicators established to serve as benchmarks for budgeting and implementing priority projects, thereby underpinning PJSC Gazprom's investment planning process.

Operating, investment, and financial activities are planned for the medium and short term as part of the Group's budgeting process, which involves detailing the plans and ensuring budgetary congruence for the Gazprom Group as a whole, by business lines, and areas of operations, including international ventures.

To quantify the targets aligned with the Gazprom Group's principal goals, a planning system utilizing strategic target indicators (STIs) was established, with a set of STIs defined for the gas, oil, and power generation business lines. To consolidate indicators across all business lines, we designed corporate-level STIs reflecting Group-wide performance.

The achievement of STIs across all business lines is ensured through a Long-Term Development Programme of PJSC Gazprom (the Gazprom Group)¹, a comprehensive, integrated development plan drafted on annual basis.

The Gazprom Group's first- and second-level STIs quantify and detail objectives aligned with strategic goals for each of the Group's business lines.

Key Objectives of the Long-Term Development Program of PJSC Gazprom (the Gazprom Group)

- Identifying prospective growth areas based on trends in the global and Russian energy markets and competition analysis;
- devising growth scenarios for each Gazprom Group business line and making a list of PJSC Gazprom's priority projects;

- conducting financial and economic analysis of scenarios;
- performing strategic risk and opportunity assessment of PJSC Gazprom (the Gazprom Group);
- developing recommendations and initiatives aimed at achieving STIs and fostering PJSC Gazprom's sustainable development.



For more details on the Gazprom Group's strategy regulations, see [Appendix 6.4](#).

¹ Approved by resolution of the Board of Directors of PJSC Gazprom No. 3955 dated June 22, 2023.

GAZPROM GROUP PROFILE

Gazprom is one of the world's largest oil and gas companies in terms of hydrocarbon reserves and production.

The Gazprom Group is a reliable gas supplier to Russian and foreign consumers and the owner of the world's largest gas transmission system (GTS) reaching

180,600 km

in length within Russia.

The Group's priorities include consolidating gas infrastructure across Russia's western and eastern regions, fostering further gas infrastructure expansion, achieving technological sovereignty, and upholding its commitments to consumers and partners.

It plays a pivotal role as a guarantor of reliable gas supplies and a key contributor to Russia's energy security. The Gazprom Group reliably meets seasonal and peak gas demand within the Unified Gas Supply System (UGSS) and across individual Russian regions outside of it, maintaining the system's operational integrity, manageability, and safety.

The Gazprom Group provides significant tax, customs, and other payments to the country's budget, ensures rational use of natural resources, improves the energy efficiency of its operations, and supports the achievement of Russia's national development goals through its production, environmental, social, and educational projects².

The Gazprom Group's parent company is PJSC Gazprom.

Name and legal form of the company

Public Joint Stock Company Gazprom

Head office

2/3 Lakhtinsky Avenue, Bldg. 1, St. Petersburg, 197229, Russian Federation

PJSC Gazprom's form of incorporation

Private property with a state-owned stake. The Russian Federation controls the majority stake in PJSC Gazprom directly and indirectly (over 50%).

The Gazprom Group's core lines of business:



geological exploration and production of gas, gas condensate and oil



gas transportation and underground storage



hydrocarbon feedstock processing, gas and petrochemistry



sales of gas, gas condensate, oil, and refined hydrocarbon products



generation and marketing of heat and electric power

² Decree No. 474 of the President of the Russian Federation On the National Development Goals of the Russian Federation through 2030 dated July 21, 2020.

SHAPING THE FUTURE OF THE ENERGY INDUSTRY

GAZPROM SAFEGUARDS RUSSIA'S ENERGY SECURITY IN LINE WITH THE NATIONAL GOALS. DRIVEN BY OUR VISION FOR THE FUTURE, WE COMMIT TO CONTRIBUTING TO INDUSTRY AND NATIONAL DEVELOPMENT THROUGH OUR CONSISTENT EFFORTS AND UNWAVERING SOCIAL RESPONSIBILITY.



MARIA ADILOVA

Deputy Head of Directorate, PJSC Gazprom, Scientific Secretary at the Gas Industry Strategic Development and Efficiency section of PJSC Gazprom's Science and Technology Council, PhD in Engineering.

Since 1999, Ms. Adilova has been drafting strategic documents and legislative initiatives aimed at the sustainable development of Gazprom and Russia's fuel and energy sector. She supervises the development of the Gazprom Group's Long-Term Development Program and implementation of the Russian Government's directives regarding the Company's long-term development. Maria was awarded a Certificate of Honor of the Russian Ministry of Energy.

GAZPROM GROUP'S SCALE OF OPERATIONS

 Reserves

I

1st place

worldwide

- in explored reserves of natural gas

 Production

worldwide

- in gas production

 Hydrocarbon processing

countrywide

- in gas processing

 Gas transportation

worldwide

- in the length of the GTS
- in active UGS capacity and maximum daily deliverability

 Electricity

countrywide

- in combined electricity and heat generation

 Heat

countrywide

- in installed heat capacity
- in heat generation

II

2nd place

countrywide

- in oil and gas condensate production¹

countrywide

- in primary processing of oil and stable gas condensate

countrywide

- in installed electric capacity

Russia's gas reserves and underground gas storage (UGS) capacity have surged to unprecedented highs. As of the beginning of the 2023/2024 withdrawal season, operating gas reserve in Russian storage facilities reached a historic

72.842 billion m³.

This volume represents an all-time high for the nation's gas industry. The potential maximum daily deliverability also hit a new historic peak of

858.8 million m³.



The total length of gas trunklines and gas pipeline branches comprising Russia's UGSS could encircle the Earth four times along the equator.



The maximum vertical size of the Kaliningrad UGS's underground reservoir, with a geometric volume of 400,000 m³, surpasses the height of the Russian Academy of Sciences building and rivals that of Moscow's Shukhov Tower.

¹ Including the Group's share in oil and gas condensate production by associated organizations and joint ventures.

GAZPROM GROUP'S BUSINESS MODEL

6. Appendices

5. Environment and environmental policy

4. Local development

3. Process safety

2. The Gazprom Group's people

1. About the Gazprom Group

RESOURCES

RESERVES

355 subsoil licenses for hydrocarbon prospecting, exploration and production

The Gazprom Group and organizations in which Gazprom has investments classified as joint operations.

27,747.42 bcm natural gas reserves

As of December 31, 2023, in accordance with the Russian classification (A+B₁+C₁), including the share in reserves of organizations in which the Gazprom Group has investments classified as joint operations.

2,991.6 mmt oil and gas condensate reserves

In accordance with the Russian classification (A+B₁+C₁), including the share in reserves of organizations in which Gazprom has investments classified as joint operations.

HUMAN AND INTELLECTUAL CAPITAL

498,100 people Group's headcount **18** partner universities¹ **3,397** patents

PRODUCTION ASSETS

Data shown for Russia

180,600 km gas trunklines **23** underground gas storage facilities across 27 geological formations in Russia

7 gas and condensate processing plants **3** refineries

OPERATING HIGHLIGHTS



PRODUCTION

Including the Gazprom Group's share in the production of organizations in which Gazprom has investments classified as joint operations, excluding the Gazprom Group's share in the production of associated organizations and joint ventures

359.0 bcm natural gas and APG production in Russia

72.4 mmt oil and gas condensate production in Russia



PRODUCTION

Excluding tolling arrangements

51.9 mmt petroleum products

6.27 mcm helium

3.6 mmt LPG



GAS SUPPLIES TO HOUSEHOLDS AND COMPANIES

29.2 mmt apartments and private houses

9,400 agricultural sites



PROCESSING

Excluding tolling arrangements

49.9 bcm natural gas and APG processing

56.8 mmt processing of oil, stable gas condensate and other liquid hydrocarbons (primary)



GENERATION

Electricity and heat production by Gazprom Energoholding and the Gazprom Group's other generating assets

142.6 million Gcal heat generation

153.7 billion kWh electricity generation

VALUE CREATION



FOR EMPLOYEES

RUB 1,096.7 billion payroll expenses

594,700² employees trained

RUB 50.9 billion social expenses



FOR THE SOCIETY

RUB 3,527.6 billion total mandatory payments

>4,500 number of charity and sponsorship initiatives financed by the Gazprom Group

>448,000 contracts of additional gas infrastructure expansion in households up to their boundaries

50,600 number of households and apartments across Russia prepared for gas infrastructure expansion

336 boiler houses in 412 localities prepared for gas infrastructure expansion

RUB 461.1 million financial support of indigenous minorities



FOR THE ENVIRONMENT

54% share of natural gas in the country's energy mix

-9.5% reduction in the amount of waste sent for burial or buried at the Group's own facilities

RUB 96.2 billion total environmental protection expenditures

-8% reduction of methane emissions

1,230 mmt of CO₂ equivalent GHG reduction thanks to regional gas infrastructure expansion

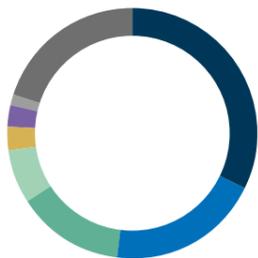
¹ Higher education institutions.

² The number of employees who completed training is stated in man-courses (where one person received training twice, they are counted twice, etc.).

Gazprom Group's Key Consumers

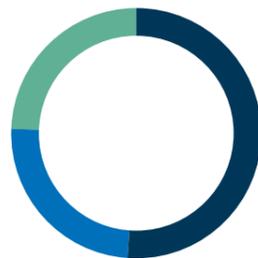
The Gazprom Group's core production assets are located in Russia. It also has production operations in the FSU and non-FSU countries.

Main consumers of the Gazprom Group's natural gas in Russia via PJSC Gazprom's GTS, %



- 32.3 ● Power generation
- 19.8 ● Households
- 13.9 ● Utilities
- 7.0 ● Agrochemical industry
- 2.9 ● Metallurgy
- 2.9 ● Petrochemical industry
- 1.4 ● Oil industry
- 19.8 ● Other consumers

Main consumers of liquefied petroleum gas (LPG) in Russia, %



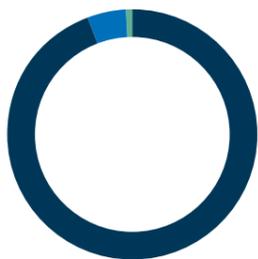
- 51.2 ● Traders and owners of retail gas filling station chains
- 24.5 ● Company's own small wholesale and retail infrastructure
- 24.3 ● Petrochemical businesses

Data on Gazprom GNP Holding.



For more details on the Gazprom Group's consumer relations, see [Appendix 6.2](#).

Main electricity consumers, %



- 94.3 ● Guaranteeing suppliers
- 4.9 ● Power supply companies
- 0.8 ● Major consumers

Data on Gazprom Energoholding Group.

Main heat consumers, %



- 51.0 ● Utility companies
- 13.0 ● State-owned entities
- 8.0 ● Heat supply companies (resellers)
- 7.0 ● Households
- 21.0 ● Others

Data on Gazprom Energoholding Group.

Domestic supplies of natural gas to consumers are made via Gazprom Mezhhregiongaz, a 100% subsidiary of PJSC Gazprom. The Gazprom Mezhhregiongaz group supplies gas to all categories of consumers and manages gas consumption metering in 70 Russian regions through a network of 53 regional gas supply companies and their branches, which manage end consumer contracts and payment collection.

OPERATING FOR THE BENEFIT OF RUSSIA

As one of Russia's key companies, the Gazprom Group prioritizes enhancing the well-being of the population and unlocking and preserving the potential for future generations.

At plenary sessions of the St. Petersburg International Economic Forum on June 17, 2022¹ and June 16, 2023², President of the Russian Federation Vladimir Putin announced six key principles of the nation's long-term development, which the Gazprom Group adheres to in its operations.

Principle 1

Transparency

The Gazprom Group is open to collaboration and actively expands its cooperation with reliable foreign partners based on mutual respect for national interests. The Group maintains an ongoing dialog with stakeholders.



For more details on the Gazprom Group's interaction with partners and other stakeholders, see the [Foreign Trade](#) subsection and [Appendix 6.2](#).

Principle 2

Reliance on entrepreneurial freedoms

The Gazprom Group cooperates with local entrepreneurs in the regions where it operates and supports small and medium-sized businesses in their efforts to develop innovations for Gazprom Group entities.



For more details on the Gazprom Group's relations with SMEs and local businesses, see the [Supplier Relations](#) subsection and [Appendix 6.2](#).

Principle 3

Responsible and balanced macroeconomic policy

The Gazprom Group implements major investment projects, contributing to Russia's social and economic development and ensuring the independence of the Russian economy.



For more details on the Gazprom Group's largest investment projects, see the [Investments for the Benefit of Russia](#) subsection.

Principle 4

Social justice

The Gazprom Group is committed to improving the quality of life of people across Russia by bringing gas to cities and townships, creating jobs in Russian regions, caring for personnel, and implementing charity and volunteering programs.



For more details on the Gazprom Group's social contribution, see [2 The Gazprom Group's people](#), [3 Process Safety](#) and [4 Local Development](#) sections.

Principle 5

Accelerated infrastructure development

The Gazprom Group works closely with the regions where it operates, developing their social infrastructure, building sports and cultural facilities across Russia, and caring for the environment.



For more details on the Gazprom Group's social and environmental contribution, see the [Investments for the Benefit of Russia](#) subsection, [4 Local Development](#) and [5 Environment and Environmental Policy](#) sections.

Principle 6

Achieving technological sovereignty

The Gazprom Group develops its own innovative technologies, which it applies in its operations, invests in R&D, develops digital projects, cooperates with leading scientific and educational institutions, and promotes the development of employees' creative potential.



For more details on the Gazprom Group's potential in technology, see the [Contribution to Strengthening Technological Sovereignty](#), [Innovative Development](#) and [Digital Transformation](#) subsections.

¹ <http://www.en.kremlin.ru/events/president/news/68669>

² <http://www.en.kremlin.ru/events/president/news/71445>

Contribution to Russia's Development Goals

6. Appendices
5. Environment and environmental policy
4. Local development
3. Process safety
2. The Gazprom Group's people
1. About the Gazprom Group

National development goals of the Russian Federation to 2030, national projects	Gazprom Group's activities contributing to the achievement of the national development goals of the Russian Federation	The Gazprom Group's contribution to achieving the national development goals of the Russian Federation in 2023			
<p>National goal:</p> <ul style="list-style-type: none"> comfortable and safe environment <p>National projects:</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>Environment</p> </div> <div style="text-align: center;">  <p>Housing and Urban Environment</p> </div> </div>	<ul style="list-style-type: none"> Reducing negative impacts on the environment to promote human health and longevity Ensuring a reliable, efficient and balanced supply of natural gas, other energy resources and their derivatives to consumers Developing the potential of natural gas as a basis for future low-carbon energy, including the production of hydrogen and methane-hydrogen mixtures Increasing operational efficiency Developing energy infrastructure, including cross-border infrastructure Developing social infrastructure in the regions of operation Reducing greenhouse gas (GHG) emissions at production facilities and energy consumers through gas infrastructure expansion programs in the regions and conversion of vehicles to natural gas Implementing environmental protection and climate change mitigation measures 	<p>RUB 30.2 billion invested in air protection and reduction of GHG emissions</p> <p>RUB 13.69 billion investments in protection and rational use of water</p> <p>RUB 2.5 billion allocated for the preservation of biodiversity, protection of designated natural areas, as well as protection and replacement of fish reserves</p> <p>RUB 7.6 billion current waste management expenditures</p> <p>442 agreements for additional gas infrastructure expansion signed with social institutions</p> <p>Over RUB 5 billion invested in renewable and secondary energy resources</p>	<p>390,900 tons of harmful emissions processed by units for capture and treatment of waste gases at the Gazprom Group</p> <p>97.1% share of partially clean and partially treated water in the total volume of wastewater discharged into surface water bodies</p> <p>4,353 voluntary initiatives conducted, including those to clean up the waterside of rivers and lakes</p> <p>33,447.8 ha area of remediated disturbed land</p> <p>244 units and facilities for waste disposal, processing (including neutralization) and storage with a total capacity of 10,144,600 tons per year operated by the Gazprom Group</p> <p>The Group's efforts made it possible to bring gas to 50,600 households and apartments and 336 boiler houses in 412 localities</p> <p>2,448.2 million GJ fuel and energy consumption at the Gazprom Group</p>	<p>8% reduction in methane emissions¹ at the Gazprom Group</p> <p>2% reduction in GHG emissions at the Gazprom Group</p> <p>2,183 wastewater treatment plants with a total daily capacity of 1,196,100 m³</p> <p>RUB 8.5 billion current expenditures on preservation and restoration of land, surface and ground water</p> <p>241,600 seedlings planted and more than 10,400 ha of land cleaned up</p> <p>116 sports facilities commissioned as part of the Gazprom for Children program, which covers seven federal districts of Russia</p> <p>162.1 million GJ fuel and energy savings resulting from the Gazprom Group's energy saving programs</p>	<p>RUB 7.05 billion current expenditures on air protection and climate change prevention</p> <p>12,060,400 m³ of recycled and reused water</p> <p>RUB 5.2 billion invested in the protection and sustainable use of lands, including remediation</p> <p>95 million of various fish species, including valuable ones, released into water bodies across Russia</p> <p>RUB 146.3 million invested in waste disposal, neutralization and dumping projects</p> <p>8,755 people completed environmental training programs at different educational institutions</p> <p>RUB 16.89 billion current wastewater collection and treatment expenditures</p>

¹ According to the Methodology for the Quantification of Greenhouse Gas Emissions approved by order No. 371 of the Russian Ministry of Natural Resources and Environment dated May 27, 2022.

National development goals of the Russian Federation to 2030, national projects	Gazprom Group's activities contributing to the achievement of the national development goals of the Russian Federation	The Gazprom Group's contribution to achieving the national development goals of the Russian Federation in 2023
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<p>National goal:</p> <ul style="list-style-type: none"> preservation of the population, the health and welfare of the people <p>National projects:</p>  <p>Demography Healthcare Housing and Urban Environment</p>	<ul style="list-style-type: none"> Providing employees, their family members, and pensioners with therapeutic, preventive, and rehabilitation measures to protect and restore health, prolong longevity, and reduce mortality from cardiovascular diseases Providing employees with medical care and insurance (including their family members) Engaging in preventive initiatives Supporting employees who have families 	<p>598,494 people¹ insured under voluntary medical insurance (VMI) programs</p> <p>RUB 5,634.9 million paid for rehabilitation treatment</p> <p>RUB 221.6 million paid for targeted preventive initiatives under VMI</p> <p>33,900 employees received housing benefits in the form of mortgage subsidies</p>
<p>National goal:</p> <ul style="list-style-type: none"> conditions for self-fulfillment and the unlocking of talent <p>National projects:</p>  <p>Education Science and Universities</p>	<ul style="list-style-type: none"> Encouraging youth and adult involvement in both formal and informal education, including higher education Collaborating with educational institutions to develop professional training programs and facilitate staff professional development Promoting the accessibility of vocational education and training programs to everyone Developing a strong talent pool Developing and implementing new technologies, innovative products and services conforming to, and exceeding international standards, as well as promoting innovation 	<p>304,700 workers, 290,000 managers, specialists², and other white-collar staff completed professional training, retraining and skills upgrading programs</p> <p>1,993 students study at Russian universities under employer-sponsored training agreements with the Gazprom Group entities</p> <p>18 partner universities, 23 specialized departments, 226 skills upgrading and professional retraining programs at universities meeting the needs of the Gazprom Group companies</p> <p>11,229 university students completed an internship with the Gazprom Group subsidiaries</p> <p>29 schools featuring Gazprom Classes</p> <p>RUB 31.7 billion investments in the Gazprom Group's R&D</p>
<p>National goal:</p> <ul style="list-style-type: none"> decent and effective jobs and successful enterprise <p>National project:</p>  <p>Small and Medium-Sized Businesses</p>	<ul style="list-style-type: none"> Creating new jobs, including across the supply chain Development of cooperation with small and medium-sized businesses Ensuring competitive salaries Protecting social, labor and professional interests of employees and protecting labor rights Ensuring freedom of association and collective bargaining Implementing occupational health and safety management systems, reducing potential risks to health and productivity 	<p>80,100 people hired in 2023</p> <p>3,623 graduates of universities and secondary vocational institutions hired in 2023</p> <p>More than 53,000 contracts totaling RUB 391.8 billion signed with small and medium-sized enterprises (SMEs)</p> <p>2% raise in salaries and tariff rates of the employees of PJSC Gazprom's budgeted entities in Russia</p> <p>682 trade union organizations within the Gazprom Workers' Union</p> <p>426,376 members of the Gazprom Workers' Union</p> <p>100% of employees of PJSC Gazprom and its subsidiaries covered by the General Collective Bargaining Agreement</p>

¹ Current employees of the Gazprom Group and their families, as well as retired employees of the Gazprom Group and their families.
² The number of employees who completed training is stated in man-courses (where one person received training twice, they are counted twice, etc.).



SECURING SEAMLESS GAS SUPPLIES

GAZPROM IS EFFECTIVELY STREAMLINING ITS GAS SUPPLY SYSTEM WITH UNDERGROUND GAS STORAGES REDUCING PEAK LOADS AND COVERING ALMOST A HALF OF THE GROUP'S SUPPLIES DURING THE COLD SEASON.

SERGEY KHAN

Deputy Head of Department –
Head of Directorate at PJSC Gazprom,
PhD in Engineering.

Mr. Khan oversees Gazprom's underground gas storage operations. Having defined the main approaches in this field in Russia, he managed to boost maximum daily deliverability of UGS by 67%. For many years of productive and effective work on the creation and operation of UGS facilities, Mr. Khan was honored with the second class Medal of the Order for Merit to the Fatherland and an award from the Government of the Russian Federation for designing a set of diagnostic equipment and an examination system to extend the safe operation of UGS wells.

Contribution to Russia's Economy

In 2023, the Gazprom Group continued to operate efficiently, pay taxes, cooperate with domestic producers, small and medium-sized businesses, develop

innovative technologies, and introduce them into production to contribute to Russia's economic development.

Material topic



2. Gazprom Group's economic performance

MED 1, 24 Gazprom Group Indicators 1, 35, 36

Gazprom Group's contribution to the Russian economy

Indicator	2021	2022	2023	Change 2023/2022
Gazprom Group's share in Russia's Gross Domestic Product (GDP), % ¹	4.5	5.1	2.9	-2.2 p.p.
Sales revenue, RUB billion	10,241.4	11,674.0	8,541.8	-26.8%
Social expenses, RUB billion	38.5	38.8	50.9	+31.2%
Payroll expenses, RUB billion	840.2	953.7	1,096.7	+15.0%

MED 6

Total mandatory payments due², RUB million

Indicator	2021	2022	2023	Change 2023/2022, %
Taxes and charges, insurance payments	6,797,073	9,728,521	8,195,232	-15.8
Other mandatory payments	4,797	3,074	4,673	+52.0

MED 7

Total mandatory payments made², RUB million

Indicator	2021	2022	2023	Change 2023/2022, %
Taxes and charges, insurance payments	3,309,720	5,380,536	3,523,989	-34.5
Other mandatory payments	3,174	3,294	3,585	+8.8



For more details on the Gazprom Group's operating and financial performance, see [Gazprom Annual Report 2023](#).



On September 30, 2022, an extraordinary General Shareholders Meeting of PJSC Gazprom resolved to pay interim dividends based on PJSC Gazprom's performance in 1H 2022 in the amount of RUB 51.03 per ordinary share. Total declared dividends amounted to RUB 1,208.059 billion (50% of the Gazprom Group's adjusted IFRS net income for 1H 2022).

On June 30, 2023, PJSC Gazprom's annual General Shareholders Meeting, taking into account the interim dividends paid for 1H 2022, resolved not to declare or pay dividends for 2022.

One of Russia's largest tax payers

BR. Information on Policies and Procedures, page 22

RUIE 1.3

Gazprom Group Indicator 4

The Gazprom Group is among Russia's largest tax payers. For the reporting year, the Gazprom Group transferred RUB 3,527.6 billion to the Russian budget system.

PJSC Gazprom implements a single tax policy and ensures uniformity in tax law application by the Gazprom Group

entities. PJSC Gazprom and the Gazprom Group entities independently determine their tax liabilities and bear responsibility for compliance with applicable tax laws.

Material topic



7. The Gazprom Group's legal compliance (social, economic, environmental and antimonopoly requirements)

Tax Strategy and Principles

Legitimacy

The Gazprom Group strictly complies with the tax laws of the Russian Federation and other countries where it operates when determining its tax liabilities.

Rationality, optimality, and reasonable care in tax planning

PJSC Gazprom uses tax planning mechanisms and opportunities efficiently with due regard to shareholder interests and its strategic goals.

Flexibility and responsiveness

When managing its tax policy, the Gazprom Group promptly responds to changes and adapts to a new environment.

Centralization and unification

The Gazprom Group's single methodological center is responsible for coordinating tax management on a consistent basis.

RUB 3,527.6 billion of total mandatory payments by the Gazprom Group in 2023

Tax Monitoring

Gazprom Group entities continue to join the tax monitoring system, providing tax authorities with access to accounting and tax data in real time using a domestic IT platform.

As part of the Group's tax management efforts in 2024, more Group entities will transition to tax monitoring. The Gazprom Group will continue working to improve tax efficiency and relevant risk management while also implementing tax support measures for its projects and operations.



For more details on the Gazprom Group's tax strategy and taxation regulations, see [Appendix 6.4](#).

The number of the Gazprom Group entities registered in the tax monitoring system in 2023 increased to 50 and is expected to reach 76 from 2024.

¹ Defined as the ratio of the Gazprom Group's added value to the GDP of the Russian Federation calculated by means of a production method as a sum of added values generated across economic sectors. The calculation uses Gross Domestic Product data from the [official website of the Federal State Statistics Service](#).

² Taxes and charges excluding fines and penalties.

Contribution to Strengthening Technological Sovereignty

Principle 6

Achieving technological sovereignty

Given developments in the geopolitical environment and unprecedented sanctions from unfriendly states, the Gazprom Group aims to replace imported industrial products with Russian-made alternatives. The Gazprom Group's import substitution and technological independence policy provides for a continuous reduction in reliance on imported equipment and technologies across the Gazprom Group facilities and an increase in the share of Russian-made equipment and technologies in the Group's operating and investing activities.

The Gazprom Group is guided by PJSC Gazprom's Corporate Import Substitution Plan and implements import substitution projects.

Measures to Implement Import Substitution Projects

- Development and implementation of road maps approved by PJSC Gazprom jointly with federal and regional authorities and other organizations;
- interaction with production, engineering and service companies, including under various agreements;

- entering into, and monitoring the performance under, long-term contracts for mass production, supply, maintenance and repairs of import-substituting products against guaranteed supply volumes of upcoming years.

The key areas of focus in import substitution are shaped by the specifics of the gas business and processes of the Gazprom Group's operations.

The total economic effect of import substitution in the Gazprom Group for 2016–2023 stood at RUB 134.4 billion.

The strongest effect from the 2023 efforts was in production of gas, gas condensate and oil.

Material topic



10. The Gazprom Group's procurement system and procurement localization

RUB 134.4 billion
total economic effect from import substitution in 2016–2023

For many years, the Gazprom Group has been consistently engaged in driving the technology of its operations. In cooperation with Russian producers, high-tech and research-intensive equipment is being developed. As a result, technological sovereignty in the gas sector has been practically achieved.



In 2023, the Import Substitution and Technological Development Committee of PJSC Gazprom's Board of Directors held four meetings to discuss matters related to designing and making cutting-edge domestic equipment for the national fuel and energy sector, including equipment for PJSC Gazprom's LNG projects. Key decisions taken at the meetings are those concerned with the testing of new equipment samples at PJSC Gazprom's facilities, entering into long-term purchase agreements for certain types of equipment, the need for state support (for certain types of equipment), and PJSC Gazprom's financing of R&D activities associated with designing and making equipment and machinery in Russia.

Gazprom Group Indicator 11

Economic effect of import substitution, RUB billion

Indicator	2021	2022	2023	Change 2023/2022, %
Economic effect of import substitution	21.9	24.7	35.6	+44.1

Economic effect of import substitution in the Gazprom Group by type of activity, RUB million

Activity	2019	2020	2021	2022	2023
Production	7,465.5	10,580.0	14,584.2	13,579.0	22,655.4
Hydrocarbon transportation	4,088.6	4,266.2	4,879.7	9,185.3	10,218.2
Processing	75.5	31.8	7.4	302.4	1.7
Underground gas storage	19.1	0.5	600.6	286.6	8.0
LNG production	–	3.7	0.1	–	0.7
Other	3,149.1	1,761.9	1,820.2	1,385.0	2,706.0
Total	14,797.9	16,644.1	21,892.3	24,738.3	35,589.8

Total economic effect of import substitution in the Gazprom Group by type of activity

Activity	Total effect for 2016 ¹ –2023	
	RUB million	%
Production	77,759.8	57.9
Hydrocarbon transportation	42,592.8	31.7
Processing	842.8	0.6
Underground gas storage	925.1	0.7
LNG production	4.4	0.003
Other	12,281.7	9.1
Total	134,406.5	100

Risk Management Measures in Import Substitution

The Gazprom Group manages the risks of reduced technological sovereignty by pursuing a policy of import substitution of the most important products and localizing production facilities to drive technological development across the Gazprom Group. Efforts are underway to monitor sanctions, including the likelihood of new restrictions by the EU, USA and other unfriendly countries against Russia and Russian persons.



For more details on the Gazprom Group's import substitution regulations, see [Appendix 6.4](#).

MED 8

Gazprom Group Indicator 16

Share of goods, works, and services procured by the Gazprom Group from Russian organizations

Indicator	2021	2022	2023	Change 2023/2022, p.p.
Share of goods, works, and services procured from Russian organizations in total procurements of goods, works, and services ² , %	99.0	98.8	98.5	–0.3



To make additional products from the multi-component gas from the Chayandinskoye and Kovyktinskoye fields, the Gazprom Group continues construction of the Amur Gas Processing Plant (Amur GPP). As of December 31, 2023, three of the plant's six production trains and two of the three helium units were already operational. All start-up activities at the process units did not involve any foreign licensors. Helium is one of the most widely used noble gases. With its unique properties, helium is applied in a variety of high-tech industries, including aerospace, nuclear energy, and electronics, as well as metals and mining, and healthcare. Helium made at the Amur GPP has an exceptional purity of 99.9999%. In 2023, the Gazprom Group increased its helium capacity 8 times and shipped about 400 tons of commercial helium.

¹ From the moment the Group started calculating the economic effect of import substitution.

² The indicator is calculated as a ratio of the amount of procurement of goods, works, and services from Russian organizations by the Group to the total amount of procurements of goods, works, and services by the Group in the reporting period.

Investments for the Benefit of Russia

Principle 3

Responsible and balanced macroeconomic policy

Principle 5

Accelerated infrastructure development

PJSC Gazprom makes considerable investments in infrastructure across its regions of operation and contributes to the economic development of local communities by creating new jobs.

In the reporting year, PJSC Gazprom went on with its investment program. Actual CAPEX for the year stood at RUB 2,012.44 billion. In 2024, investments under the program are planned at RUB 1,670.2 billion.

The Gazprom Group will continue to increase production capacities of the Yakutia and Irkutsk gas production centers by developing the Chayandinskoye and Kovyktinskoye fields.

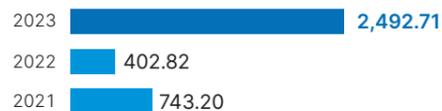
The Gazprom Group will be constructing the Power of Siberia gas pipeline, including the Kovykta – Chayanda section, and enhancing the Sakhalin gas production

center by developing the Kirinskoye and Yuzhno-Kirinskoye fields, along with expanding the Sakhalin – Khabarovsk – Vladivostok gas trunkline infrastructure.¹

On the Yamal Peninsula, the Group will continue developing the Kharasaveyskoye field and building gas pipelines to transport gas from the field.

In addition, hydrocarbon processing, peak gas balance, and upgrade projects are scheduled for 2024.

Length of gas trunklines commissioned in 2021–2023, km



Actual CAPEX for the year stood at **RUB 2,012.44 billion**



Creating a Digital Platform to Manage Investment Projects

The Gazprom Group runs projects to introduce digital technologies at a major scale in terms of both coverage of business processes across Gazprom Group entities and location of end users. In the reporting year, the Gazprom Group continued creating the PJSC Gazprom Unified Digital Platform for Investment Project Management (UDP) with superior functionality. As part of the UDP, all parties involved in the construction process will have access to shared information and management systems covering digital data models and engineering data management, scheduling and network planning, construction control, procurement, investment management, and cost control.

¹ By launching gas compression capacities.

Impact of Gazprom Group entities² key investment projects on Russia's social and economic development in 2023³

Development of the Chayandinskoye OGCF, Republic of Sakha (Yakutia)

Project launch	Number of jobs created		
	in 2023	from the start of calculation till December 31, 2023	planned for the project life cycle
2013	37	1,176	1,176

Positive social and economic effect

- Gas production to ensure supplies to Russia's Far Eastern Federal District, including exports to China.

Social infrastructure development

- Gazprom Dobycha Noyabrsk helped build two children's playgrounds in Peleduy and one in Lensk along with a hockey rink in Vitim
- The Sterkh sports facility was built in Yakutsk
- Equipment was purchased and repairs were provided for the Lensk Central District Hospital

Charity support

- Annual charity support for vulnerable population groups provided by Gazprom Dobycha Noyabrsk and Gazprom Transgaz Tomsk

Advantages in process safety, energy efficiency and environmental impact mitigation

- Automation and limited manning
- Application of equipment intended to ensure safety of well operations and corrosion monitoring systems, and use of soil temperature stabilization system
- Establishment of an in-house fire station
- Use of autonomous energy sources based on renewables
- Regular environmental monitoring and control

Development of the Kovyktinskoye GCF, Irkutsk Region

Project launch	Number of jobs created		
	in 2023	from the start of calculation till December 31, 2023	planned for the project life cycle
2019	421	2,550	2,860

Positive social and economic effect

- Gas production to ensure supplies to Russia's Far Eastern Federal District taking into account exports to China

Social support

- Construction of two 24-apartment blocks in Zhigalovo, Irkutsk Region

Advantages in process safety, energy efficiency and environmental impact mitigation

- Automation and limited manning
- Application of the equipment complying with the best available technologies (BAT), as reflected in the BAT reference books:
 - ITS 29-2017 Natural Gas Production,
 - ITS 8-2015 Wastewater Treatment in the Manufacturing of Products (Goods), Performance of Works and Provision of Services at Major Organizations,
 - ITS 9-2015 Thermal Waste Treatment (Waste Incineration).

² Including joint ventures.

³ For more details on the Gazprom Group's investment projects, see [Gazprom Annual Report 2023](#).

Development of the Kharasaveyskoye GCF (Cenomanian-Aptian deposits), Yamal-Nenets Autonomous Area

 Project launch 2012	Number of jobs created		
	90 in 2023	504 from the start of calculation till December 31, 2023	948 planned for the project life cycle

Positive social and economic effect <ul style="list-style-type: none"> Expansion of gas production on Yamal Peninsula Support of indigenous minorities <ul style="list-style-type: none"> Removing metal scrap and other legacy waste of the first geological exploration expeditions from indigenous territories 	Advantages in process safety, energy efficiency and environmental impact mitigation <ul style="list-style-type: none"> Use of underground reservoirs to place the drilling waste in the stable hard-frozen state Use of heat-insulated casing pipes that prevent permafrost thawing and help minimize the permissible well spacing and reduce the size of the well pad Use of full internal water recirculation systems that eliminate pollution of water bodies and soil Construction of special crossings through communication lines for wildlife migration
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Development of the Bovanenkovskoye OGCF (Cenomanian-Aptian deposits), Yamal-Nenets Autonomous Area

 Project launch 2006	Number of jobs created		
	75 in 2023	3,268 from the start of calculation till December 31, 2023	3,309 planned for the project life cycle

Positive social and economic effect <ul style="list-style-type: none"> Ramping up gas output to supply gas to Russian consumers and international markets Support of indigenous minorities <ul style="list-style-type: none"> Setting up special reindeer passages crossing the utility lines of the Bovanenkovskoye field to preserve reindeer herding and indigenous minorities' traditions Providing quality medical help and advice of specialist physicians to reindeer herders at the Bovanenkovo health center Removing metal scrap and other legacy waste of the first geological exploration expeditions from indigenous territories 	Advantages in process safety, energy efficiency and environmental impact mitigation <ul style="list-style-type: none"> Automation and limited manning Use of soil thermal stabilization system and equipping the production string with heat insulated tubing to prevent thawing of wellhead rocks Geophysical surveys using the technology that eliminates any gas leakage into the atmosphere Use of underground reservoirs to place the drilling waste in the stable hard-frozen state Gas treatment by applying the most advanced and sustainable method of low temperature separation with the use of domestic turbo expanders Use of full internal water recirculation systems that eliminate pollution of water bodies and soil Construction of special crossings through communication lines for wildlife migration
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Construction of the Power of Siberia gas trunkline, Republic of Sakha (Yakutia), Amur Region

 Project launch 2014	Number of jobs created		
	167 in 2023	2,394 from the start of calculation till December 31, 2023	2,521 planned for the project life cycle

Positive social and economic effect <ul style="list-style-type: none"> Social and economic development of eastern regions of Russia Creating process capabilities to run gas infrastructure expansion programs in local settlements 	Advantages in process safety, energy efficiency and environmental impact mitigation <ul style="list-style-type: none"> Automation and limited manning Automated welding and triple inspection of welds to prevent accidents
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Construction of the Power of Siberia gas pipeline section from the Kovyktinskoye GCF to the Chayandinskoye OGCF, Republic of Sakha (Yakutia), Irkutsk Region

 Project launch 2022¹	Number of jobs created		
	0 in 2023	200 from the start of calculation till December 31, 2023	590 planned for the project life cycle

Positive social and economic effect <ul style="list-style-type: none"> Gas production from the Chayandinskoye OGCF and the Kovyktinskoye GCF to ensure supplies to Russia's Far Eastern Federal District, including exports to China Development of state-of-the-art gas processing and gas-to-chemicals technologies Gas infrastructure expansion <ul style="list-style-type: none"> Launch of the Svobodny gas distribution station (gas supplied to a residential neighborhood where Amur GPP employees reside) 	Advantages in process safety, energy efficiency and environmental impact mitigation <ul style="list-style-type: none"> Use of autonomous energy sources based on RES Regular environmental monitoring and control Use of rapidly deployable self-propelled bridges to preserve the ecosystem Environmental improvement in settlements by way of coal-to-gas power plant conversion Installing at compressor stations the energy-saving equipment with improved efficiency to increase the energy efficiency of gas transportation, as well as with low emissions and a significant service life. Use of domestic steel pipes with smooth inner coating to reduce energy consumption for gas transportation
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¹ Commissioning/launch year for key production facilities.

Sakhalin – Khabarovsk – Vladivostok gas trunkline (including gas pipeline branch from the Sakhalin – Khabarovsk – Vladivostok gas trunkline to the Chinese border), Sakhalin Region, Khabarovsk Territory, Primorye Territory

 Project launch 2009	 Number of jobs created 33 in 2023	1,124 from the start of calculation till December 31, 2023	1,161 planned for the project life cycle
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Positive social and economic effect

- Ensuring reliable gas supplies to consumers in the Primorye and Khabarovsk Territories
- Increasing gas supplies to Russian consumers via the trunkline
- Gas exports

Advantages in process safety, energy efficiency and environmental impact mitigation

- Automation and limited manning
- Environmental improvement in settlements by way of coal-to-gas power plant conversion
- Installing at compressor stations the energy-saving equipment with improved efficiency to increase the energy efficiency of gas transportation, as well as with low emissions and a significant service life
- Use of domestic steel pipes with smooth inner coating to reduce energy consumption for gas transportation
- Regular environmental monitoring and control

Gas Processing Facility within the Ethane-Containing Gas Plant near Ust-Luga, Leningrad Region

 Project launch 2019¹	 Number of jobs created 134² in 2023	900² from the start of calculation till December 31, 2023	4,647³ planned for the project life cycle
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Positive social and economic effect

- Creating more than 4,000 jobs after the launch

Social infrastructure development

- Housing, social infrastructure and utilities to be built in residential neighborhood No. 7 of Kingisepp

Advantages in process safety, energy efficiency and environmental impact mitigation

- Analyzing industrial safety risks by using an advanced risk-based approach when designing the Gas Processing Facility within the Ethane Containing Gas Plant. To assess the risk of accidents and mortality, as well as to develop the necessary actions to ensure industrial and fire safety, PJSC Gazprom engaged the leading scientific and design institutions of Russia
- Development of design solutions intended to preserve the existing ecosystems and the daily routine of the local population surrounding the Gas Processing Facility within the Ethane-Containing Gas Plant
- Running all construction processes, including the construction of production facilities, in strict compliance with environmental, sanitary, fire safety and other applicable standards

Construction of the Amur Gas Processing Plant, Amur Region

 Project launch 2015	 Number of jobs created		
	0 in 2023	3,539 from the start of calculation till December 31, 2023	3,897 planned for the project life cycle

Positive social and economic effect

Social infrastructure development

- A phased commissioning of 78 houses in the Alekseevsky residential neighborhood in Svobodny, designed for 5,000 people, and of 10 apartment blocks as part of an infill construction project in Svobodny. In 2023:
 - 33 blocks with 1,167 apartments in Alekseevsky commissioned
 - 10 blocks with 709 apartments commissioned as part of an infill construction project in Svobodny
- As part of the project to erect a residential neighborhood for the Amur GPP in Svobodny, one social infrastructure facility commissioned in 2023: a secondary school for 900 students
- More than 3,500 jobs created, more than 1,000 residents of the Amur Region employed
- Capital repairs provided for the Fakel Stadium in Zavitinsk and the sports ground of school No. 4 in Shimanovsk with advanced coverage of certain subjects
- Additional classes provided at the center of inclusive education of school No. 5 in Svobodny
- Work underway to create a museum exposition about the Amur GPP

Employee education and training

- Making cooperation agreements with Russian institutions for secondary vocational and higher education to create a talent pipeline
- Running the Gazprom Class project to help its participants get relevant education in secondary vocational schools and universities

Advantages in process safety, energy efficiency and environmental impact mitigation

- To introduce safety practices to the support personnel, a system for 3D navigation and positioning (comparable with virtual reality) was developed at the production site of Amur GPP
- Running all engineering processes and operations in a closed tight system
- Process units equipped with an advanced monitoring, management and automation system and an excellent emergency shutdown system ensure safe operation and minimize the likelihood of emergency situations, including those related to hazardous emissions and discharges
- Use of shut-off valves of at least leakage class 1 ensures the minimum probability of pollutant emissions
- Application of engineering processes without the use of external cold sources (cryogenic gas facilities)
- Collecting all types of wastewater with their subsequent supply to purification plants for treatment
- During wastewater biological treatment, the use of membrane bioreactors that increase the capacity of treatment facilities without expanding the structure's area
- Application of waste heat recovery from exhaust gases at Ladoga-32 gas pumping units of the gas turbine unit: boiler water used as heat transfer fluid in the heat supply system is heated by way of recovering waste heat from GPU exhaust gases
- Use of information technology and software (1C: Environmental Protection, Electronic Safe Work Permits, Records of Malfunctions and Failures)

¹ The year when the project office was launched. The operator is RusKhimAlyans, a joint venture of PJSC Gazprom and RusGazDobycha.
² Project office headcount.
³ Headcount of the Gas Processing Facility within the Ethane-Containing Gas Plant for full-scale development. The information is in line with a draft staff list.

STRATEGIC VISION

WE ARE COMMITTED TO SECURING STABLE GAS SUPPLIES TO THE NATION'S PEOPLE AND INDUSTRY. OUR CUSTOMERS CAN RELY ON US TO PROVIDE ENOUGH GAS FOR DECADES TO COME.



YELENA KRUCHININA
Head of Directorate, Gazprom

Ms. Kruchinina contributes to the development and preparation of forecast gas balances for the gas transportation systems of the Unified Gas Supply System, Eastern Siberia and the Far East, to efficiently utilize Gazprom's production capacities and secure dependable gas supplies to consumers, including during peak loads. She was awarded a Certificate of Honor of the Russian Ministry of Energy.

FOREIGN TRADE

Amidst a turbulent political climate, the Gazprom Group honors its commitments to overseas customers and strives to ramp up its export capabilities.

Principle 1

Transparency

Rebounding energy demand on the global stage marked 2023. Nonetheless, the global energy markets, above all gas, faced significant challenges due to geopolitical tumult, energy policies swayed by political agendas in certain nations, high energy security risks, and market price volatility – all exerting substantial adverse effects. These dynamics may reignite an energy crisis in the short to medium term. Despite this, natural gas is projected to increasingly contribute to the global energy mix in the long run across all market scenarios. Attributes such as natural gas lower carbon footprint, non-toxicity in transit and storage, and flexibility in electricity generation to promptly back up renewables like wind, solar, and hydro energy, underscore its consumer appeal.

The year's energy sector disruptions, including the shutdown of industrial facilities, canceled investment programs, and heightened energy

security concerns, particularly resonated across European markets. Preliminary data indicates a 35 bcm drop in gas consumption across European nations in 2023, with a cumulative two-year demand contraction surpassing 100 bcm. European gas production declined by 18 bcm by the year-end following a brief uptick in 2022. Norway, the region's main producer, saw its output go down by 7.5 bcm. Conversely, the Asia-Pacific region observed a marked increase in gas demand, led by China.

Throughout the year, the Gazprom Group continued Russian gas exports to China. PJSC Gazprom's pipeline gas exports increment accounted for over half of the Chinese market's added gas imports in 2023. Transit via the Power of Siberia pipeline substantially grew by 47.6% compared to 2022, partly fueled by China's request for additional gas quantities.

Material topic



16. The Gazprom Group's participation in state, public and international initiatives

47.6%
increase in gas transit via the Power of Siberia pipeline vs. 2022

PJSC Gazprom, CNPC (China) and PipeChina (China) signed an agreement to design and construct the cross-border section of the pipeline along the Far Eastern route, a critical component for channeling Russian gas to China.



Gazprom Export's Trading Results in 2023

- In 2023, Gazprom Export maintained natural gas supplies through its Electronic Trading Platform (ETP) and under the European Federation of Energy Traders (EFET) agreements, delivering a total of 737.5 mcm through these channels.
- Enhancements to the ETP this year included the integration of functionality with the IMS P Export accounting system, which facilitates the generation, electronic signature, and automatic counterparty notification of invoices.
- New functionalities in the Trading Support System encompassed the automated processing of energy market data and gas trading results. Mathematical models providing insight into contractual volume flexibility and a revised balance model were introduced.
- Collaborative efforts commenced with entities such as Gazprom Hydrogen, Gazprom VNIIGAZ, Gazprom Investproject, and VNIIGAZ-Certificate to explore carbon-neutral natural gas sales and potential carbon credit trading as part of the Gazprom Group's operations.

A key focus for the Gazprom Group has been enhancing its gas industry cooperation with Central Asian nations.

Preliminary data for 2023 suggests that natural gas consumption in these countries reached over 110 bcm, while commercial production topped 150 bcm, with roughly a third of it exported. That said, production-consumption imbalances and uneven regional demand have prompted certain Central Asian countries to increase their gas imports.

PJSC Gazprom's supplies to Central Asia are set to boost regional economic growth over an extended period.

In 2023, PJSC Gazprom continued its active dialog with several African countries about prospective cooperation in the natural gas vehicle (NGV) fuel sector. Talks about potential NGV market development projects in Tanzania are ongoing. The NGV sector growth in Africa is expected to support both fuel availability for households and environmental efforts, as natural gas usage in transport can diminish greenhouse gas emissions and air pollution.

Reliable Gas Supply in Central Asia

2023 marked the inaugural Russian natural gas supplies to Uzbekistan through Kazakhstan's territory. Utilizing the Central Asia – Center gas trunkline system, gas was supplied in reverse flow over a dedicated route. To this end, Central Asia – Center 4 and Central Asia – Center 5 gas pipelines were used in Kazakhstan. To enable this supply route, teams from the national gas companies of Kazakhstan and Uzbekistan, aided by Gazprom Group personnel, performed diagnostics, repairs, and built new gas infrastructures in line with tight timing. The collaborative project resulted in GTS upgrades in Kazakhstan and Uzbekistan, significantly bolstering regional energy security and ensuring a steadfast gas supply.



Digital Transformation in Foreign Trade

Information System for Collective Governance Bodies

A pilot project to deploy a domestic software-based information system for collective governance bodies in a foreign subsidiary of the Gazprom Group is completing in spring 2024. Key functionalities have been released and tested, and further process localization is in progress. Additionally, steps are being taken towards migrating the system to a Russian-made hardware and software package.

Foreign Trade Portal

In 2023, the Gazprom Group focused on the digital initiative titled Designing PJSC Gazprom's Foreign Trade Portal.

This initiative is aimed at developing a suite of digital services to facilitate information and analytical exchanges among Gazprom Group's entities involved in foreign trade. The goal is to establish a unified digital environment that integrates business processes.

In 2023, the project team evaluated the scope and formats of the information exchange and coordinated the list of reports to be sent. The description for the target business processes associated with receiving, processing, and synchronizing reporting forms was also prepared and approved. Functional requirements alongside a change request were drafted to prepare for the project implementation. Moreover, a mechanism for submitting reports to a designated shared email address, which enables the subsequent distribution of forms, was instituted. This new system was piloted using data from PJSC Gazprom's international offices.

Collaboration with International Energy Organizations

Throughout 2023, the Gazprom Group engaged with multiple international energy organizations: the Global Gas Centre (GGC), Boao Forum for Asia (BFA), African Energy Chamber (AEC), International Business Congress (IBC), Gas Exporting Countries Forum (GECF),

and the Russian-Chinese Energy Business Forum. Discussions at these global energy forums encompassed a broad spectrum of gas industry development topics.

Managing Sanction-Related, Price and Volume (Commodity) Risks on External Markets

- Ongoing monitoring is maintained over potential sanctions under the existing sanction laws, alongside tracking changes to or new enactments within the US and EU sanctions laws.
- PJSC Gazprom's management is swiftly notified of new sanctions and related legislative moves.
- Amid geopolitical and economic restraints, efforts are directed at diversifying sales markets and channels, optimizing contract terms, identifying permissible transaction types, and financial instruments.
- Additionally, internal capabilities are under development to replace foreign suppliers and contractors.



For more details on the Gazprom Group's relations with foreign energy market regulators, see [Appendix 6.2](#).

SUSTAINABILITY MANAGEMENT

The Gazprom Group's mission in the area of sustainable development is to make a positive contribution to the social and economic development of Russia and other regions of operation in line with environmental and social responsibility standards, so as to preserve and enhance the opportunities for future generations while meeting the needs of today.

Approach to Sustainability Management and Performance Assessment

MED 35

RUIE 1.1

Gazprom's mission, goals and commitments in sustainability and the approaches to delivering them are set out in the Gazprom Group's Sustainable Development Policy¹ (the "Policy").

In line with the Board of Directors' order, the Company developed and approved a list of indicators to assess its progress in sustainable development². These indicators serve to measure an overall contribution of Gazprom Group entities to Russia's social and economic development.

The indicators were designed by PJSC Gazprom's structural units as part of the Action Plan for Sustainable Development Policy³ (the "Plan").

In furtherance of the Plan, the Company also put in place a plan to quit using disposable plastic items in the Gazprom Group's offices⁴.

In line with the Plan, the Group also approved the Corporate Volunteerism Policy of Gazprom Group⁵ and the Methodology for Managing the Gazprom Group's Sustainability Risks and Application Guidelines⁶, drafted a procedure for interaction with potential suppliers (contractors, service providers) of PJSC Gazprom and Gazprom Group entities, and the Code of Conduct for Suppliers (Contractors, Service Providers) of PJSC Gazprom and Gazprom Group Entities, and took steps to advance digital transformation of its foreign trade.

In 2023, the Gazprom Group approved PJSC Gazprom's Climate Strategy⁷ and in early 2024, the Program for Biodiversity Conservation During Production and Field Development in the Areas of PJSC Gazprom's Operations on the Arctic Continental Shelf of the Russian Federation⁸.



For more details on indicators assessing the Gazprom Group's progress in sustainable development, see [Appendix 6.3](#).



For more details on environmental protection at the Gazprom Group, see the [5 Environment and Environmental Policy](#) section.



For more details on volunteering at the Gazprom Group, see the [4 Local Development](#) section.



For more details on risk management at the Gazprom Group, see the [Risk Management](#) subsection.



For more details on digital projects in foreign trade at the Gazprom Group, see the [Foreign Trade](#) subsection.



For more details on the Gazprom Group's corporate governance regulations, see [Appendix 6.4](#).



For more details on the Gazprom Group's Climate Strategy, see the [Climate Strategy of the Gazprom Group](#) subsection.

¹ Approved by resolution of the Board of Directors of PJSC Gazprom dated April 30, 2021 (as amended). <https://www.gazprom.com/f/posts/74/562608/2022-04-28-sustainability-policy-en.pdf>

² Approved by order of PJSC Gazprom No. 354 dated September 21, 2023.

³ Approved by order of PJSC Gazprom No. 333 dated September 1, 2022.

⁴ Approved by order of PJSC Gazprom No. 8 dated January 12, 2023.

⁵ Approved by order of PJSC Gazprom No. 292 dated August 10, 2023. <https://www.gazprom.com/f/posts/44/836691/corporate-volunteerism-policy-2023-en.pdf>

⁶ Approved by resolution of PJSC Gazprom No. 61 dated February 28, 2024.

⁷ Approved by resolution of the Board of Directors of PJSC Gazprom No. 3990 dated October 24, 2023.

⁸ Approved by order of PJSC Gazprom No. 53 dated February 13, 2024.

Corporate Governance Framework

Corporate Governance and Control Structure

In accordance with PJSC Gazprom's Corporate Governance Code¹, corporate governance and control bodies include: General Shareholders Meeting, Board of Directors, Management Committee, Chairman of the Management Committee, Audit Commission, and PJSC Gazprom's auditor.

General Shareholders Meeting

is the supreme governance body responsible for the most important matters, such as:

- electing the Board of Directors and Audit Commission;
- appointing an auditor;
- resolving on paying (announcing) dividends;
- approving annual reports and annual accounting (financial) statements;
- approving internal documents governing the PJSC Gazprom's bodies.

The Board of Directors engages in strategic governance and has the following functions:

- defining priority business lines, approving forward-looking plans and major programs, including an annual budget and investment programs;
- outlining risk management, internal audit and control principles and approaches;
- establishing a procedure for transactions;
- approving internal documents on matters within its remit, including sustainability (for instance, the Sustainable Development Policy, Code of Corporate Ethics², and Anti-Corruption Policy³).

The composition of the Board of Directors is well-balanced so as to achieve targets that benefit the shareholders and PJSC Gazprom at large. The members of the Board of Directors possess a broad range of competencies to fit the scale and nature of PJSC Gazprom's operations, including corporate governance and sustainable development. Independent directors take an active part in the Board of Directors' activities and propose for discussion matters among other things related to corporate governance and sustainability.

The number of members of PJSC Gazprom's Board of Directors, their election and early termination of powers lie within the competence of the General Shareholders Meeting. A shareholder (shareholders) collectively owning at least 2% of PJSC Gazprom's voting shares may propose nominees to the Board of Directors whose number shall not exceed the established number of directors.

The annual General Shareholders Meeting held on June 30, 2023 resolved to elect 11 directors to PJSC Gazprom's Board of Directors for a period starting from the election date until the third annual General Shareholders Meeting thereafter.

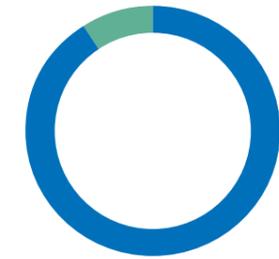
Two out of 11 elected directors are independent. The Chairman of the Board of Directors is not an executive officer at the Company.

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Composition of the PJSC Gazprom's Board of Directors by director status, %

Director status	2021	2022	2023
Executive director	18	18	18
Non-executive directors	55	64	64
Independent director	27	18	18

Composition of the PJSC Gazprom's Board of Directors by age, %



91 ● Over 50 y.o.
9 ● 30 to 50 y.o.

Competencies of the PJSC Gazprom's Board of Directors

Competences	Members of Board of Directors										
	1	2	3	4	5	6	7	8	9	10	11
Public administration	✓	✓		✓				✓	✓		✓
Senior management and board experience	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Economics and finance	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓
Fuel and energy sector	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓
Strategic planning	✓	✓	✓	✓	✓		✓	✓	✓		✓
International cooperation / doing business	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Corporate governance	✓	✓	✓	✓				✓	✓		✓
Risk management / internal audit			✓	✓		✓	✓	✓	✓	✓	✓
Operational management	✓	✓		✓	✓			✓	✓	✓	✓
Human capital and remuneration	✓		✓	✓		✓	✓	✓	✓	✓	✓
R&D	✓	✓		✓	✓	✓	✓	✓	✓		✓
Sustainable development	✓	✓	✓	✓	✓		✓	✓	✓		✓



The Board of Directors set up four dedicated committees previewing the most important items within their respective remit.

Sustainable Development Committee of the Board of Directors

Key functions:

- issuing recommendations to the Board of Directors on defining areas of the Gazprom Group's sustainable development;
- previewing the Gazprom Group's social impact reports and checking them for completeness, accuracy and reliability;

- issuing recommendations to the Board of Directors on improving information disclosure in the Gazprom Group's social impact reporting;
- issuing recommendations to the Board of Directors on assessing progress against the Sustainable Development Policy.

¹ Approved by resolution of the annual General Shareholders Meeting of PJSC Gazprom dated June 30, 2017, minutes No. 1.

² Approved by resolution of the Board of Directors of PJSC Gazprom No. 2309 dated February 25, 2014 (as amended).

³ Approved by resolution of the Board of Directors of PJSC Gazprom No. 2846 dated November 15, 2016 (as amended).

Audit Committee of the Board of Directors

Key functions:

- evaluating PJSC Gazprom's auditor candidates and the auditor's report;
- ensuring the independence and objectivity of internal and external audits;
- verifying PJSC Gazprom's financial statements for completeness, accuracy and reliability;
- checking risk management and internal controls for reliability and efficiency.

Nomination and Remuneration Committee of the Board of Directors

Its competencies include:

- issuing recommendations to the Board of Directors on PJSC Gazprom's remuneration policy for the Board of Directors, incentivizing the members of the Management Committee and the Chairman of the Management Committee, and control over its implementation;
- preview of nomination matters taking into account succession planning for the Management Committee, among other things, issuing recommendations to the Board of Directors as regards nominees to the Chairman of the Management Committee, deputies Chairman of the Management Committee, Management Committee members, candidates to heads of PJSC Gazprom's structural units performing the role of a Corporate Secretary and other PJSC Gazprom's key managers specified by the Board of Directors;
- issuing recommendations to the Board of Directors on an annual detailed formalized self-assessment or an external assessment of the Board of Directors,

its members and committees, and on defining priority areas for reinforcing the Board of Directors;

- liaising with shareholders, including but not limited to major shareholders, to make recommendations on electing nominees to the Board of Directors upon the latter's request.

Import Substitution and Technological Development Committee of the Board of Directors

Key functions:

- issuing recommendations to the Board of Directors on defining areas of the Group's import substitution and technological development activities;
- issuing recommendations to the Board of Directors on assessing the outcomes of import substitution measures;
- previewing proposals on improving relevant documents.

The Board of Directors' committees are set up and operate in line with respective regulations approved by the Board of Directors:

- Regulation on the Audit Committee of the Board of Directors of PJSC Gazprom¹;
- Regulation on the Nomination and Remuneration Committee of the Board of Directors of PJSC Gazprom²;
- Regulation on the Sustainable Development Committee of the Board of Directors of PJSC Gazprom³;
- Regulation on the Import Substitution and Technological Development Committee of the Board of Directors of PJSC Gazprom⁴.

Persons entitled to convene or request Board of Directors meetings to be convened in accordance with PJSC Gazprom's Articles of Association⁵ can make proposals on committees and nominees to the Board of Directors.

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Activities of PJSC Gazprom's Board of Directors, its committees and Management Committee in 2023

Indicator	Board of Directors	Audit Committee	Nomination and Remuneration Committee	Import Substitution and Technological Development Committee	Sustainable Development Committee	Management Committee
Number of directors	11	3	3	3	3	13
• incl. independent directors	2	2	2	0	0	n/a
Number of meetings, incl.	64	11	10	4	3	22
• in person	7 ⁶	–	–	2	–	13 ⁶
• in absentia	57	11	10	2	3	9
Number of items considered	153	11	10	10	3	61
• incl. items related to sustainability	67	2	2	5	3	22

The PJSC Gazprom Management Committee

is a collegial executive body managing PJSC Gazprom's day-to-day operations.

Its competencies include:

- developing forward-looking plans and major programs submitted to the Board of Directors (an annual budget and investment programs), preparing relevant status reports, drafting and approving PJSC Gazprom's current business plans;
- monitoring the implementation of forward-looking and current plans and programs along with investment, financial and other projects of PJSC Gazprom;
- establishing the procedure for keeping the shareholders up-to-date with Company developments;
- approving the Company's internal documents on matters that fall within its competence, including sustainability-related ones (e.g. Environmental Policy of PJSC Gazprom⁷).

The Chairman of the PJSC Gazprom

Management Committee is the sole executive body responsible for putting into action decisions

made by the General Shareholders Meeting, Board of Directors, and Management Committee, including sustainability-related ones.

PJSC Gazprom's Audit Commission

is a permanent elective body that supervises the Company's financial and business operations, and drafts proposals on making asset management more efficient, reducing financial and operational risks, and improving internal controls.

PJSC Gazprom's auditor checks its financial and business operations for compliance with Russian laws under a dedicated agreement. The auditor is appointed by the General Shareholders Meeting based on the Board of Directors' proposals following a competition.

PJSC Gazprom has in place a **Corporate Secretary** function⁸ to the extent required by the Russian Corporate Governance Code. The function is distributed among several structural units in line with respective regulations approved by the Board of Directors.



For more details on the Gazprom Group's corporate governance regulations, see [Appendix 6.4](#).

¹ Approved by resolution of the Board of Directors of PJSC Gazprom No. 2314 dated February 25, 2014, (as amended).

² Approved by resolution of the Board of Directors of PJSC Gazprom No. 2819 dated September 30, 2016 (as amended).

³ Approved by resolution of the Board of Directors of PJSC Gazprom No. 3627 dated July 13, 2021.

⁴ Approved by resolution of the Board of Directors of PJSC Gazprom No. 3707 dated January 18, 2022.

⁵ Approved by resolution of the annual General Shareholders Meeting of OJSC Gazprom dated June 26, 2015, minutes No. 1 (as amended).

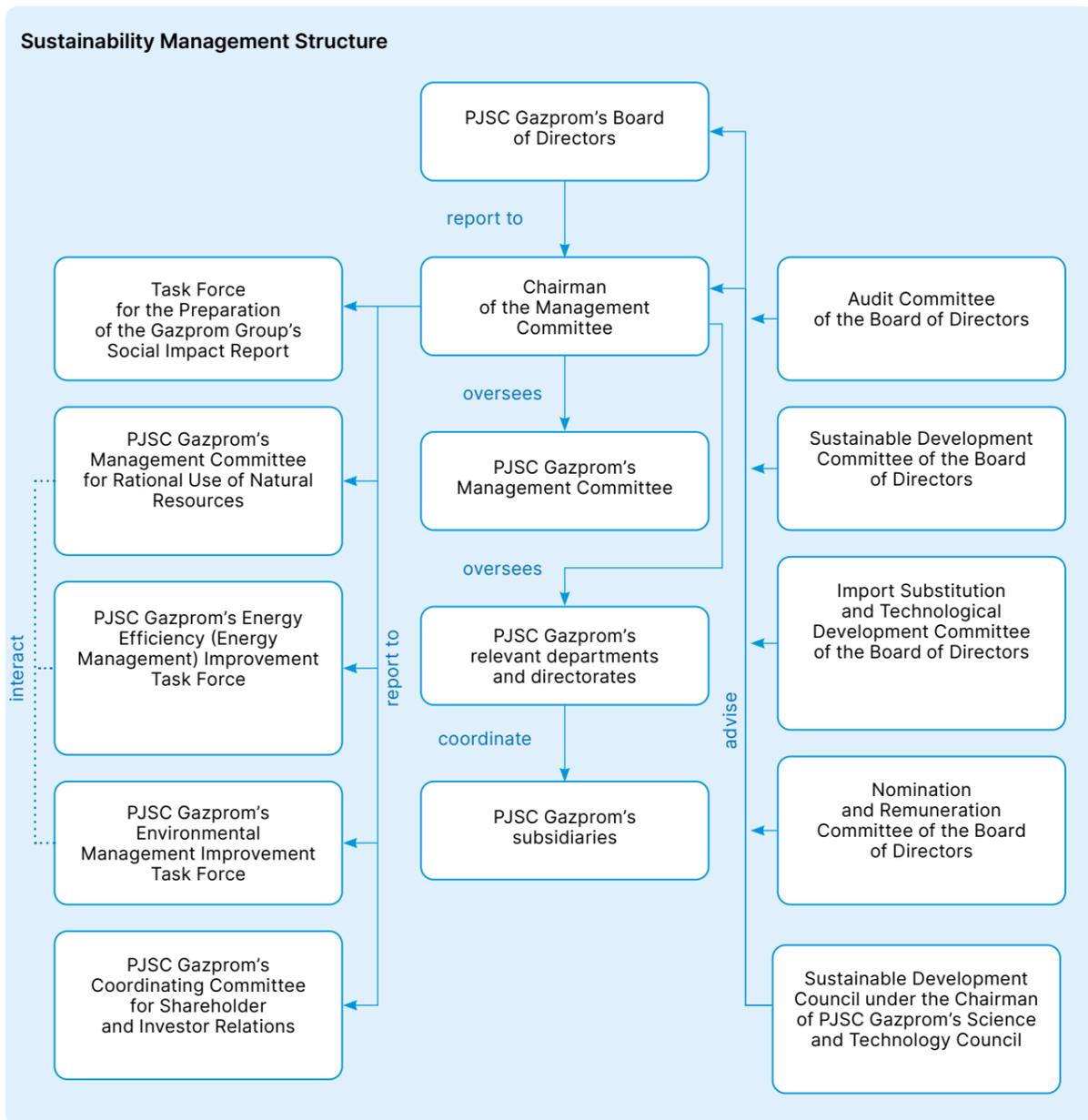
⁶ Meeting were held using video conferencing systems.

⁷ Approved by resolution of the Management Committee of OJSC Gazprom No. 21 dated May 25, 2015.

⁸ Resolution of the Board of Directors of PJSC Gazprom No. 2817 dated September 30, 2016.

Sustainability Management System

Sustainability management is enshrined in the corporate governance system of PJSC Gazprom.



At PJSC Gazprom, overseeing the implementation of the Sustainable Development Policy of the Gazprom Group is the responsibility of the **Chairman of PJSC Gazprom's Management Committee**, while at subsidiaries this is among the duties of their **Directors General**.

Structural units of PJSC Gazprom and its subsidiaries and entities manage various sustainable development aspects and implement the Sustainable Development Policy of the Gazprom Group.

Coordination of sustainable development activities of PJSC Gazprom's structural units, subsidiaries and entities is the responsibility of PJSC Gazprom's information policy unit.

PJSC Gazprom has in place the **Coordinating Committee for Rational Use of Natural Resources**¹. Its main goal is to coordinate the efforts of PJSC Gazprom's units and entities in rational use of natural resources, energy efficiency, environmental protection and sustainable development.

To insure a comprehensive approach to environmental and energy management and coordination of relevant efforts of PJSC Gazprom's structural units, the Company has the standing **Environmental Management Improvement Task Force**² and **Energy Efficiency (Energy Management) Improvement Task Force**³.

The Company set up the **Coordinating Committee for Shareholder and Investor Relations**⁴ to exercise a comprehensive approach and coordinate the efforts

of PJSC Gazprom's structural units as part of ongoing relations with shareholders and investors, including prospective ones. The Coordinating Committee for Shareholder and Investor Relations is tasked with the development and implementation of a unified and consistent shareholder and investor engagement policy. Investor relations are based on an annual plan drafted by the Committee.

The Sustainable Development Council under the Chairman of PJSC Gazprom's Science and Technology Council⁵ takes part in sustainability management. The Council reviews the industry's R&D challenges, fuel and energy trends in Russia and abroad, and global energy landscape. It also helps make long-term forecasts on industry growth and PJSC Gazprom's R&D development, drafts proposals on the strategic development of PJSC Gazprom, including concept studies for promising projects, and develops recommendations on introducing advanced technologies, solutions, as well as new forms and methods of production and management.

➔ For more details on sustainability management at the Gazprom Group, see [Appendix 6.1](#).

Remuneration of PJSC Gazprom's Board of Directors

The General Shareholders Meeting may resolve to pay remuneration to members of the Board of Directors during their term in office. The remuneration size is determined by the General Shareholders Meeting based on the Board of Directors' recommendations issued in compliance with the Remuneration Procedure for PJSC Gazprom's Board of Directors⁶ (the "Procedure"). The document also stipulates that the Board of Directors may recommend that the General Shareholders Meeting do not pay remuneration

to the members of the Board of Directors or pay less remuneration than calculated under the Procedure. It also provides for paying no remuneration to the Board of Directors if the Board unilaterally decides not to pay interest on bonds with no maturity date issued by PJSC Gazprom's subsidiary.

Board of Directors members holding public or civil offices receive no remuneration from PJSC Gazprom. The Board of Directors of PJSC Gazprom established the Nomination and Remuneration Committee.

¹ Created by order of PJSC Gazprom No. 215 dated May 14, 2020.
² Created by order of PJSC Gazprom No. 16 dated January 14, 2021.
³ Created by order of PJSC Gazprom No. 547 dated December 23, 2022.
⁴ Created by order of OJSC Gazprom No. 292 dated November 17, 2008.
⁵ Created by order of PJSC Gazprom No. 715 dated November 16, 2016.
⁶ Approved by resolution of the Board of Directors of OJSC Gazprom No. 2523 dated April 15, 2015, (as amended).

Remuneration to members of PJSC Gazprom's Board of Directors generally complies with the recommendations of Clause 4.2 of the Russian Corporate Governance Code¹. In particular, remuneration payable to members of the Board of Directors is not linked to their participation in individual meetings of the Board of Directors and Board committees. No additional material incentives are used in the structure of remuneration payable to members of the Board of Directors. No stock option plan is provided for members of the Board of Directors. PJSC Gazprom makes no additional payments or reimbursements in case of early termination of powers of members of the Board of Directors.

Remuneration of the Board of Directors has three components – base, additional, and bonus. The base part is paid for performing the director's duties, and is the same for all directors.

Remuneration paid to the PJSC Gazprom's Audit Commission

The General Shareholders Meeting may resolve to pay remuneration to members of the Audit Commission during their term in office. The remuneration size is determined by the General Shareholders Meeting based on the Board of Directors' recommendations issued in compliance with the Remuneration Procedure for PJSC Gazprom's Audit Commission³.

Remuneration is paid to Audit Commission members for performing their duties in the corporate year and is linked to a personal contribution indicator which also covers additional duties performed

An additional remuneration is paid for performing additional duties, including sitting on the Board's committees, acting as Chairman or Deputy Chairman of the Board. An additional remuneration is also fixed and not linked to participation in individual meetings of Board committees.

A bonus is paid for achieving corporate KPIs, such as total shareholder return, return on equity, labor productivity, and an integrated KPI for innovation.

On June 30, 2023, the Annual General Shareholders Meeting resolved² to pay a remuneration to the members of PJSC Gazprom's Board of Directors who hold no public or civil office in Russia in the amount recommended by the Board of Directors.

by a member as a Chairman of the Audit Commission. In case of early termination of powers and election of an Audit Commission member at an extraordinary General Shareholders Meeting, remuneration shall take into account the actual participation of such member in meetings. Remuneration shall be paid pro rata the actual period of service.

Audit Commission members holding public or civil offices receive no remuneration.

Corporate Governance Scores and Ratings

In accordance with recommendations of the Russian Corporate Governance Code (Clause 2.9), PJSC Gazprom regularly conducts comprehensive independent assessments of corporate governance practices. Assessment findings are taken into account in drafting measures to further improve corporate standards. Since 2014, PJSC Gazprom has had three independent assessments of corporate governance, with KPMG and Horizon CF engaged in 2014 and 2017.

The reporting year saw another external comprehensive assessment by Kept Tax and Advisory⁴ and Horizon CF. Assessment approaches rely on Russian laws and listing rules of Russian exchanges, recommendations of the Russian Corporate Governance Code, other recommendations of the Bank of Russia, guidelines of federal executive bodies, and best corporate practices.

The review of corporate governance practices is divided into four streams:

- respect of shareholder rights;
- performance of the Board of Directors and its committees;
- performance of governance and control bodies;
- corporate ethics and anti-corruption;
- use of insider information and information security;
- corporate social responsibility;
- risk management;
- information disclosure.

Similarly to 2017, PJSC Gazprom's corporate governance framework received high scores, which is fully in line with the top rating annually assigned to the Company by Expert RA rating agency since 2021.

Traditionally, the following areas of corporate governance were given top scores (five out of five): ensuring the right of shareholders to vote, support of executive bodies' work, external audit, risk management, and relations with subsidiaries.

For some aspects, the agency upgraded the rating from four to five. These include ensuring shareholders' ownership rights and rights to dividends, prevention of conflicts of interest, composition of the Board of Directors, competencies, remuneration and succession planning, strategic planning and budgeting, and corporate social responsibility.

In 2023, experts made a specific assessment of such domains as corporate ethics, anti-corruption practices, use of insider information, and information security, which also received the highest score.

A++ .gq

(highest)

governance quality rating of PJSC Gazprom assigned by the Expert RA rating agency

¹ Recommended for application by Bank of Russia's letter No. 06-52/2463 On the Corporate Governance Code dated April 10, 2014.

² Voting results are included in minutes No. 1 of the General Shareholders Meeting dated June 30, 2023.

³ Approved by resolution of the Board of Directors of PJSC Gazprom No. 2641 dated December 9, 2015 (as amended).

⁴ A former Russian arm of KPMG International.



In 2021, the Expert RA rating agency assigned the highest governance quality rating (A++.gq) to PJSC Gazprom¹. In 2022, 2023 and 2024, the agency reaffirmed this highest score.

Governance quality was assessed by experts in the following key areas:

- positioning (business reputation, development strategy, etc.);
- governance and control bodies;
- transparency of information;
- rights of shareholders and other stakeholders;
- support factors (additional positive changes);
- stress factors (factors that have a significant adverse impact on the rating).

Among other positive factors, experts noted well-organized activities of PJSC Gazprom's collegial bodies, including:

- high workload of the Board of Directors and its committees (a lot of meetings);
- four dedicated committees of the Board of Directors;
- a non-executive director and an independent director chairing the Board of Directors and its Audit Committee respectively;
- liability insurance for the Board of Directors with large insurance amounts;
- contribution of the Board of Directors and Management Committee to the ESG agenda.

On top of that, the Company runs an effective risk management system and protects the rights of shareholders and other stakeholders very well. Other positive aspects are the availability of units performing the Corporate Secretary functions, with their powers, responsibilities and competencies formalized in respective regulations, an effective labor management framework, corporate ethics and anti-corruption practices, and excellent strategic planning.



For more details on the Gazprom Group's corporate governance regulations, see [Appendix 6.4](#).



For more details on the Gazprom Group's relations with shareholders and investors, see [Appendix 6.2](#).

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PJSC Gazprom's Sustainability Ratings

Most of the foreign ESG rating agencies suspended operations in Russia. Nevertheless, PJSC Gazprom takes proactive steps to foster relations with all rating agencies.

PJSC Gazprom's ESG ratings

Rating/index	2021	2022	2023
Sustainability ranking of industrial Russian companies by the National Rating Agency (NRA)	–	0.814 (group 1, advanced) ²	0.796 (group 1, advanced)³
Russian business' sustainability index (by RBC and the NCR rating agency)	–	Category 1 (high) ⁴	Category 1 (high)⁵
Best employer rating from Forbes	–	Gold ⁶	Gold⁷
Expert RA rating of corporate governance quality	A++.gq	A++.gq	A++.gq⁸
AK&M ESG reporting rating	Highest level of disclosure	Highest level of disclosure ⁹	Highest level of disclosure¹⁰
Responsibility and Transparency Index (MOEX–RUIE)	A (leader group)	A (leader group) ¹¹	A (leader group)¹²
Sustainability Vector Index (MOEX–RUIE)	A (leader group)	A (leader group)	A (leader group)¹³
Sustainalytics ESG Risk Rating	37.4	56.6	56.2
CHRB ¹⁴	–	–	6.4
RAEX ESG Corporate Ranking	–	–	BBB¹⁵



In December 2023, the RUIE Committee on Corporate Social Responsibility and Sustainable Development held an extended meeting to sum up year-end results and celebrate the tenth anniversary of RUIE's sustainability (ESG) indices. PJSC Gazprom received an RUIE diploma as a well-established leader of these indices.



Credit Ratings

PJSC Gazprom's transactions on the Russian debt market were highly recognized by the investment community, which named the Company a winner of Cbonds Awards 2023 in the Issuer of the Year category¹⁶.

² https://www.ra-national.ru/wp-content/uploads/2023/02/ranking_prom_2023.pdf

³ https://www.ra-national.ru/wp-content/uploads/2024/01/esg-rjenking-rossijskih-kompanij-promyshlennogo-sektora-22.01.2024____.pdf

⁴ Data for 2020–2021: https://ratings.ru/files/research/macro/NCR_ESG_Oct22.pdf

⁵ <https://trends.rbc.ru/trends/green/650b1a619a79478e138a37ba>

⁶ <https://www.forbes.ru/rating/482177-lucsie-rabotodateli-rossii-2022-rejting-forbes>

⁷ <https://www.forbes.ru/ratings/best-employers>

⁸ <https://raexpert.ru/database/companies/gazprom/>

⁹ <https://akmrating.ru/rejtingotchetnostiesg/>

¹⁰ https://www.akm.ru/upload/akmrating/Sustainable_Development_Reporting_Rating_%202023.pdf

¹¹ https://rspp.ru/upload/iblock/e07/efghr37sx3rkf35uznh3pd9t1ihq4tz/Prezentatsiya_ESG_indeksy-RSPP-2022.pdf

¹² <https://rspp.ru/events/news/rezultaty-esgindeksov-rspp-2023-657729a495dfc/>

¹³ <https://rspp.ru/events/news/rezultaty-esgindeksov-rspp-2023-657729a495dfc/>

¹⁴ A rating is issued once in two years; in 2022, no Russian companies were rated.

¹⁵ The Gazprom Group's rating as of December 1, 2023. www.raexpert.ru

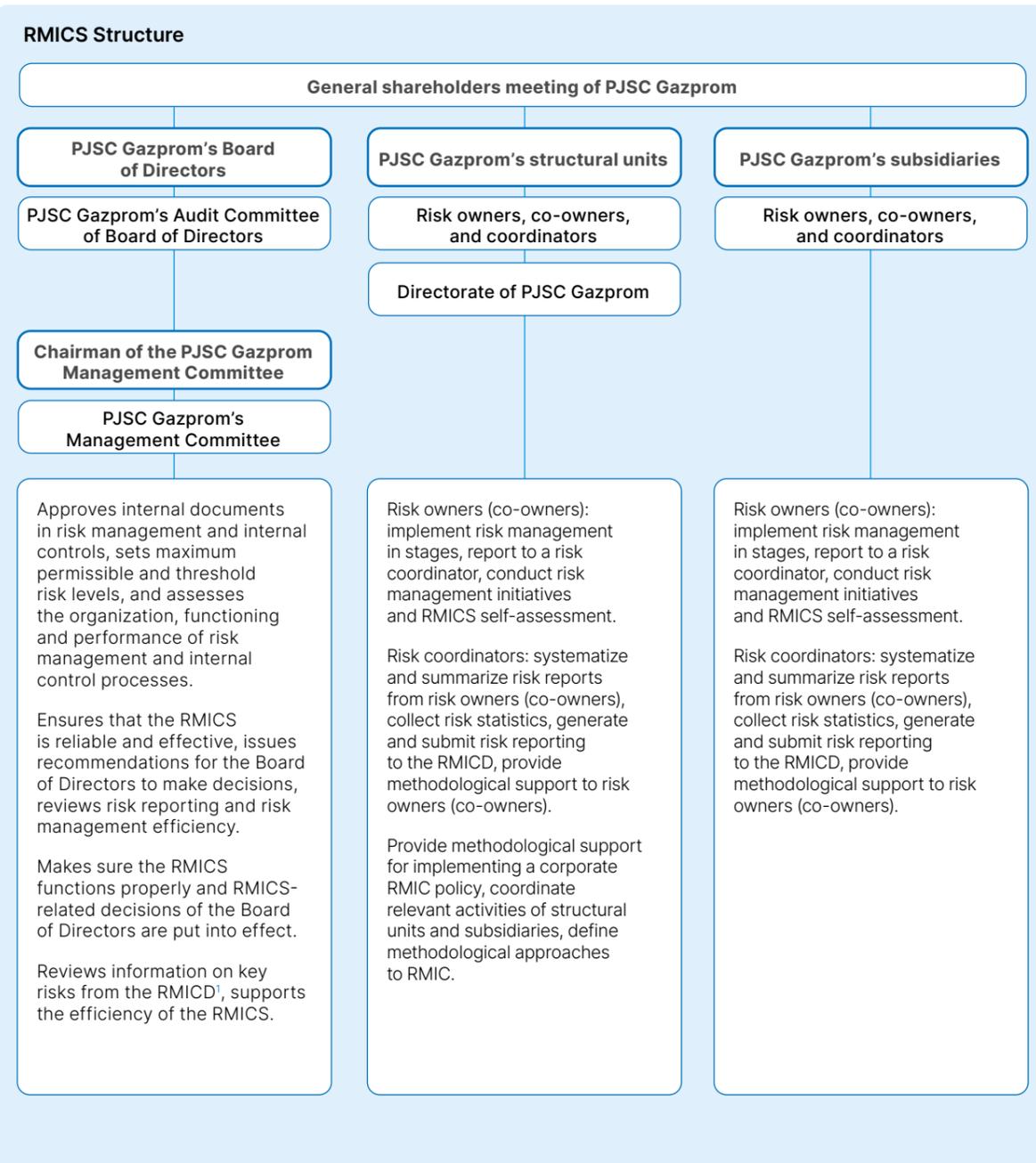
¹⁶ <https://cbonds.ru/awards/195/>

¹ Expert RA's methodology for governance quality ratings is available on the agency's website at www.raexpert.ru

RISK MANAGEMENT

The Gazprom Group exercises a well-balanced and responsible approach to risk management and internal controls. Responsibilities and powers in risk management are distributed among governance bodies,

structural units of PJSC Gazprom, its subsidiaries and entities. PJSC Gazprom has a standalone unit responsible for developing a risk management and internal control system (RMICS) and steered by the deputy Chairman of the Management Committee.



PJSC Gazprom's corporate RMICS complies with Federal Law No. 208-FZ On Joint Stock Companies dated December 26, 1995, instructions and decrees of the Russian President, Russian Government's directives, recommendations of the Bank of Russia and the Federal Agency for State Property Management², the Corporate Governance Code, and Risk Management and Internal Control Policy of PJSC Gazprom aimed at achieving the Company's goals.

Key risks are regularly identified and assessed, with mitigants put in place to maintain identified key risks within acceptable limits.

PJSC Gazprom's internal controls provide a reasonable assurance of achieving the goals of business processes owned by relevant structural units.

Information on risk management and internal controls is collected and submitted to stakeholders in time to ensure substantiated decision-making by the management.

At PJSC Gazprom, risk management and internal controls are governed by its Risk Management and Internal Control Policy designed to ensure proper operation and development of the RMICS.

The Policy outlines goals and objectives, main principles, approaches to risk management and internal controls, as well as process participants, their roles, and relevant requirements.

The Gazprom Group's Environmental, Process Safety, Procurement, HR, IT and IS, Quality Management, Import Substitution Risks, and Risks Related to Sanctions and Sales Markets

Risk type	Risk source	Link to section
IT and IS Risks		
<ul style="list-style-type: none"> Information technologies (IT) risks 	<p>External and internal risks</p> <p>In the course of a digital transformation, the Gazprom Group identified risks related to new/existing external sectoral IT sanctions seeking to destabilize information, information management and other automated systems.</p>	<p>➔ For more details on the Gazprom Group's efforts to mitigate IT and IS risks, see the Digital Transformation subsection.</p>
<ul style="list-style-type: none"> Information security (IS) risks 	<p>External and internal risks</p> <p>The Gazprom Group's operations may be exposed to information security risks, which, if materialized, may lead to breaches of the integrity, confidentiality, or availability of information resources or assets or computer networks.</p>	

¹ Risk Management and Internal Control Department.

² Approved by resolution of the Board of Directors of PJSC Gazprom No. 3195 dated December 25, 2018.

Risk type	Risk source	Link to section
Environmental Risks		
<ul style="list-style-type: none"> Natural and climate-related risks 	<p>External risks</p> <p>Potential climate changes, natural disasters, and adverse weather conditions that may cause damage to buildings and structures, pipeline transportation systems and service lines. A major part of the natural gas produced by Gazprom comes from Western Siberia, where production may be difficult and relatively costly because of climate conditions.</p>	<p>→ For more details on the Gazprom Group's measures to mitigate environmental risks, see the 5 Environment and Environmental Policy section.</p>
<ul style="list-style-type: none"> Environmental risks 	<p>External and internal risks</p> <p>The core hydrocarbon production, transportation, processing and storage operations are exposed to environmental pollution risk. Adverse impacts may include accidents during business operations, damage to ecosystems (land and water pollution), deterioration of soil and vegetation, and erosion. This may lead to degradation of ecosystems and loss of habitat for rare and endangered plant and animal species.</p>	
Risks Related to Sanctions and Sales Markets		
<ul style="list-style-type: none"> Sanction-related risks 	<p>External risks</p> <p>Risks of more sanctions and new sanctions imposed by the USA and EU against Russia and Russian persons due to external factors leading to financial (non-financial) consequences for PJSC Gazprom and its projects.</p>	<p>→ For more details on the Gazprom Group's efforts to mitigate foreign trade risks, see the Foreign Trade subsection.</p>
<ul style="list-style-type: none"> Price and volume (commodity) risks on external markets 	<p>External risks</p> <p>Adverse economic conditions, lower demand for energy commodities, decline in mercantile exchange quotations and/or their long-time stagnation at low levels, which have a negative impact on prices and volumes of gas supplies to external markets.</p>	

Risk type	Risk source	Link to section
Process Safety Risks		
<ul style="list-style-type: none"> Labor risks Fire safety risks Occupational safety risks 	<p>External and internal risks</p> <p>PJSC Gazprom's production activities are exposed to risks of adverse impact on employees' health and safety, as well as risks of accidents and fires.</p>	<p>→ For more details on the Gazprom Group's efforts to mitigate process safety risks, see the 3 Process Safety section.</p>
Procurement Risks		
<ul style="list-style-type: none"> Procurement risks 	<p>External and internal risks</p> <p>Procurement is related to potential non-compliance with relevant laws.</p>	<p>→ For more details on the Gazprom Group's efforts to mitigate procurement risks, see the Supplier Relations subsection.</p>
HR Risks		
<ul style="list-style-type: none"> HR management risks 	<p>External and internal risks</p> <p>Performance of Gazprom Group entities depends on the availability of sufficiently qualified personnel, development of professional skills in employees by means of comprehensive training and upskilling programs, and increased employee motivation to learn and develop.</p>	<p>→ For more details on the Gazprom Group's efforts to mitigate HR risks, see the 2 Gazprom Group's People section.</p>
Quality Management Risks		
<ul style="list-style-type: none"> Risks of deteriorating quality of products, work and services 	<p>External and internal risks</p> <p>The Gazprom Group's operations are exposed to the risks of deteriorating quality of products, work and services.</p>	<p>→ For more details on the Gazprom Group's efforts to mitigate quality management risks, see the Quality Management subsection.</p>
Import Substitution Risks		
<ul style="list-style-type: none"> Risks of reduced technological sovereignty 	<p>External and internal risks</p> <p>The Gazprom Group's operations are exposed to the risks of restrictions imposed on Russian companies by the USA, EU, and other countries.</p>	<p>→ For more details on the Gazprom Group's efforts to mitigate import substitution risks, see the Contribution to Strengthening Technological Sovereignty subsection.</p>

CORPORATE ETHICS AND ANTI-CORRUPTION

Corporate Ethics and Values

The Company has in place the Code of Corporate Ethics of PJSC Gazprom developed in 2012 (Code of Ethics). Its revised version has been in effect since 2014 (as amended). The Code of Ethics reflects the best corporate practices, both Russian and international.

The document sets forth PJSC Gazprom's corporate values and defines the key rules of business conduct regarding the prevention of conflicts of interest and corruption, in particular restrictions on joint work of relatives, employee engagement with PJSC Gazprom's competitors and their serving on elected government bodies, and gift acceptance.

The Code of Ethics contains guidelines for employees on handling conflicts of interest and declares zero tolerance to corruption. Managers and workers must inform the employer of any corruption proposals they receive.

The Code also sets forth the principles of environmental protection and zero discrimination towards employees, and mechanisms for implementing and monitoring the corporate ethics rules.

The Code is mandatory for all of PJSC Gazprom's employees. Since 2019, the Code of Ethics also applies to the members of the Board of Directors, with relevant amendments made to the Regulation on the Board of Directors of PJSC Gazprom¹. Every year, the Company's executives, including members of the Management Committee, make formal written commitments to comply with the Code of Ethics.

Entities controlled by PJSC Gazprom have their own codes of corporate ethics that comply with the Code of Ethics of the parent company.

Material topic



7. Gazprom Group's legal compliance (social, economic, environmental and antimonopoly requirements)



15. Anti-corruption practices of the Gazprom Group

Starting from 2021, measures have been taken to maximize the involvement of Gazprom's counterparties that are not part of the Gazprom Group in its corporate values system, including by integrating a clause requiring them to comply with the Code of Ethics into the contracts.

In accordance with the Code of Ethics, PJSC Gazprom shall not engage in political activities or finance political organizations.

PJSC Gazprom's corporate values

Professionalism

Thriftiness

Mutual respect

Image

Initiative

Openness to dialogue

Continuity

Preventing Conflicts of Interest

The Gazprom Group has corporate mechanisms for identifying, preventing, and resolving conflicts of interest among members of PJSC Gazprom's governance bodies.

of interest. The Chairman of the Board of Directors may suggest that the member of the Board of Directors having a conflict of interest does not attend the discussion of the relevant item if the nature of the item under discussion or the specific nature of the conflict of interest so require.

Identifying, Preventing, and Resolving Conflicts of Interest Among Members of the Board of Directors of PJSC Gazprom

In accordance with Clause 5.5, Article 5 of the Regulation on the Board of Directors of PJSC Gazprom:

- Members of the Board of Directors shall not use their position or information about the Company for their own benefit or allow its use by third parties for their own benefit.
- Members of the Board of Directors should refrain from actions that will or may lead to a conflict of interest.
- In case of a conflict of interest involving a member of the Board of Directors:
 - The member of the Board of Directors who has a conflict of interest must report it to the Board of Directors by sending a notice to the Chairman of the Board of Directors. The notice must detail the conflict of interest and its grounds.
 - The Chairman of the Board of Directors then sends the notice about the conflict of interest to all members of the Board of Directors prior to deciding on the item in which the member of the Board of Directors has a conflict of interest.
 - The member of the Board of Directors may abstain from voting on the item in which they have a conflict

- If the member of the Board of Directors who has a conflict of interest abstains from voting or attending the discussion of the relevant agenda item at a meeting of the Board of Directors, this is reflected in the minutes of the meeting of the Board of Directors.

In accordance with Clause 45.1, Article 45 of PJSC Gazprom's Articles of Association, members of the Board of Directors must notify the Company within two months from the date when they became aware or should have become aware of the circumstances due to which they may be deemed interested in the Company's transactions:

- of legal entities in which they, their spouses, parents, children, full and half siblings, adoptive parents and adoptees and/or their controlled entities are controlling persons or have the power to issue binding orders;
- of legal entities in the governing bodies of which they, their spouses, parents, children, full and half siblings, adoptive parents and adoptees and/or their controlled persons hold positions;
- of known actual or potential transactions in which they may be deemed interested.

An interested party transaction would not give rise to a conflict of interest if it complies with Chapter XI of Federal Law On Joint Stock Companies.

Related parties (third parties) are disclosed by the Company in the consolidated annual IFRS financial statements.

¹ Approved by resolution of the annual General Shareholders Meeting of PJSC Gazprom dated June 30, 2016, minutes No. 1 (as amended).

Identifying, Preventing, and Resolving Conflicts of Interest Among Members of the Management Committee of PJSC Gazprom

In accordance with Articles 5–8 and 10 of the Code of Corporate Ethics, Clause 3.4, Article 3 and Clause 5.6, Article 5 of the Regulation on the Management Committee of PJSC Gazprom¹:

- Members of the Management Committee must not use their position or information about the Company for their own benefit or allow its use by third parties for their own benefit, and must refrain from actions that will or may lead to a conflict of interest.
- Members of PJSC Gazprom's Management Committee are subject to restrictions of the Code of Corporate Ethics on nepotism, employee engagement with PJSC Gazprom's competitors, their serving on elected government bodies, acceptance of gifts, etc.
- Members of PJSC Gazprom's Management Committee may only serve on governing bodies of other organizations with the consent of the Company's Board of Directors.
- Similar to other PJSC Gazprom's employees, in the event of a conflict of interest members of the Management Committee may contact the Ethics Commission.

PJSC Gazprom takes steps to identify and prevent conflicts of interest in the sole executive bodies of its controlled entities. According to an established practice, all sole executive bodies of controlled entities, on a regular basis (at least once every three years), submit information on the presence or absence of signs of a conflict of interest (through questionnaires) for further analysis. For newly appointed investee managers, questionnaires are filled after their appointment to the post.

Sole executive bodies of entities controlled by PJSC Gazprom that have conflicts of interest are required to bring the issue to the Corporate Ethics Commission's attention.

In 2023, the Corporate Ethics Commission did not receive information about any conflict of interest existing for any members of the Board of Directors or the Management Committee, or the Chairman of the Management Committee of PJSC Gazprom. Besides, Board members did not notify the Chairman of the Board of Directors about any conflict of interest arising with respect to the agenda items considered by this governance body.

Corporate Ethics Training

Employees of PJSC Gazprom's Administration, as well as its subsidiaries and entities, receive regular training by taking a Corporate Ethics e-learning course with a test-based knowledge assessment. In 2023, 131,153 employees completed the course.

In 2022, a remote learning course titled Corporate Ethics at PJSC Gazprom for Suppliers was developed for third-party employees. As part of the pilot project launched in July 2023, more than 1,200 users have accessed the course.

131,153
employees

underwent the Corporate Ethics e-learning course

>1,200
users accessed

the e-learning course on ethics

PJSC Gazprom's Corporate Ethics Commission

Ensuring the implementation of the Code of Ethics is the responsibility of PJSC Gazprom's standing Corporate Ethics Commission (the "Ethics Commission"). It consists of at least five members appointed by PJSC Gazprom's order.

of PJSC Gazprom on an annual basis. With a view to becoming more efficient in preventing and resolving conflicts of interest in line with the national policy to combat corruption and improve business climate in Russia, in 2022 the Code of Corporate Ethics was supplemented with a provision requiring that information on the Company's compliance with corporate ethics be submitted to PJSC Gazprom's Board of Directors on a regular basis, and in either case at least once every three years. In line with the said provision, a relevant report was submitted to the Board of Directors of PJSC Gazprom in 2023.

For the clarification of the Code's provisions and issues related to its application, or for details on the known violation of ethics rules, as well as in case of a conflict of interest, the Company's employees can contact their immediate supervisor or the Ethics Commission. If the immediate supervisor fails to take measures to prevent or eliminate the conflict of interest or the measures taken are insufficient, employees are to inform the Commission thereof.

Employee sanctions for violating the Code of Ethics include:

- public censure;
- denouncement;
- loss of bonuses (in line with the Company's internal documents);
- disciplinary action (in cases where there is evidence of a disciplinary offence).

Key focus areas of the Ethics Commission

- Advising employees on the interpretation and implementation of the Code of Ethics;
- reviewing inquiries in a timely manner and based on the applicable laws of the Russian Federation, with assistance from dedicated units and subsidiaries, if necessary; taking response measures within its remit in case of violations of the Code of Ethics;
- identifying potential conflicts of interest involving sole executive bodies of entities controlled by PJSC Gazprom and providing recommendations on eliminating and mitigating negative implications of identified conflicts of interest;
- arranging for the Company's executives, including members of PJSC Gazprom's Board of Directors and Management Committee, to submit formal written commitments to comply with the Code of Ethics on an annual basis.

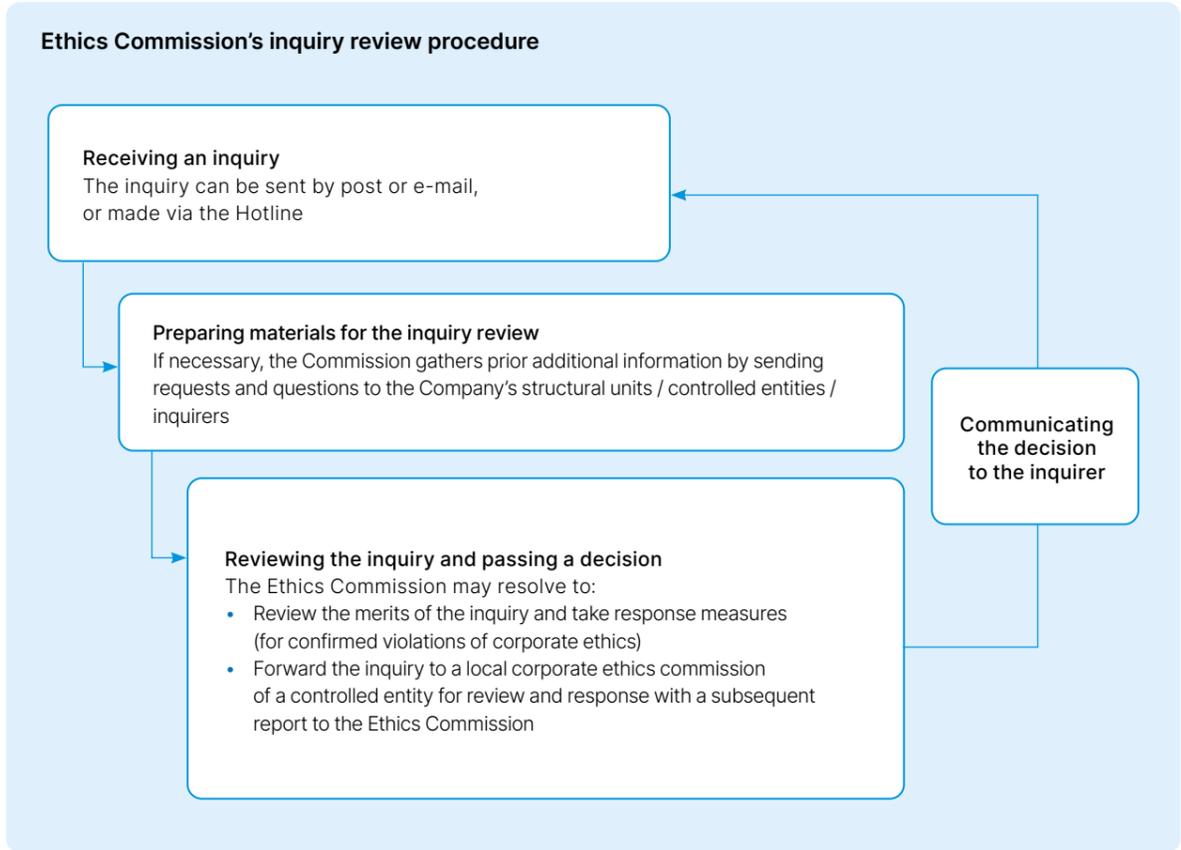
The Ethics Commission's performance is reported to the Chairman of the Management Committee

In 2023, the Ethics Commission held eight meetings to review 21 inquiries. The majority of inquiries received in 2023 were related to the interpretation of the Code of Ethics' certain provisions, business conduct of PJSC Gazprom subsidiaries' employees, as well as potential conflict-of-interest situations.



The Ethics Commission receives messages by e-mail at ethics.comission@adm.gazprom.ru, by phone at the Hot Line number +7 495 719 1171, or by regular post.

¹ Approved by resolution of the annual General Shareholders Meeting of PJSC Gazprom dated June 30, 2016, minutes No. 1 (as amended).



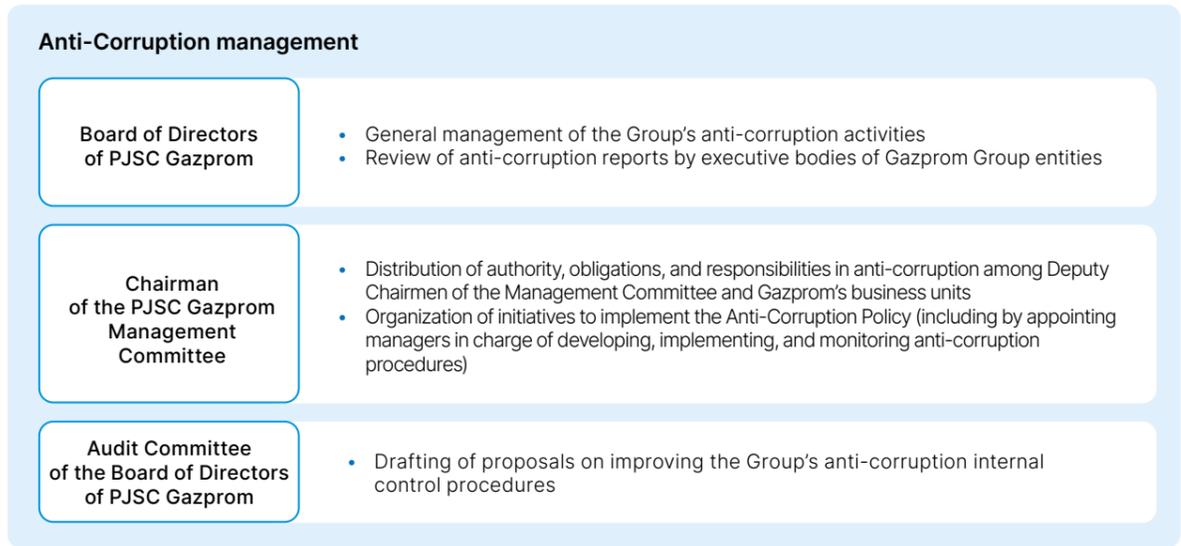
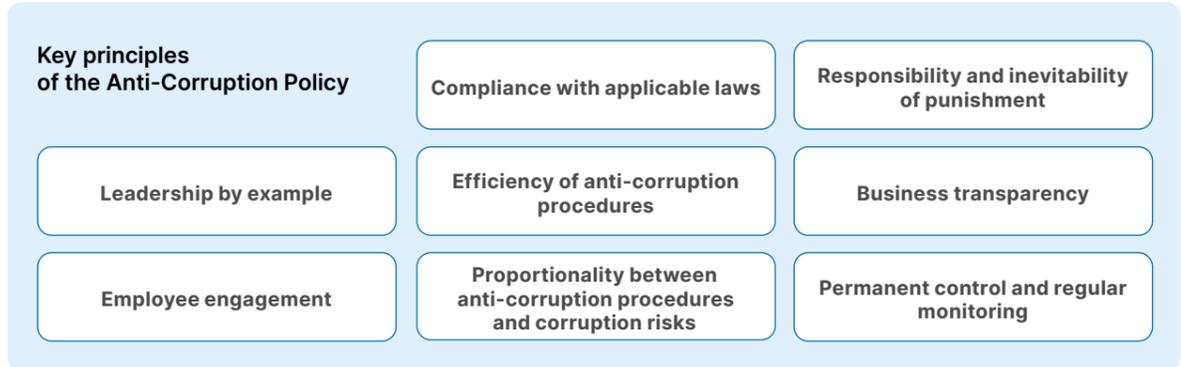
Entities controlled by PJSC Gazprom have in place own ethics commissions reviewing inquiries from their employees in line with local codes of corporate ethics.

Anti-Corruption

The Anti-Corruption Policy of PJSC Gazprom reflects the commitment of the Company's management and employees to the ethical standards of conducting legal, open and honest business, improving the corporate culture, following the best corporate governance practices, and maintaining a good business reputation. This document outlines the goals and competencies of governance bodies in preventing and combating corruption, while also introducing comprehensive anti-corruption measures and liability for non-compliance with policy requirements.

The governance bodies' members and all employees of Gazprom Group entities must comply with the Policy.

In 2023, the Board of Directors reviewed the progress in preventing and combating corruption in PJSC Gazprom and instructed the Chairman of the Management Committee to continue working in this area.



Corruption Reporting Mechanisms

The procedure for submitting and considering inquiries regarding fraud, corruption, and embezzlement is set out in the Regulation on Hotline for Fighting Fraud, Corruption, and Embezzlement at the Gazprom Group¹.

Inquiries are registered, verified, and passed to the processing center, which ensures the confidentiality of the inquirer and the information submitted by him/her; no action against whistleblowers is allowed.

If the inquiry received by the Hotline relates to a conflict of interest or corruption, or other areas regulated by PJSC Gazprom's Code of Corporate Ethics, it shall also be forwarded to the Corporate Ethics Commission.

If the report contains information about a wrongful act intended, committed or actual, or committed, as well as about the relevant person, it shall be forwarded to law enforcement authorities.

After processing the information received by the Hotline, in the cases when the relevant information is confirmed, other facts revealing fraud, corruption, and embezzlement at Gazprom Group are detected, facts of unreliable information are detected in respect of the beneficiaries of Gazprom Group's counterparties and the affiliation of Gazprom Group's counterparties with Gazprom Group's

➔ For more details on the Gazprom Group's anti-corruption regulations, see [Appendix 6.4](#).

➔ For more details on anti-corruption practices, see [Gazprom Annual Report 2023](#).

➔ Reports regarding fraud, corruption, and embezzlement at the Gazprom Group are submitted by e-mail at hotline@ss.gazprom.ru, by phone at the Hotline number +7 812 613 1188, or by regular post.

¹ Approved by order of OJSC Gazprom No. 423 dated September 4, 2014.

employees, the Corporate Security Service shall prepare a final report and forward it to the Management Committee Chairman in accordance with an established procedure. The report shall serve as the basis for deciding on the need to conduct an internal inspection, create working groups (commissions), and take measures to combat fraud, corruption, and embezzlement at the Gazprom Group.

In 2023, the Fraud, Corruption, and Embezzlement Hotline received 6,187 reports regarding potential fraud, corruption, and embezzlement associated with foreign and Russian citizens, both employees and non-employees of the Gazprom Group. All reports have been reviewed, with the summary of them communicated to the management of PJSC Gazprom and its units, subsidiaries, and entities for response and decision-making.

Anti-Corruption Training

The Gazprom Group entities organize anti-corruption training for their employees in the form of courses developed

by Gazprom Corporate Institute, the Center for Entrepreneurial Risks, the Russian Presidential Academy of National Economy and Public Administration, and other institutions.

In 2023,
7,203
employees
of the Gazprom Group
took anti-corruption
training

MED 42

Average duration of anti-corruption training per employee of the Gazprom Group entities per year

Indicator	2021	2022	2023	Change 2023/2022, %
Average duration of anti-corruption training per employee per year, hours	0.1	0.2	0.3	+50

The growth in the average number of hours of anti-corruption training at the Gazprom Group in 2023 was driven

by an increase in the number of employees required to take the training¹.

Protection of Personal Data

PJSC Gazprom's Personal Data Processing Policy² (the Policy) defines the basic principles, objectives, conditions, and methods of personal data processing, lists of subjects and personal data processed by PJSC Gazprom, PJSC Gazprom's functions in processing personal data, the rights of personal data subjects, and the requirements for personal data protection. The Policy is compliant with the Constitution of the Russian Federation, as well as Russian laws and regulations

on personal data. The Policy stipulates that PJSC Gazprom processes personal data taking into account the need to protect the rights and freedoms of personal data subjects, including the right to privacy, personal and family secrets.

In 2023, there were no breaches of personal data at the Gazprom Group.

¹ Order of PJSC Gazprom No. 331 dated September 1, 2022.
² Approved by order No. 510 dated December 23, 2013 (as amended).

QUALITY MANAGEMENT

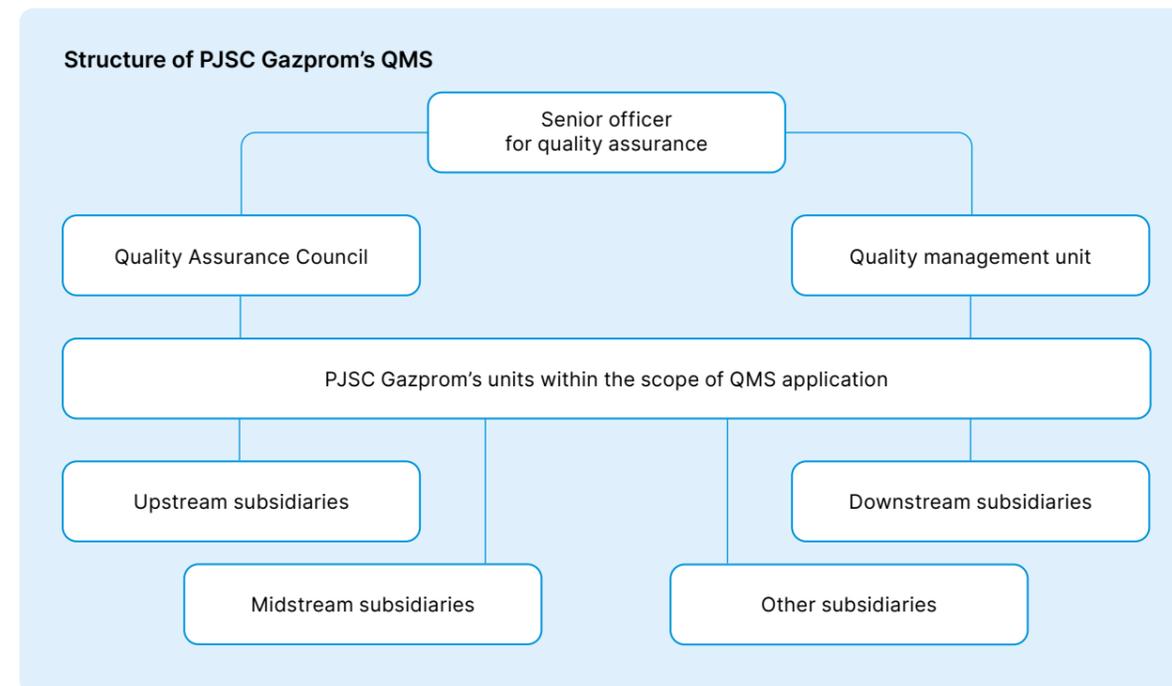
Quality Management System

Material topic



13. Quality management at the Gazprom Group

The Gazprom Group controls the quality of its products (works, services) at all stages of their life cycle. Quality Management Systems (QMS) were introduced at PJSC Gazprom and across the Gazprom Group to enhance quality management performance.



The QMS of PJSC Gazprom was certified for compliance with the GOST R ISO 9001-2015 standard.



For more details on the Gazprom Group's quality management regulations, see [Appendix 6.4](#).

Control of the Supplier Performance Quality

RUIE 3.4.2

To ensure a high quality of products, works, and services, PJSC Gazprom recommends that its suppliers implement QMS systems based on the STO Gazprom 9000 corporate standards. These standards provide for stricter requirements compared to similar international and national standards, and introduce additional requirements to ensure the quality

of products, works, and services taking into account the nature of the safe operation of PJSC Gazprom's facilities.

As of December 31, 2023, 453 suppliers of goods, works, services, and 35 Gazprom Group entities certified their QMS for compliance with STO Gazprom 9001-2018.

Customer Satisfaction Monitoring

The Gazprom Group places a strong emphasis on maintaining superior product quality through ongoing customer satisfaction monitoring, by measuring and analyzing the second-level STIs – Customer Satisfaction Index.

In 2023, the Group collected feedback from approximately 68,000 customers to calculate these indices. Findings reflected in the table below reveal that all targets had been met.



For more details on the planning system that relies on STIs, see the [Mission and Strategy](#) subsection.

Gazprom Group Indicators 20, 21, 22

Customer satisfaction indices, %

Second-level STI	Actual for 2021	Actual for 2022	Target for 2023	Actual for 2023
Customer satisfaction index (gas business)	77.26	86.03	74	85.49
Customer satisfaction index in the NGV fuel segment (gas business)	87.92	89.94	82	91.59
Customer satisfaction index (power generation business)	85.61	86.95	78	87.73

Measures to Mitigate Risks of Deteriorating Quality of Products, Work and Services

To mitigate the risk of quality deterioration, the Gazprom Group deploys comprehensive quality controls across all stages of product, work, and service lifecycles. To make these efforts more effective, PJSC Gazprom and Gazprom Group entities have adopted Quality Management Systems (QMSs). As part of the QMS, procedures for managing substandard products were developed. When substandard quality products are detected, Gazprom Group entities will promptly inform customers. In such instances, products with unidentifiable or questionable status are classified as non-compliant. The management of any substandard products includes their identification, rectification, subsequent re-evaluation, and a thorough analysis to pinpoint the origins of non-compliance, thereby facilitating corrective responses.

INNOVATIVE DEVELOPMENT

The Gazprom Group operates and refines an innovative development ecosystem and applies systematic efforts to bolster innovative activities across the gas, oil, and power generation businesses.

Material topic



8. Innovations in the Gazprom Group

Principle 6

Achieving technological sovereignty

Science and Universities national project

Innovative Development Program

The Innovative Development Program of PJSC Gazprom until 2025 (the "Program")¹ focuses on continuously improving technological and organizational capabilities of PJSC Gazprom to cement its position as a global energy company and a reliable energy supplier. The Program has a ten-year planning horizon and covers gas, oil, and power generation businesses of the Gazprom Group.

development efficiency, including greenfield, offshore, and unconventional resources. The Gazprom Group also monitors and develops technologies for enhancing the efficiency of gas transportation and storage, hydrocarbon processing, LNG production, gas marketing and utilization.

The Program relies on the principle of roll-out and refinement of innovation processes from PJSC Gazprom to its subsidiaries, by promoting the establishment and execution of their individual innovation development programs. Guidelines for applying this principle have been approved. Several subsidiaries have already drafted and are running their proprietary innovative development programs, with plans in place to roll out this initiative across other subsidiaries.

To deliver on the technological and organizational priorities of the Program, there are relevant R&D initiatives (plans) in place at PJSC Gazprom, Gazprom Neft, Gazprom Energoholding, and other subsidiaries.

The Program prioritizes technological development with a focus on prospecting and exploration, and enhancing

Key Areas of Gazprom Group's Organizational Innovations:

- improving innovation, corporate governance and long-term forecasting, cost and investment management, risk management;
- feasibility modeling;
- improving the pricing systems and tariff policy;
- increasing efficiency in the use of energy, natural, human and financial resources;
- reducing the cost of products and services;
- improving labor efficiency;
- mitigating environmental impacts of operations;
- improving the reliability and safety of production equipment;
- improving organizational capabilities.

MED 4

Gazprom Group Indicator 17

RUB **31.7 billion** of R&D investments in 2023

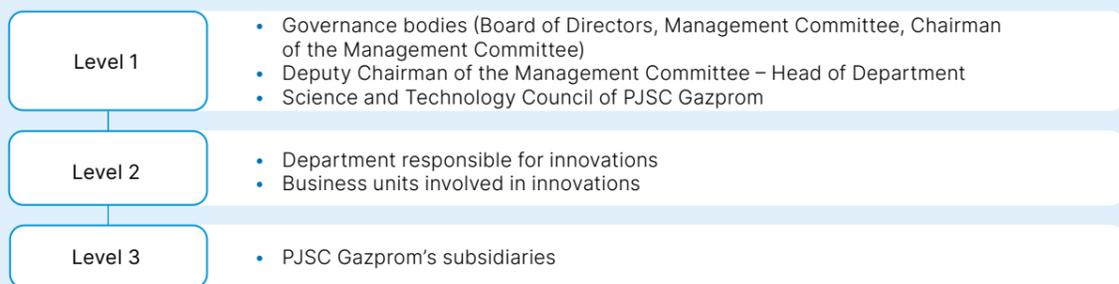
Gazprom Group Indicator 18

400 patents obtained by the Group in 2023

¹ Approved by resolution of the Board of Directors of PJSC Gazprom No. 3513 dated December 1, 2020.

Innovation Management

Innovation Management Structure



The Gazprom Group has an advanced innovation management framework in place. It also has a standing R&D Commission, which considers whether and how PJSC Gazprom and its subsidiaries should implement R&D projects based on the principles of transparency, objectivity, and independence. In 2023, the Commission resolved to undertake 102 new R&D initiatives, a 32% increase year-on-year.

During the year, in line with the Commission's decisions, three amendments to the R&D Program of PJSC Gazprom and its Subsidiaries for 2023 were drafted and approved to maintain R&D continuity and pace and to reduce lead times.

Innovation Results

Cutting-edge solutions underlie PJSC Gazprom's new technological projects and field development plans for such existing fields as Astrakhan gas condensate field (GCF), the Kovyktinskoye GCF, and the Tota-Yakhinskoye field's Cenomanian gas deposits.

During the reported year, PJSC Gazprom developed and applied several models to enhance development efficiency of existing fields, including:

- geomechanical filtration sector models of the Kovyktinskoye GCF;
- 3D geomechanical sector models for the Kovyktinskoye GCF.

Directed by PJSC Gazprom, R&D in membrane technologies unfolded. Findings from 2023 resulted in a design decision to employ the membrane technology of CO₂ recovery in the Sakhalin-3 project. For 2024–2025, the Company plans to design membrane technology solutions for recovering nitrogen from natural gas, hydrogen from hydrogen-containing gas, and xenon and krypton from hydrocarbon gases at the Gazprom Group's facilities.

An applied research conference "Innovation Management at PJSC Gazprom: Challenges and Prospects" was convened in Astrakhan in May 2023. The event was attended by more than 170 people, including managers and employees representing PJSC Gazprom and subsidiaries,



For more details on the Gazprom Group's innovative development regulations, see [Appendix 6.4](#).



For more details on innovation management in PJSC Gazprom see PJSC Gazprom's official website: <https://www.gazprom.com/about/strategy/innovation/>.

third parties, including the Russian Academy of Sciences, VEB.RF (national economic development institution), and PJSC Gazprom's anchor universities. They participated in five thematic round tables, showcasing over 40 reports. The featured materials, which looked into technological and organizational development priorities, will be used in drafting the Innovative Development Program for the next decade, tailored to tackle new challenges and uncertainties.

Gazprom Group's R&D investments, RUB billion¹



Number of patents obtained by the Gazprom Group



Partnering with Russian Businesses in Innovative Development

The Gazprom Group supports the ambition of small and medium-sized businesses to develop innovative proposals for its entities. PJSC Gazprom has a single point of contact system, where businesses can submit their proposals for introduction into the Gazprom Group's operations. The system's web portal covers the entire process of submitting an innovative proposal – from the application stage to obtaining the final opinion. In 2023, 80 new applications were registered and 43 expert opinions prepared. PJSC Gazprom's Commission for Introduction

of Innovative Products reviewed ten proposals and recorded nine items in the Register of Innovative Products, which currently contains 150 items, including 109 proposed by SMEs.

Interaction with the Scientific Community

The Gazprom Group maximizes efforts to engage skilled researchers in designing innovating technologies for the gas industry. As a contribution to this drive, another annual contest for the PJSC Gazprom Science and Technology Prize was held. The 17 works showcased there were created by 29 Gazprom Group entities and five third-party organizations. The total economic effect from implementing top 10 winning projects exceeded RUB 50 billion.

The winner of the latest contest was the work titled "Development and implementation of gas ejection technology to reduce gas bleeding at compressor stations," a research by Gazprom Transgaz Kazan in collaboration with PJSC Gazprom departments, Gazprom VNIIGAZ, and Gubkin Russian State University of Oil and Gas. The project brought an impressive result of 18 Russian patents.

The researchers designed a technology for transferring natural gas from compressor station (CS) equipment and pipelines scheduled for technical maintenance to inactive CS pipelines without additional energy consumption. This method not only maximizes gas savings but also mitigates atmospheric emissions.

The winning technology has already been integrated into industrial practices and is listed in the Register of Innovative Products recommended for roll-out at PJSC Gazprom. This technology is currently employed at Gazprom Transgaz Kazan's compressor station.

¹ Including pre-investment studies.

Collaboration with Universities and R&D Institutes

In collaboration with research establishments, the Gazprom Group carries out numerous initiatives geared toward advancing Russian science and augmenting the efficiency of technology processes at Gazprom Group entities. This cooperation is part of the Innovative Development Program.

In its collaboration with universities the Gazprom Group pursues continuity, systemic approach, and innovations. They are included in the approved University Collaboration Concept and the Regulation on Collaboration of OJSC Gazprom and its Subsidiaries with Anchor Universities¹.

Educational collaboration categories:

- Anchor University of PJSC Gazprom for collaboration in training, professional development, and retraining of employees, and R&D initiatives across the Gazprom Group's core operations;
- Special Partner of PJSC Gazprom for cooperation in training, professional development, and retraining of employees in certain (targeted) areas of expertise (professions);
- Basic Partner of PJSC Gazprom's Subsidiary for collaboration in training, professional development, and retraining of employees, and R&D initiatives aligned with the core business of the Gazprom Group's subsidiary.

Anchor universities create targeted R&D programs for the benefit of PJSC Gazprom. Based on such programs, the university can enter into R&D contracts that cover the topics included in the programs on a non-competitive basis.

amplify the efficiency of technological processes. A joint initiative with St. Petersburg State Marine Technical University is underway, supported by PJSC Gazprom, to establish an innovative R&D center for marine robotics.

Anchor universities engaged by PJSC Gazprom undertake R&D initiatives spanning the entirety of its technological chain. Such collaborative research endeavors

Gazprom Group Indicator 42

Partner universities of PJSC Gazprom as of December 31, 2023

Anchor universities of PJSC Gazprom

1.	Kazan National Research Technological University
2.	Bauman Moscow State Technical University (National Research University)
3.	Lomonosov Moscow State University
4.	National Research Tomsk Polytechnic University
5.	National Research University Higher School of Economics
6.	Gubkin Russian State University of Oil and Gas (National Research University)
7.	St. Petersburg Mining University
8.	St. Petersburg State Marine Technical University
9.	Peter the Great St. Petersburg Polytechnic University
10.	St. Petersburg State University of Economics
11.	Industrial University of Tyumen
12.	Ufa State Petroleum Technological University
13.	Ukhta State Technical University

Special partners of PJSC Gazprom

14.	St. Petersburg University Graduate School of Management
15.	Admiral Makarov State University of Maritime and Inland Shipping
16.	St. Petersburg Electrotechnical University LETI
17.	Ammosov North-Eastern Federal University
18.	Innopolis University



The year was marked by synergistic efforts with academic and research institutes across various projects:

- leveraging supercomputer technologies to manage PJSC Gazprom's reserves, optimize license area development strategies, and project PJSC Gazprom performance, in collaboration with Lomonosov Moscow State University;
- designing a hardware and software package to monitor production and well condition using fiber-optic technologies in partnership with Gazprom VNIIGAZ;
- creating an information system and digital model for optimal well design selection to maximize production, in cooperation with Gazprom VNIIGAZ.



In 2023, collaboration with Peter the Great St. Petersburg Polytechnic University sparked a project to invent design and production technologies for critical components in the GTU T32 gas turbine unit's hot gas path, employing additive manufacturing methods.



PJSC Gazprom actively partook in the Russian Federation's Decade of Science and Technology events. Notably, at the 12th St. Petersburg International Gas Forum, the Company delivered a series of public lectures on the [#OpenScience](#) information platform. The event featured lecturers from Gazprom's anchor universities, oil and gas companies, innovation hubs, and R&D institutions from across the country.



For more details on the engagement of the Gazprom Group with educational and scientific institutions, see [Appendix 6.2](#).

¹ Approved by order of OJSC Gazprom No. 422 dated September 4, 2014.

DIGITAL TRANSFORMATION

The key objective of the Gazprom Group's digital transformation is to markedly increase the efficiency of production and management processes through extensive use of digital technologies and promote new business lines.

Principle 6

Achieving technological sovereignty

Digital Economy national project

Digital Transformation Strategy

The implementation of digital technologies is an important tool for enhancing the efficiency of corporate governance and achieving strategic goals of the Gazprom Group. The Group's efforts to address its complex challenges serve as a driving force for the development of various sectors, including the radio electronics industry and the broader IT landscape.

The Gazprom Group's digitalization endeavors are guided by the Digital Transformation Strategy of PJSC Gazprom (Gazprom Group)¹ (the "Strategy"), which enables enhanced operational efficiency and new business development through technological integration, as well as streamlined management of the transformation process and implementation of digital projects².



For more details on the Gazprom Group's digital transformation regulations, see [Appendix 6.4](#).

Artificial Intelligence at the Gazprom Group

The Gazprom Group's intelligent systems leverage a broad spectrum of artificial intelligence (AI) technologies, including intelligent decision support, computer vision, natural language processing, and speech recognition and synthesis. Digital solutions combining classical analytical models and AI methods are now employed for various tasks. Many digital twins incorporate a hybrid approach, blending physical equations and AI algorithms to model and optimize

asset or process performance in diverse conditions and operational modes, serving the asset throughout its lifecycle.

The Gazprom Group has immense potential to test and implement AI technologies, positioning it to become a leader among global energy companies in the ongoing advancement and effective application of intelligent technologies.

¹ Approved by resolution of the Board of Directors of PJSC Gazprom No. 4065 dated April 3, 2024.

² The digital transformation initiatives of Gazprom Mezhrefiongaz and Gazprom Energoholding as the Group's subholding companies have been incorporated into the Digital Transformation Strategy of PJSC Gazprom (Gazprom Group) since 2022. PJSC Gazprom Neft is in the process of drafting its own Digital Transformation Strategy.

Tax Function Digitalization

To interact with tax authorities involved in the Gazprom Group's tax monitoring, the Group uses Data Mart, a unified solution based on a domestic IT platform.



The Gazprom Group takes part in the Federal Tax Service's pilot project seeking to integrate the IT systems of companies subject to tax monitoring with its Nalog 3 automated information system. In 2023, new versions of scenarios for information exchange with tax regulators were tested, with these efforts set to continue in 2024.

IT and Information Security Risks Management

The Gazprom Group manages information security and information technology risks through the following measures:

- transitioning to the predominant use of domestic software and replacing foreign computer hardware with local counterparts;
- complying with information security requirements set out in the federal legislation of the Russian Federation, including decrees of the Government of the Russian Federation, orders of federal executive authorities responsible for security and technical protection of confidential information, and local regulations of PJSC Gazprom.

SUPPLIER RELATIONS

Principle 2

Reliance on entrepreneurial freedoms

Small and Medium-Sized Enterprises national project

The Gazprom Group's procurement system relies on the following principles:

- catering to all Gazprom Group's needs for goods, works and services in full and in due time, and identifying a supplier (contractor) capable of meeting the customer's needs in a timely and quality manner, and in line with the required indicators of price, quality, and reliability;
- safe operation of hazardous UGSS production facilities;
- information transparency of procurement;

- equality, fairness, zero discrimination or unreasonable restrictions on competition among bidders;
- targeted and economically efficient spending;
- stimulation of competitive environment.

Gazprom's procurement activities mainly seek to cater, in a timely manner, to all the Group's needs for goods, works and services taking into account their price, quality, and reliability.

Material topic



2. Gazprom Group's economic performance



7. Gazprom Group's legal compliance (social, economic, environmental and antimonopoly requirements)



10. Gazprom Group's procurement system and procurement localization

Procurement Management

For the purposes of the Gazprom Group's unified procurement policy in accordance with the principles set forth in the Regulation on Procurement of Goods, Works, and Services by PJSC Gazprom and Gazprom Group Companies¹ (the "Regulation on Procurement"), PJSC Gazprom established the Central Procurement Office of the Gazprom Group.

The Group's Central Procurement Office is responsible for:

- planning and conducting procurements at the Gazprom Group;
- providing methodological guidance to the Gazprom Group and exercising control over its procurement activities;
- maintaining the Gazprom Group's Register of Potential Bidders following their pre-qualification.

The Gazprom Group has put in place the Automated Electronic Procurement System (AEPS), covering the entire procurement cycle, from needs planning to signing and executing contracts.

As regards electronic procurement, the Group employs the Electronic Trading Platform of Gazprombank (ETP GPB)² integrated with the Unified Information System (UIS) for public and municipal procurement of goods, works and services (www.zakupki.gov.ru), and with the AEPS.

The Gazprom Group selects suppliers using the procedures stipulated by the Regulation on Procurement which sets out uniform procurement rules, practices, terms and conditions.

14,900 contracts worth **RUB 763.7 billion** were signed in 2023 as a result of bidding and marketing research

Gazprom Group Indicator 10

>99.2% share of electronic procurement in the Gazprom Group's bidding and marketing research processes

The documentation used in the procurement process³ may require that the bidders should offer products included in the Unified Register of Material and Technical Resources Admitted for Use at the Facilities of PJSC Gazprom and Compliant with the Requirements of PJSC Gazprom⁴ and that a relevant

provision is stated in the draft agreement. The Unified Register of Material and Technical Resources contains more than 2,200 entries from 540 industrial enterprises, with over 270 new entries made in 2023 from 29 manufacturers newly included in the Unified Register.

PJSC Gazprom prequalifies its suppliers (contractors, service providers) to be added to the Gazprom Group's Register of Potential Bidders if their goods, works and services meet corporate requirements applicable to processes, quality, and safety. Bidders that have submitted applications for participation in the pre-qualification are evaluated as regards their legal capacity, solvency, business reputation, availability of qualified personnel, materials and equipment, compliance with standards and legal requirements, including those related to occupational health, environmental, industrial and fire safety. As of January 1, 2024, the Gazprom Group's Register of Potential Bidders included 1,132 pre-qualified participants, 832 of which were SMEs.

832 companies are classified as SMEs

1,132 participants of the pre-qualification procedure included in the Register of Potential Bidders

Supply Chain

Materials and equipment procurement

- Gas, energy, liquid hydrocarbons
- Gas production and drilling equipment
- General plant equipment and gas equipment
- Chemicals
- Specialized wheeled and tracked machinery, motor vehicles
- Pipeline fittings and valves, steel
- Telecommunications equipment and server hardware
- Gas pumping units and components
- Nonstandard and specialized equipment
- Petrochemical equipment

Procurement of works and services

- Gas and liquid hydrocarbons transportation and storage services
- Construction and installation works
- Property lease and acquisition
- Transportation and logistics services
- Construction of wells (production drilling and related works)
- Financial lease
- Overhaul
- Engineering and survey activities
- Diagnostics
- Maintenance and routine repairs
- IMS development and maintenance

Gazprom Group Indicator 14

RUB 41.5 billion efficiency of bidding and marketing research⁵

In 2023, the Gazprom Group entities signed contracts with over 32,800 suppliers of goods, works and services, 32,500 (99%) of which were independent providers.⁶

Gazprom Group Procurements

Indicator	2021	2022	2023	Change 2023/2022, %
Total value of bidding and marketing research, RUB billion	454.3	919.1	763.7	-16.9%
Total number of contracts signed after bidding and marketing research, thousand	11.7	15.4	14.9	-3.2%

¹ Approved by resolution of the Board of Directors of PJSC Gazprom No. 3168 dated October 19, 2018 (as amended).

² ETP GPB's section of the Gazprom Group's procurements at https://etpgpb.ru/pao_gazprom/

³ According to the Regulation on Procurement at https://zakupki.gazprom.ru/reestr_mtr/index.html

⁴ PJSC Gazprom's Unified Register of Material and Technical Resources at <https://www.gazprom.ru/tenders/requirements-for-goods/>

⁵ Difference between the sum of initial (maximum) prices and those awarded after the bidding procedure.

⁶ Pursuant to clause 1.2.5 of the Regulation on Procurement.



Digital Transformation of Procurement

In 2023, the Gazprom Group continued to develop its import-independent automated electronic procurement system AEPS 2.0 and piloted four modules, resulting in performance boosts. We also created the Gazprom Group's counterparty portal which enables any market player to introduce itself and sign up for pre-qualification and certification on the AEPS. On top of that, we relaunched the Gazprom Group's procurement section on PJSC Gazprom's website with a view to enhancing information transparency and promoting fair competition among bidders.

Savings of PJSC Gazprom and its subsidiaries as a result of bidding and marketing research, RUB billion¹



For more details on the Gazprom Group's procurement regulations, see [Appendix 6.4](#).



For more details on the Gazprom Group's supplier relations, see [Appendix 6.2](#).

Prevention of Conflicts of Interest in Procurement

To ensure compliance with Russian procurement laws and regulations, PJSC Gazprom maintains its own by-laws which include mechanisms for preventing and avoiding procurement violations.

The Group ensures compliance with the basic principles of combating corruption and fraud and avoiding conflicts of interest in procurement, while also making efforts to prevent violations.

In pursuance of Article 13.3 of Federal Law No. 273-FZ On Combating Corruption dated December 25, 2008, PJSC Gazprom adopted its Anti-Corruption Policy in addition to the Code of Corporate Ethics of PJSC Gazprom.

The Gazprom Group entities run the Procurement Audit and Control as an Anti-Corruption Mechanism skills upgrading program with a view to training their employees in anti-corruption laws and practices.

The grievance procedure for bidders whose rights and legitimate interests are violated by an act (failure to act) of the customer, procurement commission or electronic procurement platform operator is described in Article 18.1 of Federal Law No. 135-FZ On the Protection of Competition dated July 26, 2006, and clauses 10-13 of Federal Law No. 223-FZ On Procurement of Goods, Works, and Services by Certain Types of Legal Entities dated July 18, 2011.



For more details on the Gazprom Group's supplier relations in process safety, see the [3 Process Safety](#) section.



For more details on the Gazprom Group's supplier relations in environmental protection, see the [5 Environment and Environmental Policy](#) section.

Supporting Small and Medium-Sized Businesses

In line with the Russian Government's directives, the Group implements a set of measures to expand the SME access to procurement at PJSC Gazprom and its subsidiaries.

Procurement procedures in which SMEs can participate have been simplified to the maximum extent possible in order to involve them in cooperation:

- procurement is electronic;
- minimum number of documents is required;
- no financial security is required.

MED 9

Gazprom Group Indicators 9, 15

The total value of contracts signed in 2023 by the Gazprom Group entities with companies in the Unified Register of SMEs² exceeded RUB 391.8 billion (more than 53,000 contracts), including RUB 320.6 billion based on bidding and market research (9,200 contracts).

SMEs accounted for more than a half (61%, or 20,000) of the Gazprom Group's suppliers (32,800) of goods, works and services in 2023.

61%
share of SME suppliers

RUB 391.8 billion
worth of contracts with SME suppliers



PJSC Gazprom was ranked among the top five largest state-owned companies in terms of SME loyalty by the SME Corporation which presented its consolidated procurement data for 2022 at the St. Petersburg International Economic Forum in 2023.

In 2023, the Company's Gazprom Market web platform for price-list procurement won the CIPR Digital award as the Best Russian Marketplace.

Gazprom Group Procurement from SMEs

Indicator	2021	2022	2023	Change 2023/2022
Share of SME suppliers in the total number of the Gazprom Group's counterparties, %	62.1	60.3	61.0	+0.7 p.p.
Value of contracts signed with SMEs, RUB billion	248.5	468.2	391.8	-16.3%

In 2024, Gazprom will continue to improve its procurement practices, build up automation and digitalization efforts, and procure

to meet the target shares for purchases of particular types of Russian-made products and procurement from SMEs.

Risk Management Measures in Procurement

The Gazprom Group manages procurement risks through mechanisms for preventing and avoiding such violations, including those embedded in its by-laws. The Group uses competitive procedures for contractor selection, conducts market research and screens initial (maximum) prices of goods, works, and services (contract prices).

¹ Savings are defined as the difference between the initial (maximum) prices and those awarded following the bidding procedure, taking into account the notional costs of organizing and conducting the bidding.

² <https://ofd.nalog.ru>

2. THE GAZPROM GROUP'S PEOPLE

Principle 4

Social justice

HR MANAGEMENT

The Gazprom Group respects the interests of its employees and holds their well-being, motivation, development, and satisfaction with working conditions as its top priority. The Gazprom Group employs people of more than 300 professions and thousands of working dynasties. The Gazprom Group's performance relies on the effort of each and every employee of the large team, all working hard and absolutely committed to ensuring the country's prosperity for the benefit of the current and future generations.

Material topic



5. Social benefits and non-financial motivation of the employees at the Gazprom Group



6. The Gazprom Group's presence in the labor market and employment impact



12. Equal opportunities for all employees of the Gazprom Group

HR Management System

The Gazprom Group's key goal in HR management is to build a competitive, highly professional, responsible, and cohesive team aimed at effectively addressing urgent challenges faced by the Group in the current economic, social and political environment.

The HR Management Policy of PJSC Gazprom and its subsidiaries and entities seeks to establish effective

personnel management based on social partnership principles¹. The Policy's key goal is to maximize return on investment in talent by maintaining a status of the preferred employer, comprehensively motivating each employee to achieve the Gazprom Group's goals, as well as creating and developing an unbiased and efficient framework to assess personal contribution of each employee.

The Gazprom Group continuously improves its approach to HR management and every five years reviews the key document in the area – Comprehensive Program for Improvement of HR Management at PJSC Gazprom, its Subsidiaries and Entities (the "Program")².

Focus areas:

- Headcount planning;
- recruiting and assessment;
- employee training and development;
- staff motivation;
- social policy;
- expenditure management, reporting, and performance assessment;
- information support and corporate communications.

We set KPIs for each focus area of the Program. Their achievement is reviewed annually when operating results of the Gazprom Group entities are assessed.



For more details on employee engagement at the Gazprom Group, see [Appendix 6.2](#).

Risk Management Measures in HR Policy

The Gazprom Group seeks to reduce HR management risks by ensuring that the Group entities employ sufficiently qualified personnel, developing professional skills in employees by means of comprehensive training programs, and increasing employee motivation to learn and develop. The Comprehensive Program for Improvement of HR Management at PJSC Gazprom, its Subsidiaries and Entities in 2021–2025 and risk mitigation measures by the business process owner make sure that the personnel risks remain at an acceptable range.



For more details on the Gazprom Group's HR management regulations, see [Appendix 6.4](#).

Equal Rights of Employees

The Gazprom Group tolerates no labor discrimination based on gender, nationality, religion, and other circumstances not related to professional qualities. All of the Group's HR decisions are made exclusively based on professional qualities of employees or applicants.

PJSC Gazprom also adheres to the Russian laws and International Labor Organization's standards as related to daily working hours and labor conditions, occupational safety, remuneration, social security, and paid holidays.

Social benefits are provided to all employees of the Gazprom Group entities and special categories of employees in accordance with the Russian legislation.

In case of suspected discrimination, employees of the Gazprom Group entities may apply to PJSC Gazprom's Corporate Ethics Commission in order to protect their interests.

Equal rights and opportunities for all of the Gazprom Group's employees are set out in the General Collective Bargaining Agreement of PJSC Gazprom and its Subsidiaries³.



For more details on PJSC Gazprom's Corporate Ethics Commission, see the [PJSC Gazprom's Corporate Ethics Commission subsection](#).

¹ Approved by resolution of the Management Committee of OJSC Gazprom No. 49 dated November 7, 2006.

² In 2023, the Group applied the Comprehensive Program for Improvement of HR Management at PJSC Gazprom, its Subsidiaries and Entities in 2021–2025 approved by resolution of PJSC Gazprom No. 201 dated April 26, 2021.

³ Approved by the conference of employees of OJSC Gazprom and its subsidiaries on November 23, 2012.

RUIE 3.1.4

General Collective Bargaining Agreement of PJSC Gazprom and Its Subsidiaries

- Serves as the basis of the social partnership mechanism;
- ensures the balance of employee and employer interests by setting out their mutual obligations;
- outlines uniform social obligations for the Group's subsidiaries engaged in the production, transportation, processing, storage, and sale of gas.

The signing and amending of the General Collective Bargaining Agreement, as well as the supervision of its implementation fall within the scope of the Commission Governing Social and Labor Relations of PJSC Gazprom and its subsidiaries composed on an equal basis of duly authorized representatives of the parties to the General Collective Bargaining Agreement.

In February 2024, the General Collective Bargaining Agreement was prematurely extended to the period from January 1, 2025 to December 31, 2027.

Covers

100%
of employees
of PJSC Gazprom
and its subsidiaries
participating
in the General Collective
Bargaining Agreement

235,700
employees
total headcount
as of December 31, 2023

MED 44

RUIE 3.1.12

Composition of the Management Committee, %

Indicator	2021	2022	2023
Gender			
• male	85.7	85.7	92.3
• female	14.3	14.3	7.7
Age			
• under 30 y.o.	–	–	–
• 30 to 50 y.o.	14.3	14.3	15.4
• over 50 y.o.	85.7	85.7	84.6

In 2023, the share of men on the Management Committee increased due to the resignation of Elena Burmistrova.

BR. Independent Trade Union Organizations and Collective Bargaining, clauses 1, 2, page 42

RUIE 3.2.2, 3.1.12

The Gazprom Group entities strictly comply with the requirements of Russian laws on job quotas for persons with disabilities. To this end, the Group's entities formalize employment relations with such employees for any jobs or enter into agreements

for the employment of people with disabilities with third-party organizations or sole proprietors. Employees with disabilities and employees raising children with disabilities enjoy additional benefits and guarantees.

PJSC Gazprom ensures equal remuneration for men and women in positions requiring the same professional expertise and competencies. The ratio of fixed and variable remuneration is the same for both genders.

Personnel Structure

MED 44

RUIE 3.1.12

Gazprom Group Indicator 32

Headcount of Gazprom Group entities as of the end of the reporting period

Indicator	2021	2022	2023	Change 2023/2022, %
Headcount as of December 31 of the reporting year, thousand people	479.2	492.2	498.1	+1.2
incl.:	Share of the Gazprom Group's employees by category, %			Change 2023/2022, p.p.
Executives	14.3	14.5	14.8	+0.3
incl.:				
• male	75.9	75.7	75.9	+0.2
• female	24.1	24.3	24.1	-0.2
incl.:				
• under 30 y.o.	3.6	3.6	4.1	+0.5
• 30 to 50 y.o.	69.8	69.3	68.2	-1.1
• over 50 y.o.	26.6	27.1	27.7	+0.6
Specialists and other white-collar staff	34.2	34.4	34.7	+0.3
incl.:				
• male	58.8	58.8	59.3	+0.5
• female	41.2	41.2	40.7	-0.5
incl.:				
• under 30 y.o.	11.9	11.9	11.8	-0.1
• 30 to 50 y.o.	68.0	67.4	66.2	-1.2
• over 50 y.o.	20.1	20.7	22.0	+1.3
Workers	51.5	51.1	50.5	-0.6
incl.:				
• male	78.6	78.8	78.9	+0.1
• female	21.4	21.2	21.1	-0.1
incl.:				
• under 30 y.o.	13.9	13.8	13.4	-0.4
• 30 to 50 y.o.	57.1	56.7	55.7	-1.0
• over 50 y.o.	29.0	29.5	30.9	+1.4

The increase in the Gazprom Group's headcount in 2023 was driven by the implementation of strategic gas processing projects, reorganization of gas distribution companies within Gazprom Mezhrefiongaz Group, and commissioning of major liquid hydrocarbon production projects.

The increase in the share of employees over 50 years old across all staff categories is due to the natural ageing of personnel and the pension reform in Russia in 2019–2028.



The Gazprom Group's personnel accounts for **0.7%** of all employed people in Russia

Shift Personnel

The Gazprom Group entities operate in remote regions of Siberia, the Russian Far North and offshore areas. In 2023, the number of shift employees working at sites located far away from population centers, often in harsh weather conditions, amounted to 59,200 people.

The Gazprom Group values their contribution and strives to make their work in adverse weather conditions as comfortable as possible.

We bring shift workers from the meeting point to the place of work and back by corporate transport, continuously improve the infrastructure of shift camps, provide high-quality medical care and the necessary social services. In addition, Gazprom Group entities strictly monitor compliance with work and rest schedules for shift personnel.

Shift personnel structure¹

Indicator	December 31, 2021	December 31, 2022	December 31, 2023	Change 2023/2022
Roster of employees of the entities which use the shift system, thousand people	225.2	233.9	241.3	+3.2%
Headcount of shift staff, thousand people, incl.:	53.9	56.7	59.2	+4.4%
<ul style="list-style-type: none"> people working in the Far North and equivalent areas 	50.2	52.9	56.0	+5.9%
Relative share of shift staff in the roster of the Gazprom Group entities which use the shift system, %	23.9	24.2	24.5	+0.3 p.p.

Growth in the average headcount of shift workers in 2023 by 2,500 people (up 4.4%) resulted from the commissioning of new facilities relying on shift personnel in remote areas, including in the Russian Far North.

Remuneration and Motivation System

Financial Incentives

The Gazprom Group provides its employees with decent remuneration in line with the Russian laws and PJSC Gazprom's Employee Remuneration Management Policy² (the "Policy"), which establishes unified approaches to remuneration within the Gazprom Group.

The Policy provides for the fixed part of remuneration (salaries / tariff rates) and the variable part (extra payments, allowances, and bonuses). Linked to the remuneration system, the fixed part constitutes up to 70% of the remuneration.

The Gazprom Group's key principle in using financial incentives for personnel is that employees' salary reflects their qualifications, business skills, the complexity of work, working conditions, and performance under assigned tasks.

The remuneration systems used by Gazprom Group entities provide for:

- setting salaries and tariff rates based on qualifications and business skills;
- monthly performance bonuses;
- extra payments, allowances depending on working conditions and the amount of work performed;

- one-off bonuses for launching new production facilities, introduction of new equipment, energy savings;
- year-end performance bonuses.

Remuneration for work performed under non-standard conditions, including overtime, is paid in accordance with labor laws and other documents containing labor regulations.

MED 26

Average monthly salary at subsidiaries responsible for the core operations of PJSC Gazprom, RUB thousand

Indicator	2021	2022	2023	Change 2023/2022, %
Average monthly salary	107.2	127.3	136.8	+7.5

In 2023, the average monthly salary at the subsidiaries responsible for the core operations of PJSC Gazprom (gas production, processing, transportation, and underground storage) amounted to RUB 136,800, up 7.5% year-on-year.

Non-financial Incentives

The Gazprom Group values the contribution of its employees to the business and industry development and rewards them with state, ministerial, and corporate awards.

In 2023, 4,966 employees and 11 teams of the Gazprom Group received awards for their personal contribution to the energy sector development, outstanding achievements, and many years of diligent work, including:

- state awards of the Russian Federation – 40 people;
- presidential awards – five people and one team;
- awards from the Russian Ministry of Energy – 1,427 people; other ministries and agencies – 207 people;
- corporate awards of PJSC Gazprom – 3,287 people and ten teams.

The Gazprom Group also holds professional competitions as an additional personnel development and motivation tool and the means of promoting professional achievements and best practices.

Professional competitions in core professional disciplines relevant for PJSC Gazprom subsidiaries are held in even years as part of Labor (Workmanship) Festivals. In the reporting year, the preparations for the 2024 Labor Festival were in progress.

In order to maintain the level of real remuneration under Article 134 of the Labor Code of the Russian Federation, salaries and wages are indexed annually for employees of PJSC Gazprom and its subsidiaries and entities. Salaries and tariff rates of the employees of PJSC Gazprom's budgeted entities in Russia were raised by 2.0% on January 1, 2023.

Gazprom Group Indicator 45

4,221 employees of the Gazprom Group took part in professional skills competitions in 2023 (up 11.5% year-on-year)



For more details on the [online exhibition](#), scan the code.



In November 2023, an employee of Gazprom Transgaz Ufa who won Gazprom's Best Welder 2022 professional skills competition participated in 2023 Arc Cup International Welding Competition and got the first place in the Manual Arc Welding with Coated Electrode category.

¹ Average headcount of the Gazprom Group entities.

² Approved by order No. 133 dated March 20, 2015 (as amended).

IMPROVING THE QUALITY OF LIFE

AT GAZPROM, WE VALUE OUR EMPLOYEES AND RETIREES, COMMIT TO IMPROVE THEIR LIVING CONDITIONS, PROVIDE COMPREHENSIVE SOCIAL SUPPORT TO EMPLOYEES AND THEIR FAMILIES, AND PROMOTE ACTIVE AND HEALTHY LIFESTYLES. OUR PEOPLE ARE OUR GREATEST ASSET.



ARTYOM LUKYANOV

Deputy Head of Directorate,
PJSC Gazprom

Mr. Lukyanov works to implement Gazprom's social policy, including corporate housing policy and social guarantees for retirees. He also suggests improvements to HR and social facilities management and contributes to organizing corporate sports competitions.

EMPLOYEE CARE

The Gazprom Group highly values the work of its employees, timely responds to their queries and encourages them to further improve work efficiency by applying comprehensive social programs. The Group cares for the families and children of its employees. The Group's contribution to family welfare supports the country's demographic development, and the increase of birth rate and life expectancy.

Demography national project

Healthcare national project

Culture national project

Social Programs

Social Benefits

The Gazprom Group seeks to strengthen its reputation as a socially responsible employer and attract the best personnel by constantly expanding and improving its social support system for employees. The Gazprom Group's social policy results in higher employee motivation for efficient and long employment. The policy is based on long-term social programs aimed at achieving employer goals such as attracting and retaining properly qualified and experienced employees.

Key focus areas of the social policy

Social payments made to all Group staff, as well as to certain staff categories (in particular, employees with family responsibilities, employees who have multi-child families and children with disabilities, and others).

Medical care provided to employees, former employees (retirees) of Gazprom Group entities, and members of their families under voluntary medical insurance (VMI) contracts and under direct contracts with healthcare institutions.

Personal insurance. In addition to compulsory social insurance, the Gazprom Group's employees enjoy accident and health insurance coverage where insured risks are disability or death as a result of an accident or disease, as well as a newly diagnosed critical illness.

Housing is provided under a corporate program, which is co-funded by both employees and the employer and uses mortgage loans. This program helps the Gazprom Group entities retain their HR potential in the long run.

Non-governmental pension insurance, which comprises payments from GAZFOND.

In 2023, all social programs of the Gazprom Group continued without any cost cuts.



For more details on non-governmental pension insurance for the Gazprom Group's employees, see the [Pensions](#) subsection.

Material topic



5. Social benefits and non-financial motivation of the employees at the Gazprom Group

Voluntary personal social insurance provided to employees working under an employment contract¹

Personal insurance coverage	Full-time employment	Temporary employment ²	Part-time employment ³
Life insurance ⁴	○	✗	○
Medical services	○	✗	○
Injury and disability compensation	○	○	○

Caring for families

The Gazprom Group seeks to contribute to the Demography national project. To that end, we provide social support for employees with family responsibilities.

Said social benefits and payments include lump sum financial assistance for employees upon their first marriage and the birth of a child (or adoption and guardianship of a child).

Employees on a leave to care for children up to three years of age receive monthly allowance.

The Gazprom Group provides financial aid to employees with multi-child and disadvantaged families and children with disabilities, as well as employees who are single parents. Children of deceased (or killed) employees receive financial assistance, including financial support to cover university education. Moreover, good grades make them eligible for monthly allowance paid by PJSC Gazprom.

We take care of employee children's recreation and development by reimbursing expenses on health resort tours, kindergarten services, and vocational classes.

Employees who have families with children get an increased housing benefit from the Gazprom Group. Employees with multi-child families have a priority right to enhance their living conditions. In addition, the Gazprom Group provides financial support to multi-child families for partial repayment of the principal mortgage debt, including additional support at the birth of the next child.

Employees with families can go on a full-family vacation to 64 corporate resorts, including 11 designated for children's recreation.

44%
of the **personnel**
have children⁵

23,000
families
of the employees
are multi-child

33,900
employees
received housing benefits
in the form of mortgage
subsidies in 2023

including
2,500
employees
with multi-child families

137,500
people
spent time
at the Gazprom Group's
health resorts in 2023

¹ Information provided for PJSC Gazprom, its representative offices, branches, and subsidiaries involved in core business activities and infrastructure entities included in PJSC Gazprom's budgeting.

² Temporary employment refers to fixed-term employment contracts. If their term is less than three years, life insurance is not provided. If their term is less than two months, medical services (voluntary medical insurance) are not provided.

³ Part-time employment as per Article 93 of the Labor Code of the Russian Federation. The benefits are not provided under civil law agreements for the purchase of services.

⁴ Extends to executives of PJSC Gazprom's Administration and subsidiaries engaged in core operations and provides additional insurance coverage against the risk of the employee's death or injury.

⁵ The data refers to employees' children aged up to 18 and university students aged up to 24 (if the latter are supported by their parents).

Pensions

RUIE 1.8

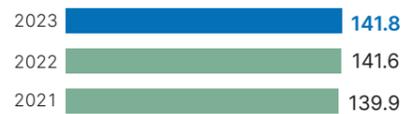
The Gazprom Group has in place non-governmental pension plans for its employees under the corporate pension program. They are implemented in line with pension contracts signed by PJSC Gazprom's entities with Non-State Pension Fund GAZFOND. The program provides social guarantees to employees after retirement through paying additional non-governmental pensions upon meeting certain requirements.

This classic corporate pension arrangement covers employees who have worked at PJSC Gazprom's entities for at least 15 years and by the time of retirement are entitled to receive an old-age pension.

Under the new pension schemes, pension capital may be calculated using additional parameters such as the retired employee's position and achievements. Pension programs are implemented depending on the entity's financial position, including with the employee's co-financing.

Social guarantees for PJSC Gazprom's retirees are based on payments by PJSC Gazprom and its subsidiaries. Such payments are harmonized across the Group, with some of them reflecting the employment period.

Headcount of participating retired employees of the Gazprom Group's entities, thousand people



141,800 employees received pensions under non-governmental pension agreements with Non-State Pension Fund GAZFOND in 2023

Corporate Healthcare System and Medical Insurance

Gazprom Group Indicator 37

598,494 people¹ insured under VMI programs

Protecting the health and maintaining long active life expectancy of its employees is a key goal for the Gazprom Group. We provide comprehensive medical care to the Group's current and retired employees, as well as their family members. The Gazprom Group's employees are eligible for preventive health examinations, including annual screenings. We also create healthy lifestyle environment.

The center of accountability in the Gazprom Group's corporate healthcare management system is the Directorate of PJSC Gazprom, which develops and applies uniform medical care principles, monitors healthcare quality and ensures compliance with sanitary and epidemiological requirements.

In 2023, we continued implementing the Comprehensive Action Plan for Medical Care Development at the Gazprom Group for 2022–2025². In 2023, as an important milestone in the development of the corporate healthcare system, subsidiaries determined the key focus areas for medical services or departments serving as centers of accountability in the field. In addition, PJSC Gazprom developed targets for the corporate healthcare system and organized training for the Group's medical workers at Gazprom Corporate Institute's occupational healthcare department.

The Gazprom Group signs VMI contracts with insurance companies, which arrange and pay for medical services and preventive measures

at designated medical organizations, or, if it is not possible, at third-party healthcare institutions, with their list defined by the VMI Program³. The scope of services is set out in the VMI Programs. Insured employees, retirees, and members of their families receive outpatient and inpatient care, as well as health resort and rehabilitation treatment under medical indications. VMI can also cover antenatal care and obstetric services in line with the national trend to protect maternity

and childhood. VMI Programs also provide for immunity-strengthening activities, such as vaccination against flu and other viral diseases.

In the reporting period, an insurance company partnering with the Gazprom Group monitored healthcare quality under VMI contracts for the management of PJSC Gazprom and its subsidiaries and reported the monitoring results to PJSC Gazprom.

+26,900 people increase in the number of the Group's employees who underwent medical screening in 2023 (up 20.3%)

Number of the Gazprom Group's employees, retirees, and members of their families insured under VMI programs

Indicator	2021	2022	2023	Change 2023/2022, %
Number of the Gazprom Group's employees insured under VMI programs as of the end of the reporting period	306,010	313,049	316,232	+1.0
Number of family members of the Gazprom Group's employees insured under VMI programs as of the end of the reporting period	158,150	171,599	173,120	+0.9
Number of the Gazprom Group's retirees (former employees) and their family members insured under VMI programs as of the end of the reporting period	105,261	107,395	109,142	+1.6

Key objectives of the Gazprom Group's healthcare system

- Perform mandatory health check-ups prescribed by the Russian laws;
- perform medical screenings, monitoring, and other types of preventive health examinations;
- implement programs to prevent occupational diseases;
- organize health resort treatment and employee vacations.

¹ Current employees of the Gazprom Group and their families, as well as retired employees of the Gazprom Group and their families.

² Approved by resolution of the Management Committee of PJSC Gazprom No. 39 dated October 20, 2022.

³ The list and scope of medical services under the VMI contract.

Payments made by the Gazprom Group's entities for rehabilitation treatment and targeted preventive initiatives under VMI contracts, RUB million

Indicator	2021	2022	2023	Change 2023/2022, %
Rehabilitation treatment	4,888.0	5,393.9	5,634.9	+4
Targeted preventive initiatives	131.0	198.7	221.6	+12

The rise in rehabilitation treatment expenses in 2023 was mainly due to its increased cost. The growth in the Gazprom Group's expenses in relation to targeted preventive initiatives was in large part driven by the higher cost of preventive health examinations held at PJSC Gazprom's infrastructure organizations and branches.

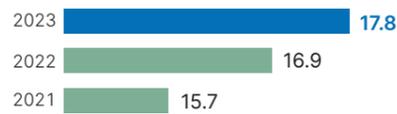


For more details on the Gazprom Group's corporate healthcare and employee personal insurance regulations, see [Appendix 6.4](#).

In 2023, the Gazprom Group's spending on maintaining the healthcare infrastructure and health resort facilities, as well as purchases of similar services from third-party organizations, increased to RUB 23.1 billion due to the salary and social payment indexation and expenditures related to the overhaul and maintenance of healthcare and rehabilitation facilities. Expenditure on health insurance programs for employees rose to RUB 17.8 billion.

Gazprom Group Indicator 38

Expenditure on health insurance programs for employees, RUB billion¹



MED 28

In the reporting year, 159,154 employees of PJSC Gazprom and its subsidiaries underwent medical screening², up 20.3% year-on-year. This increase was attributable to the implementation of initiatives to prevent cardiovascular and oncological diseases in Gazprom Group entities, as well as raising employee awareness about medical screening.

Expenditure on preparing and holding healthcare events for employees and their families, RUB billion



In 2023, 72,793 people received rehabilitation treatment as part of the Gazprom Group's VMI contracts.

Number of the Gazprom Group's employees who underwent medical screening



The Company scheduled the purchase of medical equipment for 32 subsidiaries in 2024.

¹ Expenditures of PJSC Gazprom, its 15 branches and 86 budgeted subsidiaries, entities, and representative offices on voluntary medical insurance, accident and disease insurance, and life insurance.

² The data refers to 88 organizations, including PJSC Gazprom's branches, subsidiaries, and entities.

Internal Communications

The Gazprom Group maintains a close-knit team, fosters common values, develops and affirms its corporate identity thanks to efficient communication channels and an integrated information environment

within the Group. To that end, we use different communication channels to maximize the coverage and engagement of the Gazprom Group's employees.

The Gazprom Group's internal communication channels in 2023

256 official social media accounts
maintained by Gazprom Group entities

54 corporate newspapers
3 TV channels

3 radio stations
8 magazines

Ecosystem for development and communications

Gazprom ID platform (GID) is a corporate digital ecosystem of the Gazprom Group aimed at raising employee awareness and engagement.

GID is available as a superapp on all mobile operating systems, and has a web version. It features dozens of advanced online services for life and work just a click away. With GID, Gazprom employees can get information on the Gazprom Group, communicate, learn about the latest news, and take part in charitable campaigns and volunteer activities

GID features

Training and education

- A system of micro training courses

Loyalty

- Corporate store
- Digital bank of achievements

Communications

- News feed, newsletters on corporate events, increasing employee engagement
- Corporate event calendar
- Polls and questionnaires
- User publications and communities

GID is aimed at improving efficiency and transforming the Gazprom Group's business processes by leveraging digital technologies and developing corporate communications.

Sports at the Gazprom Group

PJSC Gazprom supports national focus on health improvements, places a special emphasis on corporate sports, and encourages its employees to exercise more. We develop corporate sports as part of corporate culture and the Gazprom Group's social policy in order to strengthen corporate values and traditions and improve team cohesion and psychological microclimate. Sports initiatives contribute to our employees' health and provide an incentive for better work and performance.

In August 2023, we approved the Corporate Sports Development Program of PJSC Gazprom, its subsidiaries and entities¹, which envisages an effective corporate sports management system and various sports events for the Gazprom Group's employees.

Objectives of the Corporate Sports Development Program

- Promoting physical activity, mass sports and healthy lifestyle as part of corporate culture, developing a regular habit for physical exercise and sports among employees, as well as motivation for leading a healthy lifestyle;
- creating an environment for physical exercise and sports, organizing and holding physical training and sports events;
- establishing an efficient corporate sports management system, including for managing corporate sports facilities.

As part of the Corporate Sports Development Program, Gazprom Group companies hold different events to encourage employees to do regular physical exercise and sports. Gazprom

Group entities have in place occupational physical training sessions during working hours to enhance employee performance. The Group also organizes weekend hikes, corporate sports festivals, hiking trips, and mass sports events, including for sports enlisted in the Gazprom Spartakiada Games. The Gazprom Group's employees prepare for, and pass the GTO fitness tests.



The Gazprom Group actively participates in the country's major sports events. In May 2023, Alexander's Miles half-marathon took place in Pereslavl-Zalessky, Yaroslavl Region. Its goal was to promote healthy lifestyles and engage different social groups in regular physical training and sports.

A total of 1,839 athletes and runners from 38 Russian regions took part in the event. The Gazprom Group boasted the biggest corporate team of 62 people, mainly the employees of Gazprom Transgaz Ukhta. All of the team's athletes successfully completed the half-marathon, while the strongest of them received awards.

The Gazprom Group's largest sports event is the Gazprom Spartakiada Games. It has been held since 1996 in the regions where Gazprom subsidiaries operate. It takes place once every two years alternated between the summer and winter sports. Each event is divided into two stages: first, we hold competitions between standalone structural units of Gazprom subsidiaries, then, the final competitions take place between the subsidiaries themselves.

2023 Corporate Highlights

9th corporate FakeI Festival of performing art teams and individual performers from PJSC Gazprom's subsidiaries and entities

In May 2023, PJSC Gazprom's Mountain Tourist Center in Sochi, Krasnaya Polyana, hosted the 9th corporate FakeI Festival. It was attended by over 1,200 participants from 38 subsidiaries and entities representing Russia, Belarus, and Kyrgyzstan.

We have held the festival since 2004 to unlock the creative potential of the Gazprom Group's employees and their families. It is a community of talented, active and dedicated people who preserve multinational culture and pass on the best national traditions to the younger generation.

The Unvanquished – celebration of the Victory Day

On May 9, 2023, as part of the Victory Day celebration, PJSC Gazprom and the Government of St. Petersburg organized the Unvanquished festival at Gazprom Arena. It included the "Black January. Shrove Sunday" rock oratory dedicated to the 80th anniversary of the events described in The Young Guard novel by Alexander Fadeyev, and wartime songs. The festival's producers chose a combination of three arts: theater, music, and dance. Music was of various genres: from chamber romances accompanied by acoustic guitar and flute to rock arias with the symphony orchestra of Helikon Opera Moscow Musical Theater.

Apart from the Gazprom Group's employees, free invitations to the concert were distributed via district administrations and NGOs in St. Petersburg. Around 17,000 people came to see the concert.

City Family Festival "Peter the Great's Fair"

In September 2023, Gazprom Arena hosted the City Family Festival "Peter the Great's Fair" organized by PJSC Gazprom and the Government of St. Petersburg for the city's residents and guests. Over 15,000 people attended the fair over the course of two days. Laureates of the FakeI Festival representing almost every culture of the multinational Russia performed at the "Peter the Great's Fair". The event also featured master classes on creating national souvenirs, entertainment and educational activities for children and adults, and gastronomic exhibitions and fairs with assistance from Gazprom Pitaniye branches in different regions across the Gazprom Group's footprint.

Christmas Postcards Festive Concert

On December 24, 2023, Gazprom Arena hosted a large festive concert Christmas Postcards. Russia's winter holiday music hits were performed by opera singers accompanied by ballet dancers, popular singers, theater and cinema actors, and the State Symphony Cinema Orchestra led by Sergey Skripka, People's Artist of Russia. Widely known Christmas and New Year songs in combination with a marvelous exquisite show marked a perfect start for the winter holidays. The concert was attended by 25,000 people, including around 15,000 employees of Gazprom Group entities with families. Part of the invitations were sent to St. Petersburg's social institutions, veterans, people with disabilities, and university and school students.

¹ Approved by order of PJSC Gazprom No. 310 dated August 21, 2023.

Social Partnership

BR. Independent Trade Union Organizations and Collective Bargaining, clauses 1, 2, page 42

RUIE 3.2.1

The Gazprom Group recognizes the freedom of association and the right to collective bargaining provided for by the Constitution of the Russian Federation, the Labor Code of the Russian Federation, and Federal Law No. 10-FZ dated January 12, 1996 On Trade Unions, their Rights and Guarantees of their Activities.

The interests of the Gazprom Group's employees are represented by the Gazprom Workers' Union Interregional Organization and its member organizations. The Gazprom Workers' Union is one of Russia's largest industrial trade unions.

In 2023, employer-employee relations in the Gazprom Group were based on social partnership, collective bargaining governing social and labor relations, mutual interests recognition, equal treatment, and compliance with labor laws and other regulations ensuring an optimal balance of interests of all parties for efficient delivery on the Gazprom Group's objectives and performance of its commitments.

Legal regulation of social and labor relations within the Group relies on the labor laws of Russia and other countries of operation, Industry Agreement for 2023-2025 covering companies involved in oil and gas production and the construction of dedicated facilities, General Collective Bargaining Agreement of PJSC Gazprom and its Subsidiaries for 2022-2024, and collective bargaining agreements and other local regulations of the Gazprom Group entities.

In 2023, the Company reported no violations or material risks of violation of employee rights of freedom of association and collective bargaining in the course of operations at the Group's business units and suppliers. In the reporting period, there were no employee-employer conflicts leading to strikes, halted operations, or collective labor disputes, including those related to violations of the right of freedom of association and collective bargaining.

Number of the Gazprom Workers' Union organizations¹



Total membership in the Gazprom Workers' Union organizations



In 2023, the increase in the Gazprom Workers' Union membership was 8.5% year-on-year.

>12,000

local regulations

were adopted in 2023 taking into account the opinion of trade unions

426,000

people

total membership in the Gazprom Workers' Union organizations

Results of inspections conducted by the Gazprom Workers' Union organizations

Indicator	2021	2022	2023
Inspections conducted by trade union organizations	491	529	568
• incl. comprehensive checks of all issues relating to labor regulations	261	283	236
Claims reviewed:	4,019	5,465	5,546
• incl. substantiated	1,324	1,402	1,398
• incl. partially substantiated	92	98	101
Employees and non-working retirees met in-person	11,108	12,374	15,092
Inspections of the state of occupational safety	429	349	443
Written claims from employees concerning the violation of their occupational safety rights	25	5	15
Violations identified	1,860	2,159	1,772
Notices issued to eliminate the violations of the labor legislation	220	182	127

The claims mainly contained requests for clarifications of applicable labor laws, provisions of the general collective bargaining agreement, state and local regulations, including the Regulation on Remuneration and Regulation on Social Guarantees for Retirees. In addition, they concerned labor, housing, and pension relations, as well as social and economic interests of the trade union members.

The Gazprom Workers' Union and trade unions within its structure provide support for participants of the special military operation, including employees of the Gazprom Group entities, their family members, refugees and residents of the new

regions. To that end, trade unions hold charity events, collect voluntary donations, and set up support funds. They also organize the collection of humanitarian aid, volunteering at temporary shelters, and donations of medical equipment, materials and supplies for hospitals. In 2022-2023, we sent over 1,950 tons of supplies and humanitarian aid.

The Gazprom Workers' Union initiated and coordinated a campaign to join the efforts of the Gazprom Group subsidiaries and trade unions to organize summer recreation for 1,025 children from the Donetsk and Luhansk People's Republics, and the Zaporizhzhia Region.

¹ Organizations within the budgeting scope, and trade unions comprising the Gazprom Workers' Union.



OFFERING CAREER GROWTH OPPORTUNITIES

GAZPROM PROVIDES A WIDE
ARRAY OF DEVELOPMENT
AND PROFESSIONAL GROWTH
OPPORTUNITIES WITH A FOCUS
ON YOUNG PEOPLE, THE FUTURE
OF OUR INDUSTRY.

DMITRY PONOMAREV

Deputy Director General
for HR at Gazprom Pererabotka,
PhD in Law.

Mr. Ponomarev implemented the audit of HR management system business processes at Gazprom Pererabotka and its branches, established the Training and Production Center, and initiated the outfitting of research and educational laboratories and opening of unique Chief Process Engineer School. He was awarded a Certificate of Honor of the Russian Ministry of Energy.

EMPLOYEE DEVELOPMENT

To reaffirm its industry leadership, the Gazprom Group actively seeks to engage talents and provide pathways for them to build up their expertise, develop new skills, and progress in their professions. To facilitate this, the Group has designed and now executes a variety of educational programs.

Education national project

Science and Universities national project

The Gazprom Group's Training System

BR. Appendix 4, Training and Education, clauses 1-4, page 42

RUIE 3.1.10

The Gazprom Group has put in place the Continuous Vocational Education and Training System for PJSC Gazprom's personnel. A key instrument within this system is the annual centralized Skills Upgrading and Professional Retraining Schedule for Managers and Specialists of PJSC Gazprom, its subsidiaries and entities. Additionally, subsidiaries adopt their own training plans for work-study centers and educational institutions in the regions of operation.

Employees' professional capabilities are aligned with the production requirements and the Gazprom Group's growth strategy

thanks to consistent training throughout professional life based on specially designed educational programs harnessing learning aids, various simulators, and in-house training and production resources.

Gazprom continues to take part in building a national system of qualifications based on professional standards. In 2023, seven professional standards drafted by PJSC Gazprom were enacted by the Ministry of Labor and Social Protection of the Russian Federation. During the reporting year, the Company came up with four draft professional standards, with another three standards earmarked for development in 2024.



Reflecting the necessity for hands-on training in line with the latest production requirements, in 2023 the Group approved the Program for the Upgrade of Training and Production Resources of PJSC Gazprom Entities. This program outlines steps intended to cultivate a workforce skilled in safe working practices and digital competencies, in addition to augmenting IT infrastructure, with a particular focus on import substitution.

Material topic



5. Social benefits and non-financial motivation of the employees at the Gazprom Group

MED 31

Gazprom Group Indicator 34

Implementation of training programs at the Gazprom Group

Indicator	2021	2022	2023	Change 2023/2022, %
Average duration of all types of training per employee of the Gazprom Group by training group, hours:				
• managers, specialists, and other white-collar staff	51	58	56	-3
• blue-collar staff	71	71	77	+8
Total duration of employee training of the Gazprom Group by gender, thousand hours:				
• male	23,669	25,428	26,891	+6
• female	4,969	5,181	5,408	+4
Number of employees covered by the Gazprom Group's skills upgrading and professional retraining programs, thousand people¹:				
• managers, specialists, and other white-collar staff who participated in further professional training programs	250.1	299.7	290.0	-3
• blue-collar staff who participated in professional training	216.3	259.5	304.7	+17
Number of the Gazprom Group's employees who completed training in process safety²	141,955	177,219	173,687	-2
Number of the Gazprom Group's employees who completed training in corporate ethics	229,891	30,865	131,153	+425

In the reporting year,

39,338

Gazprom Group employees¹ received targeted training in digital transformation.



For more details on the Gazprom Group's personnel training in combating corruption, see the [Anti-Corruption Training](#) subsection.



For more details on the Gazprom Group's personnel training in environmental protection, see the [Environmental Training of Employees](#) subsection.



For more details on the Gazprom Group's personnel training in process safety, see the [Training in Process Safety](#) subsection.



For more details on the Gazprom Group's personnel training in corporate ethics, see the [Corporate Ethics Training](#) subsection.



PJSC Gazprom designed and deployed an online system to familiarize employees with legislative and internal documents pertaining to the abuse of insider information and market manipulation. This initiative helps build up employee awareness by providing employees with a brief course on requirements for the protection of insider information, and test their knowledge.

¹ The number of employees who completed training is stated in man-courses (where one person received training twice, they are counted twice, etc.).

² Data on managers, specialists, and other white-collar staff who completed pre-certification training in industrial safety, occupational health, etc. The number of employees who completed training is stated in man-courses (where one person received training twice, they are counted twice, etc.).

Young Talent Training and Onboarding

Recognizing the importance of prompt onboarding for new hires or those transitioning to new roles is crucial for building a strong team capable of tackling complex challenges and executing expansive projects.

The Regulation on Students and Young Talent Management at PJSC Gazprom's Subsidiaries and Entities¹ defines the fundamental principles for the onboarding of young professionals at Gazprom Group entities.

The Company arranges the onboarding of young talents by running dedicated onboarding programs that integrate mentoring from both young professionals and seasoned employees.

These programs serve to introduce newcomers to the Company's cultural ethos and bolster their professional capabilities in line with their professional roles. The purpose is to identify and nurture potential talent for future development within PJSC Gazprom and its subsidiaries.

In 2023, 952 individuals took part in PJSC Gazprom's onboarding programs.

The curriculum of PJSC Gazprom's School of Young Specialists was expanded with new sections on IT and the latest process solutions actively employed at PJSC Gazprom's production sites.

To effectively integrate young talents into production and research activities, PJSC Gazprom's subsidiaries have 54 Councils of Young Scholars and Specialists in place. These councils organize roundtable discussions, applied research conferences, and various sports and cultural events.

The Gazprom Group's promising young talents can advance their professional skills through an internship program tailored for them, known as the Internship Program for Young Professionals at the Gazprom Group's Production Facilities. This program includes diverse modules reflecting the Gazprom Group's strategic business sectors and bespoke internships at its production sites along with sessions aimed at cultivating personal, commercial, and leadership competencies. The final part

of the program requires that interns present their graduation projects to an expert panel from PJSC Gazprom's Administration. In 2023, 13 individuals successfully completed their internships within this program.

PJSC Gazprom annually extends grant support to young researchers at its subsidiaries and entities. The grants are conferred in a competitive selection process, with winners receiving funding to pursue postgraduate and doctoral studies.

952
individuals
took part in
PJSC Gazprom's
onboarding programs

54
Councils of Young
Scholars and
Specialists
are in place
at PJSC Gazprom's
subsidiaries

i From October 23 to October 27, 2023, the 15th All-Russian Conference of Young Scientists, Specialists and Students – New Technologies in the Gas Industry was convened at Gubkin Russian State University of Oil and Gas. The event drew young talents from PJSC Gazprom's subsidiaries and entities, and players of the broader Russian oil and gas industry. They presented 250 research papers spanning 15 conference categories. PJSC Gazprom's young professionals topped nine out of 15 categories, in addition to claiming an award in one out of three special nominations.

i Moreover, Gazprom Dobycha Astrakhan played host to a workshop meeting of chairmen at the Councils of Young Scientists and Specialists of PJSC Gazprom's subsidiaries and entities, while also hosting the final stage of the Gazprom Group's Best Young Employee competition.

i In 2023, Gazprom VNIIGAZ, PJSC Gazprom's main scientific organization, made available the online lecture course Immersion in Science, which allows young employees to obtain the necessary information about the application of cutting-edge technology, research-related legislative changes, rules for writing scientific articles and dissertations. The total number of attendees exceeded 2,000.

Collaboration with Higher Education Institutions

Gazprom Group Indicator 44

18
partner
universities

23
specialized
departments

16,651 pupils
took part in the Gazprom Industry
Olympiad for Schoolchildren

4,888
university students
participated in the Student
Olympiad of PJSC Gazprom

The collaboration between the Gazprom Group and academic institutions is entrenched in a long-standing tradition focusing on the joint execution of innovative science and technology projects, and the enhancement of conditions for the superior professional training.

To attract young professionals, PJSC Gazprom runs multiple career guidance initiatives such as Gazprom Classes, Gazprom Industry Olympiad for Schoolchildren, and Gazprom Student Olympiad. The Company also holds Forums for Gazprom Classes students and its sponsored students.

The Gazprom Group is committed to identifying outstanding students and offering them career opportunities upon graduation. To this end, Gazprom Days and job fairs are organized at universities, where students can gain insights into Gazprom subsidiary operations, discover current and forthcoming job openings, and secure internship invitations to the Company's production sites. In 2023, 19 job fairs took place in academic institutions.

The Company assesses regional labor markets and monitors trends in the demographics and migration of employees with secondary vocational and higher education qualifications. These insights guide subsidiaries in pinpointing candidates for targeted training programs and organizing internships for students and academic staff at PJSC Gazprom's production

facilities. In 2023, 11,229 students of higher education institutions took an internship at PJSC Gazprom's subsidiaries and entities.

To uphold the caliber of professional expertise in the Company's core business lines, 18 partner universities have been selected through expert review. These institutions are situated in key academic locations, including St. Petersburg, Moscow, Tomsk, Kazan, Ufa, Ukhta, Yakutsk, Tyumen, and Innopolis. This collaboration is stratified based on potential interaction benefits and alignment with the Gazprom Group's technological focus, coupled with the universities' research prowess, operational excellence, and financial stability. 13 institutions carry the title of anchor university, and five are distinguished as PJSC Gazprom's special partner universities.

Gazprom Group
Indicator 40

11,229
students
of higher education
institutions took
an internship
at the Gazprom Group
subsidiaries and
entities in 2023

Number of students who studied under employer-sponsored training agreements with the Gazprom Group entities



In 2024, the Gazprom Group is set to sign 295 employer-sponsored training agreements within the quota allocated for its entities.

¹ Approved by order of PJSC Gazprom No. 310 dated June 9, 2015 (as amended).

Gazprom Group Indicator 41

Number of graduates hired by the Gazprom Group entities

Indicator	2021	2022	2023
Total number of hired graduates, including:	2,966	3,495	3,623
• graduates of higher education institutions	2,030	2,163	2,097
• graduates of secondary vocational institutions	936	1,332	1,526

The Gazprom Group actively recruits students to join its workforce through student squads, facilitated by a strategic partnership agreement between PJSC Gazprom, Gazstroyprom, and the Russian Student Squads All-Russian Youth Public Organization (RSO). The participation rate in construction squads at Gazprom Group facilities has surged, recording a 2.4-fold increase in the reporting year compared to 2022.

In 2023, over 3,000 university students from across Russia took part in 19 labor projects hosted by 112 construction and service student squads. These projects spanned the Chayandinskoye, Kovyktinskoye, Urengoyenskoye, and Zapolyarnoye fields, the Power of Siberia gas pipeline, and various social and tourist facilities owned by PJSC Gazprom.

Comprehensive preparation for the labor season was ongoing all year long, with both managers and participants of labor projects engaging in extensive training programs

and sessions. In 2023, seven secondary vocational and higher education institutions partnered with PJSC Gazprom to organize vocational training for student squad members in blue-collar professions. A total of 852 students received training across 29 worker professions.

In 2023, the Gazprom Group expanded its collaboration to the service sector, where over 80 students gained work experience at hotel and tourist facilities operated by Gazprom Group entities.

Gazprom Group Indicator 43

Headcount of student squads engaged at PJSC Gazprom's production facilities



As part of the Third International Construction Championship, held in St. Petersburg in October 2023, the first Forum of PJSC Gazprom's Student Squads took place. The event saw participation from over 170 university students who worked at the Gazprom Group's sites in 2023 as part of student squads. The Forum awarded the outstanding students of PJSC Gazprom's squads for their work achievements during the period. Students also explored career opportunities within PJSC Gazprom, visited the Gazprom Group's facilities in St. Petersburg, and engaged in a strategic team building session on Designing the Space of Shift Camps arranged by the Russian Student Squads organization.

Gazprom Classes

To provide early career guidance to school students in the Gazprom Group's regions of operation, the Gazprom Group runs the Gazprom Classes initiative. We arrange various team building and career guidance training sessions along with sports and cultural events for the students of Gazprom Classes. The most talented students motivated for a successful professional career undergo selection for targeted education in areas that meet the needs of the Gazprom Group entities.

As of September 1, 2023, the Gazprom Classes project was supported by 21 entities of the Gazprom Group and covered 29 schools in six federal districts of Russia.

The Gazprom Class initiative broadened its outreach in the reporting year, welcoming a new cohort in the Astrakhan Region at Gazprom Dobycha Astrakhan. Supported by Gazprom Pererabotka, the Gazprom Class of 2023 adopted a network format, enabling a mix of students from diverse localities to come together in a single classroom. This approach facilitated simultaneous young talent training for multiple regions, including the Khanty-Mansi – Yugra Autonomous Area, Yamal-Nenets Autonomous Area, Komi Republic, Astrakhan, and Orenburg Regions.

In April 2023, together with Peter the Great St. Petersburg Polytechnic University, we held the Stepping Stones competition for research projects of Gazprom Classes students by using online capabilities. The participants hailed from a variety of Gazprom's educational

programs, including Gazprom Classes, Gazprom School, Gazprom School St. Petersburg, Gazprom Vocational School Novy Urengoy, and Matlashov Gazprom College in Volgograd. The Technological Breakthrough: from Conception to Application competition featured five key sections: Engineering Solutions in the Oil and Gas Industry; Chemical Technology; Digital Economy, Social Technology Management; Technosphere Environmental Safety (in the Oil and Gas Industry); and Energy Saving and Alternative Energy. A panel of experts from eleven university partners of PJSC Gazprom assessed over 60 projects from 95 young innovators.

In May 2023, Gazprom Transgaz Saint Petersburg and Peter the Great St. Petersburg Polytechnic University collaboratively organized the sixth Forum of Gazprom Classes students held in St. Petersburg. The event offered a range of R&D, career guidance, cultural, and sports activities for the attendees. The Meeting drew 150 participants, including students from dedicated classes, Gazprom School, Gazprom School St. Petersburg, Matlashov Gazprom College in Volgograd, and Gazprom Vocational School Novy Urengoy, along with representatives from PJSC Gazprom's partner universities.

Plans are underway to hold the Stepping Stones competition for research projects of Gazprom Classes students and the Forum of Gazprom Classes students in 2024.

Gazprom Group Indicator 39

29 schools participate in the Gazprom Classes project



For more details on the [Gazprom Classes project](#), scan the code.

Principle 4

Social justice

PROCESS SAFETY MANAGEMENT

Life and health of our employees are the Gazprom Group's key priority. The well-being of employees, comfortable and safe working conditions allow the Group to work confidently and sustainably, achieving success for the benefit of the country and people. The Group strictly complies with occupational safety requirements, reduces the risks of accidents and injuries, and continuously improves its process safety management system.

Healthcare national project

Approach to Process Safety Management

We are fully aware of our responsibility to create a safe working environment and comply with industrial, fire and road safety requirements in our operations.

Goals and objectives of the Gazprom Group in process safety and occupational health

- Create a safe working environment and protect the lives and health of the employees;
- reduce the risks of accidents and incidents at hazardous facilities;
- reduce the risks of road accidents related to production activities;
- ensure fire safety.

Material topic



4. Health and process safety at the Gazprom Group and its contractors



7. The Gazprom Group's legal compliance (social, economic, environmental and antimonopoly requirements)

Achievement of PJSC Gazprom's Corporate Process Safety Goals in 2023

Corporate process safety goal	Organizations within the ISPSM scope	Indicator (2023)		Achievement in 2023, % against the target
		Target	Actual	
Reduce lost time injury frequency rate (LTIFR) ¹	Gas business companies ²	0.089 ³	0.102	+14.6



For more details on the Gazprom Group's process safety regulations, see [Appendix 6.4](#).

ISPSM Structure and Operation

PJSC Gazprom has in place the Integrated System of Process Safety Management (ISPSM) incorporated into its business process management.

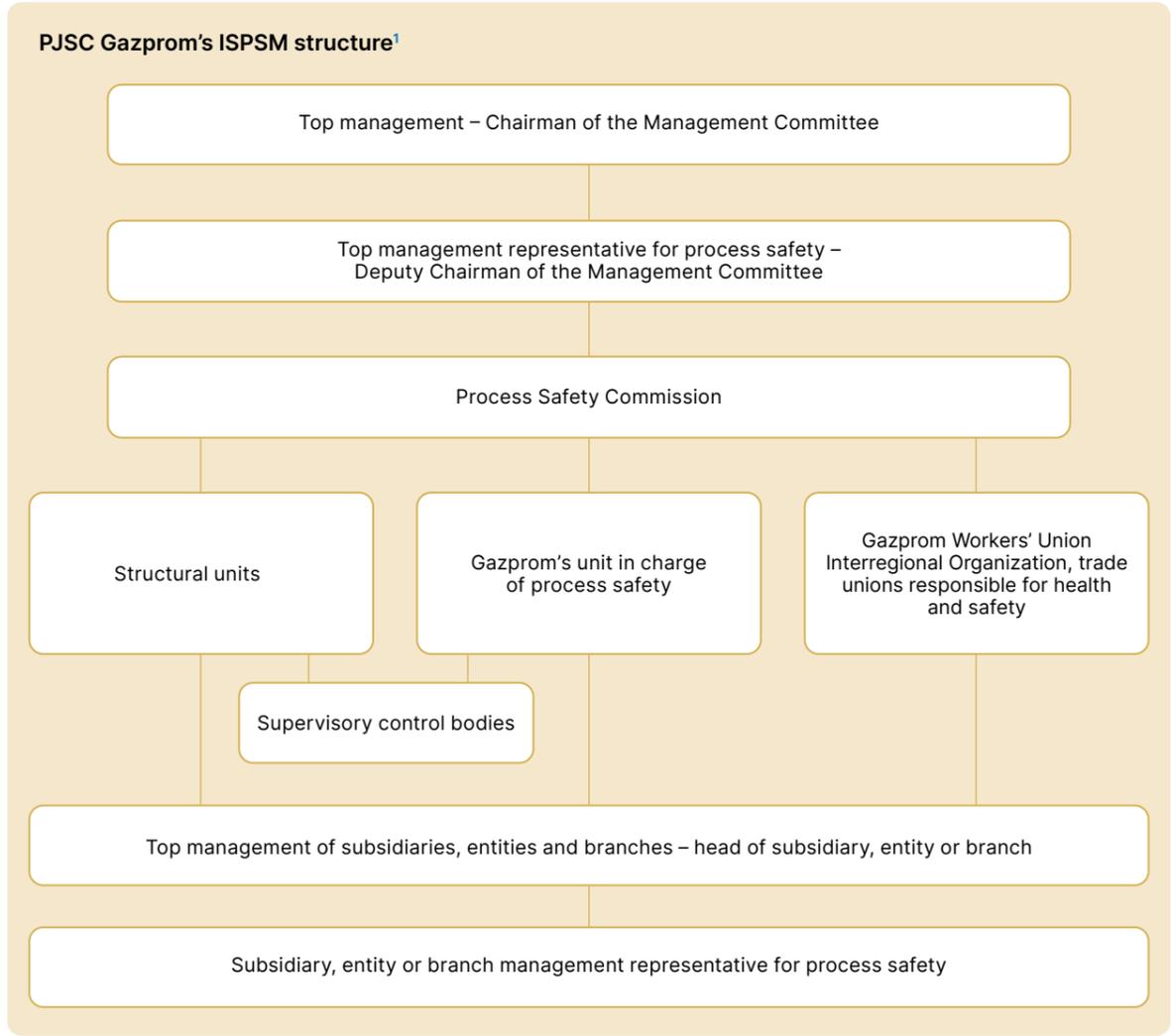
The ISPSM is based on a set of standards of the Integrated System of Process Safety Management group and, in particular, STO Gazprom 18000.1-001-2021 Integrated System of Process Safety Management. Key Provisions⁴. It is designed for achieving the targets and fulfilling the commitments under the Occupational, Industrial, Fire and Road Safety Policy of PJSC Gazprom⁵.

The ISPSM establishes a uniform procedure to manage process safety in accordance with applicable laws, latest scientific and technological solutions, and corporate requirements, while also taking into account geographic, production and other conditions characteristic of each subsidiary.

Key ISPSM elements



¹ Number of persons injured as a result of incidents where lost time was involved / total man-hours worked x 1,000,000.
² The data is provided for gas business companies covered by the ISPSM, excluding low-pressure pipeline networks (gas distribution) and distribution of petroleum products.
³ The target is set in line with strategic targets and calculated as a moving average of the last five years with a 10% decrease.
⁴ Approved by order of PJSC Gazprom No. 2 dated January 12, 2021.
⁵ Approved by order of PJSC Gazprom No. 416 dated September 17, 2019.



Corporate control over compliance with process safety rules

ISPSM audit (PJSC Gazprom's Administration)	Assesses the ISPSM performance
Gazprom Gazobezopasnost and Gazprom Gaznadzor	Monitor compliance with process safety requirements at the Gazprom Group's facilities
Gazprom Gazobezopasnost	Monitors compliance with gas safety and well blowout prevention requirements
Gazprom Gaznadzor's construction inspection and construction control by the customer and contractor	Control construction and reconstruction safety
Gazprom Invest	Ensures compliance with the ISPSM requirements in construction, renovation, diagnostics, maintenance, overhaul and current repair of PJSC Gazprom's facilities

¹ PJSC Gazprom's subsidiaries, entities and branches.

Development and enhancement activities with respect to the ISPSM and each of its elements are guided by the Process Safety Management Development Strategy of PJSC Gazprom for 2021-2030² (the "Strategy"). The Strategy requirements are being fulfilled in accordance with the measures of PJSC Gazprom's Target Process Safety Enforcement Program for 2022-2025³.

The operation and continuous improvement of the ISPSM helps ensure PJSC Gazprom's sustainable development in line with the set process safety indicators and maintain a safe working environment at each workplace.

 In 2023, PJSC Gazprom's Board of Directors reviewed occupational health, safety and environmental practices and approved the Company's efforts towards occupational, industrial and fire safety, and environmental protection⁴.

ISPSM Scope

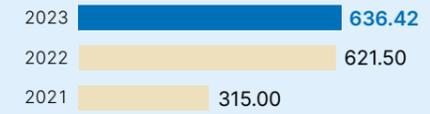
The ISPSM covers PJSC Gazprom, its core subsidiaries specializing in natural gas, gas condensate and oil production, treatment, transportation, processing, distribution, and storage, as well as subsidiaries responsible for the functioning of the Unified Gas Supply System.

The organizations covered by the ISPSM include the Administration and 15 branches of PJSC Gazprom, 79 subsidiaries and entities, and four subholding companies: the Gazprom Neft Group, Gazprom Energoholding, the Gazprom Mezhrefiongaz Group, and the Gazprom GNP Holding Group.

As of December 31, 2023, employees⁵ covered by the ISPSM totaled 636,420 people⁶.

The ISPSM does not cover the Gazprom Group's representative offices outside Russia.

ISPSM coverage, thousand employees



636,420
people

number of employees covered by the ISPSM

ISPSM Improvement in 2023

New process safety documents and plans were adopted in 2023, including those resulting from accident investigations. These include action

plans to prevent accidents and ensure safety at the Group's facilities, standard operational safety rules, and some guidelines.

² Approved by order of PJSC Gazprom No. 368 dated September 9, 2020.

³ Approved by order of PJSC Gazprom No. 50 dated February 7, 2022.

⁴ Approved by resolution of the Board of Directors of PJSC Gazprom No. 3944 dated June 9, 2023.

⁵ Including employees dismissed on December 31, 2023.

⁶ Including the Gazprom Teploenergo Group.

“ PRIORITIZING WHAT MATTERS MOST

HEALTH AND SAFETY OF OUR
PEOPLE ARE OUR TOP PRIORITY.
WE ARE COMMITTED TO BUILDING
AND STREAMLINING OUR OHS
FRAMEWORK TO ENSURE THAT
OUR PEOPLE WORK IN A SAFE AND
HEALTHY ENVIRONMENT.



VLADIMIR SUBBOTIN

Director General at Gazprom Transgaz Samara

Mr. Subbotin personally contributes to the development of science-based technologies and methods of process safety management, avoiding any injuries, accidents or incidents at the subsidiary's hazardous facilities for almost a decade. In 2023, the company was recognized as the best in occupational health and safety among Gazprom's midstream businesses for the period from 2020 to 2022. He has a commendation from the Russian Government and a Certificate of Honor of the Federation Council of the Federal Assembly of the Russian Federation.

ISPSM Compliance with Industry Standards

In line with STO Gazprom 18000.1-004-2020 Integrated System of Process Safety Management. Organizing and Conducting Audits¹, PJSC Gazprom's structural units and subsidiaries engaged in the production, transportation, storage and processing of gas undergo process safety audits at least once

Over five years, all employees (including contractors) whose work and/or workplace are covered by the ISPSM undergo auditing.

every three years. The rest of PJSC Gazprom's subsidiaries and entities are subject to audits at least once every five years².

External ISPSM audits

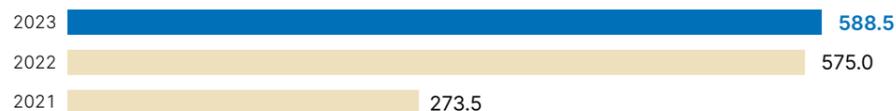
The ISPSM complies with GOST R ISO 45001-2020³ national standard.

>588,500 people⁴
from among employees of PJSC Gazprom and 63 of its subsidiaries passed the certification

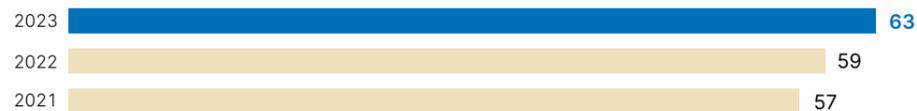
Number of the Gazprom Group entities that underwent audits of the Integrated System of Process Safety Management (ISPSM)

Indicator	2021	2022	2023	Change 2023/2022, %
External audits for compliance with GOST R ISO 45001-2020.	57	59	63	+6.8

Headcount of the Gazprom Group subsidiaries and entities certified for compliance with GOST R ISO 45001-2020⁴, thousand people



Number of the Gazprom Group entities certified for compliance with GOST R ISO 45001-2020



¹ Approved by order of PJSC Gazprom No. 94 dated March 2, 2020.
² In line with STO Gazprom 18000.1-004-2020 Integrated System of Process Safety Management. Organizing and Conducting Audits.
³ Occupation Health and Safety Management Systems. Requirements with Guidance for Use.
⁴ The data is based on the headcount of the gas subsidiaries of the core business, distribution of petroleum products, low-pressure pipeline networks (gas distribution), oil and electric power businesses, including employees dismissed on December 31, 2023.

Corporate control over compliance with process safety rules

Internal audits of compliance with legislative and corporate requirements are conducted as part of corporate control over compliance with process safety requirements at the Gazprom Group's facilities.

Corporate control includes a multi-tier framework consisting of administrative production control over compliance with process safety requirements, corporate inspection control, and ISPSM audits.

Administrative production control over compliance with process safety requirements focuses on preventing potential accidents, as well as conducting self-assessment and evaluation of the activities of structural units and branches to manage process safety risks.

Corporate inspection control is aimed at monitoring compliance with industrial, fire and occupational safety requirements, as well as controlling the remedy of violations identified after inspections by state supervisory authorities.

The ISPSM is audited by PJSC Gazprom's structural unit with authorization in industrial safety. The audit verifies ISPSM performance (effectiveness) in subsidiaries. Heads of PJSC Gazprom's dedicated structural units conduct on-site inspections of core subsidiaries to assess the management of key process safety risks.

In addition, the Gazprom Group is subject to ongoing monitoring by trade unions and occupational safety officers to ensure compliance with process safety requirements.

Hazard and Risk Identification

PJSC Gazprom has approved STO Gazprom 18000.1-002-2020 Integrated System of Process Safety Management. Hazard Identification and Risk Management for Process Safety Purposes⁵.

In 2023, the assessment identified no critical risks related to process safety in PJSC Gazprom. The Company identified 21 process safety risks, including seven significant risks:

- the risk of injury in a road accident;
- the risk of injury as a result of exposure to extreme temperatures;
- the risk of hazardous substances release with subsequent fire at HIFs of gas trunklines;
- the risk of injury as a result of falling, collapsing, falling objects, materials, earth;
- the risk of injury to employees exposed to moving, flying or rotating objects and parts;

- the risk of injury to a worker due to a fall at different heights;
- the risk of loss of containment in process equipment and technological devices at HIFs of gas trunklines.

For each risk, the Company developed management measures, response methods, and mitigants.

Risk Management Measures in Process Safety

The Gazprom Group manages process safety risks within the framework of the ISPSM. The risks are assessed in each subsidiary. Measures are developed to mitigate the key risks. The results of hazard identification and risk assessment are used to define process safety goals for PJSC Gazprom and its subsidiaries.

⁵ Approved by order of PJSC Gazprom No. 37 dated January 30, 2020.

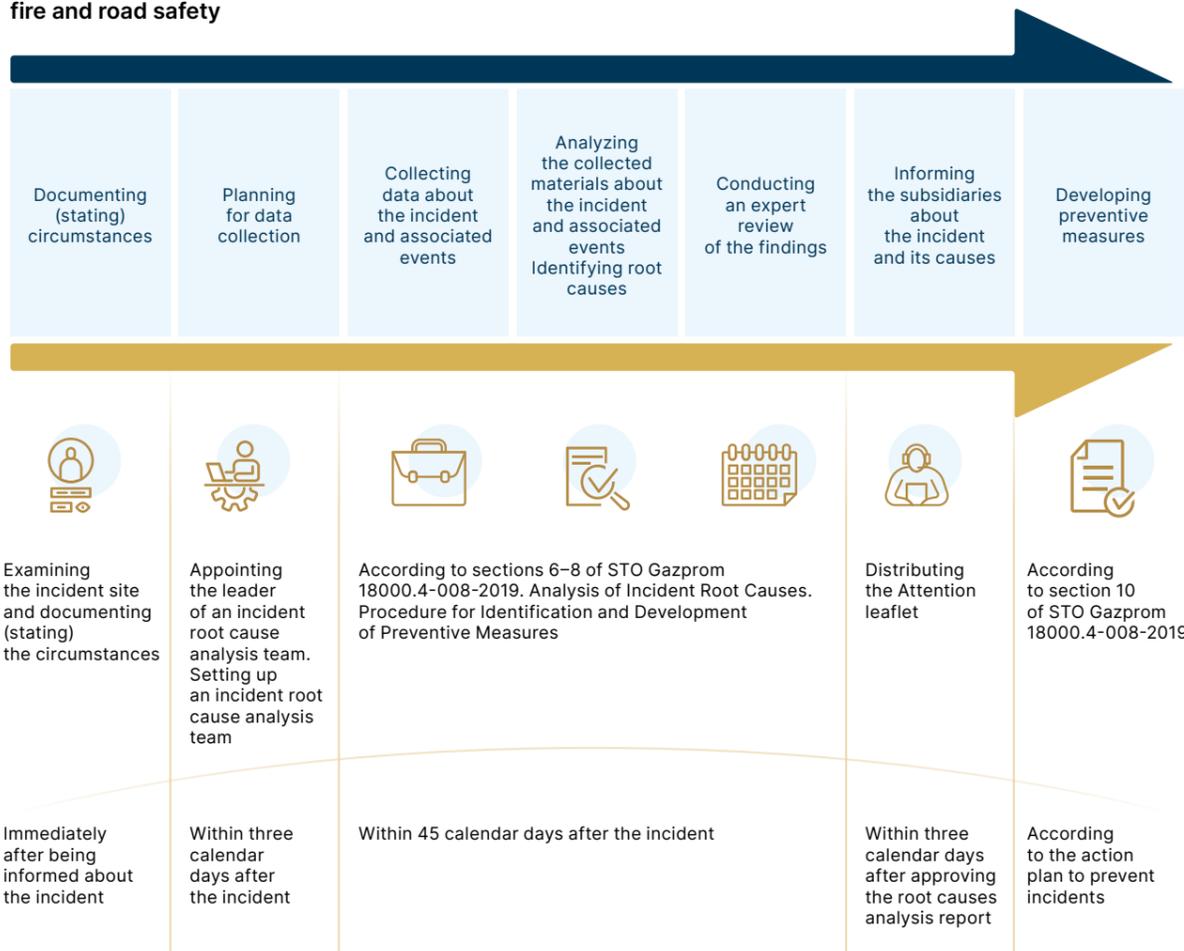
Incident Investigation

PJSC Gazprom thoroughly investigates each incident, identifies its causes in due time, and develops recommendations to prevent similar incidents in future. Incident investigation is regulated by laws and STO Gazprom 18000.1-008-2019 Integrated System of Process Safety Management. Analysis of Incident Root Causes. Procedure for Identification and Development of Preventive Measures¹.

To investigate an incident, PJSC Gazprom creates a committee to take a record of the circumstances of the incident,

collect data about the incident and all the associated events, analyze the available materials and identified causes, and prepare an investigation report. Experts review the submitted materials to assess the completeness and reliability of the collected data, correctness of the analysis and conclusions about the causes of the incident. Upon completion of the investigation, prevention measures are developed and implemented. Employees of PJSC Gazprom's structural units and branches are also informed of the investigation findings.

Incident response process flow chart for occupational health, industrial, fire and road safety



¹ Approved by order of PJSC Gazprom No. 208 dated May 31, 2019 (as amended).

Participation of personnel in ensuring process safety

The Gazprom Group has adopted a procedure for informing each employee about the process safety policy and objectives, as well as about each employee's personal responsibility and contribution to the ISPSM performance and improvement. Employees receive information about the requirements of ISPSM regulations applicable to their activities, learn about the actual and potential consequences of non-compliance. Personnel are made aware of the accident investigation procedure, risks, possible process safety incidents, and the actions to be taken by employees when they occur.

The Group has authorized occupational safety officers representing the interests of employees on process safety issues.

PJSC Gazprom uses various ways to draw employees' attention to process safety. In 2023, Gazovaya Promyshlennost (Gas Industry)² journal published a special issue dedicated to process safety at PJSC Gazprom.

Methods of Raising Employee Awareness of Process Safety

- Information stands;
- instructions on safe practices;
- videos on safe practices;
- reviews of accidents and incidents that occurred during the past month;
- video reconstructions of severe accidents;
- workplace legal reference systems for persons responsible for industrial safety;
- communication, notification and location systems for the personnel working at HIFs.

Training in Process Safety

Training of the Gazprom Group personnel in process safety forms the foundation for a safe working environment and preventing accidents. Training and professional development programs have been developed for each employee category at both the Gazprom Group's internal professional training centers and specialized educational organizations.

Types of Training Programs

In-person training programs

Further professional training programs implemented by organizations of PJSC Gazprom's Continuous Vocational Education and Training System in various formats (training sessions, business games, etc.).

Practical trainings and demonstrations

Enabling employees to safely practice operations and the use of special equipment, evacuation and first aid.

Digital learning tools

Computer programs and models, interactive training courses, videos, webinars and online training help train employees in a convenient format and track their performance.

Regular knowledge assessment

Testing ensures that employees have complete understanding of the rules and regulations and that their process safety qualifications are adequate.

² <https://neftegas.info/magazines/gas-industry>

The Group organizes occupational safety training for personnel at its own educational organizations, including Gazprom Corporate Institute. In the reporting year, the Group's employees received process safety training in 33 programs and 20 e-courses. In 2023, the Institute developed a professional development program for building a system of psychological support for the personnel responsible for process safety. The training is centered around

developing the competencies of employees of subsidiaries and entities who provide psychological support to colleagues responsible for process safety. The program is scheduled to start in 2024. In the reporting year, the total number of the Gazprom Group employees who completed training in process safety reached 173,687¹.

173,687
people
completed training
in process safety

In 2023,
the Gazprom Group
employees received

146
process
safety awards
and accolades,
including 25 federal
ones.

The GID corporate mobile app, a shared communication channel for all the Group's employees, features process safety functionality.



For more details on the GID corporate digital system, see the [Internal Communications](#) subsection.

Everyone's responsibility

Group employees are obliged to report any incidents to their immediate supervisor and can also do so via a trade union organization or occupational safety officers. In addition, they can submit suggestions for improving ISPSM components, questions regarding process safety, and any other information on this topic through the following communication channels:

- by phone;
- by e-mail;
- by mail or courier with a "hotline" mark;
- through a subsidiary's intranet portal;
- through a mobile app;
- by an SMS message from the mobile phone or a text message via a messenger;
- by hand to the head of the respective unit or to the relevant service.

Any employee who reports an incident, process safety hazards or risks, the actual situation and opportunities for improvement through these channels is protected from pressure, harassment or retaliation. They have every right to refuse to perform work in case of danger to their life and health due to violation of labor protection requirements until such danger is eliminated².



Digital process safety projects

A VR simulator developed by Gazprom ONUTC for taking out a 10 kV switchgear panel on the basis of a safe work permit using VR technology can train electricians and electrician fitters to work safely in power units. The simulator features a 360° photo and video tour and practical VR exercises to ensure maximum immersion in the process. The VR simulator is used to practice the procedure for taking out a 10 kV switchgear panel for repair under a safe work permit and putting it back into operation after repair in compliance with labor protection requirements and safety measures, as well as abnormal and emergency situations.

Gazprom Dobycha Yamburg is piloting computer vision technologies to ensure control over compliance with occupational health and safety requirements, including control of vehicle access to the production facility, as well as personnel access control based on biometric data.

Gazprom UGS and Gazprom Transgaz Ufa tested and successfully implemented remote laser methane detection systems. A laser detector, combined with a camera, not only receives information about the fact of leakage but also localizes it.

Control over Contractor's Process Safety

The Gazprom Group requires contractors to strictly comply with the applicable rules and standards regulated by the corporate document STO Gazprom 18000.2-015-2021 Integrated System of Process Safety Management. Requirements for Process Safety Management System. Procedure for Interacting with Contractors to Ensure Compliance with Process Safety Requirements at PJSC Gazprom's Facilities³. This document sets forth requirements for contractors' process safety management system, interaction procedure, role distribution and areas of responsibility of all parties at construction, reconstruction and repair sites. It provides separate regulations for stages with potentially high risks associated with the presence of hazardous substances at assets under construction.

All contractor agreements for construction, renovation, diagnostics, maintenance, overhaul and current repair of PJSC Gazprom's facilities include mandatory conditions for meeting the requirements of STO Gazprom.

All accidents involving contractors' employees are investigated in accordance with legal requirements. Contractor agreements provide for the analysis of incident causes and development of preventive measures⁴.

To make interaction with contractors more efficient, PJSC Gazprom appointed Gazprom Invest⁵ as a single technical customer for implementing its investment projects. To ensure the ISPSM operation and improvement and coordinate interaction with contractors on process safety matters, Gazprom Invest established a Process Safety Commission including first-line managers and a representative of employees. The Commission meets at least once in six months.

¹ Data on managers, specialists, and other white-collar staff who completed pre-certification training in industrial safety, occupational health, etc. The number of employees who completed training is stated in man-courses (where one person received training twice, they are counted twice, etc.).

² Save where otherwise provided by law.

³ Approved by PJSC Gazprom's resolution No. 269 dated June 7, 2021.

⁴ According to STO Gazprom 18000.4-008-2019.

⁵ A wholly owned subsidiary of PJSC Gazprom.

Training of Contractor Employees

The Group oversees the implementation of process safety training programs for contractor employees. In the reporting year, more than 110 thousand employees from 37 Gazprom Group's contractors received process safety training in leadership and behavioral safety audit, process safety culture, risk assessment, VR training in electrical and fire safety, working at heights and hot works. In addition, 7,891 drivers of contractors took the Defensive Driving course.

Audit of Suppliers in Process Safety

Suppliers are audited in accordance with STO Gazprom 178-2020 Procedure for Comprehensive Audit of Companies Manufacturing or Planning to Manufacture Products for the Needs of PJSC Gazprom¹. Comprehensive audits of suppliers are conducted in three stages: desk audit, on-site audit and drafting of a comprehensive audit report. As part of audits of counterparties' management systems, the Company verifies compliance with process safety requirements stipulated by Gazprom standards² and contractual terms and conditions.

>110,000 employees

from 37 Gazprom Group contractors received process safety training

OCCUPATIONAL HEALTH

The Gazprom Group views the health and life of people as the greatest value and makes every effort to minimize injury risks and threats to the health of employees and contractors working at its facilities and production sites.

The ISPSM and the system for managing process, fire and road safety include the occupational health and safety (OHS) management system, which complies with

the Labor Code of the Russian Federation³ and applicable laws and regulations, and covers all employees of PJSC Gazprom and its subsidiaries.

Material topic



4. Health and process safety at the Gazprom Group and its contractors



7. The Gazprom Group's legal compliance (social, economic, environmental and antimonopoly requirements)

Prevention of Occupational Injuries

BR. Appendix 4, Identification of Hazards, Assessment of Accident and Incident Risks, Occupational Health Service, page 39

In 2023, PJSC Gazprom, its subsidiaries, entities and branches had 44 occupational accidents, which resulted in 57 injuries, including 11 fatalities.

The key types of workplace accidents in the reporting year included traffic accidents, falls and injuries suffered by employees engaged in high-hazard operations.

We investigated injuries as required by Russian laws, identified root causes and worked out measures to prevent future process safety incidents.

Types of accidents in 2023⁴



- 18 ● Traffic accidents
- 16 ● Falls
- 8 ● Impact of moving or flying parts of machinery or objects
- 7 ● Exposure to extreme temperatures
- 4 ● Falls, collapse of building, structures, materials, and landslides
- 1 ● Electric shock
- 3 ● Other

³ Labor Code of the Russian Federation No. 197-FZ dated December 30, 2001.

⁴ The data is provided for gas business companies covered by the ISPSM, excluding low-pressure pipeline networks (gas distribution) and distribution of petroleum products.

¹ Approved by PJSC Gazprom's resolution No. 283 dated August 10, 2020.

² STO Gazprom 18000 series.



Aerial monitoring of safety

To control compliance with process safety requirements at PJSC Gazprom's construction sites, Gazprom Invest put in place an aerial monitoring system using unmanned aerial vehicles (UAVs). UAV operators receive requests that specify sites, coordinates, and emphases for certain work to be done for aerial surveys and send the drones there. Reports on identified violations are forwarded to contractors, which must eliminate the violations and take measures to prevent such cases in future.

BR. Occupational injuries, page 40

RUIE 3.1.5, 3.1.6

Workplace injury rates

Indicator	2021	2022	2023
Injury frequency rate ¹	0.13	0.12	0.173 ²
Injury severity rate ³	68.19	67.87	76.6 ²
Injured	42	39	57 ²
Fatalities	5	6	11 ²
Number of fatalities related to the activities of third-party contractors at the Company's facilities	11	18	14
Number of work-related severe or permanent injuries by contractors (excl. fatal injuries)	17	29	22

The injury frequency rate in 2023 increased by 44.2% due to a higher number of workplace accidents and associated injuries.

The injury severity rate rose by 12.9% due to a higher number of workplace accidents.

MED 29

Number of injuries and fatalities as a result of incidents⁴ in the Gazprom Group, persons

Indicator	2021	2022	2023
Gas business companies²			
injured	42	39	57
• incl. fatalities	5	6	11
Oil business companies			
injured	70	45 ⁵	45 ⁵
• incl. fatalities	4	0	0
Power generation companies			
injured	3	7 ⁶	15 ⁶
• incl. fatalities	0	1	0
Gazprom Neftekhim Salavat			
injured	2	1	0
• incl. fatalities	2	0	0

The year-on-year rise in injuries was due to an increase in the number of traffic

accidents caused by third parties and a group workplace accident.

¹ Number of work-related injuries requiring one or more days off work in the reporting year / average headcount × 1,000.

² The data is provided for gas business companies covered by the ISPSM, excluding low-pressure pipeline networks (gas distribution) and distribution of petroleum products.

³ Total number of work days lost / total number of incidents.

⁴ Injuries requiring one or more days off work and fatal injuries.

⁵ The Gazprom Neft data includes the subsidiaries of Gazprom Neft as well as the joint ventures under its operational control in Russia and abroad.

⁶ Including the Gazprom Teploenergo Group.

Gazprom Group Indicator 29.1

Lost time injury frequency rate (LTIFR)⁷, Gazprom Group

Indicator	2021	2022	2023
Gas business companies	0.08	0.08	0.102
Gas business companies (low-pressure pipeline networks) ⁸	— ⁹	— ⁹	0.204
Gas business companies (distribution of petroleum products)	— ⁹	— ⁹	0.369
Oil business companies	0.36	0.338	0.323
Power generation companies	0.05	0.086	0.191

Higher LTIFR in the Group's gas business and power generation companies in 2023 was driven by an increased number of lost time injuries. Lower LTIFR

in the Group's oil business companies is attributable to an increase in the number of man-hours worked.

Gazprom Group Indicator 29.2

Fatal accident rate (FAR)¹⁰, Gazprom Group

Indicator	2021	2022	2023
Gas business companies	0.99	1.18	1.963
Gas business companies (low-pressure pipeline networks) ⁸	— ⁹	— ⁹	1.927
Gas business companies (distribution of petroleum products)	— ⁹	— ⁹	12.309
Oil business companies	3.80	0 ¹¹	0 ¹¹
Power generation companies	0	1.23 ¹²	0 ¹²
Gazprom Neftekhim Salavat ¹³	12.96	0	0

In the reporting year, the fatal accident rate in the Group's gas business companies

increased by 66.4% year-on-year due to group accidents involving fatalities.

⁷ Number of lost time injuries / total man-hours worked × 1,000,000.

⁸ The data refers to the Gazprom Mezhhregiongaz Group.

⁹ No data was collected.

¹⁰ Number of fatalities / total man-hours worked × 100,000,000.

¹¹ The Gazprom Neft data includes the subsidiaries of Gazprom Neft as well as the joint ventures under its operational control in Russia and abroad.

¹² Including the Gazprom Teploenergo Group.

¹³ The data refers to Gazprom Neftekhim Salavat LLC.

Number of injuries and fatalities as a result of incidents in the Gazprom Group, persons

Indicator	2021		2022		2023	
	Male	Female	Male	Female	Male	Female
Gas business companies¹						
injured	39	3	36	3	50	7
• incl. fatalities	5	0	6	0	11	0
Oil business companies						
injured	62	8	38 ²	7 ²	37 ²	8 ²
• incl. fatalities	4	0	0	0	0	0
Power generation companies						
injured	3	0	6	1	14 ³	1 ³
• incl. fatalities	0	0	1	0	0	0
Gazprom Neftekhim Salavat⁴						
injured	2	0	1	0	0	0
• incl. fatalities	2	0	0	0	0	0

Differences in the numbers of injured male and female workers are due to the statistical difference between women and men working at hazardous industrial facilities.

To reduce accident risks, the Group developed a series of documents, including action plans to prevent workplace incidents, action plans to prevent road accidents and ensure road safety, programs for the reconstruction and re-equipment of the Group's facilities, etc.

MED 27 RUIE 3.1.9 Gazprom Group Indicator 30

Occupational health expenditures across the Gazprom Group⁵, RUB million

2023	26,882.57
2022	23,472.46

In 2023, PJSC Gazprom held a Contest for the Best Subsidiary by Occupational Health Performance. The winners were selected in three categories: Gas Production, Processing and Storage; Gas Transportation; and Infrastructure Entities.

Occupational health expenditures across the Gazprom Group, RUB million

Indicator	2021	2022	2023	Change 2023/2022, %
Gas business companies	12,825	14,663.4	17,165.78	+17.1
Gas business companies (low-pressure pipeline networks) ⁶	— ⁷	1,867.68	2,139.81	+14.6
Gas business companies (distribution of petroleum products)	— ⁷	95.37	138.35	+45.1
Oil business companies	— ⁷	5,106.71	4,805.30	-5.9
Power generation companies	1,915	1,739.3 ³	2,633.33 ³	+51.4
Gazprom Neftekhim Salavat ⁴	209	221.6	255.35	+15.2

¹ The data is provided for gas business companies covered by the ISPSM, excluding low-pressure pipeline networks (gas distribution) and distribution of petroleum products.

² The Gazprom Neft data includes the subsidiaries of Gazprom Neft as well as the joint ventures under its operational control in Russia and abroad.

³ Including the Gazprom Teploenergo Group.

⁴ The data refers to Gazprom Neftekhim Salavat LLC.

⁵ The data is provided for entities covered by the ISPSM.

⁶ The data refers to the Gazprom Mezhrefiongaz Group.

⁷ No data was collected.

Labor Conditions Assessment

To ensure process safety, the Gazprom Group's facilities have implemented special labor conditions assessment (SLCA) and operational labor conditions control (OC).

The SLCA is held once every five years⁸. It is arranged by the subsidiaries' occupational health services and implemented by expert organizations included in the relevant register. As part of the SLCA, working environment and working process factors are identified to assess their impact on employees.

The OC is held annually by industrial sanitation laboratories of PJSC Gazprom's subsidiaries and certified third-party

laboratories. They identify harmful and/or hazardous workplace factors (if any) and their impact on employees' health.

Based on the SLCA and OC findings, the following steps are taken:

- Employees are informed about the identified harmful and/or hazardous workplace factors at production sites;
- initiatives are developed and implemented to improve working conditions, including the provision of individual and collective protective equipment;
- mandatory preliminary and periodic medical check-ups are held.

1.28 million studies and measurements of harmful workplace factors conducted as part of OC

Number of Class 3 and 4 workplaces and the number of employees working at such workplaces in entities covered by the ISPSM, 2023

Indicator	Class				
	3.1	3.2	3.3	3.4	4
Number of workplaces	36,066	17,947	775	39	21
Number of employees	66,909	42,554	2,483	73	73



The Gazprom Group collaborates with federal process safety agencies (Rostekhnadzor, Ministry of Labor and Social Protection, EMERCOM of Russia, Rostrud, Social Insurance Fund), among other things, to develop relevant regulations.

In the reporting year, PJSC Gazprom took part in the Russian Labor Safety Week 2023 to arrange a dedicated session for discussing the most pressing matters with the Ministry of Labor and Social Protection. Furthermore, Gazprom Energo hosted a roundtable on preventing injuries and enhancing the reliability of human inputs in the production environment. The Group also organized an onsite meeting of the Science and Technology Council at Gazprom Dobycha Astrakhan and the training center of Gazprom Gazobezopasnost.

⁸ Pursuant to Federal Law No. 426-FZ On Special Assessment of Labor Conditions dated December 28, 2013.

KEEPING FOCUS ON SAFETY

OUR TOP PRIORITY
IN EMERGENCY SITUATIONS
IS SAVING LIVES.
WE CONDUCT REGULAR
SHIPBOARD DRILLS AND
PRACTICE RESCUING
PEOPLE AT SEA.



VLADIMIR LI

Captain of the Portovy LNG carrier
(Gazprom Flot)

Mr. Li supervises the gas carrier operation, ensures the functioning of the vessel's safety and occupational health and safety management system, oversees the crew's preparation for the damage control and rescue of people. He won the 2023 corporate captains contest in fundamentals of marine science.

Occupational Disease Prevention

Key occupational diseases develop in employees exposed to production-related chemical and physical factors or experiencing physical overload and functional overexertion of certain bodily organs and systems.

Whenever an occupational disease is confirmed, the Group conducts an investigation to identify the causes and develop and adopt relevant prevention measures.

Occupational disease prevention measures taken by the Group

- Streamlining the labor process to cut the time of employees' exposure to production factors;
- upgrading and replacing obsolete equipment associated with high levels of employee exposure to harmful production factors;
- providing employees with modern and effective personal and group protective equipment.

0 fatalities at the Gazprom Group caused by occupational diseases

Gazprom Group Indicator 29.3

Occupational disease rates (ODR)¹, Gazprom Group

Indicator	2021	2022	2023
Gas business companies	0.019	0.021	0.023
Gas business companies (low-pressure pipeline networks) ²	– ³	– ³	0
Gas business companies (distribution of petroleum products)	– ³	– ³	0
Oil business companies	0	0	0
Power generation companies	0	0.012 ⁴	0⁴
Gazprom Neftekhim Salavat ⁵	0	0.062	0.062

In 2023, the occupational disease rate in the Group's gas business companies increased by 9.5%, with more incident cases

of occupational diseases identified as a result of wider diagnostics coverage and improved diagnostics methods.

INDUSTRIAL SAFETY

The Gazprom Group complies with industrial safety requirements, continuously monitors hazardous industrial facilities (HIFs), and makes sure its assets are fully prepared for a fast response to accidents and incidents.

Accident Prevention

As of December 31, 2023, a total of 8,402 hazardous industrial facilities (HIF) were registered in the State Register of Hazardous Industrial Facilities, including:

- 4,473 at gas business companies;
- 2,189 at gas business companies (low-pressure pipeline networks)⁶;
- 251 at gas business companies (distribution of petroleum products);
- 797 at oil business companies⁷;
- 688 at power generation companies⁸;
- 4 at Gazprom Neftekhim Salavat.

The Company implements the following programs aimed at cutting accident rate at production facilities:

- Comprehensive Program for Reconstruction and Re-Equipment of Gas Production Facilities for 2023–2027⁹;
- Comprehensive Program for Reconstruction and Re-Equipment of Gas and Liquid Hydrocarbon Processing Facilities for 2023–2027¹⁰;
- Comprehensive Program for Reconstruction and Re-Equipment of Gas Transportation Facilities for 2023–2027¹¹.

On top of that, PJSC Gazprom drafts and updates local regulations to improve process control and equipment diagnostics.

The Gazprom Group upgrades and repairs equipment, conducts technical inspections, performs diagnostics and examines the industrial

safety of technical devices, buildings and structures, holds personnel training in accident prevention and runs comprehensive accident response drills.

To strengthen industrial safety, the Gazprom Group took the following steps:

- set up 18 in-house emergency rescue teams;
- signed agreements with professional rescue teams to prevent well blowout, ensure gas, fire and industrial health and safety, and conduct scheduled gas hazardous and repair activities;
- stockpiled materials and equipment and created provisions to contain and eliminate accident consequences;
- improves training and technical aids to prepare its staff for emergency response.

The number of accidents remained flat year-on-year, with three of them taking place in the linear part of gas trunklines and one occurring due to the loss of integrity at a locking device of the receiver's end closure at cleaning pigs.

18 in-house emergency rescue teams

In 2023, PJSC Gazprom's HIFs covered by the Integrated System of Process Safety Management (ISPSM) saw accidents go down by over one third, with four accidents occurring in the linear part of gas trunklines mainly as a result of corrosion and defects in welded joints.

¹ Incident cases of occupational diseases / total man-hours worked × 1,000,000.

² The data refers to the Gazprom Mezhhregiongaz Group.

³ No data was collected.

⁴ Including the Gazprom Teploenergo Group.

⁵ The data refers to Gazprom Neftekhim Salavat LLC.

⁶ The data refers to Gazprom Mezhhregiongaz Group.

⁷ The Gazprom Neft data include the subsidiaries of Gazprom Neft as well as the joint ventures under its operational control in Russia and abroad.

⁸ Including Gazprom Teploenergo Group.

⁹ Approved by resolution of the Management Committee of PJSC Gazprom No. 35 dated September 22, 2022.

¹⁰ Approved by resolution of the Management Committee of PJSC Gazprom No. 50 dated December 8, 2022.

¹¹ Approved by resolution of the Management Committee of PJSC Gazprom No. 37 dated October 6, 2022.

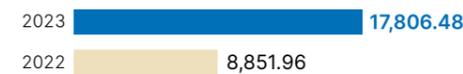
Industrial accidents and incidents across the Gazprom Group

Entity	2021	2022	2023
Gas business companies¹			
• accidents	7	6	4
• incidents	5	4	4
Oil business companies			
• accidents	0	2 ²	0 ²
• incidents	54 ³	5 ²	5 ²
Power generation companies			
• accidents	0	0 ⁴	1 ⁴
• incidents	60	22 ⁴	20 ⁴
Gazprom Neftekhim Salavat⁵			
• accidents	0	0	0
• incidents	2	0	1

Following the investigation of accidents and incidents and review of their root causes, the Company drafted and put in place a mitigation plan. Accident response measures are conducted in line with an action plan approved by each subsidiary. The plan provides for all accident breakout and development scenarios and interaction procedures, while also allocating sufficient task force, materials and equipment, funds, and engineering resources.

Gazprom Group Indicator 31

Industrial safety expenditures across the Gazprom Group⁶, RUB million



Industrial safety expenditures across the Gazprom Group, RUB million

Entity	2021	2022	2023	Change 2023/2022, %
Gas business companies	4,639	6,814.17	5,130.48	-24.7
Gas business companies (low-pressure pipeline networks) ⁷	- ⁸	21.18	18.23	-13.9
Gas business companies (distribution of petroleum products)	- ⁸	951.41	11,392.84	+1,097.5
Oil business companies ²	- ⁸	368.07	478.82	+30.1
Power generation companies	676	697.12	786.11	+12.8
Gazprom Neftekhim Salavat ⁵	490	459.27	681.66	+48.4

In 2023, gas business companies distributing petroleum products significantly increased their industrial safety expenditures due to the need to spend more on examining

industrial safety of buildings, structures and technical devices as part of the Gazprom Group's investment program.

¹ The data is provided for gas business companies covered by the ISPSM, excluding low-pressure pipeline networks (gas distribution) and distribution of petroleum products.

² The Gazprom Neft data include the subsidiaries of Gazprom Neft as well as the joint ventures under its operational control in Russia and abroad.

³ The decrease is attributable to changes in the procedure for accounting for, and recording of man-made events.

⁴ Including Gazprom Teploenergo Group.

⁵ The data refers to Gazprom Neftekhim Salavat LLC.

⁶ The data is provided for entities covered by the ISPSM.

⁷ The data refers to Gazprom Mezhhregiongaz Group.

⁸ No data was collected.

Fire Safety

To prevent fires at facilities, PJSC Gazprom relies on a Fire Safety Organizational and Technological Activities Plan (the "Plan") drafted in 2023⁹. As part of this Plan, the Gazprom Group works to improve corporate controls, takes fire prevention measures, monitors the condition of firefighting systems, and holds comprehensive fire safety drills for personnel.

PJSC Gazprom seeks to timely identify threats arising from wildfires in places where gas production and transportation facilities are located and promptly report them to fire-fighting units of the Gazprom Group's facilities. To that effect, PJSC Gazprom and Gazprom Space Systems develop a fire monitoring IT service powered by space monitoring technology.

Number of fires at the facilities of PJSC Gazprom¹⁰

Entity	2021	2022	2023
Total fires	6	4	2
• incl. at production facilities	0	1	0
Fire injuries	2	1	0
• incl. fire fatalities	1	0	0
Damage, RUB million	3.6	26.1	81.6



In the reporting year, the Gazprom Group held a fire and rescue sport competition among PJSC Gazprom's subsidiaries in Orenburg. Following the competition, PJSC Gazprom set up a corporate team that later topped at the nation-wide competitions of the EMERCOM of Russia, winning the Cup of Fire and Rescue Sport Federation of Russia.

50%
reduction

in the number of fires at facilities of PJSC Gazprom in 2023



In the reporting year, PJSC Gazprom hosted one of the stages of the Safe Arctic 2023 drills at a fire safety testing site in Novy Urengoy. The participants fought fire at a gas well and prevented well blowout using four different methods.

In 2023, two fires occurred at the facilities of PJSC Gazprom due to different reasons, including electrical equipment faults, resulting in no injuries.

0 people
injured by fire

⁹ Approved by order No. 03-241 of Chairman of the Management Committee and Head of Department at PJSC Gazprom on November 29, 2022.

¹⁰ The data is provided for gas business companies covered by the ISPSM, excluding low-pressure pipeline networks (gas distribution) and distribution of petroleum products.

PROTECTING PRODUCTION FACILITIES AND PEOPLE

OUR OPERATIONS ARE OF STRATEGIC IMPORTANCE FOR THE WELL-BEING OF THE COUNTRY AND ITS PEOPLE. IT IS OUR PROFESSIONAL DUTY TO ENSURE THE SECURITY OF OUR TEAMS AND SMOOTH OPERATION OF GAZPROM'S ASSETS.



MARAT LITVINOVSKY

Employee of PJSC Gazprom's Main Security Directorate

Mr. Litvinovsky is responsible for ensuring compliance with the access and on-site authorization procedures and security of PJSC Gazprom's buildings and premises. He can quickly make right decisions and is good at ensuring the integrity and security of facilities. Mr. Litvinovsky took part in the special military operation as a volunteer and has two military decorations.

CIVIL DEFENSE

The Gazprom Group engages in consistent efforts to protect its employees, local residents and territories against emergencies.

Material topic



7. The Gazprom Group's legal compliance (social, economic, environmental and antimonopoly requirements)

Civil Defense System

In 2003, PJSC Gazprom set up its Civil Defense System to protect the Gazprom Group's staff and inventories against natural and man-made emergencies and terrorist attacks and to ensure protection of local residents and territories against natural and manmade emergencies linked to incidents and accidents at HIFs of the Gazprom Group.

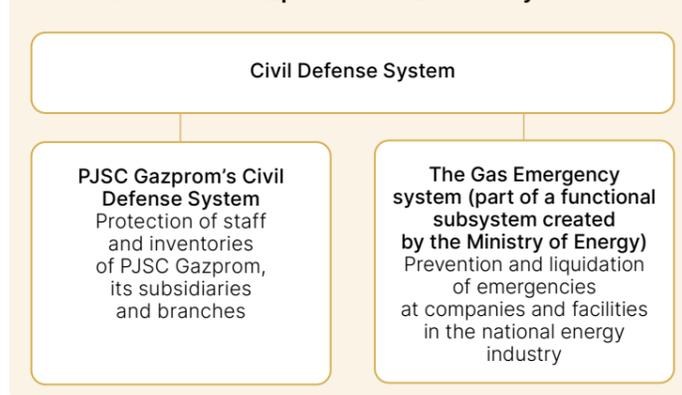
Managing the civil defense system and its subsystems on the corporate level is the responsibility of the Chairman of PJSC Gazprom's Management Committee.

On the facility level (subsidiaries and branches), managing civil defense systems falls within the remit of managers of PJSC Gazprom's subsidiaries and branches (facilities).

Each level of the civil defense system includes:

- coordination bodies;
- standing management bodies;
- day-to-day management bodies;
- bodies responsible for evacuation;
- commissions to improve resilience amid war time emergencies.

Structure of PJSC Gazprom's Civil Defense System



Key Goals of the Civil Defense System

- Ensuring the readiness for action of control bodies and units, communication and alerting systems, civil defense forces and tools in place to prevent and liquidate various emergencies at the Gazprom Group's facilities and to protect the staff and inventories of the Gazprom Group's entities from hazards arising during or out of military conflicts as part of response to emergencies and military conflicts;
- interaction with control bodies and forces of the functional and territorial subsystems of the National Emergency Management System;
- warning employees of threats associated with various emergencies or arising during or out of military conflicts;
- preparation of employees for action during various emergencies and provision of training on how to protect themselves from threats arising during or out of military conflicts;
- prediction and assessment of social and economic consequences of various emergencies at the UGSS facilities;
- stockpiling, for civil defense purposes, of materials and equipment, food, medical and other items and provisioning of financial and physical resources for the purposes of liquidation of various emergencies at UGSS facilities;
- corporate control in the area of civil defense and protection against emergencies.



For more details on the Gazprom Group's civil defense regulations, see [Appendix 6.4](#).

Civil Defense Performance in 2023

In 2023, PJSC Gazprom expanded its inventory of civil defense protection structures and made sure those were aligned with respective engineering and design regulations. Measures were taken to improve readiness of governance bodies and communication and alerting systems to remain fully operational in case of natural and man-made emergencies. Efforts continued to replace obsolete and expired personal protective equipment with cutting-edge alternatives made in Russia. Monitoring systems were improved to enhance safe operation

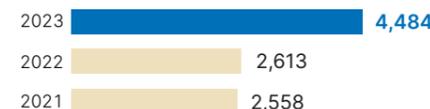
of HIFs and to ensure protection of the lives and health of employees and local residents. The Group took steps to further train its emergency rescue teams and improve their access to necessary tools and equipment.

0 man-made and natural disasters at facilities of PJSC Gazprom in 2023

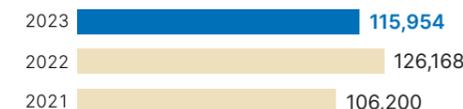
The civil defense system of PJSC Gazprom has all the necessary personnel, physical and financial resources and communication, alert and information systems. The current level of civil defense and emergency protection at Gazprom Group entities is aligned with key applicable regulations in this area. Governance bodies, teams and resources tasked with civil defense and emergency response responsibilities are fully ready to perform as needed.

Emergency preparedness among Gazprom Group employees

Number of tactic drills, facility-based training sessions and tabletop exercises held to maintain emergency preparedness among Gazprom Group employees



Number of Gazprom Group employees participating in tactic drills, facility-based training sessions and tabletop exercises



41.7%

increase in the number of tactic drills, facility-based training sessions and tabletop exercises held by the Group in 2023

Number of civil defense officers who completed training in emergency response

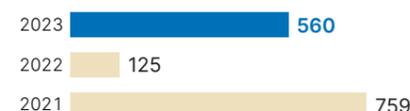


Number of Gazprom Group employees who completed training in emergency response

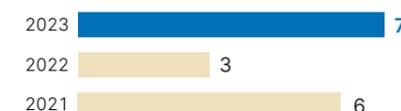


Administrative fines and non-financial sanctions for failures to comply with civil defense and emergency protection procedures at the Gazprom Group

Administrative fines paid, RUB thousand



Number of non-financial sanctions



In 2023, administrative fines paid for civil defense and emergency response violations stood at RUB 560,000, a 78% increase year-on-year. Gazprom Group entities were subject to seven

non-financial sanctions related to civil defense and emergency response activities (57% more than in 2022). This was due to an increase in the number of inspections held by regulatory bodies.

Principle 4

Social justice

Principle 5

Accelerated infrastructure development

REGIONAL POLICY

Among other things, the Gazprom Group places a special focus on ensuring social responsibility, improving the quality of life of local communities, developing infrastructure in the regions where the Group operates, and expanding opportunities for raising healthy youth with sustainable values. The Group implements projects in areas essential for community advancement and unity, that is, education, healthcare, culture, and sports. Through the efforts of its large team, the Gazprom Group paves the way for a decent standard of living in Russia.

Material topic



1. Implementation of gas supply development and gas infrastructure expansion programs in Russian regions



11. Engagement with local communities across the Gazprom Group's footprint

Approach to Interaction with Regions of Operation

RUIE 3.3.1

Being a socially responsible company, the Gazprom Group supports national interests. It feels an integral part of the regions where its entities operate. Through an ongoing dialogue with local communities, the Gazprom Group learns about their needs and renders support where it is most essential. Together with the government, the Group participates in social programs to improve lives in Russia, as well as in charity and volunteer projects.

Gazprom's Regional Policy Concept¹ seeks to lay economic, legal, and organizational groundwork for the overall strategy

of social and economic development of the Gazprom Group entities in the Russian regions. The gas infrastructure expansion program allows for a quality upgrade to living standards and provides an impetus for business and production growth in the regions. By opening new enterprises, expanding capacities, and building out the gas transportation system, the Gazprom Group creates new jobs and tackles the employment issue for a host of specialists.

Areas of Cooperation with Russian Regions

Tax payments to budgets of all levels	Assistance in addressing social issues	Support of indigenous minorities of the North
Urban improvement in cities, towns, and villages	Development of culture, sports, and education	Employment opportunities
Interaction with state institutions and local communities and implementation of joint projects		Cooperation with state authorities on gas infrastructure expansion programs

Gazprom Group Indicator 7

As of December 31, 2023, the Gazprom Group had 81 agreements with Russian regions, with five of them concluded in the reporting year, namely:

- Cooperation agreement between PJSC Gazprom and the Government of the Leningrad Region for 2023–2025;
- Cooperation agreement between PJSC Gazprom and the Government of the Kirov Region;
- Agreement of intent on gas supply and gas infrastructure expansion in the Murmansk Region;
- Cooperation agreement between PJSC Gazprom and the Government of the Khanty-Mansi Autonomous Area – Yugra for 2024–2028;
- Cooperation agreement between PJSC Gazprom and the Government of the Yamal-Nenets Autonomous Area for 2024–2026.

Agreements with regions are concluded on behalf of PJSC Gazprom. The Gazprom Group carries out social and economic development interactions with regions through subsidiaries and entities operating in respective regions.

By entering into regional agreements, the Gazprom Group confirms its commitment to addressing various social and economic tasks, thus bolstering the creation and development of infrastructure. The Group also sets the scene for stable and promising operation of the Unified Gas Supply System based on a mutually beneficial partnership with Russian regions.

Cooperation agreements with municipal administrations are in place in almost all regions across the footprint of PJSC Gazprom's subsidiaries and entities. The agreements are aimed at ensuring cooperation with the regions within the framework of PJSC Gazprom's strategic projects, strengthening relations and expanding business ties of PJSC Gazprom's subsidiaries and entities with enterprises, organizations, and municipal authorities in the Russian regions.

81 agreements with Russian regions

➔ For more details on the Gazprom Group's investment projects in Russian regions, see the [1 About the Gazprom Group](#) section.

➔ For more details on the Gazprom Group's regulations associated with the Russian regional policy, see [Appendix 6.4](#).

➔ For more details on the Gazprom Group's cooperation with local authorities, see [Appendix 6.2](#).

¹ Approved by resolution of the Management Committee of OJSC Gazprom No. 32 dated May 22, 2003.

Housing and Urban Environment national project

Environment national project

Gas Infrastructure Expansion

Gazprom pursues its considerable effort to help Russians connect to network gas and significantly improve the quality of life in cities, towns, and villages.

The reporting year saw 195 inter-settlement gas pipelines with a total length of 2,447 km built to ensure gas supplies to 50,600 houses and apartments along with 336 boiler houses in 412 localities.

73.8%
gas penetration rate in Russia
as of the end of 2023¹

195 inter-settlement
gas pipelines
built with a total length of 2,447 km

46 regions
with gas distribution stations
under construction

72 constituent entities
of the Russian Federation

8 gas distribution stations
with pipeline branches built by Gazprom
Mezhregiongaz Group

1,230
mmt of CO₂ equivalent
GHG reduction thanks to regional gas
infrastructure development

1,192 localities Gazprom Group Indicator 2
connected to Gazprom's gas pipelines under the Gas Supply Development
and Gas Infrastructure Expansion Programs until 2025²

Gas Infrastructure Expansion Program for 2021–2025

2020 saw the gas supply and gas infrastructure expansion programs for 2021–2025 drafted and approved for 67 constituent entities of the Russian Federation. In 2022, 66 programs were updated. In 2022, programs through 2025 were developed and approved for the Republic of Tatarstan, as well as Sverdlovsk, Chelyabinsk and Kostroma Regions; the respective program for the Irkutsk Region was updated.

The Programs for 72 constituent Russian entities provide for the construction of:

- around 2,300 inter-settlement gas pipelines spanning 30,000 km;
- 5,500 intra-settlement gas pipelines with a total length of 36,600 km;
- 153 gas distribution stations.

In addition, they envisage for the construction or reconstruction of existing gas pipeline branches and upgrade of gas distribution stations.

30,000 km
of inter-settlement
gas pipelines
envisaged by the gas
infrastructure expansion
program for 2021–2025

The Gazprom Group is drafting the Gas Supply and Gas Infrastructure Expansion Program for 2025–2030 for the Murmansk Region. In the reporting year, the Company developed draft annual synchronization plans for 2024 gas infrastructure expansion, specifying the list and deadlines of the respective activities.

In furtherance of clause 8 of the List of Instructions of the President of the Russian Federation³, PJSC Gazprom together with the executive authorities of the Republic of Buryatia, Trans-Baikal Territory, and Amur Region developed and approved roadmaps for gas infrastructure expansion in Buryatia and the Trans-Baikal Territory until 2032, and in the Tynda Urban District until 2027. Among other things, the roadmaps intended for Buryatia and the Trans-Baikal Territory provide for the drafting of gas supply development and gas infrastructure expansion programs for 2026–2032 based on the results of the preceding activities, including work planned for 2024–2025, namely, the update, coordination, and approval of the forecast fuel and energy balances of these regions, as well as the preparation of materials for updating the Master Plans for Gas Supply Development and Gas Infrastructure Expansion.

In the reporting year, we approved the Comprehensive Gas Infrastructure Expansion Plan for the town of Svobodny in the Amur Region, to bring gas to four local boiler houses in 2024.

Together with federal authorities, the Gazprom Group makes a consistent effort to improve laws so as to simplify and accelerate the construction of gas supply facilities and reduce project timescales and costs.

In 2023, the Gazprom Group took part in weekly meetings of the Moscow Region's headquarters for the implementation of the Presidential Project titled Social Gasification for 2021–2025, as well as gas infrastructure expansion meetings held in seven regions of the North Caucasian Federal District, and interdepartmental regional working groups on the fuel and energy sector, as well as meetings of federal headquarters under the leadership of Deputy Prime Minister of Russia Alexander Novak.

The Gazprom Group coordinated the initiatives of the Group and regional authorities on gas infrastructure expansion and gas supply for 2021–2025. In the reporting year, we enhanced cooperation with regional headquarters, agreed upon plans for 2024, and ensured control over a social program of gas infrastructure expansion.

Jointly with the authorities of the Siberian and Far Eastern Federal Districts, the Gazprom Group was also engaged in accelerating the registration of rights to land (forest) plots and other issues related to the Group's investment projects in the context of creating the Eastern Gas Supply System.



For the list of all Russian regions where Gas Supply and Gas Infrastructure Expansion Programs are being implemented, see the [Gas Infrastructure Expansion Map](#).

By late 2023, a 100% technically feasible gas penetration rate was achieved in 11 regions, including the Kabardino-Balkarian and Chechen Republics, the Republic of North Ossetia - Alania and Tatarstan, the Stavropol Territory, the Belgorod, Orenburg, Samara, and Saratov Regions, as well as Moscow and St. Petersburg.

36,600 km
of intra-settlement
gas pipelines
envisaged by the gas
infrastructure expansion
program for 2021–2025

¹ <https://energypolicy.ru>

² Disclosure of this indicator implies providing information on the number of settlements connected to Gazprom's gas pipelines on an accrual basis.

³ List of Instructions of Vladimir Putin, the President of the Russian Federation, No. Pr-914 dated May 5, 2023.

LEADING THE WAY IN CRYOGENIC TECHNOLOGIES

FOCUS ON CRYOGENIC TECHNOLOGIES OF NATURAL GAS LIQUEFACTION AND TRANSPORTATION EMPOWERS US TO LAUNCH NEW PRODUCTION FACILITIES QUICKLY AND EFFICIENTLY. OUR INTEGRATED INFRASTRUCTURE FOR LOW-TONNAGE LNG PRODUCTION AND CONSUMPTION IS EXPANDING THE SCOPE OF NATURAL GAS APPLICATION: FROM GAS MOTOR FUEL FOR VARIOUS VEHICLES AND INDUSTRY TO OFF-GRID GAS SUPPLY TO SOCIAL FACILITIES.



LYUBOV BRISH

Director General of Gazprom Helium Service

Ms. Brish has established a competence center to implement investment projects aimed at using cryotechnologies in the gas energy sector and manages Gazprom's helium hub, the first of its kind in Russia and the world's largest. She has also supervised the construction and operation of low-tonnage LNG facilities in the Far East, as well as Russia's first full-cycle LNG production and sales system in the Southern Federal District. Ms. Brish has created the country's largest LNG haulage company to transport liquefied gases on domestic and international routes.

Additional Gas Infrastructure Expansion

In the localities with existing gas supplies, the Gazprom Group carries out further work to lay gas pipelines up to property boundaries and boiler houses of healthcare and educational facilities free of charge.

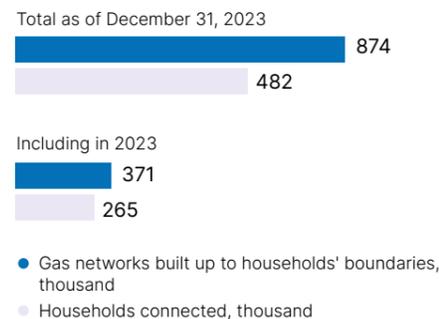
Gazprom Gazifikatsiya is a single operator responsible for gas infrastructure expansion in 72 Russian entities and the Sirius federal territory. Regional gas infrastructure expansion operators were selected for 13 constituent entities. Relations between participants of the gas infrastructure expansion program are governed by the Russian Government's Decree No. 1550 dated September 13, 2021. This document defines the mechanism for financing the activities of regional operators and independent gas distribution organizations by a single operator.

In 2023, there was a 1.5x increase in works on the additional gas infrastructure expansion compared to the previous year. As of the end of 2023, more than 1 million contracts were signed, with most of them already fulfilled.

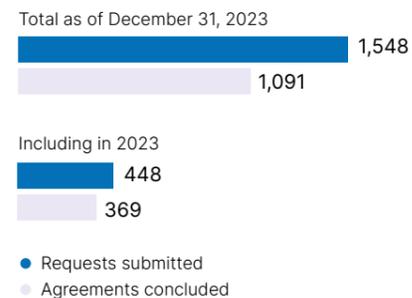
In 2023, Gazprom Gazifikatsiya entered into agreements with gas distribution companies on financing additional gas infrastructure expansion. Joint efforts delivered the following results¹:

- Technical possibility for connecting **1,143,000 households** to gas supply was enabled
- 874,000 households** saw gas infrastructure expanded up to their property boundaries
- Number of concluded connection agreements reached **1,091,000**
- 482,000 households** were connected to the gas network

Gas infrastructure expansion results



Requests and concluded agreements



Under the instruction of the President of the Russian Federation², the social program providing for the connection of gas equipment of citizens, healthcare and educational facilities to gas distribution networks in gas-supplied localities was made permanent. The single operator shall ensure the conclusion and execution of all additional gas infrastructure expansion agreements as respective requests are received.

In 2023, there were 872 requests from healthcare and educational facilities submitted through the single operator portal, of which 64% were accepted and the rest were rejected, mainly due to the lack of title documents for land plots and capital construction facilities. Gazprom Mezhregiongaz signed 442 agreements with social institutions, of which 223 were executed with gas infrastructure expanded up to their boundaries, and 73 agreements – with gas supplies launched.

Additional gas infrastructure expansion targeting social establishments in 2023

Facilities	Number of regions	Accepted requests for additional gas infrastructure expansion	Agreements concluded	Executed agreements providing for gas infrastructure expansion up to the borders of land plots
Healthcare	46	298	240	133
Educational	44	264	202	90



For more details on the Gazprom Group's engagement with government authorities, see [Appendix 6.2](#).

Gas Infrastructure Expansion and the Clean Air Program

Under the federal Clean Air project (part of the Environment national project), gas is supplied to private households. The authorities of the regions participating in the project provide targeted assistance to people wishing to get access to the gas infrastructure, either by reimbursing costs or paying for respective services. Air pollutants made by burning unintended materials, such as household waste, negatively affect both human health and the atmosphere. Provision of gas supply helps address the environmental problems of the regions participating in the Clean Air project.

Almost half of the participating cities and towns benefit from additional gas infrastructure expansion. In 2023, additional gas connection initiatives were run in Bratsk, Lipetsk, Magnitogorsk, Mednogorsk, Nizhny Tagil, Novokuznetsk, Omsk, Chelyabinsk, and Cherepovets.

In 2021–2023, as part of the additional gas infrastructure expansion in the cities and towns participating in the Clean Air project, more than 18,000 private households were provided with a technical possibility of being connected to gas supply, with over 10,000 households actually connected to gas.

¹ Cumulative data from the start of additional gas infrastructure expansion to December 31, 2023.

² Instruction of Vladimir Putin, the President of the Russian Federation, No. Pr-2067 dated October 30, 2022.

Gas Supply and Gas Infrastructure Expansion Programs for 2021–2025 are being implemented in 72 regions of the Russian Federation:

1. Altai Territory
2. Amur Region
3. Arkhangelsk Region
4. Astrakhan Region
5. Belgorod Region
6. Bryansk Region
7. Vladimir Region
8. Volgograd Region
9. Vologda Region
10. Voronezh Region
11. Ivanovo Region
12. Irkutsk Region
13. Kaliningrad Region
14. Kaluga Region
15. Kamchatka Region
16. Kabardino-Balkarian Republic
17. Kemerovo Region
18. Kirov Region
19. Kostroma Region
20. Krasnodar Territory
21. Kurgan Region
22. Kursk Region
23. Karachayevo–Circassian Republic
24. Leningrad Region
25. Lipetsk Region
26. Moscow Region
27. Nizhny Novgorod Region
28. Novgorod Region
29. Novosibirsk Region
30. Omsk Region
31. Orenburg Region
32. Orel Region
33. Penza Region
34. Perm Territory
35. Primorye Territory
36. Pskov Region
37. Republic of Adygeya
38. Republic of Altai
39. Republic of Bashkortostan
40. Republic of Dagestan
41. Republic of Ingushetia
42. Republic of Kalmykia
43. Republic of Karelia
44. Republic of Komi
45. Republic of Mari El
46. Republic of Mordovia
47. Republic of Sakha (Yakutia)
48. Republic of Tatarstan
49. Rostov Region
50. Republic of North Ossetia - Alania
51. Ryazan Region
52. Samara Region
53. Saratov Region
54. Sakhalin Region
55. Sverdlovsk Region
56. Smolensk Region
57. St. Petersburg
58. Stavropol Territory
59. Tambov Region
60. Tver Region
61. Tomsk Region
62. Tula Region
63. Tyumen Region
64. Republic of Udmurtia
65. Ulyanovsk Region
66. Khabarovsk Territory
67. Khanty-Mansi Autonomous Area
68. Chelyabinsk Region
69. Chechen Republic
70. Chuvash Republic
71. Yamal-Nenets Autonomous Area
72. Yaroslavl Region



■ Gas Supply and Gas Infrastructure Expansion Programs for 2021–2025 are being implemented in 72 regions of the Russian Federation

■ Number of households with a technical possibility for connection to gas supply under the Clean Air Program (connected households are indicated in brackets)

INTERACTION WITH INDIGENOUS MINORITIES

The Gazprom Group strives to preserve the original habitat and traditional way of life of indigenous minorities, improve their quality of life, create conditions for their self-fulfillment, and support their economic and cultural development in the regions where the Group operates.

Material topic



11. Interaction with local communities in the Gazprom Group's areas of operations

Demography national project

Healthcare national project

Culture national project

Education national project

Approach to Interaction with Indigenous Minorities

In its relations with indigenous minorities, the Gazprom Group is guided by principles of long-term partnership and mutual interest in addressing shared challenges. The Group takes into account social and economic development of the regions where it operates and takes meaningful steps to ensure environmental safety.

Through its support programs, Gazprom Group entities are able to make a difference for the lives of indigenous peoples by:

- preserving the traditional culture of indigenous minorities;
- creating platforms for cultural exchange;
- promoting national sports;
- supporting families of nomads;
- enhancing tourist appeal of regions where indigenous minorities live.

Principles of Interaction with Indigenous Minorities



Respect for cultures

- Preservation of original habitats and traditional way of life of indigenous minorities
- Rational use of natural resources in territories where indigenous minorities live
- Planning the Gazprom Group's operations in respective regions to reflect activities and nomadic lifestyle of indigenous minorities



Constructive cooperation

- Enhancing partnerships with associations of indigenous minorities and administrations of municipal districts to address social and economic challenges and develop local settlements
- Equal cooperation and mutual interests in dealing with common objectives



Information transparency

- Compliance with laws and regulations that protect the rights and interests of indigenous minorities
- Holding public hearings and liaising with associations of indigenous minorities



Social responsibility

- Involvement in addressing social issues of indigenous minorities
- Assistance in implementing projects of educational institutions in local settlements and preservation of long-standing traditions
- Support for academically successful and talented students from among indigenous minorities
- Ensuring accessibility of products and healthcare services for nomadic peoples in the regions where the Gazprom Group operates

Geography of Interaction with Indigenous Minorities

The Gazprom Group entities¹ engage with eight indigenous peoples in six regions of Russia:

- Khanty-Mansi Autonomous Area
- Yamal-Nenets Autonomous Area
- Republic of Sakha (Yakutia)
- Irkutsk Region
- Sakhalin Region
- Sverdlovsk Region

The indigenous peoples that the Gazprom Group entities interact with include:

- Khanty
- Mansi
- Nenets
- Selkups
- Evenks
- Evens (Lamuts)
- Nivkh
- Ulta (Orok)

The right of local communities to engage in a traditional way of life in areas where they have been living for ages is an absolute priority for the Gazprom Group. The Group's projects take into account current geographies and specifics of indigenous minorities' lifestyle. No relocation is initiated, and no relevant programs are underway.

MED 40

RUIE 3.2.3

In 2023, there were no registered violations of indigenous minorities' rights in the Gazprom Group's regions of operation.

Areas of Cooperation with Indigenous Minorities

- Financing of initiatives to support indigenous minorities and promote their traditional activities;
- notification of local governments well in advance of the Group's plans to engage in any operational activities (construction and laying of gas trunklines, temporary roads and railroads, etc.) in the regions where indigenous minorities traditionally live and are active;
- assistance in provision of transportation services to peoples engaged in traditional activities;
- charity support to regional non-profit organizations of indigenous minorities.



For more details on the Gazprom Group's interaction with indigenous minorities, see [Appendix 6.2](#).

¹ Gazprom Neft Group, Achimgaz (a joint venture of the Gazprom Group), Severneftegazprom, Sakhalin Energy (the Gazprom Group's associated entity), Gazprom Dobycha Yamburg, Gazprom Nedra, Gazprom Dobycha Urengoy, Gazprom Transgaz Surgut, Gazprom Dobycha Noyabrsk.

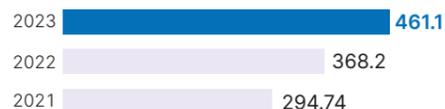
Projects to Support Indigenous Minorities in 2023

Key areas of support for indigenous minorities in 2023:

- initiatives to support indigenous minorities and promote traditional activities, investment in farming and fishing craft;
- social care services, aid for people of the Far North with limited mobility, diagnostic assistance, medical treatment and rehabilitation of gravely sick and disabled children;
- environmental activities to clean up territories of the Yamal-Nenets Autonomous Area.

The increase in spending was driven by greater support for agricultural associations and associations of business activities of indigenous minorities.

Spending in support of indigenous minorities, RUB million



74 projects to support indigenous minorities were implemented by the Gazprom Group in 2023

>36,500 people took part in traditional holidays of indigenous minorities supported by the Gazprom Group's subsidiaries



Employment and Education Opportunities for Indigenous Minorities

In 2023, Gazprom launched the Yasavey program, which seeks to establish equal opportunities for the professional development of indigenous minorities of the North and to contribute to their successful onboarding within the Gazprom Group and acceptance of the Gazprom Group's corporate standards, values and traditions. The program is available to young employees of Gazprom Dobycha Yamburg (aged under 35) from among indigenous minorities applying for low-skilled positions.

In February 2023, the Gazprom Group approved the Edeyko program, designed to create professional growth and development opportunities for training qualified workers and professionals from among indigenous minorities of the North. Eligible for the program are high school students from the Tazovsky, Nadymsky, and Purovsky districts. They are enrolled in a target training program at Gazprom Vocational School Novy Urengoy and at Novy Urengoy Multidisciplinary College, with subsequent employment offered by Gazprom. Also, pre-graduation and industrial work placements are available to students, as well as summer internships.

Addressing Socially Significant Issues of Indigenous Minorities

Indigenous minorities have been receiving targeted assistance, including for the purposes of treatment and health promotion, as well as purchase and delivery of foods to the tundra for the benefit of nomadic people.

For them, one of the key challenges is the lack of modern healthcare facilities accessible by foot. Gazprom provides tundra people with opportunities to get quality healthcare and appointments with specialist physicians at mobile outpatient clinics at fields.

Preserving Culture and Traditions of Indigenous Minorities

Gazprom strives to preserve the original habitat and support the traditional lifestyles, customs and values of indigenous peoples.

Throughout 2023, Gazprom Group entities provided organizational and financial support for national holidays of indigenous minorities of the North, such as Fishermen's Day

and Reindeer Herders' Day in Yamal, Gathering of Reindeer Herders of the Yamalsky District, traditional festivals "Honoring the Spirit of the Sea" in Poronaysk on Sakhalin and "Raven Day" in the Beloyarsky District (Khanty-Mansi – Yugra Autonomous Area), along with other events that seek to preserve and promote cultural traditions of indigenous minorities.



Gazprom Dobycha Nadym signed general agreements with administrations of the Yamalsky, Purovsky, and Nadymsky districts of the Yamal-Nenets Autonomous Area, which set out the company's participation in driving the territories' social and economic development, with specific provisions on support for indigenous minorities. Traditional reindeer migration routes pass through the Bovanenkovskoye field, a circumstance that is reflected by Gazprom Dobycha Nadym, which operates there, in its construction and operational plans. In 2023, the company provided organizational support for the seasonal migration of two reindeer herding brigades and 8,000 reindeer across the Bovanenkovskoye field: on sections of road with heavy traffic, all traffic was temporarily halted, and special pavement was put in place to prevent damage to runners of sledges.

8,000 reindeer migrated across the Bovanenkovskoye field in 2023



Following a request from head of the Kindigir nomadic community of Evenks in the Republic of Sakha (Yakutia), Gazprom Transgaz Tomsk introduced more stringent control over access of individuals and vehicles to a haul road near the community area so as to prevent poachers from entering the Kindigirsky area of traditional natural resources use.



In 2023, in response to a request from the Vozrozhdeniye social movement of the Priural'sky District and the Yamal Regional Social Movement of Indigenous Minorities "Yamal", Gazpromtrans granted subsidized fares to 1,273 indigenous Yamal people travelling via the Obskaya–Karskaya railroad.

1,273 indigenous Yamal people travelled via the Obskaya–Karskaya railroad at reduced tariffs

Assistance to Associations of Indigenous Minorities

In the reporting year, Gazprom Group entities provided charitable support to associations of indigenous minorities by purchasing vehicles, household items, medications and other goods that people needed.

Gazprom Transgaz Tomsk provided financial support to the Olongro (Rybnoye) nomadic indigenous community association to purchase a tent and a cooker for the improvement of living conditions of indigenous people;

financial assistance was also made available to the Druzhba (Friendship) nomadic indigenous community association to help with purchases of snowmobiles as a way to preserve the natural habitat and promote a traditional way of life.

In 2023, Gazprom Nedra provided financial support to two communities of indigenous minorities: the Aborigines community of the Nivkh people and the Yukte community of the Orok people (Ulta).



Movie about the lives of indigenous minorities of the Far North ["Reindeer Herders: An Endless Journey"](#)



In response to a request from the administration of the Yamalsky District of the Yamalo-Nenets Autonomous Area, Gazpromneft-Zapolyarye constructed a trading post facility for Yamal residents engaged in traditional crafts. Featuring a recreational area for tundra people, amenities for product preparation and storage, as well as equipment repairs capacities, the facility became a transshipment point for more than 300 families of local reindeer herders. Available for tundra people are a store, warehouse premises with equipment for freezing and storage, a bakery, and a recreational space with furniture and electronics. Indigenous Yamal people can now have a comfortable stopover during seasonal reindeer migration. The facility has generators in place, along with telecommunications equipment. Craft communities, fishers and reindeer herders can trade their products, buy staples and fuel, and have their vehicles repaired.

i Gazprom Dobycha Yamburg went on with its targeted assistance to district branches of the Association of Indigenous Minorities of the Far North. In the reporting year, charity support was made available to over 200 nomadic families. The company's financial support also helped members of the Yamal for Posterity! association take part in the Treasures of the North 2023 exhibition, where they were among the prize winners.

i Gazprom Dobycha Noyabrsk, under its agreement on cooperation and financing for social projects entered into with the Purovsky District (Yamalo-Nenets Autonomous Area), helps with transportation services for nomadic people, reindeer herding and fishing brigades, as well as agricultural enterprises. The company also provides employment opportunities. The agreement seeks to develop stable mutually beneficial relations in the long run and to provide the organizational, economic, legal and other framework necessary for that. In the reporting year, the company provided financial support to Dyanki-Koi, a non-profit indigenous community association, to help purchase medications and adaptive equipment for an indigenous girl diagnosed with cerebral palsy.

i

First Forum of Women of the North

In St. Petersburg in June, the Association of Indigenous Minorities of the North, Siberia and Far East together with Russia's Federation Council, with support from Sakhalin Energy as the general partner, organized the first Forum of Women of the North. The event became a communication platform to help promote the role and fulfil the mission of women from among indigenous minorities of the North, Siberia and Far East in contexts of sustainable development, preserving the traditional way of life of ethnic communities, native languages, and the culture and traditional family values of indigenous minorities.

The forum brought together around 1,000 participants, including women from among 40 indigenous minorities living in 28 Russian regions.

The forum included events such as the Health and Beauty of the North festival, workshops, Strong Women of the Great North exhibition, which was organized in partnership with the State Historical Museum, and a personal exhibition of Veronika Osipova, an Ulta¹ artist, titled "I Draw Legends...". Throughout the forum, the site provided the services of the Mobile Healthcare Center, Advice Center for Social Support, media room "Talking to Forum Participants", and Women's Health Office set up by the Regional Center of Preventive Medicine of Novy Urengoy.

The forum's participants discussed and published recommendations drafted during the first Forum of Women of the North. The final document calls for heads of federal executive and legislative authorities, governments of Russian regions, municipalities and other stakeholders to take part in implementing the document's provisions regard social transformations, healthcare, economic development, and preservation of the languages and cultures of indigenous minorities. The forum laid the groundwork for a new project titled "Strong Women of the Great North", which will be run jointly with the State Historical Museum and the Association of Indigenous Minorities of the North, Siberia and Far East, as well as for an educational project targeting leaders of non-profit organizations for indigenous minorities.

¹ The Ulta, or Orok, people are one of the indigenous minorities of the North, Siberia and Far East of Russia.

CHARITY AND VOLUNTEERING

Preserving national values, creating sports opportunities for children and adults across Russia, developing culture and art, and improving regional infrastructure are all important aspects of PJSC Gazprom's operations. The Gazprom Group provides significant support to the population in the regions of operation and creates ample opportunities for their development and well-being.

Principle 5 Accelerated infrastructure development

Demography national project | Housing and Urban Environment national project | Healthcare national project | Culture national project | Education national project

Material topic



3. The Gazprom Group's social projects



11. Interaction with local communities in the Gazprom Group's areas of operations

Charity Management

The charitable and sponsorship activities of PJSC Gazprom and the Gazprom Group entities aim to contribute to the public good and address the most pressing objectives of social and economic development in the countries and regions of operation.

Relevant efforts are governed by PJSC Gazprom's Regulation on Sponsorship and Charitable Activities², which sets out the key goals and objectives of the Gazprom Group in the realm of charity and sponsorship, the guiding principles and priority areas, and competencies of PJSC Gazprom's governing bodies in allocating sponsorship and charitable assistance.

>4,500 charity and sponsorship initiatives were funded by the Gazprom Group in 2023

Key sponsorship and charity objectives

- Promote the government's social policies to support sustainable social and economic development in Russia and the regions where the Gazprom Group operates;
- contribute to addressing some of the most pressing social issues, thus enhancing public stability;
- foster a favorable environment for the Gazprom Group's core operations and build a positive public image.

Key tools to implement charity initiatives

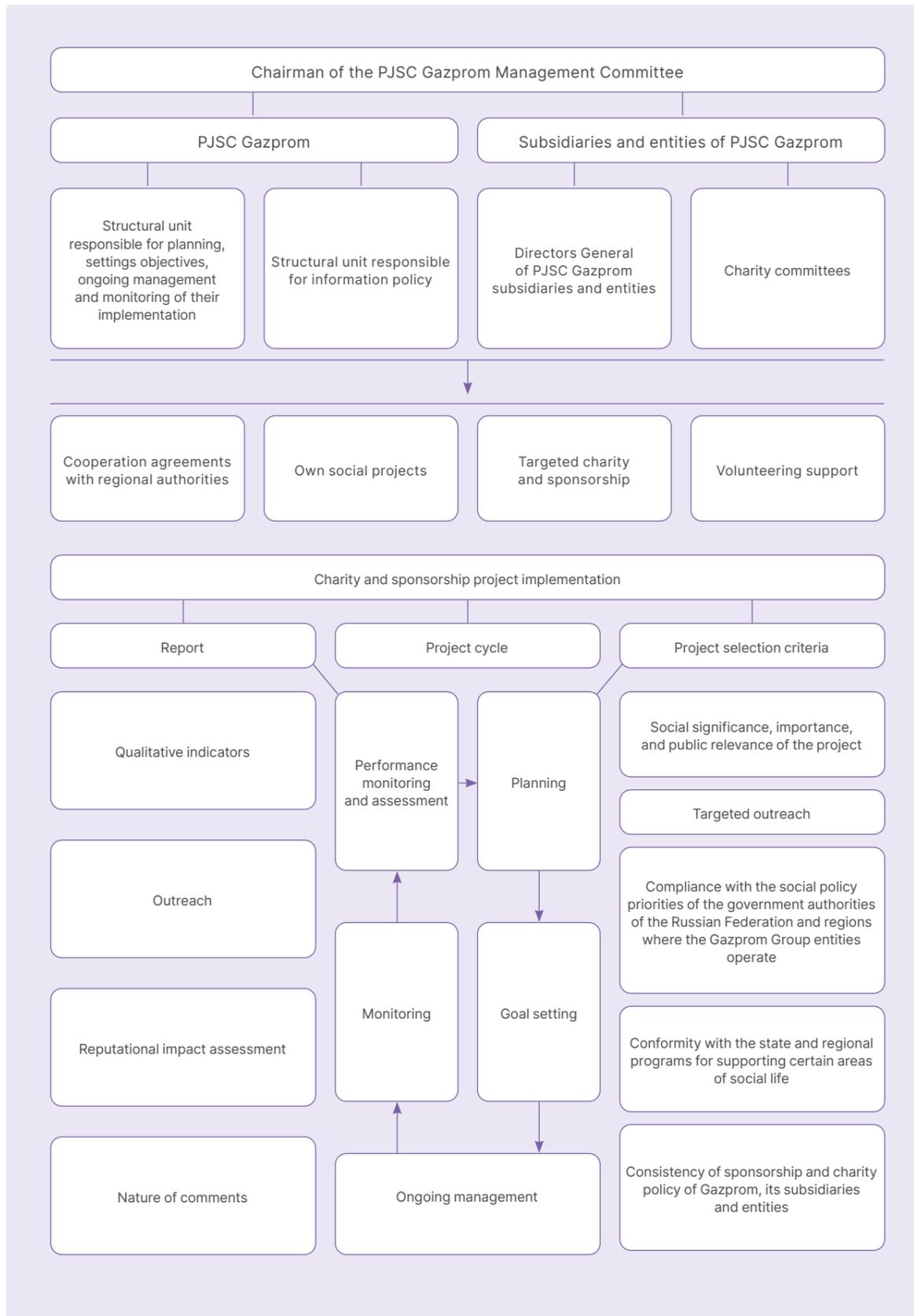
Targeted charity and sponsorship	Volunteering support
Cooperation agreements with regional authorities	Own social projects

Social project selection criteria

Materiality	Targeted approach
Social relevance	

² Approved by resolution of the Board of Directors of PJSC Gazprom No. 2775 dated July 12, 2016 (as amended).

Management of the Gazprom Group's charity and sponsorship projects



The Gazprom Group entities decide whether to take part in projects based on the importance of such projects for local communities, as well as their relevance and potential positive impact on local development or improvement of living standards.

Decisions on participation in social investment projects and events fall within the remit of the Chairman of the Management Committee.

The decision on providing support to social projects is made by the management of the Gazprom Group entities.

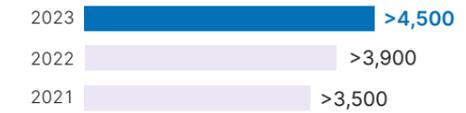
PJSC Gazprom has a dedicated business unit (Department) responsible for planning, setting, and managing targets, control and provision of relevant details on charity activities to stakeholders. Some social

investment projects and programs fall within the remit of the Department responsible for the information policy.

In 2023, PJSC Gazprom's Board of Directors¹ reviewed materials on the implementation of social programs, sponsorship and charitable activities of the Gazprom Group in 2022. The Board of Directors took note of the presented information and instructed the Chairman of the Management Committee to ensure further progress on social programs and sponsorship and charitable activities.

MED 34 RUIE 1.7
RUB 54.88 billion
 PJSC Gazprom's charity spending in 2023

Number of charity and sponsorship initiatives funded by the Gazprom Group



MED 34 RUIE 1.7

PJSC Gazprom's charity support broken down by area, %

Type of costs	2021	2022	2023	Change 2023/2022, p.p.
Support of sports development (including sports facilities construction under the Gazprom for Children program)	44.68	52.67	30.86	-21.81
Urban infrastructure improvement in PJSC Gazprom's regions of operation	35.05	18.04	37.68	+19.64
Culture support	1.54	2.91	3.74	+0.83
Education support	8.00	5.59	15.68	+10.09
Spiritual values support	4.52	2.99	2.20	-0.79
Other (support for healthcare, science, socially vulnerable groups, and other aspects)	6.20	17.80	9.84	-7.96

➔ For more details on the Gazprom Group's charity and sponsorship regulations, see [Appendix 6.4](#).

➔ For more details on the Gazprom Group's engagement with local communities, see [Appendix 6.2](#).

¹ Resolution of the Board of Directors of PJSC Gazprom No. 3902 dated April 3, 2023.

MAKING SPORTS ACCESSIBLE

GAZPROM PROMOTES ALL-ROUND EDUCATION OF YOUNG PEOPLE AND HEALTHY LIVING. OUR GAZPROM FOR CHILDREN PROJECT OFFERS OVER 2,000 FACILITIES FOR YOUNG ATHLETES.



ALEXEY KRAVCHENKO

First Deputy Director General of Gazprom's Social Initiatives Support Foundation

Mr. Kravchenko is in charge of the Group's largest social project, Gazprom for Children. In 2023, 116 facilities were commissioned in seven federal districts as part of the project, including the Martial Arts Academy, a unique sports facility on the Sirius federal territory built as per the President of Russia's order.

Gazprom for Children Project

The Gazprom Group makes every effort to provide children and teenagers in Russian regions with opportunities for harmonious intellectual, spiritual, and physical development. To achieve this goal, PJSC Gazprom has been running Gazprom for Children, the Gazprom Group's largest social project, since 2007. This project aims to promote sports and a healthy lifestyle, and boasts unprecedented scale covering 74 out of 89 Russian regions across all federal districts.

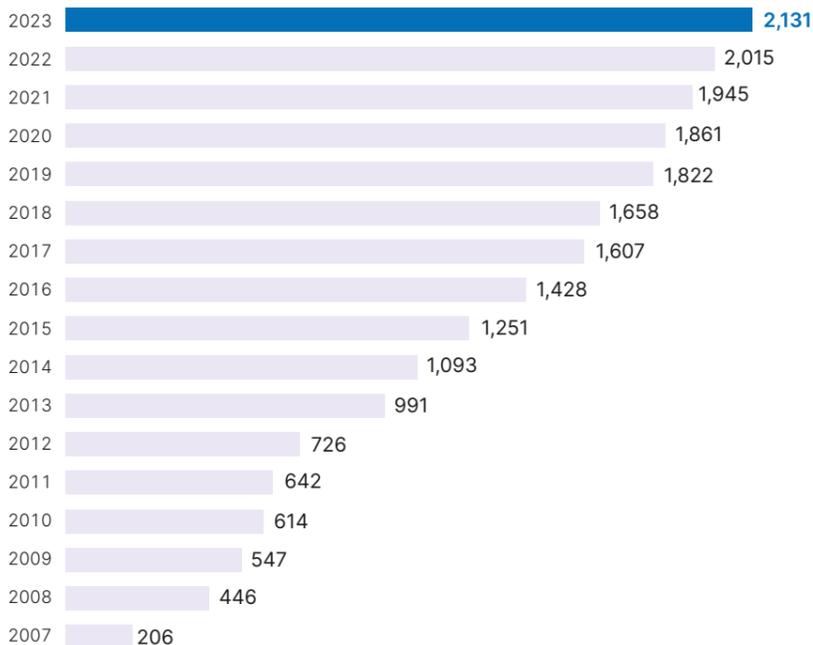
By creating sports infrastructure and building coaching competences, the Gazprom Group raises awareness about sports and makes them more accessible. Over the lifetime of the project, hundreds of thousands of children and teenagers have been

provided with an opportunity to do sports at multifunctional and specialized sports facilities, visit modern pools and ice rinks, and take part in competitions at new stadiums and playgrounds. Sports facilities have been put in place in both major cities with long-standing sporting traditions and remote sparsely populated areas that previously lacked adequate physical education infrastructure.

Among other things, these new sports spaces are designed to meet the needs of children and teenagers with limited mobility, to foster affection for sports and to raise awareness about the importance of physical education for an exciting and fulfilling life, thus laying the foundation for future sporting achievements.

Gazprom Group Indicator 6

Number of facilities as part of the Gazprom for Children project in 2007–2023 (cumulatively)



Government Relations

In the Gazprom for Children project, PJSC Gazprom is guided by the principles of social partnership. The concept of the structure slated for construction is determined in collaboration with local authorities and takes into account the need of each location for sports facilities, as well as the type and level of planned competitions.

PJSC Gazprom respects the interests of all project stakeholders, while also monitoring compliance with relevant agreements and commitments by all parties involved. The Gazprom for Children project draws extensive support from regional administrations, local authorities, and government bodies, and is funded by PJSC Gazprom as part of its charitable activities.

Contribution to Sports Promotion

As the project is implemented in localities of different sizes, from small settlements to large cities, healthy living has now become accessible to all generations. More than 265 thousand children can engage in different types of sports daily at sports facilities built over the project lifetime.

facilities are ideal for hosting local, nationwide, and international competitions, which gives a boost to the regional economy.

Advanced sports infrastructure makes cities more attractive and comfortable, preventing migration of younger generations to large cities.

The Gazprom for Children facilities are equipped to the highest standards. Thanks to their design solutions, these



The Place Where Stars are Born

Gazprom develops facilities where champions are made. Built under the Gazprom for Children project, St. Petersburg's Ice Arena became the base for the figure skating club of Tamara Moskvina, a legendary figure skating coach and Honored Master of Sports of the USSR. She nurtured four pairs who became Olympic champions from 1984 to 2002, opened a sports club, and trained young figure skaters for the 2022 Olympic Winter Games held in Beijing.

Many prominent figure skaters have chosen the Ice Arena as their training ground, including two star pairs coached by the one and only Tamara Moskvina – Anastasia Mishina and Aleksandr Galliamov (world champions in 2021), and Alexandra Boikova and Dmitry Kozlovsky (European champions in 2020).



Luzhniki, Russia's largest stadium, is not big enough to accommodate all the children visiting sports facilities built under the Gazprom for Children project. It would take at least three such stadiums to house all these people.

Key Focus Areas and Outcomes in 2023

Key sports benefiting from the Gazprom Group's assistance as part of the Gazprom for Children project:

- Basketball, volleyball, soccer, badminton
- Ice hockey, figure skating, mass skating
- Martial arts
- Swimming
- Physical training and fitness

In 2023, a total of 116 facilities were commissioned in the Central, North-Western, Southern, North Caucasian, Volga, Siberian, and Far Eastern Federal Districts:

- construction of 86 multifunctional sports grounds and 11 school stadiums;
- creation of 9 sports and fitness complexes accessible to children with limited mobility;
- refurbishment, upgrade, and reconstruction of 9 sports facilities and 1 cultural facility.

>24,500

young athletes were given a chance to do sports in 2023 under the Gazprom for Children project

116
facilities

commissioned

Creation of New Jobs

Such large-scale infrastructure projects require a significant number of human resources. By building sports complexes and stadiums, PJSC Gazprom creates new jobs at both construction and post-commissioning stages.

The Gazprom for Children project provides employment opportunities for a wide range of professionals, from builders and engineers to the sports facilities' instructors, coaches, and maintenance personnel.

~2,500

jobs were created by facilities built as part of the Gazprom for Children project in 2022–2023¹

16 Years of Running the Gazprom for Children Project

189

sports, educational, social, and cultural facilities were built

1,859

outdoor flatworks (school stadiums and multifunctional sports grounds) were constructed

83

social facilities were renovated

2023 projects

PJSC Gazprom's pavilion at RUSSIA EXPO hosts Q&A sessions to raise awareness about the Gazprom for Children project and to promote healthy lifestyle, physical culture, and sports.

The sessions were attended by special guests, including such sports stars as Tamara Moskvina, Viktor Sidelnikov, Arina Averina and Dina Averina, Nikita Nagorny, and sports journalist Georgy Cherdantsev.

265,000

children can engage in different types of sports daily at sports facilities built over the project lifetime



Krasnodar Territory

Martial Arts Academy for Sochi

In January, Martial Arts Academy, a unique sports complex with a total area of over 63,500 m², was put into operation in the Sirius federal territory (Krasnodar Territory). It has become Russia's biggest facility designed for training national judo and sambo teams. Built in 2.5 years, the complex is also the largest facility constructed under the Gazprom for Children project.

As part of the development, the Olympic Ice Cube Curling Arena was reconstructed into a Competition Center with a total area of 17,500 m². Additionally, a new 46,000 m² versatile sports and training facility was built. It includes one of the world's largest judo halls (53 × 48 m), which boasts a floor furnished with twelve floating tatamis to minimize potential injuries. Another hall of similar dimensions can be transformed for multiple sport competition uses.

The complex is **2.5 times** bigger than the Lokomotiv Stadium in Moscow

The facility can accommodate **2,000** spectators during competitions



Republic of Tatarstan

Reconstruction of an equestrian sports center for the settlement of Bogatye Saby

In August, the equestrian center of the Sabantuy sports school in the Sabinsky District of the Republic of Tatarstan opened its doors to visitors following reconstruction.

The center built in 2015 needed to be expanded. During the renovation started in 2022, new buildings were added to the facility: a warm-up arena connected to the existing stable with a new heated passage, and an additional stable of more than 650 m² with individual stalls for 26 horses. Additionally, a two-story utility building was constructed. All new buildings are integrated with the existing equestrian sports center.

>650 m²

floor area of the center's additional stable



Belgorod Region

Sports and recreation center with an ice rink for the settlement of Maisky

In March, PJSC Gazprom completed the construction of a sports and recreation center with an ice rink in the settlement of Maisky (Belgorod Region). Local residents voted to name it "Victory". The more than 6,500 m² three-story building boasts an ice rink of 1,800 m², a multipurpose sporting facility, a hall for martial arts, aerobics and choreography, and a gym. In addition to providing space for figure skating, hockey, aerobics, wrestling, and team sports drills, the center is planned to be used as a venue for various competitions.

1,800 m²

ice arena area



Novgorod Region

Stadium for a gymnasium in Veliky Novgorod

A new school stadium with a modern lighting system was built in Veliky Novgorod. It boasts athletics grounds with three running tracks, a long jump pit, and a workout area, and has a futsal, volleyball, and basketball court. For the safety of athletes and spectators, the stadium is equipped with protective nets.

2,822 m²

total area of the stadium

Up to 240 people

per day can be housed by the stadium



Voronezh Region

Dynamo Stadium for Voronezh

In June, PJSC Gazprom completed the overhaul of Dynamo Stadium. Thanks to the renovation, the stadium could resume football, athletics, cycling, artistic gymnastics, freestyle wrestling and judo drills, as well as physical education and sports events for children and teenagers.

6,000 m²

total area of refurbished running tracks



Astrakhan Region

New building of the Orthodox Gymnasium for Astrakhan

In November, PJSC Gazprom opened a new building of the Orthodox Gymnasium named after Hieromartyr Joseph, Metropolitan of Astrakhan, and Benefactress Vera Zhilkina. The gymnasium occupies the Governor-General's House, a building of cultural prominence classified as a monument of federal significance, which was reconstructed under the Gazprom for Children project.

>2,500 m²

total area of the facility

84 pupils

from grades 5 to 11 can pursue their studies in the new building



Yaroslavl Region

New sports and recreation center with a swimming pool for Pereslavl-Zalesky

In February, PJSC Gazprom opened a sports and recreation center with a swimming pool and a multipurpose hall. The center has a sporting facility with a playground, a warm-up area, and two pools (for swimming and training). The sports center is designed for table tennis, badminton, volleyball, basketball, futsal, and swimming classes. It is accessible for people with limited mobility.

>4,000 m²

total area of the new sports center

¹ Pursuant to the design documentation.

The number of facilities built under the Gazprom for Children project



Central Federal District			
Total over 16 years			
691 facilities			
Projects in 2023			
19 facilities			
3 capital construction facilities			
15 flatworks			
1 reconstructed facility			
	Belgorod Region	42	1 ¹
	Bryansk Region	23	0
	Ivanovo Region	28	0
	Kaluga Region	7	0
	Kostroma Region	31	0
	Kursk Region	123	0
	Lipetsk Region	29	0
	Moscow	7	0
	Moscow Region	9	0
	Orel Region	4	0
	Ryazan Region	26	0
	Smolensk Region	5	0
	Tambov Region	10	0
	Tula Region	161	0
	Tver Region	17	0
	Vladimir Region	20	15 ²
	Voronezh Region	105	1 ³
	Yaroslavl Region	44	2 ¹

Southern Federal District			
Total over 16 years			
258 facilities			
Projects in 2023			
3 facilities			
2 capital construction facilities			
1 reconstructed facility			
	Astrakhan Region	68	1 ³
	Krasnodar Territory	20	2 ¹
	Republic of Adygea	11	0
	Republic of Kalmykia	12	0
	Rostov Region	79	0
	Volgograd Region	68	0

North Caucasian Federal District			
Total over 16 years			
134 facilities			
Projects in 2023			
15 facilities			
15 flatworks			
	Chechen Republic	6	0
	Kabardino-Balkarian Republic	3	0
	Karachayevo-Circassian Republic	13	0
	Republic of North Ossetia – Alania	9	0
	Republic of Dagestan	24	15 ²
	Republic of Ingushetia	13	0
	Stavropol Territory	66	0

Urals Federal District			
Total over 16 years			
96 facilities			
	Chelyabinsk Region	13	0
	Khanty-Mansi Autonomous Area – Yugra	18	0
	Kurgan Region	11	0
	Sverdlovsk Region	15	0
	Tyumen Region	8	0
	Yamal-Nenets Autonomous Area	31	0

Volga Federal District			
Total over 16 years			
300 facilities			
Projects in 2023			
46 facilities			
2 capital construction facilities			
40 flatworks			
4 reconstructed facilities			
	Chuvash Republic	10	0
	Kirov Region	53	0
	Nizhny Novgorod Region	21	2 ³
	Orenburg Region	57	1 ¹
	Penza Region	58	40 ²
	Perm Territory	2	0
	Republic of Bashkortostan	22	11
	Republic of Mari El	8	0
	Republic of Mordovia	9	1 ³
	Republic of Tatarstan	12	1 ³
	Republic of Udmurtia	6	0
	Samara Region	17	0
	Saratov Region	21	0
	Ulyanovsk Region	4	0

North-Western Federal District			
Total over 16 years			
368 facilities			
Projects in 2023			
14 facilities			
2 capital construction facilities			
12 flatworks			
	Arkhangelsk Region	20	0
	Kaliningrad Region	71	0
	Komi Republic	21	0
	Leningrad Region	98	0
	Novgorod Region	43	1 ¹ ; 11 ²
	Pskov Region	38	0
	Republic of Karelia	25	0
	St. Petersburg	43	1 ¹ ; 1 ²
	Vologda Region	9	0

Far Eastern Federal District			
Total over 16 years			
127 facilities			
Projects in 2023			
3 facilities			
3 reconstructed facilities			
	Amur Region	37	3 ³
	Jewish Autonomous Region	1	0
	Khabarovsk Territory	53	0
	Primorye Territory	13	0
	Republic of Sakha (Yakutia)	4	0
	Sakhalin Region	19	0

Siberian Federal District			
Total over 16 years			
157 facilities			
Projects in 2023			
16 facilities			
15 flatworks			
1 reconstructed facility			
	Altai Territory	5	0
	Irkutsk Region	25	0
	Kemerovo Region	2	0
	Krasnoyarsk Territory	1	0
	Novosibirsk Region	6	0
	Omsk Region	90	0
	Republic of Altai	1	0
	Tomsk Region	27	15 ² ; 1 ³

Number of facilities built over the project lifetime Number of facilities built in 2023 (by facility type)

¹ Capital construction facilities.
² Flatworks.
³ Reconstructed facilities.

Major Charitable Projects Implemented in 2023

Infrastructure Improvement in the Gazprom Group's Regions of Operation

In the reporting year, the Gazprom Group continued its strategic and practical efforts to bring about improvements in cities, towns, and villages and develop urban infrastructure. For example, PJSC Gazprom contributed to proposals on the development of cities in the Russian Far East and implementation of the Siberian Federal District's 2035 Social and Economic Development Strategy. Subsidiaries continue to provide ongoing assistance to local administrations in preserving cultural heritage sites, monuments, and memorials, and cleaning streets, roads, and territories around social establishments from garbage and snow.

- Permgaztehnologia supported a project to erect gas lanterns and a park sculpture of Professor Sobolevsky in Perm's downtown to mark the city's 300th anniversary and raise awareness about historical heritage.
- Vostokgazprom supported a project to landscape the embankment of the Ob River (including a garden square) in the village of Kargasok (Kargasok District, Tomsk Region). Now, the village has a new public space for cultural events with a total area of 3,200 m².
- In 2023, PJSC Gazprom continued design and survey efforts in the settlement of Zhigalovo (Irkutsk Region) to construct two residential buildings for social purposes as required by the comprehensive development and improvement project at the Kovyktinskoye field.

180
improvement
projects
completed in 2023

- Gazprom Transgaz Samara organized a tour of the Samara Art Theater across rural areas and small towns of the Samara, Ulyanovsk, and Orenburg Regions, with actors presenting children's plays and productions for adults based on the stories of Vasily Shukshin. The event drew a total audience of over 9 thousand people.
- Sakhalin Energy fosters a social and cultural life in the Sakhalin Region. Since 2021, the company has been running the Sakhalin II project in collaboration with artists, art curators, and cultural institutions with reliance on the support provided by the regional government. The project aims to bring together artists and develop the local art community. As part of the project, in 2023 Sakhalin Regional Art Museum hosted the Power of Energies exhibition featuring works by more than 30 art figures, including painters, musicians, choreographers, and dancers. Later on, the works were exhibited in Moscow.
- In 2023, Gazprom Neftekhim Salavat sponsored events held to celebrate the 75th anniversary of the city of Salavat. The city's park of culture and recreation hosted performances by professional and amateur artists, as well as the National Symphony Orchestra.

- promote patriotism, and increase children's awareness about the gas industry and blue-collar jobs.
- In 2023, Gazprom Nedra developed children's playgrounds and sports facilities in two kindergartens of Ust-Uda (Irkutsk Region) and provided financing for the purchase of equipment for the local sports school.
- In the Amur Region, Gazprom Pererabotka Blagoveshchensk contributes to improvements in the educational environment for children. In 2023, the company financed refurbishment of a sports hall and a library, purchases of equipment for local schools and an orphanage, and equipment replacement at the Amur Technical College. Furthermore, the company helped organize additional training at the center of inclusive education, with a Dedicated Camp Shift and a media center launched, and the Sensor Garden psychotherapeutic space opened at a specialized corrective orphanage to facilitate the adaptation and rehabilitation of children with special needs.

- PJSC Gazprom supported the construction of a secondary school for 520 students in the settlement of Zhigalovo as part of the comprehensive development and improvement project at the Kovyktinskoye field.
- Gazprom Pererabotka supported universities from five regions (Kazan, Tyumen, Moscow, Ufa, and Astrakhan) by financing the renovation of classrooms, purchases of equipment for the Oil and Gas Chemical Technology Department of the Astrakhan State Technical University, and educational programs under the Chief Process Engineer School project.
- In 2023, PJSC Gazprom financed the publication of a two-volume collection "300 Years of the Russian Academy of Sciences" to mark the Decade of Science and Technology in Russia and the 300th anniversary of the Russian Academy of Sciences¹. The book's print run amounted to 10,530 sets.

>880
education
support
projects
completed in 2023



Space for outdoor activities

In 2023, Gazprom Dobycha Nadym started the design of landscaping solutions to improve the embankment of Lake Yantarnoye in Nadym (Yamal-Nenets Autonomous Area). The project involves restoration of the lake's ecosystem and hydrological characteristics, clean-up of lakebed sediments, and construction of treatment facilities to improve the lake's environmental health. The architectural concept of the new embankment provides for the construction of recreational areas, sports and playgrounds, a bicycle path, and a boat station. It will give local residents an opportunity to spend more leisure time outdoors throughout the year.

Culture Support

PJSC Gazprom attaches great importance to cultural education for people of all generations. The Gazprom Group entities also support artists (musicians, actors, painters, including young talents) by offering them an opportunity to participate in exhibitions and tours and to demonstrate their artistic achievements to people around the country.

- On an annual basis, Gazprom Dobycha Irkutsk provides assistance to the Breath of Baikal international opera music festival held in Irkutsk since 2011. The festival's guests include music stars from Mongolia, as well as Moscow, St. Petersburg, Yekaterinburg, and Irkutsk. The event also

hosts a qualifying round for one of the most famous and prestigious international vocal contests – Hans Gabor Belvedere Singing Competition for opera singers. The festival aims to stimulate the creativity of young performers in the Irkutsk Region by offering master classes by renowned vocalists and teachers.

- In August 2023, Gazprom Transgaz Moscow provided support to the 2nd iteration of the Ornamental Thread international visual arts festival held in Ryazan. The festival program included an immersive exhibition, a theater play premiere, creative activities for children and youth, shows, concerts, and workshops.

>540
culture
support
projects
completed in 2023

Support for Education and Culture

RUIE 3.3.2

Contributing to the development of educational institutions and rendering support to educational events and initiatives are important aspects of PJSC Gazprom's charitable activities. The Gazprom Group entities help schools and kindergartens create modern learning spaces, while also providing innovators with opportunities to bring their unique projects into life.

- In the Year of Teachers and Mentors, Gazprom Dobycha Orenburg provided financial support to the Classwork competition held among schools of the Orenburg Region to unlock the creative potential of educators,

¹ Decree No. 197 of the President of the Russian Federation dated May 6, 2018.

Support of Spiritual Values

By preserving historical monuments, the spiritual and cultural heritage of Russia's multiethnic and multiconfessional community, and fostering historical memory, knowledge, and respect for the spiritual feats of our ancestors, the Gazprom Group contributes to strengthening the nation's value priorities and sense of unity with the country, its rich history, and culture.

- PJSC Gazprom financed restoration of the historical interior of the Church of Holy Apostles Peter and Paul

in St. Petersburg's Twelve Colleges building to mark the 300th anniversary of St. Petersburg State University.

- Gazprom Mezhrefiongaz financed the design, construction, and installation works for the technical upgrade of a boiler room to provide heating and create comfortable conditions for monks, pilgrims, and tourists at the Sanaksar Monastery of the Nativity of the Mother of God where the relics of St. Fyodor Ushakov, a holy righteous warrior, are kept. The project aims to develop the Arzamas–Diveyevo–Sarov pilgrimage and tourist cluster in the Republic of Mordovia.

350
spiritual values
support projects
completed in 2023



In collaboration with the Healthcare Department of the Tomsk Region, Vostokgazprom equipped a floating clinic designed to provide health checkup services to the residents of localities in the north of the Tomsk Region. People living in remote and hard-to-reach areas got an opportunity to undergo medical examination with specialized healthcare professionals. The company's funds enabled a team of doctors to perform medical checkups on a specially rented riverboat during six weeks.

Results of the floating clinic expedition in the Tomsk Region in 2023:

7,000
lab tests conducted

2,832 people
did health checkups,
including 500 children

2 persons
sent for treatment to inpatient
facilities in the regional capitals

Healthcare Support

The Gazprom Group entities help residents in the regions of operation maintain and strengthen their health by prioritizing healthcare programs and initiatives.

- PJSC Gazprom supports the projects of Dmitry Rogachev National Research Center of Pediatric Hematology, Oncology and Immunology as part of financing innovative clinical research for the effective treatment of children. In 2023,

PJSC Gazprom purchased a unique confocal scanning microscope enabling scientists to monitor previously unknown processes in healthy and pathological cells in order to improve diagnostics and treatment going forward. The device's state-of-the-art optical system allows imaging fixed and live cells with the highest possible resolution.

- Severneftegazprom supported projects of the Yamine Charity Foundation for the treatment and rehabilitation of severely ill children and children with disabilities in the Yamal–Nenets Autonomous Area.

>120
healthcare
support
projects
completed in 2023



Long Journey to Victory

Since 2017, Gazprom Transgaz Nizhny Novgorod has been funding the regional stage of the World Children's Winners Games held in the Nizhny Novgorod Region. This is a three-day sports competition for children who have been receiving inpatient treatment in an oncological dispensary for several years. A long fight against oncology warrants social, physical, and psychological rehabilitation for affected children.

The Winners Games are an annual festive and creative rehabilitation event held in the form of sports competitions for children aged 7 to 17 who are in remission or undergoing maintenance therapy. Parents come to the competitions together with their children to support the participating teams.

The competitors are accompanied by medical workers, volunteers, and professional athletes. In a safe and controlled environment and in the company of their fellow fighters against the disease, children acquire social adaptation skills after prolonged forced isolation.

5 disciplines

Athletics

Chess

Shooting

Swimming

Football

The competition is hosted by the Lastochka recreation center in the Nizhny Novgorod Region (a branch of the PJSC Gazprom) and is sponsored by the Gazprom Group jointly with the Nizhny Novgorod Cancer Research Center Foundation.

>300 people
participated in the Winners
Games in 2023

Support of Sports

The Gazprom Group entities focus on creating sports infrastructure across regions of operations, providing funding to sports clubs, and holding memorable events.

- In 20203, PJSC Gazprom provided sponsorship assistance to the North Palmyra Trophies international team tennis tournament, which aims to support Russian athletes and overcome the international isolation of Russian sports (in addition to Russian tennis players, participants included sportsmen from Serbia, Bulgaria, France, Spain, etc.).
- Gazprom Transgaz Ufa supports sports and promotes volleyball in the Republic of Bashkortostan. The company sponsors a ski marathon and a volleyball tournament for teenagers.
- Gazprom Transgaz Saint Petersburg provided financial support to the Russian Society of Saving on Water (VOSVOD), interregional public organization of St. Petersburg and the Leningrad Region, to implement a water safety, environmental protection, and healthy lifestyle awareness program for children and youth. As part of this program, 43 classes were held in educational facilities for children, and 85 events were staged to teach children swimming and rescue techniques in public waterside recreation areas. As a result, over 5 thousand children and teenagers mastered swimming and learned water rescue techniques. These activities helped expand the water safety, environmental protection, and healthy lifestyle awareness capacities of VOSVOD for children and youth, while also enhancing the water rescue system in St. Petersburg and the Leningrad Region.
- In the Stavropol Territory, the Gazprom Group is actively promoting martial arts, in particular, Shotokan, one of the Japanese karate styles. Gazprom Transgaz Stavropol supports participation of the Shotokan Transgaz Stavropol sports club in competitions of various levels, including the Russian Championship and Cup.

890 sports support projects completed in 2023¹



Since 2012, Gazprom Dobycha Astrakhan has been providing assistance to the regional Automobile Sports Federation in organizing the Gold of Kagan baja². In April 2023, the 2023 edition of the Gold of Kagan rally raid (2nd stage of the Russian Championship) was held with support from the company. In 2023, the company expanded cooperation with sports organizations, becoming a partner of the 5th stage of the Astrakhan 2023 Russian Rally Raid Cup and the Governor's Cup, a regional rally raid competition.

The Gold of Kagan rally raid saw:

41 crews in automotive sports categories

823 km of high-speed sections in steppes and deserts

Over 1,000 km of tracks in total

6,000 spectators

By supporting the Gold of Kagan, PJSC Gazprom promotes eco-friendly fuels: the car piloted by the Gazprom Group's representative is equipped with a hybrid engine powered by compressed gas.



The Last Game on Lake Baikal

On March 8, 2023, a friendly hockey match was held on the ice of Lake Baikal. The event was sponsored by Gazprom Invest and attended by world-class sports stars. Vyacheslav Fetisov, the UN Goodwill Ambassador for the Arctic and Antarctic, is the mastermind behind this match designed to raise awareness about the conservation of Lake Baikal and to promote environmental education, sports, and healthy lifestyles.

The Last Game is a series of hockey competitions, which involves sports celebrities and is backed by the UN Environment Program (UNEP).

Organizers of the match equipped a pitch with ice barriers and seating for 400 spectators some 100 km away from Irkutsk.

The hockey stars competing on Lake Baikal included Olympic champions and Stanley Cup winners such as Alexei Kasatonov, Valery Kamensky, Alexander Yakushev, Alexei Zhamnov, and Andrei Kovalenko. Irina Rodnina, a figure skating icon, also went to Irkutsk to join them. During the match, the hockey stars played against the Irkutsk Region's team.

Support for Socially Vulnerable Population Groups

The Gazprom Group provides assistance to socially vulnerable population groups, including low-income citizens and people with special needs. Particular emphasis is placed on targeted support for children with cerebral palsy.

- In 2023, Gazprom Dobycha Krasnodar acquired rehabilitation equipment for a kindergarten in Krasnodar under the Assistance to Disabled Children program. It will help adapt 165 children with disabilities to living in the urban environment.
- Gazprom Group entities assist the regional charitable foundation Illustrated Books for Little Blind Children in publishing books for children with visual impairments.
- Under the Kind Horse project, Gazprom Transgaz Saratov financed the purchase of special-purpose equipment for children with disabilities receiving equine-assisted therapy in the Saratov Region.
- Gazprom Transgaz Saint Petersburg supported a project staging the Beware of the Street! show for children from orphanages and specialized institutions in St. Petersburg.

The Gazprom Group entities help forcibly displaced adults to settle in a new location, while also supporting underage refugees by giving them an opportunity to grow harmoniously alongside their peers from peaceful regions.

- With the support from Gazprom Transgaz Moscow, 50 children from the Lugansk People's Republic spent their May holidays in Moscow. They enjoyed an extensive cultural program, visiting iconic places in Moscow and the Moscow Region and attending a concert by the Symphonic Orchestra of the Russian Ministry of Defense headed by Sergey Durygin, an honored artist of Russia.

>400 projects implemented in 2023 to protect socially vulnerable population groups



Path to Big-Time Sports

In Perm, Gazprom Transgaz Tchaikovsky supported the Perm Territory's 21st Sports Festival for Disabled Children. Among the young athletes were children with musculoskeletal disorders, hearing and vision impairments, Down syndrome, respiratory, digestive, kidney, and endocrine system diseases. The kids took part in running, long jump, darts, checkers, chess, archery, and other competitions. For some of them, participation in the competitions marked the starting point of a real sports career as Paralympians.

350 children with disabilities and special needs aged 7 to 17 took part in the festival held in Perm



For more details on the engagement of the Gazprom Group with non-governmental organizations, see [Appendix 6.2](#).



For more details on charity environmental projects, see the [Charity Environmental Projects](#) subsection.

¹ Including sports facilities constructed under the Gazprom for Children project.

² Cross-country off-road automotive competition featuring a looped route.

Contributing to St. Petersburg Development

The Gazprom Group is making substantial efforts to conserve the unique historical and cultural heritage of St. Petersburg. The idea is to revitalize the traditions of Russian art patronage while shaping a modern comfortable cityscape.

The Gazprom Group is committed to preserving St. Petersburg's treasures for future Russian generations. There is a concerted drive to transform the city into a contemporary, livable metropolis that stays true to the vision of its founder, Peter the Great, the first Russian Emperor.

PJSC Gazprom and the Government of St. Petersburg have a cooperation agreement in place, which has led to further collaborative arrangements.

A roadmap of cooperation between the St. Petersburg Government and PJSC Gazprom on social and economic development was drafted and approved in June 2022. This includes the initiation of 64 major projects across ten different fields to be implemented in St. Petersburg with the active involvement of PJSC Gazprom in the medium to long term. In 2022–2023, alongside the above projects, PJSC Gazprom launched another eleven socially impactful initiatives.

PJSC Gazprom's focus spans the full gamut of community life, from educational and medical domains to the conservation of historical and cultural sites and the erection of new national landmarks. Additionally, PJSC Gazprom is a patron and organizer of festivals that bring together dozens of thousands of people from across the nation.

Urban Improvement

PJSC Gazprom has been running a major program designed to improve St. Petersburg cityscape since 2007, focusing on preserving its historical and cultural heritage, while also fostering a contemporary and comfortable urban environment. The program spans multiple districts, targeting the Tsentralny, Admiralteysky, Petrogradsky, Vasileostrovsky, and Moskovsky districts.

Implemented jointly with the Government of St. Petersburg, this project is a facet of a broader social and economic development initiative.

Key projects since the program's inception include upgrading the illumination of architectural highlights, optimizing the city's street lighting with an eye on economic and energy efficiency, replacing obsolete fixtures with modern ones that resonate with St. Petersburg's aesthetics, and transitioning to energy-saving LED technology. Upgrades utilizing durable and safe-to-use granite include refreshing sidewalks, curbs, constructing ramps and dished water channels, along with adding decorative lawn fences and benches. The cityscape has been greened with trees and shrubs, complemented by lawn restorations.

In 2023, St. Petersburg's comprehensive improvement program was honored with the 1st place in the Best Project to Improve Energy Efficiency in Construction and Renovation category at the Competition of Implemented Projects aimed at energy conservation and enhancing energy efficiency.

2023 Highlights

Refurbishing public spaces

- The northern bank of Lakhta Harbor has seen improvements, as has the southern embankment by the Lakhta Center. Refurbishments were also completed in some parts of Kronverksky Avenue, Moyka River Embankment, English Embankment, and Obukhovskoy Oborony Avenue.
- New lighting fixtures now illuminate Malaya Morskaya, Vosstaniya, Pestelya, Klenovaya, Dumskaya streets; Suvorovsky, Moskovsky,

>100
city streets,
parks,
embankments,
and
architectural
assemblies
successfully
renovated since
2007

>19,000
lights
installed

and Ligovsky avenues; Manezhnaya, Preobrazhenskaya, and Palace squares; Petrovskaya, Petrogradskaya, Kutuzova, Voskresenskaya, Admiralteyskaya, Palace, and English embankments, and other locations.

- Illumination enhancements for architectural ensembles and street lighting were completed for Dekabristov and Bolshaya Morskaya streets, Zagorodny Avenue, Voskresenskaya Embankment, Betancourt Bridge, Alexander Garden, Nakhimovsky Park, the boulevard along Petrovskaya Embankment, Tovstonogov Bolshoi Drama Theater building, Cabin of Peter the Great, Apartment Building of R.G. Vege, Church of the Epiphany on Gutuevsky Island, and more.
- Artistic lighting has been installed on the cable-stayed bridge over the Petrovsky Fairway.
- A concept for Eco-Gallery, a versatile public center designed to emulate a tropical forest near the Lakhta Center, received approval.

Cultural projects

- Thanks to the support of the Gazprom Group, the State Hermitage Museum's Peter the Great Gallery unveiled three additional exhibition spaces. The Gallery's collection now features artworks and decorative items from the eras of Anna of Russia and Elizabeth

of Russia. The public has access to displays showcasing the epoch of groundbreaking reforms introduced by Peter the Great and his female successors who made invaluable contributions to the emergence of modern Russia and the flourishing of Russian science and art.

- On February 28, 2023, a memorial plaque was installed with support from PJSC Gazprom on the historical front of the Winter Palace of Peter the Great within the State Hermitage's complex, marking the location where the emperor spent his final years.
- An ongoing exhibition, celebrating the creations of esteemed porcelain artist Inna Olevskaya, an Honored Artist of Russia and Corresponding Member of the Russian Academy of Arts, was inaugurated in the State Hermitage's General Staff Building, backed by PJSC Gazprom.
- The State Russian Museum, with support from PJSC Gazprom, conducted comprehensive restoration of Konstantin Makovsky's Fête during Shrovetide on Admiralty Square in St Petersburg and its antique frame.
- In September 2023, the State Russian Museum enrolled the support of PJSC Gazprom to launch an extensive restoration project for artworks from the branch of the Taganrog Museum of Art, which sustained damage during a rocket explosion. In total, there are 22 damaged art pieces, including paintings by Victor Borisov-Musatov, Valentin Serov, Konstantin Korovin, Zinaida Serebriakova, and other artists.

Developing city infrastructure

- PJSC Gazprom successfully completed the construction of a new fitness and recreation center in the Nevsky District, featuring an Olympic-size 50-meter swimming pool. This sizeable facility is part of the Gazprom for Children program and can accommodate approximately 850 individuals per day.
- A new gas filling station commenced operations on Vaneyeva Street in the Nevsky District, bringing the total number of stations to 14.
- Work is ongoing to renovate the Chernyshevskaya metro station.



Support for St. Petersburg's community activities

In 2023, PJSC Gazprom sponsored numerous significant social events in St. Petersburg, including:

- free ice skating and coaching for children from orphanages, boarding schools, economically disadvantaged and large families, and children with disabilities (especially from centers for family education support, centers for the social rehabilitation of children with disabilities and special needs, and social care centers for family and children);
- co-organizing events with the Hockey for Children charity foundation;
- hosting free weekly ice-skating master classes in the "Mom, Dad, I are a Sports Family" series;
- staging free regular ice performances and shows for all visitors at the Flagshtock public space's rink;
- holding collaborative events with the Committee for Youth Policy (Student Day) and the Committee for Labor and Employment (Labor Summer);
- hosting the Summer without the Internet festival.

>215,000
individuals
took part in these events



Bolshaya Lakhta

Supported by PJSC Gazprom, a new city seafront is taking shape around the area of the multifunctional Lakhta Center, Gazprom Arena, and Flagshtock public space, with comprehensive improvements underway along the shoreline of St. Petersburg's 300th Anniversary Park.

Flagshtock public space

Gazprom is creating and furthering new hubs for comfortable city leisure activities, including the Flagshtock public space adjacent to Gazprom Arena, along the Gulf of Finland near the Lakhta Center.

Since 2022, this public space has played host to a 2,900 m² outdoor ice rink, offering organized community skating sessions on a smaller adjacent ice arena. In the reporting year, the ice rink's area quadrupled to 11,400 m², allowing for over 1,000 visitors to ice skate at a time. Plans are underway to enlarge the arena to 28,000 m², with the facility poised to become the world's biggest skating rink.

Until 2023, this location boasted the tallest flagpole in Russia and Europe, measuring 105 m in height. It was capable of hoisting a colossal 20 × 30 m flag.

Water Sports Base's three flagpoles

In 2023, three record-breaking 179.5 m tall flagpoles were erected off the shoreline near St. Petersburg's 300th Anniversary Park, flying the historical banners of the Russian Empire, the USSR, and the State Flag of the Russian Federation. These flagpoles, now a highlight among St. Petersburg's attractions, symbolize the enduring legacy of Russia's history and the ongoing vitality and spirit of successive generations.

This installation of flagpoles in the Gulf of Finland is unprecedented worldwide, marking the first time structures of this height have been constructed over water. The project demanded intricate engineering, innovative design solutions, and cutting-edge construction techniques.

A grand ceremony for raising the flags, attended by Russian President Vladimir Putin, took place on June 17, 2023. The event celebrated three notable anniversaries: 165 years of the Russian Empire's flag, 100 years of the Red Banner, and 330 years of Peter the Great's tricolor.

Recognition in the Russian Book of Records

- The world's tallest trio of flagpoles
- The largest State Flag of the Russian Federation deployed on a flagpole

The project provides for the improvement of the adjacent beach area and the creation of sports and leisure infrastructure. A Water Sports Base will be established at the foundation of the flagpoles offering equipment to rent for standup paddleboarding, wakeboarding, and surfing. Reconstruction efforts on the beachfront are underway to support the GTO fitness standards.

179.5 m

of total height, including the foundation, above sea level

27 granite benches,

including those equipped with wireless chargers

>5,000 m²
of granite paving

~430 m
of shoreline reinforcement

60 × 40 m
size of each flag

1 charging station
for electric vehicles

Cultural and Artistic Endeavors



The Gazprom Group has been championing St. Petersburg's [Art Fair 1703](#) since 2022, the region's pre-eminent initiative fostering contemporary art.

In June 2023, PJSC Gazprom unveiled the fair's second season, orchestrating a significant cultural venture that propels contemporary art appreciation, cultivates collectorship, and promotes artistic community. The fair grants a broad audience access to current artistic practices, interactive thematic discussions, lectures, and meetings with experts, gallery owners, artists, and art curators.

Kicked off in 2022, the project now features in St. Petersburg International Economic Forum's cultural festival, St. Petersburg Seasons. Over the two years, the fair has burgeoned into a year-round cycle of activities and evolved into an open, cost-free educational program of contemporary art.

PJSC Gazprom sponsors the project, backed by the St. Petersburg Committee for Culture and the Manege Central Exhibition Hall.

In 2023, for the first time, an international art gallery, Ambidexter from Istanbul, Turkey, joined the fair, alongside Russian galleries from Moscow, St. Petersburg, Nizhny Novgorod, and Kaluga.

St. Petersburg's Art Fair 1703 was the first event of this kind in the region. As mandated by PJSC Gazprom, participation for galleries is free of charge.



Art Fair 1703

>15,000 visitors

(+50% year-on-year) of Art Fair 1703 at the Manege Central Exhibition Hall

>1,500 artwork

by **200** artists

38 participating

contemporary art galleries

>150 works

sold



VK Fest 2023

For the second consecutive summer, in 2023, Gazprom proudly served as the general sponsor of VK Fest.

VK Fest stands out as Russia's most extensive open-air urban festival, attracting tourists and providing a unified platform for youth with common interests from across the country. The festival emphasizes sports, education, charity, and wholesome recreation.

Festival locations:

St. Petersburg (the principal venue
in St. Petersburg's 300th Anniversary Park)

Vladivostok

Novosibirsk

Sochi

Moscow

Strategically sited on the park's summit (the observation hill), the Gazprom Group's pavilion spotlighted the Friends of St. Petersburg social project. A three-story mirror cube featuring thematic areas and an observation deck, the pavilion's design was a gesture towards "Reflection," the core theme for the major Friends of St. Petersburg festival held in autumn 2023.

Visitors enjoyed master classes led by experts from the Tsarskoselskaya Amber Workshop, contests on St. Petersburg's history, and a special VR feature film "The Chinese Palace: Legacy of the Empress" funded by PJSC Gazprom.

The second floor showcased "Frames of the Looking Glass", a bespoke digital installation by media artist Artyom Moroz. This featured a panoramic video of St. Petersburg's views filmed from the Lakhta Center's observation deck exclusively for VK Fest attendees. The guests had an opportunity to travel visually through the city's vibrant panorama and voyage through time, from dawn to dusk, by merely touching an interactive time acceleration control.

During VK Fest 2023, representatives from varied streams of the Friends of St. Petersburg project played key roles in the pavilion's activities.

- A team of 26 Friends of St. Petersburg volunteers provided assistance to attendees over the two-day event. Specialized training was provided for some volunteers to lead art mediations for "Frames of the Looking Glass".
- The "Creative Bureau" contributors reported the festival's events through both the project's website and its social media channels.

200,000
attendees (+14%)

34 million
views of online streams
(+48%)

400
thematic areas
across five cities
(+21%)

66 hours
of the festival's time span

26
volunteers
from Friends
of St. Petersburg
assisted attendees
at VK Fest

>50,000
guests
visited
the Gazprom Group's
pavilion during the event

Friends of St. Petersburg



Since 2020, PJSC Gazprom has been spearheading [Friends of St. Petersburg](#), a multifaceted social project. This initiative builds upon the Company's extensive patronage activities within St. Petersburg.

Its mission is to contribute to maintaining St. Petersburg's cultural heritage and historical identity, fostering values among residents, particularly the youth.

PJSC Gazprom's project nurtures a distinct creative environment within the city, and endorses vocations in art restoration, urban planning, and museum professions. It perpetuates the legacy of Leningrad's celebrated art restoration practices. The initiative supports the development of skills among students and young professionals and engages the wider community in volunteer activities that safeguard and evolve the city's historical and cultural identity.

The project concept has been ratified by PJSC Gazprom's management and enjoys the backing of the Committee for State Control, Use and Protection of Historical and Cultural Monuments.

Project achievements to date:

>2,500
active
participants

211
master classes

Key focus areas

- 1 Immersion**

This initiative offers quests, custom tours, educational programs, and historical podcasts featuring input from top professionals in art restoration, architecture, museum activities, and urban planning
- 2 Mentoring Program**

The initiative arranges professional master classes and an integrated course for students from relevant universities, hosted by premier art restoration entities and endorsed by the Committee for State Control, Use and Protection of Historical and Cultural Monuments
- 3 Laboratory**

Hands-on research activities enable students and young professionals in architecture, urban planning, and associated fields to apply their skills
- 4 Creative Bureau**

The project's media hub and social media, an analytical center focused on public opinion surveys regarding urban matters. New and experienced editors, columnists, journalists, and bloggers contribute content about St. Petersburg and its cultural and historical endeavors
- 5 Volunteers**

An initiative fostering volunteering pursuits within the cultural sector, intertwined with the broader, collaborative efforts of everyone involved in the city's cultural activities
- 6 Festival**

An annual celebration amalgamating creative and educational events within the city

Project highlights in 2023

Immersion

In 2023, three segments of the Immersion program were unveiled, spotlighting major cultural landmarks such as the Peter and Paul Fortress, Tsarskoye Selo (beneficiary of Gazprom-supported restoration efforts) and Poltava, a 54-gun ship of the line reconstructed at a St. Petersburg shipyard with financial assistance from the Gazprom Group.

3 million

cumulative audience of the three intellectual quest programs

Mentoring program

In 2023, an array of events took place, including:

- master classes led by experts from the State Russian Museum, some taking place in the museum's in-house restoration workshops;
- dedicated master classes within the Revival of Masterpieces of the Taganrog Museum of Art project, allowing St. Petersburg university students to engage in art restoration;
- a three-month interdisciplinary course providing insights into large-scale restoration projects like the Zubov Wing of the Catherine Palace and the Triangle Square in Tsarskoye Selo.

45 events

visited by more than 400 attendees in 2023

Laboratory

2023 saw a unique cultural and research event – a laboratory dubbed "Architectural Lighting and Light Installations as Methods for Engaging with the Historical Environment".

Young talents' extensive and meticulous work culminated in an audiovisual installation called "Shadow of Someone's Shade". This immersive experience used projections of light and shadow, neon artistry, and architectural lighting to tell the story of St. Michael's Castle through the lens of Russian 19th and 20th century literature. The performance accompanied by a soundtrack of composer Oleg Gudachev, blossomed into a large-scale urban event and became a cornerstone of the 2023 Friends of St. Petersburg festival.

22 young professionals

involved in the Laboratory in 2023

Volunteers

The Friends of St. Petersburg volunteer movement is a burgeoning area of collaboration with the city's cultural institutions, including museums, theaters, exhibitions, and festivals. Volunteers' efforts are increasingly woven into the fabric of St. Petersburg's cultural landscape. Their assistance to museums and at cultural events, particularly as mediators at exhibitions, contributes to the conservation and enrichment of the city's cultural identity.

>700

volunteers participated in the Volunteers initiative in 2023

Creative Bureau

In 2023, the Gazprom Group joined forces with St. Petersburg State University's Clinic of Communication Projects to launch the School of New Media in Culture for students from St. Petersburg universities majoring in Journalism and Public Relations. They took part in master classes led by established media figures and produced over 60 articles and interviews, featured on the project's media portal and in partner media outlets.

>200

individuals are involved in the School of New Media

Festival

In October 2023, under the aegis of PJSC Gazprom, St. Petersburg hosted the second annual Friends of St. Petersburg city festival. Reflecting PJSC Gazprom's dedicated and creative contribution to the preservation and revitalization of the city's historical and cultural heritage, the festival's theme – Reflection – was conceptualized.

The digital installation, "Frames of the Looking Glass" by media artist Artyom Moroz, premised the idea that the external world mirrors the internal one, heralding the onset of the Friends of St. Petersburg festival. During two days, guests received holographic postcards as an invitation to the festival.

Festival activities such as exhibitions, concerts, master classes, tours, and expert-led discussions in culture, architecture, and urban planning took place at 38 venues across the city. Noteworthy locations included sites under PJSC Gazprom's patronage, such as Tsarskoye Selo, Peterhof, the State Hermitage Museum, the Peter and Paul Fortress, and the Kunstkamera. All events were accessible after registration on the festival's website.

In 2023, the Friends of St. Petersburg project secured prominent accolades and awards from the leading communications companies.

Eventiada

Crowned as the Best Cultural Project

Best Social Projects in Russia

Category winner for Culture, Art, Religion

KonTEKst

Winner in the Best Social Projects category

KonTEKst

Second Degree Diploma for Integrated Improvement of St. Petersburg

Silver Archer

Winner in the Cultural and Educational Projects nomination

Proba Awards

Shortlisted for Public Enlightenment and Education

Creating the Future Competition

Winner of the Leadership Team accolade for volunteerism in the Friends of St. Petersburg's cultural sector

Sobaka.ru Magazine Award: Petersburg of the Future

The Friends of St. Petersburg Festival was named the local history festival of the year

>250 events
featured by the festival

>37,000
free tickets
registered

On December 5, 2023, RUSSIA EXPO witnessed the introduction of a training course for volunteer mediators. This initiative piqued the interest of numerous regional cultural institution representatives

Developing Corporate Volunteering

Many of the Gazprom Group's employees view volunteering as an integral part of their lives. Apart from meeting their professional responsibilities, Gazprom Group staff generously support those in need, foster patriotism, engage in blood donation events, and advocate environmental conservation and animal welfare.

RUIE 3.3.2

In 2023, the Gazprom Group further advanced its volunteering commitment by adopting the [Corporate Volunteerism Policy of Gazprom Group](#)¹. The policy emphasizes instilling a culture of volunteerism amongst employees to address significant social needs and to bolster the image of Gazprom Group entities as socially responsible employers.

Key volunteering principles

- Unremunerated (participation in volunteering takes place outside working hours and is not paid for)
- Voluntary (coercion into volunteering is not allowed, volunteers independently select the categories of beneficiaries)
- Unbiased and impartial (participation in volunteering should not influence the employee's performance assessment)

In 2023, a survey among active volunteers within Gazprom Group entities was conducted to identify their needs and insights. Volunteers from 64 subsidiaries and entities took part in this survey, providing valuable data to steer the corporate volunteering program's advancement looking forward.

The policy determines the core focus areas of volunteering:

Environmental protection:

- Cleaning nature spaces, tree planting
- Participating in clean-up days, recycling paper
- Animal care

Society:

- Supporting vulnerable social groups
- Holding sports and healthy lifestyle events
- Blood donation

Patriotism:

- Supporting WWII veterans
- Taking care of memorials
- Taking part in events dedicated to historical milestones

Culture and education:

- Preserving and revitalizing cultural and historical heritage



The Gazprom Group boasts over 50,000 active volunteers² in its ranks – representing more than 10% of its headcount

Gazprom Group Indicator 8

155,656
Gazprom Group employees³

participated in various volunteer activities

1,260
volunteering activities and campaigns

held by the Gazprom Group in 2023

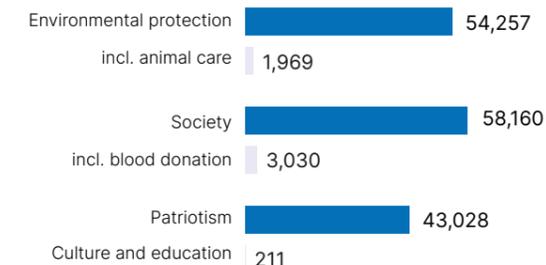
Volunteering Projects in 2023

Participation in events by focus area in 2023, % of total volunteers involved



- 37.4 • Society
- 34.9 • Environmental protection
- 27.6 • Patriotism
- 0.1 • Culture and education

Total number of the Gazprom Group's employees taking part in volunteer initiatives in 2023, persons



Major Volunteering Projects and Events in 2023

Environmental protection

Gazprom Group volunteers engaged in the clean-up of water bodies, park zones, and urban spaces, and also delivered environmental education lessons at schools.

Results of volunteer environmental campaigns

Indicator	2021	2022	2023
Number of clean-up days	3,290	3,913	4,353
Number of cleaned-up territories	2,820	4,230	4,051
Total cleaned-up area, thousand ha	>7	>5.5	>10
Number of planted trees and shrubs, thousand	>450	>185	>241

In 2023, employees of the Gazprom Group entities had a hand in the following initiatives:

4,353
clean-up days

held

>241,600
trees and shrubs

planted

4,051
locations

with an area of >10,400 ha cleaned up

¹ Approved by order of PJSC Gazprom No. 292 dated August 10, 2023.

² 50,050 active volunteers according to the findings of surveys conducted in subsidiaries and entities.

³ The total number of employees who participated in all volunteering campaigns (for example, if one person participated in two campaigns, they are counted twice).



Employees and their families actively participated in the Green Spring nation-wide environmental project, a Vernadsky Non-Governmental Environmental Foundation initiative supported by PJSC Gazprom. This campaign involves community clean-up days and planting trees and shrubs. Over 1 million people, including personnel from more than 30 Gazprom entities and their families, were involved in these clean-up activities during the reporting period. As a result, 66,500 ha were cleaned up and 415,000 tons of waste were collected for recycling and disposal. Among the campaign's winners were:

- Gazprom Transgaz Belarus;
- Gazprom Transgaz Yekaterinburg;
- Gazprom Transgaz Tomsk;
- Gazprom Transgaz Kazan;
- Gazprom Transgaz Nizhny Novgorod.

The most creative works of art were presented for the "I Participate in Green Spring" contest came from:

- Gazprom Transgaz Yekaterinburg (accolades for the Best Video);
- Gazprom Transgaz Ukhta (honored for Green Spring Through the Lens and the Best Video).



Clean environment

Since 2020, Gazprom Transgaz Saint Petersburg has backed the Baltic Ringed Seal Foundation, committed to preserving rare marine life such as Baltic and Ladoga ringed seals, and focused on rehabilitating young seals for wild living. Gazprom Transgaz Saint Petersburg finances the foundation's endeavors.

In 2023, employees from Gazprom Transgaz Saint Petersburg and the Baltic Ringed Seal Foundation cleared debris along the shores of the Gulf of Finland near Konnaya Lakhta, collecting 19 bags, or approximately 2 m³ of waste.



Gazprom Transgaz Yugorsk developed an interactive approach to fostering environmental awareness among locals through games. In these contests, teams collect and sort waste to earn points, with extra points received for sorting. Nearly 2,000 individuals participated in these eco-competitions in 2023, including 400 from outside the Gazprom Group.

Society

Assisting those in need is a very popular volunteering activity within the Gazprom Group.



- Gazprom Group employees annually engage in the Donor Day corporate volunteering project, a nationwide initiative fostering a culture of blood donation. Encouraging employee commitment and motivation to donate blood.
- Since 2016, Gazprom Dobycha Yuzhno-Sakhalinsk volunteers have been providing charitable support to disadvantaged children. In 2023, employees placed letters from children at a social rehabilitation center on the organization's Christmas tree and fulfilled the wishes written in them. An entertainment program was organized for the children, featuring competitions and workshops.
- In 2023, Gazprom Transgaz Volgograd employees gathered over 100 kg of gifts for children enduring prolonged medical treatments in the Lugansk Region. Over 200 staff members contributed to this endeavor.

>7,100
members
of the Gazprom
Workers' Union
participated
in 150 blood donation
drives in 2023

Patriotism

Thousands of Gazprom Group volunteers engaged in patriotic events throughout 2023.

Key formats:

- assisting at humanitarian centers of the People's Front and temporary shelters for refugees;
- providing care for the injured;
- producing essential goods.



Memory Watch

September 2023 saw "Memory Watch – 2023. The Battle for the Caucasus," the most extensive patriotic event in the Gazprom Workers' Union's history. More than 100 employees from 42 Gazprom Group subsidiaries participated.

The event's goals:

- preserving the memory of the Great Patriotic War (WWII);
- honoring the sacrifice of Soviet soldiers;
- promoting patriotic education within the union;
- furthering the rescue movement.

The initiative's most notable achievement was the recovery of 16 Soviet soldiers' remains, who will receive military honors in their burials.

Culture and Education

Gazprom Group volunteers actively contribute to the restoration of historical buildings in their cities and towns and read books to visually impaired children, thus fostering the nation's cultural legacy.



Patronage Programs

Annually, Gazprom Transgaz Ukhta runs an extensive patronage program, integrating career guidance, energy conservation, environmental activities, patriotic, sporting, and cultural events. This program has reached out to over 25,000 children across four regions of the company's operation.

5. ENVIRONMENT AND ENVIRONMENTAL POLICY

Principle 5

Accelerated infrastructure development

ENVIRONMENTAL PROTECTION

At the Gazprom Group, special emphasis is placed on preserving nature and our plant for future generations. For that, environmental regulations are fully complied with, and consistent efforts are made to reduce environmental impact and use natural resources in a sustainable manner.

Material topic



7. The Gazprom Group's legal compliance (social, economic, environmental and antimonopoly requirements)

Housing and Urban Environment national project

Environment national project

Gazprom Group's long-term strategic goals in environmental protection

- Continuously reducing negative environmental impact, implementing all available resource conservation measures, and preserving biodiversity;
- making production processes more energy efficient and cutting GHG emissions;
- protecting the interests and rights of indigenous minorities to preserve traditional lifestyles and original living environments;
- improving environmental competencies of staff, increasing employee engagement in reducing relevant risks, consistently enhancing the environmental management system (EMS) and performance indicators;
- ensuring broad accessibility of environmental data to all stakeholders.

Environmental Policy

At the Gazprom Group, there are key environmental protection commitments and mechanisms to uphold them. These are outlined in the Environmental Policy of PJSC Gazprom and aim to ensure environmental safety across the Gazprom Group's operations.

PJSC Gazprom shares the key provisions of the precautionary principle and makes every effort to minimize its potential technogenic impact on the natural environment and to conserve rare and endangered species of flora and fauna along with unique natural areas and sites. PJSC Gazprom seeks to mitigate the risks of adverse environmental impacts when planning investment projects, such as the development of oil and gas fields in the continental shelf and the Arctic Zone of the Russian Federation. As part of investment project development,

PJSC Gazprom's experts perform a comprehensive environmental impact assessment to evaluate the baseline state of key ecosystem components and identify the most vulnerable flora and fauna species. They also devise measures to prevent disturbances to the natural balance, minimize environmental effects, and protect the environment during construction and operation of facilities. PJSC Gazprom continuously monitors permafrost and takes steps to make structures more stable and resilient.

The Gazprom Group fulfill all its environmental commitments and require that its partners, contractors, and counterparties do the same. This approach enables the Gazprom Group to ensure compliance with environmental regulations and requirements in its operations, both in Russia and internationally.



For more details on the Gazprom Group's environmental regulations, see [Appendix 6.4](#).

Environmental Management System

The environmental management system (EMS) is the mainstay of PJSC Gazprom's Environmental Policy.

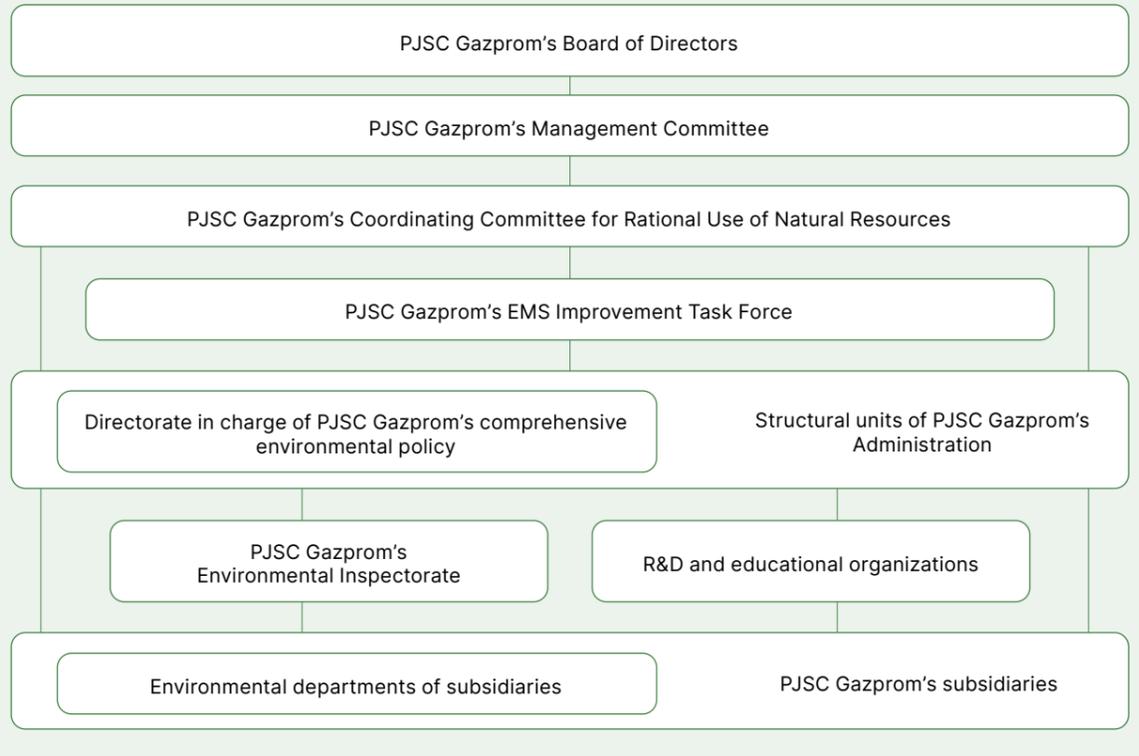
EMS boundaries

- Structural units of PJSC Gazprom's Administration;
- 37 wholly owned subsidiaries of PJSC Gazprom¹;
- PJSC Gazprom's Environmental Inspectorate;
- Gazprom VNIIGAZ Corporate Research and Development Center for Environmental Protection and Energy Performance.

The EMS encompasses all management levels ranging from PJSC Gazprom's Board of Directors to branches and production facilities of its subsidiaries.

¹ Subsidiaries engaged in the Group's core activities (gas and gas condensate exploration, production, transportation, storage, and processing) and managing investment projects in the construction sector.

Structure of PJSC Gazprom's environmental management system



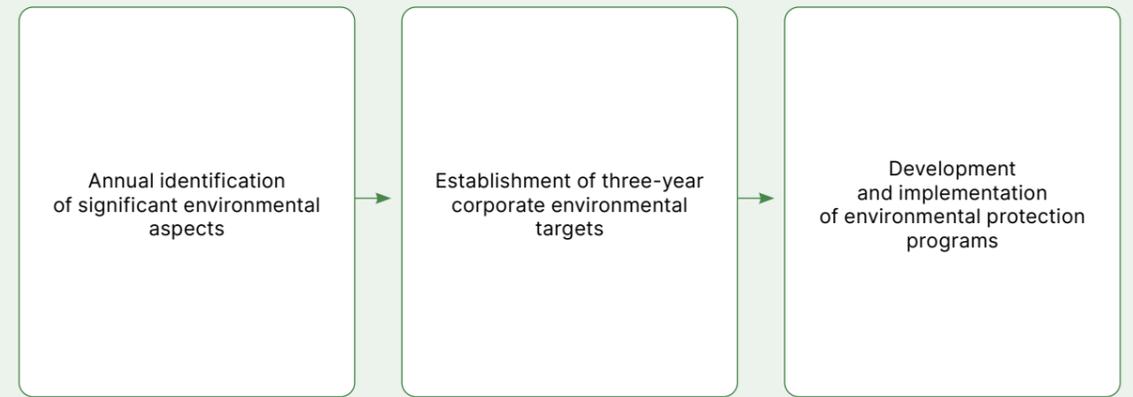
The Management Committee of PJSC Gazprom is responsible for the overall management of environmental protection.

PJSC Gazprom's Coordinating Committee for Rational Use of Natural Resources is in charge of ensuring the rational use of natural resources and reducing specific greenhouse gas emissions resulting from the Gazprom Group's operations.

The committee is led by a senior executive who oversees the performance of PJSC Gazprom's energy and environmental management systems.

In 2023, PJSC Gazprom's environmental management system was audited and found to be in compliance with the GOST R ISO 14001-2016 standard.

EMS components



Achievement of the corporate environmental targets by PJSC Gazprom, %

Corporate environmental target	Organizations within the EMS scope	Baseline (2018)	Actual performance (2022)	Target achievement status	Actual performance (2023)	Target achievement status	Comment
Reduce GHG emissions during transportation of natural gas, t of CO ₂ equivalent / bcm•km	All subsidiaries involved in natural gas transportation	56.70 ¹	44.80	18.99%↓	46.62	17.8%↓	The reduction in GHG emissions was due to energy saving efforts, innovations, greater reliance on resource-saving solutions, and decreases in natural gas consumption for fuel purposes and in product transportation volume as a result of lower gas supplies.
Reduce nitrogen oxide emissions in the atmosphere during transportation of natural gas, t/mcm	All subsidiaries involved in natural gas transportation	4.23	4.03	4.73%↓	4.06	4.01%↓	The reduction in nitrogen oxide emissions was due to a decrease in production and energy saving efforts.
Reduce excessive discharges of pollutants into surface water bodies, %	All subsidiaries with a negative environmental footprint	5.26 ¹	0.01	5.28 p.p.↓	1.47	3.79 p. p.↓	The reduction was due to initiatives boosting the efficiency of water use for production and utility purposes and improving the wastewater treatment quality.
Reduce the share of waste sent for burial in the total waste managed, %	All subsidiaries with a negative environmental footprint	37.53 ¹	13.44	24.84 p.p.↓	16.27	21.26 p. p.↓	Less waste was generated across all business segments due to fewer wells drilled and the completion of programs to repair fixed assets, including gas trunklines. The share of waste sent for burial went down thanks to adopted best available technologies and more efficient management of production and consumption waste as a result.
Reduce the share of subsidiaries whose fees for excessive negative environmental impact are above 5%, %	All subsidiaries with a negative environmental footprint	35	5.41	29.59 p.p.↓	10.81	24.19 p. p.↓	The share of fees for excessive environmental impact went down due to the timely issuance of permits.

In the reporting year, PJSC Gazprom achieved all of its corporate environmental targets set for 2023.

¹ The baseline was adjusted due to changes in the EMS boundaries since 2018 (to include 2018 performance of all subsidiaries covered by the EMS in 2023).

Environmental Protection Expenditures

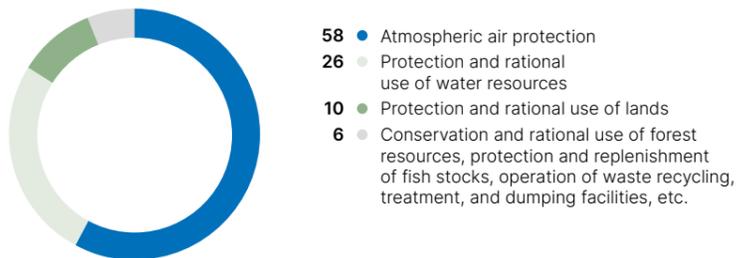
MED 21 RUIE 2.12 Gazprom Group Indicator 23

In 2023, the Gazprom Group's investments in capital assets aimed at environmental protection and rational use of natural resources totaled RUB 52.07 billion. The current environmental protection expenditures came in at RUB 43.5 billion.

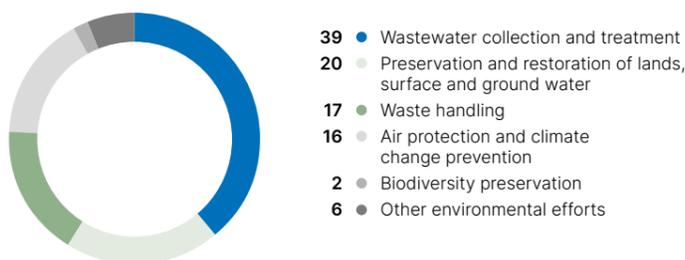
Gazprom Group's environmental protection expenditures, RUB million

Indicator	2021	2022	2023	Change 2023/2022, %
Investments in capital assets aimed at environmental protection and rational use of natural resources	60,529.57	47,971.71	52,068.48	+8.5
Current environmental protection expenditures	36,303.25	40,419.70	43,517.90	+7.7
Negative environmental impact fees	710.64	747.34	646.23	-13.5
Total for the Gazprom Group	97,543.46	89,138.75	96,232.62	+8.0

Gazprom Group's investments in capital assets aimed at environmental protection and rational use of natural resources in 2023, %



Gazprom Group's current environmental protection expenditures in 2023, %



In 2023, investments in capital assets aimed at environmental protection and rational use of natural resources increased by 8.5% due to the construction of air protection facilities at Gazprom Neft and Gazprom Neftekhim Salavat. Current environmental protection expenditures went up by 7.7% driven by higher operating costs attributed to environmental protection measures and nature conservation services, including those associated with the preservation and restoration of lands,

surface and ground water, wastewater collection and treatment, as well as air protection and climate change prevention (the Gazprom Group experienced an increase in the volume of natural gas evacuation through mobile compressor stations, resulting in reduced emissions of air pollutants). The Gazprom Group's negative environmental impact fees decreased by 13.5% thanks to the timely issuance of permits. The Gazprom Group's total environmental protection expenditures

RUB 385.25 billion invested by the Gazprom Group in environmental protection in 2019–2023

rose by 8% driven both by higher investments in capital assets aimed at environmental

protection and rational use of natural resources as well as increased current environmental protection expenditures.

Environmental risk management measures

The Gazprom Group is undertaking the following measures to mitigate natural, climate, and environmental risks:

- developing and implementing energy efficiency and energy saving programs;
- leveraging effective operating procedures adapted to various climatic conditions;
- implementing programs to boost the efficiency of gas production and transportation systems and gas transmission network operation;
- analyzing potential adverse environmental impacts and their implications resulting from identified accidents and other emergencies; implementing activities for emergency prevention, localization, response, and impact mitigation;
- assessing environmental damage in case of accidents and other emergencies;
- implementing comprehensive initiatives related to the enhancement of reliability of pipeline systems, landscape stabilization, soil reclamation, and vegetation rehabilitation.

Environmental Training of Employees

8,755 employees of Gazprom Group entities were covered by environmental training programs in 2023

To enhance employees' awareness of the importance of environmental protection, the Gazprom Group organizes training initiatives for its personnel. In 2023, over 8,755 employees of Gazprom Group entities were covered by environmental training programs.

Environmental Protection" information system and enhanced their qualifications in conducting environmental assessments. Training courses on environmental management in the gas industry were also organized for PJSC Gazprom's employees, where participants studied the functioning of the environmental management system and discussed issues related to evaluating its effectiveness. Additionally, distance learning opportunities were made available to employees, covering various environmental topics.

The latter included dedicated training sessions for managers and employees of units involved in environmental protection. The participants received training on the "Ecology. 1C-Corporate Management Systems.

Environmental training of the Gazprom Group's employees

Indicator	2021	2022	2023	Change 2023/2022, %
Number of employees who received environmental training	7,429	8,055	8,755	+8.7
Including employees who received training in the EMS	1,957	1,680	1,235	-26.5

To uphold and enhance the environmental management system of PJSC Gazprom, advisory workshops and training sessions are held on an annual basis.



PROTECTING OUR PLANET

GAZPROM PRODUCES THE CLEANEST, MOST COST-EFFECTIVE AND EASY-TO-USE FOSSIL FUEL. SUSTAINABLE ECOSYSTEMS FOR FUTURE GENERATIONS ARE OUR ABSOLUTE PRIORITY.

SERGEY KONYAEV
Deputy Head of Directorate –
Head of Division at PJSC Gazprom,
PhD in Geography

Mr. Konyaev is responsible for the development of Gazprom's environmental management system in line with Russian and international standards, implementing a uniform approach to environmental management, as well as supervision and audit of these efforts in Gazprom subsidiaries and entities. He was awarded a Certificate of Honor of the Russian Ministry of Natural Resources and Environment.

LOW-CARBON DEVELOPMENT

The Gazprom Group implements innovative solutions to increase the consumption of natural gas as a low-carbon fuel and to enhance energy efficiency across production processes.

Climate Strategy of the Gazprom Group

In October 2023, Russian President Vladimir Putin approved the Climate Doctrine of the Russian Federation to be used as a basis for developing and implementing Russia's climate policy.

In October 2023, the Board of Directors approved PJSC Gazprom's Climate Strategy through 2050¹. The strategy is designed to reduce carbon intensity in the production, transportation, storage, and processing of natural gas and to set the stage for increasing the share of natural gas used in the energy, industry, and transportation sectors.

The Climate Strategy is integrated into PJSC Gazprom's corporate planning system. It sets out plans for reducing GHG emissions, which are then incorporated into corporate programs on long-term and innovative development in the form of strategic targets and key performance indicators.

Key provisions of the strategy were formulated based on the findings of scientific research, expert analysis, forecasts, and scenario analysis using comprehensive economic and mathematical models. The strategy outlines climate conservation priorities with due account of the national economic conditions and peculiarities, fundamental

objectives pursued by PJSC Gazprom, and low-carbon development trends in target international markets.

PJSC Gazprom's low-carbon development priorities through 2050

- Gas infrastructure expansion in Russian regions and conversion of vehicles to natural gas;
- reduction of direct (Scope 1) and indirect (Scopes 2 and 3) GHG emissions across the process chain;
- improved energy efficiency of production operations, fullest possible prevention of methane emissions in line with best practices, and APG utilization;
- development of a climate risk management system, implementation of measures to adapt PJSC Gazprom to potential climate changes;
- improvement of the GHG accounting and monitoring methods, including by using space technologies;
- introduction of low-carbon development innovations and best available technologies;
- responsible selection of suppliers and contractors, engagement with product manufacturers and consumers, and involvement of other stakeholders to reduce the carbon footprint;

Material topic



17. Emissions management at the Gazprom Group

69
mmt of CO₂ equivalent
planned reduction in GHG emissions thanks to new projects aiming to expand gas infrastructure and convert vehicles to natural gas in 2023–2035

- participation in climate initiatives designed to reduce the carbon footprint, reliance on renewable and secondary energy resources, implementation of climate projects;
- broader stakeholder engagement, bolstering of low-carbon development partnerships, participation in climate ratings;
- digitalization and optimization of process management systems, development of IT-driven low-carbon development systems;
- support for scientific research on climate and climate change adaptation, use and promotion of modern carbon footprint calculation methods, including the Global Temperature change Potential, to assess the role of methane in an unbiased manner;
- implementation of educational and outreach projects on climate and climate change adaptation issues;
- implementation of initiatives to offset GHG emissions (reforestation, preservation of natural ecosystems, carbon capture, burial, and utilization, contribution to the carbon credit market);
- creation of new sectors focused on the consumption of natural gas, including hydrogen energy and non-energy use of natural gas.

Climate Change Management

PJSC Gazprom's Board of Directors reviews climate risks and approves climate goals.

Chairman of the Management Committee ensures general management of the Gazprom Group's climate efforts and determines development priorities with due account of climate aspects. The Management Committee of PJSC Gazprom reviews climate risks, signs off climate goals, and approves initiatives to reduce GHG emissions.

The Gazprom Group regularly assesses climate risks in two key areas:

- physical risks, i.e. risks associated with physical changes in the environment, and unfavorable weather conditions and natural disasters caused by climate change;
- transition risks, i.e. risks associated with transition to low-carbon economy, including the public, government, and investor response to climate change.

The Gazprom Group evaluates the impact of each risk on its operations and develops measures to prevent risk materialization or to minimize its negative consequences.



In December 2023, the delegation of PJSC Gazprom led by Oleg Aksyutin, Deputy Chairman of the Management Committee and Head of Department, participated in the 28th session of the Conference of the Parties (COP 28) to the UN Framework Convention on Climate Change (UNFCCC), central event on the global climate change agenda. COP 28 assessed the interim results of the Paris Agreement. An important outcome of the Conference was the first-ever inclusion in the UNFCCC documents of clauses recognizing the role of transition fuels (including natural gas) as a decarbonization tool.

¹ Approved by resolution of the Board of Directors of PJSC Gazprom No. 3990 dated October 24, 2023.

Reduction of GHG Emissions

GHG Emissions Management

All Gazprom Group entities perform control and accounting of GHG emissions using the same procedure, which is based on the Methodological Guidance on the Quantification of Greenhouse Gas Emissions by Entities Engaging in Business and Other Activities in the Russian Federation¹.

12.9%

target reduction of specific GHG emissions by 2033

5.45%

reduction of GHG emissions in PJSC Gazprom compared to the 2018 baseline

MED 20

RUIE 2.5

Gazprom Group entities' GHG emissions (Scope 1), mmt of CO₂ equivalent

Indicator	2021	2022	2023	Change 2023/2022, %
Total Gazprom Group GHG emissions (Scope 1), incl.:	243.28	213.53	209.55	-1.86
PJSC Gazprom, incl.:	119.87	91.02	85.06	-6.55
• production	17.95	15.63	14.12	-9.66
• transportation	93.09	66.03	60.10	-8.98
• processing	5.90	6.82	7.74	+13.49
• underground storage	1.66	1.22	1.19	-2.46
• other	1.27	1.32	1.91	+44.7

In 2023, natural gas, APG, and gas condensate processing increased by nearly 30% year-on-year, driving all environmental impact indicators up across the processing

segment. Higher emissions in other operations are due to increased fuel consumption during transportation.

Gazprom Group entities' GHG emissions (Scope 2), mmt of CO₂ equivalent

Indicator	2021	2022	2023	Change 2023/2022, %
Total Gazprom Group GHG emissions (Scope 2), incl.:	13.8	11.11	11.33	+2.0
PJSC Gazprom, by key types of activities, incl.:	6.08	4.02	4.17	+3.7
• production	0.35	0.31	0.34	+9.7
• transportation	3.33	1.84	1.90	+3.3
• processing	2.34	1.83	1.90	+3.8
• underground storage	0.06	0.04	0.03	-0.25

Scope 2 GHG emissions went up in the reporting year due to changes in the methodology for calculating emissions from purchased electricity. The change is related to the application of emission

factors considering the territorial affiliation of subsidiaries with different price zones within the energy system of the Russian Federation.

PJSC Gazprom's specific GHG emissions (Scope 1), kg of CO₂ equivalent per ton of reference fuel

Segment	2021	2022	2023	Change 2023/2022, %
Production	32.564	35.964	37.445	-9.68
Transportation	114.724	95.893	92.301	-8.98
Processing	93.645	106.730	92.481	+13.40

Specific GHG emissions went up in 2023 because gas production decline (down 13.4%

year-on-year) did not match the decrease in GHG emissions (down 9.7% year-on-year).

PJSC Gazprom's 2023 GHG emissions by sources (Scope 1), mmt of CO₂ equivalent

Emissions	Total	CO ₂	CH ₄
Total GHG emissions	85.06	62.55	22.51
Stationary fuel combustion	53.96	53.96	0.00
Flaring	3.35	3.20	0.15
Fugitive emissions	26.98	4.63	22.35
Other industrial processes	0.00	0.00	0.00
Fuel combustion by transport	0.74	0.74	0.00
Processing, incineration, and burial of solid waste	0.03	0.02	0.01

RUB 4.76 billion spent by PJSC Gazprom on initiatives to prevent climate change in 2023

MED 21



CO₂ utilization

Introduction of CO₂ utilization technologies helps reduce GHG emissions. Experts from the Gazprom Group are exploring opportunities for utilization of flue gases and carbon dioxide at the gas compressor units of the UGSS and natural gas production and treatment facilities.

The experts are considering creation and use of molten-carbonate fuel cells. High-temperature molten-carbonate fuel cells enable effective production of electricity and heat energy and capture of carbon dioxide from gas infrastructure facilities.

¹ Approved by order of the Russian Ministry of Natural Resources and Environment No. 371 dated May 27, 2022.

The Gazprom Group is developing new technologies in gas production, transportation, and underground storage, as well as in gas processing and gas distribution. These technologies are primarily focused on increasing the efficiency of fuel and energy consumption.

Thanks to the use of such technologies in initiatives scheduled for implementation, PJSC Gazprom expects to prevent emission of 32.185 mmt of CO₂ equivalent in 2025, including:

- 2.942 mmt of CO₂ equivalent in production;
- 28.911 mmt of CO₂ equivalent in transportation;
- 0.183 mmt of CO₂ equivalent in underground storage;
- 0.059 mmt of CO₂ equivalent in processing;
- 0.043 mmt of CO₂ equivalent in gas distribution.



For more details on energy efficiency technologies and projects of the Gazprom Group, see the [Energy Saving Technologies](#) subsection.

Reduction of Methane Emissions

To reduce methane emissions, the Gazprom Group implements innovations and resource-saving measures, while also developing and applying technologies for preserving gas during maintenance. These include using distribution stations to deliver gas to customers, blowing natural gas from the section under repairs into an active pipeline, and using gas from a compressor shop's process pipelines for internal needs.

Additionally, PJSC Gazprom is introducing mobile compressor stations (MCS) designed to prevent methane releases into atmosphere during gas trunkline repairs.

Furthermore, for detecting methane in the atmosphere, the Gazprom Group employs 24/7 monitoring systems equipped with remote laser methane detectors providing automated alerts about excess gas concentration levels.

Methane detection at Gazprom facilities is also addressed by employing detectors installed in helicopters or unmanned aerial vehicles. Moreover, PJSC Gazprom is introducing cutting-edge methods of monitoring methane emissions by leveraging satellite technologies.

All these initiatives allow the Gazprom Group to minimize methane emissions across the natural gas production and supply chain. Methane emissions at Gazprom facilities are extremely low: 0.04% of produced gas at the production stage, 0.21% of transported gas at the stage of pipeline transportation, and 0.03% of stored gas at the stage of underground storage.

In 2023, PJSC Gazprom reduced bleeding of natural gas used for process needs by more than 2 bcm thanks to gas conservation through the deployment of mobile compressor stations (764.75 mcm of gas), using distribution stations to deliver gas to customers (654.5 mcm of gas), and blowing natural gas from the section under repairs into an adjacent pipeline section (450 mcm of gas). Taking into account initiatives implemented in the gas transportation segment, prevented methane emissions in 2023 came in at 34.4 mmt of CO₂ equivalent.

765 mcm
of natural gas saved thanks to the use of mobile compressor stations

2 bcm
reduction in natural gas used for process needs

Increasing the number of mobile compressor stations used in gas trunkline maintenance

MCS is one of the most effective modern technologies for preventing releases of natural gas typical of traditional maintenance methods. Mobile compressor stations are used at the preparatory stage to pump most of the gas from the disconnected pipeline section into an operational section or parallel string. This technique eliminates up to 80% of methane releases into the atmosphere.

Methane¹ emissions from PJSC Gazprom's business activity and production process, kt

Segment	2021	2022	2023	Change 2023/2022, %
Production	59.84	82.09	71.58	-12.8
Transportation	897.34	706.11	782.02	+10.75
Processing	1.10	2.84	7.28	+156.33
Underground storage	19.98	14.95	16.93	+13.24
Other	2.80	4.17	22.62	+442.45

The increase in methane emissions during gas processing came on the back of the Amur GPP and the gas liquefaction plant of Gazprom Portovaya LNG reaching full production capacity. Higher methane emissions in other operations are due to the commissioning of new facilities at Gazprom Gazomotornoye Toplivo (41 facilities).



The Gazprom Group's pilot project in the carbon credit market²

In 2023, the Carbon Unit Register of the Russian Federation registered the climate project of Gazprom MKS titled "Prevention of Greenhouse Gas (Methane) Emissions through the Use of Mobile Compressor Stations during Preparation of Trunkline Sections for Maintenance".

The climate project timeline spans the period from October 1, 2019 to December 31, 2029.

The project will be rolled out across all trunkline sections scheduled for maintenance within Russia's UGSS, from Yamal Peninsula in the northeast of European Russia to the Kazakhstan border in the south.

This is the largest project registered in the Russian Carbon Unit Register in the reporting year.

49.9 million
units of planned reduction in GHG emissions

Advancing the NGV Fuel Market

Gazprom Group Indicator 28

1.4 bcm
of CNG consumed in Russia in 2023

The Gazprom Group operates CNG filling stations in **70** Russian regions

1 mmt of CO₂ equivalent reduction in GHG emissions thanks to selling CNG as a motor fuel

The Gazprom Group takes an active part in the development of the Russian NGV fuel

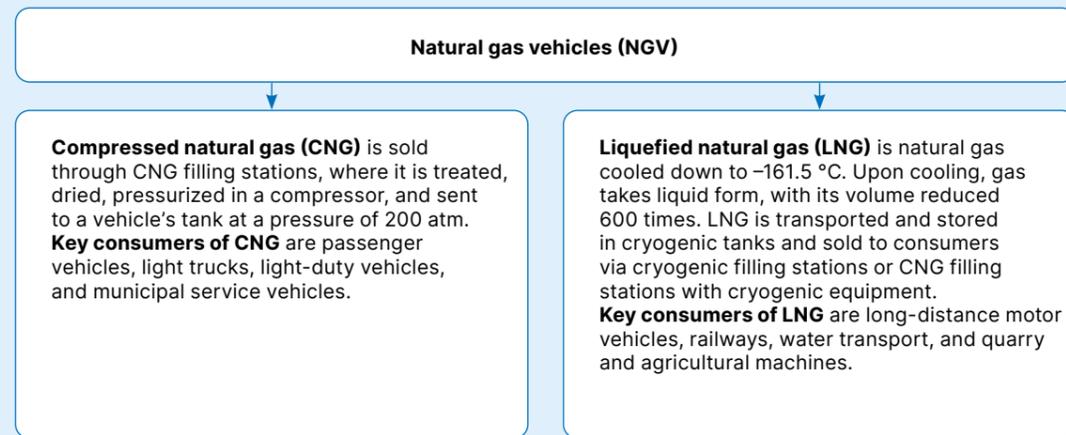
market and works towards expanding the use of natural gas as fuel.

¹ According to the Methodology for the Quantification of Greenhouse Gas Emissions by Organizations approved by order No. 371 of the Russian Ministry of Natural Resources and Environment dated May 27, 2022.

² One of the tools used by companies for reducing their GHG emissions under Russia's 2050 Social and Economic Development Strategy with Low Greenhouse Gas Emissions approved by resolution of the Russian Government No. 3052-r dated October 29, 2021.

Use of natural gas as an NGV fuel helps bolster public health, reduce refueling expenses for car owners thanks to more attractive prices, and mitigate the environmental impact by banking on eco-friendly gas fuel.

As motor fuel, natural gas is used in two forms: compressed and liquefied.



Compressed natural gas (CNG) is sold through CNG filling stations, where it is treated, dried, pressurized in a compressor, and sent to a vehicle's tank at a pressure of 200 atm. **Key consumers of CNG** are passenger vehicles, light trucks, light-duty vehicles, and municipal service vehicles.

Liquefied natural gas (LNG) is natural gas cooled down to -161.5 °C. Upon cooling, gas takes liquid form, with its volume reduced 600 times. LNG is transported and stored in cryogenic tanks and sold to consumers via cryogenic filling stations or CNG filling stations with cryogenic equipment. **Key consumers of LNG** are long-distance motor vehicles, railways, water transport, and quarry and agricultural machines.

NGV advantages over traditional automotive fuels

Environmental benefits

Specific GHG emissions from NGV fuel are 1.7 times lower than in the case of diesel, and 2 times lower than in the case of gasoline (throughout the entire fuel life cycle, from extraction to production). Emissions of toxic substances from NGV fuel are significantly lower. For example, carbon oxide emissions are 30% lower compared to diesel. Using NGV fuel instead of petroleum fuels reduces nitrogen oxide and hydrocarbon emissions, decreases smoke pollution, and eliminates soot generation typical of diesel engines.

Economic benefits

The price of natural gas as a motor fuel is maintained at less than 50% of the price of diesel fuel sold in the region.

~2x reduction in cost per kilometer of methane-powered transport vs. vehicles running on traditional fuels

Environmental effect from using NGV fuel for refueling across the fuel life cycle (from extraction to production) in Russia

Indicator	2021	2022	2023
Reduction of emissions			
• GHG, thousand tons of CO ₂ equivalent	2,545	2,853	2,774
• Pollutants, thousand tons	41.7	46.7	45.4

In 2023, sales of natural gas used as a motor fuel reached 1,444 mcm, which helped reduce GHG emissions by 2,774 thousand tons of CO₂ equivalent. Over the past three years, methane has helped reduce GHG emissions by nearly 8,172 thousand tons of CO₂ equivalent.

Gazprom Gazomotornoye Toplivo is the single operator responsible for the development of the NGV fuel market in Russia. The company sells gas as a motor fuel and develops a retail network of CNG filling stations across Russia under the Gazprom and EcoGas brands.

464
CNG filling stations

owned by the Gazprom Group and Gazprom Gazomotornoye Toplivo in Russia

3.3 bcmpa
total capacity of CNG filling stations

PJSC Gazprom continues to champion accelerated development of the gas filling network. By the end of 2023, the number of CNG filling stations operated by the Gazprom Group increased by 9.7% due to the commissioning of new facilities. As of December 31, 2023, there were 452 facilities engaged in commercial sales and shipments of CNG. Furthermore, in the reporting year there were 22 third-party CNG filling stations operated under franchise agreements and 12 stations used for refueling the Gazprom Group's own vehicles.

Gazprom Group Indicator 27

Number of CNG filling stations owned by Gazprom Group entities and Gazprom Gazomotornoye Toplivo in Russia as of December 31, 2023



In the reporting year, CNG sales by the Gazprom Group entities and Gazprom Gazomotornoye Toplivo through own network of CNG filling stations in Russia reached 919.0 mcm. This figure goes further up to 1,023 mcm if sales through partner facilities are included.

44 CNG filling stations operated in the cities participating in the Clean Air federal project. 4 new stations commissioned in 2023

CNG sales by CNG filling stations of Gazprom Group entities and Gazprom Gazomotornoye Toplivo in Russia, mcm



71% share of Gazprom Group entities and Gazprom Gazomotornoye Toplivo in total NGV fuel sales in Russia

8,172 thousand tons of CO₂ equivalent reduction in GHG emissions over three years

10,070 vehicles were converted by Gazprom Gazomotornoye Toplivo in 2023 with reliance on marketing programs

Gazprom Gazomotornoye Toplivo continued active efforts to increase the number of NGVs in Russia under the People's Fuel project. This initiative allows owners to convert their vehicles to methane without additional investments, helping them reduce conversion costs to zero and achieve additional savings on fuel purchases. To implement the People's Fuel project, PJSC Gazprom approved a dedicated roadmap and modified incentive programs designed to increase vehicle conversion rates by enabling the project participants to convert their vehicles at no cost and use any certified gas cylinder equipment.

In the reporting year, PJSC Gazprom and Russia's Ministry of Agriculture signed a cooperation agreement to promote natural gas as motor fuel in the Russian agricultural sector, and to establish a long-term mutually beneficial business partnership for developing state support measures for agricultural producers and manufacturers of gas-powered agricultural machinery and mobile gas filling trucks, and for expanding the range of gas-powered agricultural machinery and mobile gas filling infrastructure facilities.

PJSC Gazprom continues to collaborate with the leading automotive manufacturers to increase the number of available models

for gas-powered vehicles and machinery. In 2023, more than 230 models of cars, buses, and special-purpose machinery running on natural gas were launched into mass production. Simultaneously, PJSC Gazprom is exploring the use of gas in other types of transport (for example, rail and water). At the request of the Gazprom Group, Russia's first LNG-powered TEMG1 switching locomotive was developed. Furthermore, the Gazprom Group supervises the creation of LNG-powered passenger ship models intended for use in the waters of St. Petersburg.

63%
share of NGVs in the fleet of PJSC Gazprom's main subsidiaries suitable for conversion



In 2023, PJSC Gazprom signed a cooperation agreement with Russian Environmental Operator, a company responsible for solid waste management in Russia. The company's regional entities operate about 17,500 garbage trucks, of which only 3% run on NGV fuel. The Gazprom Group began assessing the feasibility of converting these vehicles to NGV fuel.

The Gazprom Group continues converting the fleet of its subsidiaries engaged in the Gazprom Group's core activities to NGV fuel. As of December 31, 2023, 14,700 vehicles of the Gazprom Group entities used gas as fuel. Additionally, in the reporting year the Gazprom Group acquired 1,501 NGVs.

85.8 mcm
consumption of natural gas (methane) as motor fuel by the Gazprom Group's vehicles in 2023

14,700 vehicles
of the Gazprom Group entities used gas as fuel as of December 31, 2023

Progress in conversion of the Gazprom Group's vehicles to NGV fuel in 2014–2023

Indicator	Result
Total consumption of natural gas as fuel, mcm	510
Savings related to replacement of liquid motor fuel with natural gas, RUB billion	12.069
Reduction of pollutant emissions into atmosphere, thousand tons	241



For more details on the Gazprom Group's contribution to the NGV fuel market, see the [Gazprom Annual Report 2023](#).

To address challenges associated with autonomous gas supply in communities located far away from the trunkline, PJSC Gazprom is developing low-tonnage LNG production. In 2023, the Gazprom Group launched two new low-tonnage LNG facilities, each with a capacity of 12,600 tons per year, in the Svobodnensky District of the Amur Region and in the Volgograd Region. Apart from that, the Gazprom Group completed construction and installation works under the projects to build LNG facilities in Konakovo and Tobolsk.

Sales by Gazprom Group entities and Gazprom Gazomotornoye Toplivo of low-tonnage LNG produced in Russia, thousand tons



For more details on the Gazprom Group's NGV fuel market regulations, see [Appendix 6.4](#).

Hydrogen Energy Development

Hydrogen is an efficient and environmentally friendly energy source contributing to reduction in GHG emissions. Production of low-carbon hydrogen energy from natural gas without additional GHG emissions can enhance the role of natural gas in the new hydrogen-based energy model.

PJSC Gazprom is Russia's hydrogen energy leader. In 2023, the Government of the Russian Federation and PJSC Gazprom signed a letter of intent to develop hydrogen industry. The Gazprom Group seeks to create competitive domestic technologies and is working on hydrogen energy pilots.

PJSC Gazprom collaborates with Russian companies to identify priority development areas for hydrogen technologies and to deliver on joint projects. R&D cooperation with Russian and international organizations is expected to yield joint hydrogen energy pilots. PJSC Gazprom maintains an ongoing technical dialog with the leading Russian academic and applied research institutes, including as part of its R&D cooperation with Rosatom State Corporation.

In terms of international cooperation, the Gazprom Group continues to strengthen relations with hydrogen producers and consumers from friendly countries, while also liaising with its R&D partners.



Young experts on hydrogen technologies

In 2023, PJSC Gazprom joined forces with St. Petersburg State University of Economics and Vernadsky Non-Governmental Environmental Foundation to hold the Hydrogen Championship for young professionals and students.

The participants included 73 students from 28 Russian universities enrolled in environmental geoscience, hydrogen energy, oil and gas engineering, physics, chemistry, and materials science.

The students developed a concept for a hydrogen cluster in Russia, proposing ideas for the production and use of hydrogen.

On December 15, the 8th Environmental Safety in the Gas Industry international conference hosted the finale of the Hydrogen Championship. Six teams made it to the final, with top three winning the prizes. The authors of the best solutions were invited for internships at Gazprom VNIIGAZ and Gazprom Hydrogen in 2024. They will seek solutions for innovative research projects as part of the hydrogen business incubator.

In 2024, the Gazprom Group will continue to implement the Hydrogen Energy Development roadmap through 2030, specifically in the area of Hydrogen Energy Development and Industry and Transport Decarbonization Driven by Natural Gas. The Gazprom Group plans to make headway in various R&D areas, including the development of a technology for hydrogen generation from hydrogen sulfide with limited GHG emissions, and the creation of an experimental demonstration facility to foster solutions for hydrogen generation from natural gas. The Gazprom Group plans to launch a comprehensive assessment of hydrogen's impact on the integrity and sustainability of gas

supply system to explore potential transportation and storage of methane and hydrogen mixtures. Additionally, the Gazprom Group will assess progress on developing materials for storing and transporting hydrogen in the form of metal hydrides. Experts of the Gazprom Group will focus on a project involving use of underground gas storage facilities for stockpiling gaseous hydrogen-containing mixtures in a porous environment. Apart from that, they will evaluate the potential for creating and applying molten-carbonate fuel cells, and will develop R&D solutions for membrane technologies and extraction of natural hydrogen.

Energy Saving and Energy Efficiency

PJSC Gazprom strives to save energy resources and increase the energy efficiency of its operations.

The Energy Efficiency and Energy Saving Policy of PJSC Gazprom¹ (the "Policy") is the fundamental document establishing corporate goals and suggesting improvements in energy saving and energy efficiency. The Policy reflects the official position of PJSC Gazprom's management as regards lean use of energy resources, enhancement of operational energy performance, and reduction of the environmental impact, while also demonstrating PJSC Gazprom's commitment to implementing consistent solutions in energy efficiency management and application of energy-saving technologies.

To deliver on the strategic commitments defined in the Policy, PJSC Gazprom develops energy saving and energy efficiency improvement programs, which set corporate energy targets for entities with a significant

impact on overall fuel and energy consumption that are included in PJSC Gazprom's energy efficiency management system.

The three-year programs cover all key operations of the Gazprom Group, including hydrocarbon production and transportation, underground storage, processing, and distribution of natural gas, power, and water supply, and the operation of UGSS power-generating equipment.

The current version of the Program² was approved in 2023. Its priorities and targets remained the same as in the previous programs: further reduction of natural gas and electricity



4.5
million tons
of reference fuel
actual fuel and energy
savings in 2023 (enough
for heating Moscow
during four months
in 2023)

In 2023, corporate energy targets of PJSC Gazprom were fully met.

consumption in compression processes and prevention of natural gas bleeding during maintenance at UGSS facilities. The Program sets out annual corporate energy targets, with the following initiatives planned to deliver on them:

- build new high energy efficiency facilities;
- upgrade gas pumping units to significantly cut fuel gas consumption and GHG emissions;
- introduce technologies and develop solutions to streamline the operation of energy equipment at UGSS facilities and to reduce gas consumption and losses;
- implement natural gas saving measures, perform well surveys without releasing gas into the atmosphere, use mobile compressor stations (MCS) for natural

gas evacuation during repairs, detect, and eliminate gas leaks on process equipment.

The energy efficiency management system embraces business units of PJSC Gazprom's Administration and 28 subsidiaries engaged in production and transportation, gas underground storage and processing, power, and water supply, and the operation of UGSS power-generating equipment. It meets GOST R ISO 50001-2023 and is aligned with PJSC Gazprom's energy saving and energy efficiency commitments, regulations, directives, and procedures.

RUB
20.3
billion
total financial
benefit from fuel
and energy savings

Progress against PJSC Gazprom's corporate energy targets in 2023

Target	Baseline (2018)	2021	2022	Plan (2023)	Actual (2023)	Reason for change	Plan (2024)
Reduced specific consumption of fuel and energy in transportation	100%	+1.8	-13.5	-1.2%	-13.9	The significant reduction is due to decline in product transportation volumes by 24.6% vs 2018 and successful implementation of energy saving initiatives	-12%
Natural gas savings, mcm	2,951.9 ³	4,009.0	4,015.5	3,550.2	3,719.7	Excessive actual fuel and energy savings versus the target are due to more efficient fuel and energy saving measures	3,027.4
Electricity savings, million kWh	364.2	377.8	407.2	367.9	389.3		383.3
Heat savings, thousand Gcal	235.9	185.8	227.9	339.2	346.0		328.1
Certification of conformity within the scope and perimeter of PJSC Gazprom's energy efficiency management system	No certificate	Certification of conformity within the scope and perimeter of the energy efficiency management system	Certification of conformity within the scope and perimeter of the energy efficiency management system	Certification of conformity within the scope and perimeter of PJSC Gazprom's energy efficiency management system	The energy efficiency management system meets GOST R ISO 50001-2023 (ISO 50001:2018) and is aligned with PJSC Gazprom's energy saving and energy efficiency commitments, regulations, directives, and procedures	The energy efficiency management system meets GOST R ISO 50001-2023 (ISO 50001:2018) and is aligned with PJSC Gazprom's energy saving and energy efficiency commitments, regulations, directives, and procedures, as confirmed by the internal audits of PJSC Gazprom. Targets achieved	The energy efficiency management system meets GOST R ISO 50001-2023 (ISO 50001:2023) and is aligned with PJSC Gazprom's energy saving and energy efficiency commitments, regulations, directives, and procedures

¹ Approved by resolution of the Management Committee of PJSC Gazprom No. 39 dated October 11, 2018.

² The Energy Saving and Energy Efficiency Improvement Program of PJSC Gazprom for 2023–2025 approved by resolution of PJSC Gazprom No. 89 dated March 16, 2023.

³ Adjusted pursuant to corporate documents, which provide for adjustment of initially planned indicators. The adjustment was needed because of changes in production targets during the year, changes in the overhaul plans for UGSS facilities and, consequently, in the number of facilities carrying out resource-saving initiatives, implementation of additional energy-saving measures, and changes in their cost used for calculating the economic benefit under Program planning.

The Gazprom Group developed a number of corporate targets for 2024–2026:

- improve PJSC Gazprom's energy efficiency;
- save fuel and energy resources in natural gas production, transportation, underground storage, processing, and distribution;
- improve PJSC Gazprom's management of energy efficiency.



3,719.7 mcm

of natural gas saved in 2023 thanks to the Energy Saving and Energy Efficiency Improvement Program. This volume is comparable to a two-day UGSS gas supply in the extremely cold weather conditions of January 2023.



For more details on the Gazprom Group's energy saving regulations, see [Appendix 6.4](#).

RUIE 2.2

Energy consumption by the Gazprom Group, million GJ

Indicator	2021	2022	2023	Change 2023/2022, %
Total energy consumption at the Gazprom Group ¹	3,102.5	2,495.8	2,448.2	-1.9
Total consumption of fuel from non-renewable sources at the Gazprom Group ²	3,917.0	3,357.8	3,299.2	-1.7
Total consumption of energy from renewable sources at the Gazprom Group	47.3	47.3	45.7	-3.3
Electricity, heating, cooling, and steam purchased for consumption by the Gazprom Group's entities	197.7	197.2	204.7	+3.8
Own electricity, heating, cooling, and steam production ³	123.2	130.6	128.7	-1.5
Electricity, heating, cooling, and steam sold	1,059.5	1,106.5	1,101.4	-0.5

2023 marked a decrease in most energy consumption indicators of the Gazprom Group. The 3.8% increase in electricity, heating, cooling, and steam purchased for consumption was driven by production growth at Gazprom Pererabotka

Blagoveshchensk and Gazprom Neft Group. Total consumption of energy from renewable sources decreased by 3.3% due to the decline in electricity output at the hydro power plants of Gazprom Energoholding.

MED 22

Renewable energy consumption

	2021	2022	2023	Change 2023/2022, p.p.
Share of renewable energy in total energy consumption, %	1.53	1.90	1.87	-0.03

¹ The sum of the lines, except for the line indicating own production ("Volume of own electricity, heating, cooling, and steam production") less electricity, heating, cooling, and steam sold.

² For more details, see the table below.

³ Own generation for internal needs.

Total heat and electricity consumption by the Gazprom Group for internal process needs

Energy type	2021	2022	2023	Change 2023/2022, %
Electric power, thousand kWh	38,422,954.3	38,459,094.3	39,425,232.0	+2.51
Heat, GJ	182,596,941.9	188,930,725.9	187,879,201.8	-0.6

Total consumption of fuel from non-renewable sources at the Gazprom Group, million GJ

Energy type	2021	2022	2023	Change 2023/2022, %
Crude oil fuels (gasoline, jet kerosene, fuel oil, LNG)	407.4	294.1	294.4	+0.1
Natural gas	3,409.3	3,014.6	2,883.0	-4.4
Coal	100.3	49.1	63.2	+28.8
Other resources	0.0	0	0.0	0.0
Total from non-renewable sources	3,917.0	3,357.8	3,240.6	-3.5

Total consumption of energy from non-renewable sources declined by 3.5% as a result of changes in production indicators across core operations. Coal consumption increased due to a higher share of coal

burning at the power plants of OGC-2 (Novocherkasskaya GRES, Ryazanskaya GRES).

3.5%
reduction in total energy consumption from non-renewable sources

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RUIE 2.2.1

Energy intensity of PJSC Gazprom's core operations

Indicator	2021	2022	2023	Change 2023/2022, %
Gas production ⁴ , kg of reference fuel per thousand m ³	23.13	25.12	27.41	+9.1
Gas transportation ⁵ , kg of reference fuel per mcm•km	28.34	24.08	23.96	-0.5
Underground gas storage ⁶ , kg of reference fuel per thousand m ³	7.74	7.47	7.13	-4.5
Gas processing ⁷ , kg of reference fuel per ton of reference fuel	49.75	48.21	50.12	+4.0

The increase in energy intensity in gas production is due to higher fuel and energy consumption for gas compression to offset a decrease in formation pressure at several fields. Energy intensity in gas transportation decreased as a result of improvements in energy saving initiatives, 10.7% reduction in product transportation volumes, and 11.1% decline in fuel and energy consumption compared to 2022. In underground gas

storage, energy intensity decreased due to the implementation of energy saving initiatives, 8.6% reduction in fuel and energy consumption, and 4.2% drop in the volume of gas taken and injected. Energy intensity in gas processing increased by 4% driven by growing consumption of natural gas (up 8.1%) and electricity (up 2%) amid a rise in natural gas processing volumes (up 2.5%).

⁴ Natural gas and electricity consumed for internal process needs of production operations are taken into account to calculate the indicator.

⁵ Natural gas and electricity consumed for internal process needs of gas trunkline transportation are taken into account to calculate the indicator.

⁶ Natural gas and electricity consumed for internal process needs of natural gas injection and withdrawal from underground storage are taken into account to calculate the indicator.

⁷ Natural gas, electricity, and heat consumed for internal process needs of natural gas processing are taken into account to calculate the indicator.

USING RESOURCES RESPONSIBLY

GAZPROM IMPROVES THE ENERGY EFFICIENCY OF ITS PROCESSES THROUGH INNOVATION. IN 2023, THE GROUP'S FUEL AND ENERGY SAVINGS TOTAL RUB 20.3 BILLION.



DMITRY YAKHONTOV

Head of Technical Department
at Gazprom Dobycha Yamburg

For more than 20 years, Mr. Yakhontov has been developing and implementing energy-efficient technologies and equipment in the Far North, as well as formulating measures to be included in the subsidiary's Energy Saving and Energy Efficiency Improvement Program. He implemented 118 efficiency-improving proposals (some of them co-authored with others) with an economic effect of about RUB 50 million and was awarded a 2023 Gazprom's Science and Technology Prize.

Energy Saving Technologies

The Energy Saving and Energy Efficiency Improvement Program of PJSC Gazprom sets out more than 2 thousand initiatives designed to enhance energy efficiency and savings. In 2023, the Gazprom Group began to attract more investments from energy service companies to finance current and future energy saving projects and to build up relevant portfolio.

Total investments in the largest and most needed energy saving projects in 2023 amounted to RUB 7.06 billion, with economic benefits expected to exceed RUB 20 billion.

The Gazprom Group's Energy Saving Projects

Deployment of ejectors at compressor stations to minimize releases of gas into atmosphere during maintenance operations

Gas ejection is a promising method for preserving gas within process infrastructure and the circuit of gas compressor units (GPA). The Gazprom Group plans to invest RUB 211.4 million in rolling out this technology to four pilot gas transportation subsidiaries. Total savings from this project over the equipment's lifetime are estimated at RUB 961.2 million.

Upgrade of air coolers

The Gazprom Group intends to invest RUB 827 million in upgrading air coolers at compressor stations as a way to significantly reduce electricity consumption. Fan wheels of the air coolers will be replaced with new ones made of composite materials. Additionally, it will install air inlet collectors with a more advanced aerodynamic design. Savings over the lifetime of the equipment installed in five participating gas transportation subsidiaries are estimated at RUB 5.3 billion.

Equipment of draft control systems in boiler stations with variable frequency drives

To cut electricity consumption, PJSC Gazprom plans to renovate two boiler stations by furnishing their draft control systems with variable frequency drives. Renovation investments will amount to RUB 17.6 million, with savings on the back of reduced electricity consumption estimated at RUB 20.3 million over the equipment's lifetime.

Creation of a waste gas heat recovery facility leveraging an ORC technology¹ to generate electricity for the needs of own compressor station

Total investments come in at RUB 1.0 billion, with savings over the equipment's lifetime estimated at RUB 14.9 billion.

Replacement of removable flow parts of centrifugal compressors

Replacement of removable flow parts ensures optimal operating conditions for gas compressor units by increasing their efficiency and reducing fuel gas consumption. In 2023, savings from the newly installed removable flow parts amounted to RUB 461.5 million.



Gas distribution stations are designed to reduce high pressure in gas coming from the trunkline to meet the requirements for gas supplied directly to consumers. The potential energy of compressed gas is usually lost irretrievably during the operation of gas distribution stations, but the Gazprom Group has found a way to use it for the needs of own facilities.

The Gazprom Group will build a turboexpander power unit (TPU) at the Dobryanka-2 gas distribution station (Dobryansky District, Perm Territory). In the phase of pressure reduction, natural gas will pass through the unit and rotate its blades attached to a shaft with a power generator to produce electricity. The gas will then be supplied to consumers, while the Gazprom Group's facilities in the Perm Territory will use electricity generated by the TPU.

RUB 2.3+ billion
total investments
in the project

RUB 18.9 billion
overall savings of the
Gazprom Group

>2,000
activities

included in the Energy Saving and Energy Efficiency Improvement Program of PJSC Gazprom

RUB 7.06
billion
total investments
in energy saving
projects in 2023

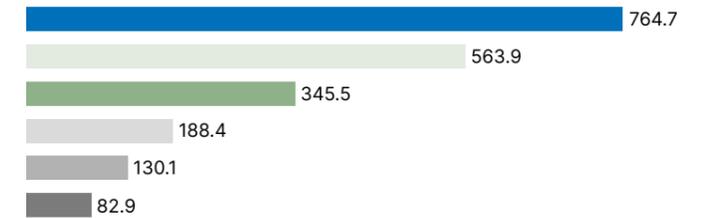
RUB 20
billion
economic benefits
expected from energy
saving projects

More than half of natural gas savings in 2023 (2.21 bcm, or 59%) were achieved by preventing gas bleeding during maintenance at UGSS facilities. Measures listed in the chart below proved highly effective in preserving natural gas during repairs on linear sections of gas trunklines.

Thanks to progressive efforts in this area in 2023, the share of gas preserved during maintenance continued to go up.

Fuel and energy savings resulting from the Gazprom Group's energy saving programs remained unchanged from the previous year. The redistribution of savings by fuel and energy type is due to changes in production at Gazprom Group entities.

Gas savings in 2023 from the preservation of gas during maintenance at UGSS facilities, mcm



- Deploying mobile compressor stations
- Using distribution stations to deliver gas to customers
- Blowing gas from the section under repairs into an active pipeline
- Saving gas from a compressor shop's process pipelines and sections under repairs for internal needs
- Reducing in-well losses and saving gas in process operations
- Using hot tapping and installing reinforcing coupling

Gazprom Group Indicator 24

Fuel and energy savings resulting from the Gazprom Group's energy saving programs

Indicator	2021	2022	2023	Change 2023/2022
Natural gas, mcm	4,778.6	4,791.4	4,623.5	-3.5%
Natural gas, million GJ	161.7	162.2	156.5	
Electric power, million kWh	653.0	714.3	737.2	
Electric power, million GJ	2.4	2.6	2.7	+3.2%
Heat, thousand Gcal	786.5	631.7	714.3	
Heat, million GJ	3.3	2.6	3.0	+13.1%
Fuel and energy, million GJ	167.4	167.4	162.1	-3.2%
Reduction factor ² , %	5.4	6.7	6.6	-0.1 p. p.

Electricity produced by the Gazprom Group from renewable and secondary energy resources

Indicator	2021	2022	2023	Change 2023/2022, %
Electricity produced by the Gazprom Group from renewable and secondary energy, million MWh	13.2	13.2	12.7	-3.8

In the reporting year, electricity produced from renewable energy sources slightly decreased due to a decline in hydropower generation at Gazprom Energoholding.



In 2023, TGC-1 (part of Gazprom Energoholding), Mosgortrans, Sber, and the Moscow Transport Innovations Foundation signed a partnership agreement to use electricity generated by the hydro power plants of TGC-1. As part of the agreement, Mosgortrans signed a contract with TGC-1 to purchase green certificates issued by Sber's voluntary low-carbon energy certification system. These certificates confirm that Moscow's electric buses use electricity generated by the hydro power plants of TGC-1 without GHG emissions.

¹ ORC (Organic Rankine Cycle) is an alternative to the traditional steam turbine technology. Instead of relying on steam, the ORC technology uses organic or synthetic substances with a low boiling point as the working fluid.

² Share of fuel and energy economy under energy saving programs in total energy consumption.

ATMOSPHERIC AIR PROTECTION

Managing Pollutant Emissions

Gazprom makes every effort to reduce pollutant emissions from hydrocarbon production, processing, and transportation. Emissions management is part of its corporate environmental protection and sustainability strategy, which reflects provisions of the Russian Energy Strategy through 2030 and the Russian Ecological Doctrine.

The planned/target indicators are set for each type of PJSC Gazprom's operations based on significant environmental aspects. In the reporting year, PJSC Gazprom identified its significant environmental aspects.

Gazprom reduces its pollutant emissions by relying on mobile compressor stations to pump gas. In addition, it uses hot tapping and technology of blowing gas from the sections under repairs into neighboring active pipelines. Gas production subsidiaries conduct well surveys without releasing natural gas into the air and make use of multi-component surfactant compositions to better remove reservoir fluids from well bottom holes, which helps reduce gas emissions into the air. To cut down on its nitrogen oxide emissions, Gazprom applies selective catalytic reduction of nitrogen oxides from waste gases.

Material topic



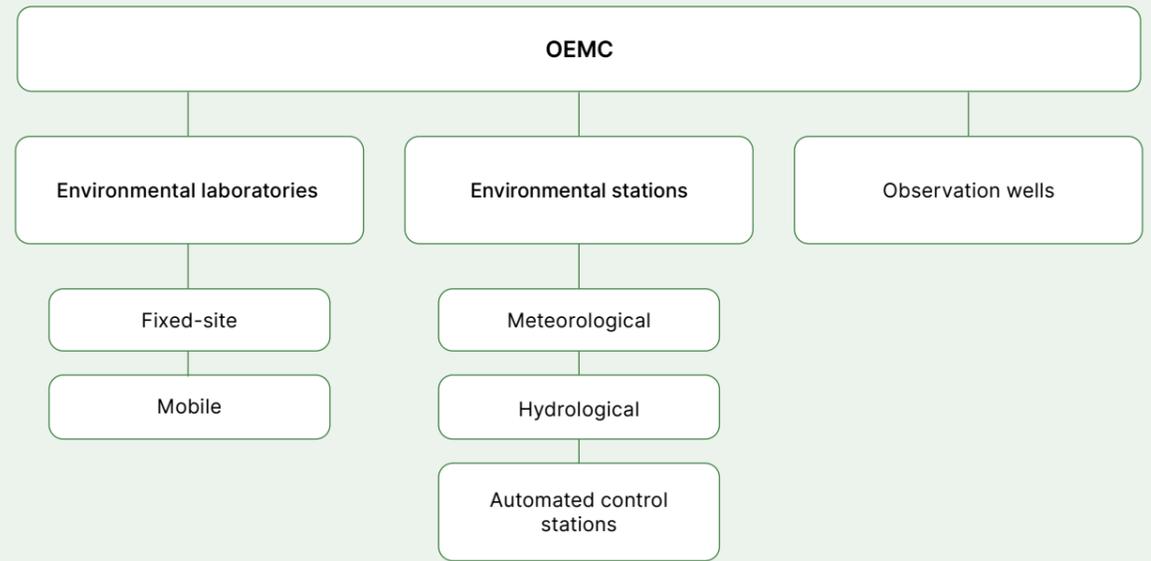
17. Emissions management at the Gazprom Group

Significant environmental aspects of PJSC Gazprom's emissions management

- Methane emissions associated with trunkline repairs;
- nitrogen oxide emissions during compressor station operation.

Air pollutant emissions are controlled using an operational environmental monitoring and control (OEMC) system. The system structure enables us to monitor environmental indicators: atmospheric air quality in localities and on the borders of sanitary protection zones; noise impact; radiation background; quality of surface and ground water, bed sediments; state of geology, soil and snow cover; waste and effluents. Using the OEMC, the Gazprom Group employees analyze monitoring data to plan and implement measures for environmental impact mitigation.

OEMC system structure



The Gazprom Group regularly monitors methane emissions and controls gas leaks – this is the responsibility of PJSC Gazprom's Environmental Inspectorate.

Gazprom makes active use of mobile environmental laboratories that have cutting-edge analytical equipment to monitor atmospheric air, physical environmental factors, meteorological parameters,

as well as industrial emissions from various sources. Lab personnel conduct visual surveys of the territories where the Gazprom Group's facilities are located using unmanned aerial vehicles (UAVs). Photos and videos obtained by UAVs make the monitoring process faster and more effective and also ensure coverage of rough terrains.



For more details on the Gazprom Group's efforts to monitor methane leaks, see the [Reductions in Methane Emissions](#) subsection.

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Air emissions across the Gazprom Group, thousand tons

Indicator	2021	2022	2023	Change 2023/2022, %
Hydrocarbons (including methane)	1,193.49	1,048.24	1,125.77	+7.4
Carbon monoxide	642.07	540.64	556.03	+2.8
Nitrogen oxides	341.60	270.02	262.85	-2.7
Sulfur dioxide	169.72	150.45	125.12	-16.8
Volatile organic compounds	107.82	109.90	99.19	-9.7
Solids	50.05	34.16	42.38	+24.1
Other gaseous and liquid substances	1.56	1.84	2.11	-13.6
Total	2,506.31	2,155.25	2,213.45	+2.7

The slight uptick in air pollutant emissions in the reporting year was due to increased electricity generation by OGK-2, as well as the expansion of the Gazprom Neft Group's reporting perimeter.

12%
reduction in air pollutant emissions of the Gazprom Group in 2021–2023

APG Flaring Reduction

Flaring of associated petroleum gas (APG) is linked to high emissions of GHG and pollutants. Minimizing APG flaring remains an important environmental challenge for the oil and gas industry. The Gazprom Group continues its efforts to cut down on flaring and is gradually progressing towards its corporate target (95% APG utilization). The Gazprom Group's

investment projects that make a contribution to this goal include transportation and supply of APG to gas processing plants and the UGSS of the Russian Federation, APG processing, generation of heat and electricity for the Gazprom Group's internal needs, and APG injection into the gas cap to maintain reservoir pressure. In 2023, APG utilization level across fields of the Gazprom Group was 94.7%, an increase of 0.5 p.p.

Gazprom Group Indicator 25

94.7%
APG utilization level across the Gazprom Group in 2023

APG utilization across the Gazprom Group's assets in Russia¹

Indicator	2021	2022	2023	Change 2023/2022
APG utilization, %	90.1	94.2	94.7	+0.5 p.p.
APG flaring across the Gazprom Group, mcm	2,338.4	1,498.6	1,588.2	+6.0%

¹ Taking into account production at fields operated by PJSC Gazprom or its core subsidiaries under subsoil use licenses and developed by Gazpromneft-Zapolyarye in accordance with long-term risk service agreements signed in 2018–2020.

WATER RESOURCES PROTECTION

Water Resources Management

The Gazprom Group recognizes the importance of water conservation for the well-being and health of local communities and the successful economic development of Russia. PJSC Gazprom effectively manages water resources in accordance with the Environmental Policy of PJSC Gazprom.

The Gazprom Group has in place a water management system at every onshore and offshore facility, regardless of the region of its location, or sources of fresh-or seawater it uses. All production facilities of the Gazprom Group assess the significance of environmental aspects related to water use (water consumption and water disposal). This includes evaluating the amount of water withdrawn from natural sources, the quantity

and quality of wastewater discharged into natural reservoirs, and the types of water sources and recipient waters. In addition, risk assessments related to water use are conducted during design and construction of new facilities. At existing facilities, we regularly carry out repairs, modernization, and replacement of wastewater treatment plant equipment. Industrial environmental monitoring programs include regular screenings of wastewater and natural water quality, both at water sources and recipient bodies. Continuous monitoring at the construction and operation sites ensures compliance with environmental, land, and water regulations. When problems and long-term risks in water use are identified, appropriate measures are developed and implemented to address them.

Material topic



18. The Gazprom Group's efforts to maintain acceptable water quality in regions of operation

The Corporate Environmental Target for 2023–2025 has been set to reduce excessive discharges of pollutants into surface water bodies by 5.26% compared to the baseline level. The status of achieving the Corporate Environmental Target is evaluated annually.



For more details on the Gazprom Group's water resources management regulations, see [Appendix 6.4](#).

Measures to Reduce Adverse Impact on Water Resources

Every year, the Gazprom Group takes steps to reconstruct and modernize water supply and wastewater systems at Gazprom facilities, aiming to increase the efficiency of water use for industrial and utility purposes. To improve wastewater treatment quality and reduce hydrocarbon pollution, Gazprom is developing and implementing new technologies, including a treatment method based on granular aerobic activated sludge combined with the Collector and Biosorb agents. This approach significantly accelerates the elimination of hydrocarbon contaminants and reduces the negative impact on the environment.

Gazprom Group entities regularly measure and monitor the total volume of wastewater at all of their production and administrative facilities and analyze their impact on ecosystems. As required by the applicable laws, Gazprom Group entities measure and monitor wastewater quality (including temperatures) to make sure it meets the regulatory requirements.

Reduction in Water Consumption

The Gazprom Group actively engages with stakeholders in relation to water resources and does its utmost to guarantee high water quality in the regions of operation.

The Gazprom Group's significant projects are subject to public hearings before being submitted for state expert review. The Gazprom Group analyzes stakeholder expectations related to water resources and does whatever is necessary to meet them. The interests of stakeholders are also taken into account when disclosing information on water use.

As a water supplier in certain Russian regions, Gazprom is responsible for providing the local communities and other water users with clean water. In a number of cases, Gazprom receives wastewater under contracts with external

parties, making it responsible for wastewater discharges unrelated to its own production operations.

The Gazprom Group ensures timely acquisition of water use permits and adheres to all related requirements. The Group maintains accurate water use records and reports and complies with sanitary and hygienic standards at all of its production facilities.

Water is withdrawn from surface and subterranean sources solely in accordance with the effective legislation and pursuant to water use agreements and licenses, without causing any significant impact on the environment. Gazprom does not operate in areas with water stress.

The Gazprom Group's water consumption structure by source type, mcm

Indicator	2021	2022	2023	Change 2023/2022, %
From surface sources, incl.:	3,440.01	3,193.42	3,743.39	+17.2
• freshwater	3,405.83	3,156.76	3,710.38	+17.5
• non-freshwater	34.18	36.66	33.01	-10.0
From groundwater sources (freshwater)	80.58	91.85	128.00	+39.4
From public water supply utilities (freshwater)	133.97	142.46	143.29	+0.6
From other water supply systems (freshwater)	243.68	288.28	417.53	+44.8
Total	3,898.24	3,716.01	4,432.21	+19.3

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RUIE 2.3

The Gazprom Group's water resource use, mcm

Indicator	2021	2022	2023	Change 2023/2022, %
Water used, including water used for:	3,836.75	3,648.06	4,330.36	+18.7
• production purposes	3,518.42	3,274.92	3,864.22	+17.8
• utility and drinking purposes	32.83	31.64	31.24	-1.3
• other	285.50	341.50	434.90	+27.3

The company responsible for most of the water consumption and, accordingly, water discharge into surface water bodies is Gazprom Energoholding, as its hydro power plants generate energy using a once-through cooling system.

The Gazprom Group's water consumption increase in 2023 is related to higher power generation by Gazprom Energoholding¹.

¹ Electricity production at GRES and thermal power plants involves the use of process water in cooling systems for steam condensation, as well as for cooling and cleaning equipment. An increase in electricity generation inevitably leads to higher water consumption and an increase in the volume of water discharged.

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RUIE 2.7

Wastewater discharges across the Gazprom Group, mcm

Indicator	2021	2022	2023	Change 2023/2022, %
Total, incl.:	3,336.66	3,060.35	3,682.07	+20.3
• freshwater	3,301.89	3,027.53	3,652.62	+20.6
• non-freshwater	34.77	32.82	29.45	-10.3
To surface water bodies, total, incl.:	3,225.44	2,937.95	3,523.75	+19.9
• freshwater	3,190.67	2,905.13	3,494.30	+20.3
• non-freshwater	34.77	32.82	29.45	-10.3
On land ²	0.99	1.01	0.82	-18.5
To subterranean layers	23.24	26.87	65.75	+144.7
To irrigation sewage fields	6.45	8.89	7.06	-20.6
To absorption fields	0.46	0.59	0.48	-18.6
To holding basins	0.57	0.61	0.87	+42.6
To public utilities	69.61	74.06	72.69	-1.8
To other systems	9.90	10.37	10.64	+2.7

Discharges into surface water bodies account for 98.3% of the Gazprom Group's total wastewater discharge volume.

Share of partially clean (untreated) water and water partially treated at purification plants in the total volume of wastewater discharged by the Gazprom Group's facilities into surface water bodies, %

Indicator	2021	2022	2023	Change 2023/2022, %
Share of partially clean (untreated) water and water partially treated at purification plants in the total volume of wastewater discharged	97	97	97	0

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RUIE 2.4

Water recycling and reuse across the Gazprom Group

Indicator	2021	2022	2023	Change 2023/2022
Volume of recycled and reused water across the Gazprom Group, mcm	11,851.75	11,888.10	12,060.44	+1.45%
Share of recycled water across the Gazprom Group ³ , %	304	320	272	-48 p.p.

The increase in the volume of recycled water in 2023 was due to higher power generation by Ryazanskaya GRES (OGK-2, Gazprom Energoholding). The volume of reused water was down in the reporting year as a result of Mosenergo's reduced reliance on reserve

fuel (fuel oil) and therefore less volumes of generation of oil- and fuel oil-contaminated water sent for treatment and then sent to reuse as source of additional supply for heating grids or the equipment circulating cooling system.

² No non-freshwater discharges in this line and below.

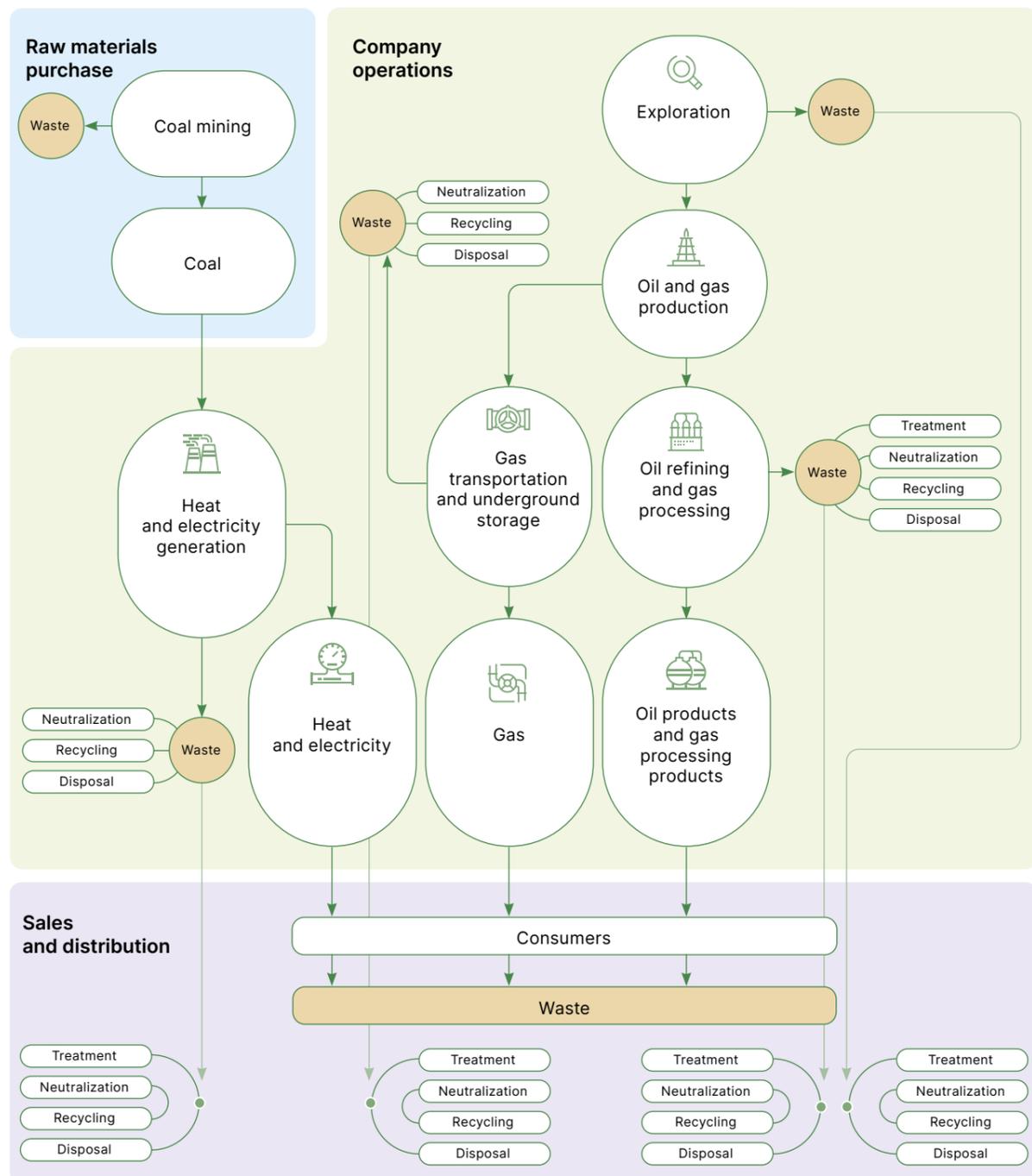
³ The share of recycled water is defined as the ratio of the volume of recycled and reused water to the total water consumption volume, expressed as a percentage.

WASTE HANDLING

The Gazprom Group pays close attention to reducing waste generated as part of its operations and waste sent for burial. This focus is formalized in the Comprehensive Environmental Program of PJSC Gazprom for 2020–2024¹ and the Corporate Environmental Targets of PJSC Gazprom for 2023–2025.

The Gazprom Group ensures environmentally safe treatment of production and consumption waste and makes every effort to increase the share of recycled and neutralized waste.

Master plan for production and consumption waste management at PJSC Gazprom's facilities in various regions of Russia



Waste Generation

The Gazprom Group's waste production by type, %

Waste type	2021	2022	2023	Change 2023/2022, p.p.
Bottom ash waste	38	16	14	-2
Drilling waste	34	53	63	+10
Oil sludge	5	3	2	-1
Other	23	28	21	-7

At the Gazprom Group, most of the waste is Gazprom Neft's drilling waste, Gazprom Energoholding's bottom ash waste (solid coal combustion products generated by TPPs), as well as oil sludge mainly generated by oil and gas production and processing facilities.

Breakdown of the Gazprom Group's waste sent for recycling and neutralization or recycled and neutralized by the Group's own facilities, by waste type, %

Waste type	2021	2022	2023	Change 2023/2022, p.p.
Bottom ash waste	98.02	1.83	1.23	-0.6
Drilling waste	1.03	62.55	71.92	+9.37
Oil sludge	0.16	3.76	3.02	-0.74
Other	0.79	31.86	23.83	-8.03

Changes in the breakdown of waste sent for recycling and neutralization or recycled and neutralized by the Group's own facilities are due to the recycling of drilling waste in 2023 (increase in well drilling), expansion of the Gazprom Neft Group's reporting scope, and recycling of sand waste from clearing of the inlet channel at Novocherkasskaya GRES.

Breakdown of the Gazprom Group's waste sent for burial or buried by the Group's own facilities, by waste type, %

Waste type	2021	2022	2023	Change 2023/2022, p.p.
Bottom ash waste	57.69	41.03	36.33	-4.70
Drilling waste	6.17	5.65	5.81	+0.16
Oil sludge	1.82	2.12	0.49	-1.63
Other	34.32	51.20	57.37	+6.17

Waste sent for burial or buried by the Group's own facilities primarily includes bottom ash and hazard class IV–V waste.

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The Gazprom Group's waste generation by hazard class

Indicator	2021	2022	2023	Change 2023/2022, %
Hazard Class I, thousand tons	0.21	0.13	0.11	-15.38
Hazard Class II, thousand tons	0.95	0.61	0.77	+26.23
Hazard Class III, thousand tons	99.10	108.14	104.23	-3.62
Hazard Class IV, thousand tons	1,417.81	1,804.29	2,568.12	+42.33
Hazard Class V (almost non-hazardous waste), thousand tons	1,528.51	675.42	817.75	+21.07
Total, thousand tons	3,046.59	2,588.59	3,490.98	+34.86
Class I and II waste in total waste generated, %	0.04	0.03	0.03	0 p.p.

Changes in waste generation were due to the expansion of the Gazprom Neft Group's reporting scope.

¹ Approved by Oleg Aksyutin, Deputy Chairman of the Management Committee, Head of Department, on November 26, 2019.

Waste Handling

The Gazprom Group implements the latest best available and innovative production technologies to minimize waste generation and disposal, while also applying these technologies at its waste management facilities.

The Gazprom Group continues progress towards making the most use of waste recovery and recycling for subsequent use of waste in production.

All Gazprom Group entities sort their waste across hazard classes I–V as a way to increase the volume of recycled waste. Additionally, the Group makes efforts to reduce the hazard level of waste by complying with the ban on burial of waste containing valuable recyclable components and waste that can be used as secondary feedstock. Waste that may not be buried is handed over for recycling.

Special emphasis is placed on drilling waste. The Group develops and uses low toxic drilling muds and the pit-free drilling method for the construction of wells. The drilling waste recycling technologies that produce mineral construction materials for general construction works in the course of field pre-development are increasingly being used.

All the Gazprom Group's waste placement facilities are listed in the relevant state register. We monitor the environment and contamination levels at such facilities and within the area of their environmental impact. The Gazprom Group strictly complies with environmental regulations for waste management by taking due account of applicable waste generation standards and disposal limits.



9 tons of waste sent for recycling as part of the Our Clean Novy Urengoy campaign, equivalent to the weight of a KAMAZ race truck running on natural gas.



Combating plastic pollution

The Gazprom Group strives to reduce the volume of plastic waste, as it causes significant environmental damage. With this in mind, in the reporting year Gazprom adopted an Action Plan to Quit Using Disposable Plastic Items in Offices, with 28 subsidiaries developing their own plans to ban single-use plastic products.

Additionally, Gazprom Group entities put in place sorting procedures for plastic waste, with their offices installing special containers for waste to be collected and recycled by specialized operators.

Waste handed over for recycling, thousand tons

Indicator	2021	2022	2023	Change 2023/2022, %
Total, incl.:	1,405.75	1,628.93	2,617.28	+60.67
• waste recycled at the facility	285.01	418.59	750.11	+79.20
• waste handed over to other business entities for recycling	1,120.74	1,210.34	1,867.17	+54.27

The significant increase in waste sent for recycling in the reporting year was driven by expansion of drilling operations (start of natural gas and gas condensate production at the Urengoykoye and Bovanenkovskoye fields and infrastructure commissioning at the Pestsovoye field (Gazpromneft-Zapolyarye), changes in the Gazprom Neft Group's reporting scope, and recycling of sand waste from clearing of the inlet channel at Novocherkasskaya GRES.

In 2023, the Gazprom Group decided to launch a pilot project focusing on elimination of waste burial during development of the Verkhnevilyuchanskoye and Tas-Yuryakhskoye oil and gas condensate fields.

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Waste handed over for neutralization, storage or otherwise treated, thousand tons

Indicator	2021	2022	2023	Change 2023/2022, %
Total waste managed, incl.:	128,814.0	116,022.5	109,151.54	-5.9
• generated as of the beginning of the reporting year	125,661.5	113,321.5	105,544.64	-6.9
• generated in the reporting year	3,046.6	2,588.6	3,491.0	+34.9
• received from other business entities	105.9	112.4	115.9	+3.1
Processed at the facility	0.0	5.8	5.1	-12.1
Recycled at the facility	285.0	418.6	750.1	+73.2
Neutralized at the facility	102.9	109.7	114.2	+4.1
Handed over to other business entities:				
• for processing	15.6	22.9	58.0	+153.3
• for recycling	1,120.7	1,210.3	1,867.2	+54.3
• for neutralization	196.1	250.9	195.7	-22.0
• for storage	13,250.4	0.7	14.8	+2,014.3
• for burial	186.7	167.7	142.4	-15.1
Disposed at operated (own) storage facilities	902.3	279.3	369.3	+32.2
Disposed at operated (own) burial facilities	344.2	156.3	150.7	-3.6
Generated as of the end of the reporting year	113,312.3	113,685.4	105,858.5	-6.9

Handling of oil-contaminated waste at the Gazprom Group, %

Activity	2021	2022	2023	Change 2023/2022, p.p.
Waste handed over to other business entities for recycling and neutralization	57	45	75	+30
Waste handed over to other business entities for disposal	5	4	3	-1
Present at the facility as of the end of the reporting year, including storage facilities	38	51	21	-30
Recycled and neutralized at own facility	0	0	1	+1

Drilling waste volume and handling of drilling waste at the Gazprom Group

Indicator	2021	2022	2023	Change 2023/2022
Total drilling waste managed, thousand tons	1,348.73	1,750.28	2,755.86	+57.5%
Waste handed over to other business entities for recycling and neutralization, %	54	49	53	+4 p.p.
Present at the facility as of the end of the reporting year, including storage facilities	27	28	23	-5 p.p.
Recycled at the facility, %	17	22	23	+1 p.p.
Disposed of at own storage and burial facilities, %	2	1	1	0 p.p.

The increase in drilling waste generation in 2023 was due to changes in the Gazprom Neft Group's reporting scope.



In 2023, the Gazprom Group launched a campaign to collect used batteries, which will be sent for recycling in 2024. The total weight of collected and recycled batteries came in at 621 kg. If these batteries had been simply thrown away without recycling, soil contamination area would have been equivalent to the area of nearly 70 football fields.

BIODIVERSITY PRESERVATION

Biodiversity Preservation Management

Material topic



14. The Gazprom Group's efforts to preserve biodiversity and land

The gas industry is not among the most significant sources of impact on biodiversity. Nevertheless, the Gazprom Group recognizes the significance of flora and fauna conservation and is committed to contributing to biological balance and compensating for possible environmental damage.

The Group's biodiversity conservation efforts fall under the purview of PJSC Gazprom's Coordinating Committee for Rational Use of Natural Resources. The Committee oversees business units of PJSC Gazprom's Administration, and subsidiaries and affiliates of the Gazprom Group in the context of biodiversity preservation.

When planning all its projects, the Gazprom Group factors into the need to prevent adverse impacts on marine and terrestrial ecosystems; in the course of project implementation, the Group constantly monitors and minimizes the risks of adverse impacts on highly vulnerable

natural environments and the environments that need to be protected and preserved as a matter of crucial importance.

The Gazprom Group monitors designated conservation areas and sites with a special environmental status located on the territories affected by its activities. In 2023, PJSC Gazprom's facilities operated in the vicinity or in the following designated conservation areas (DCAs):

- Anyuysky, Kislovodsky, Losiny Ostrov, Mariy Chodra, Meshchyora, Nechkinsky, Nizhnyaya Kama, Orlovskoye Polesye, Pleshcheevo Ozero, Pripyshminskie Bory, Russky Sever, Samara Bend, Sengiley Hills, Sochinsky, Ugra, and Khvalynsky national parks;
- Klyazminsky, Muromsky, Oksky, Priazovsky, Ryazansky, Saratovsky, Severo-Ossetinsky, Tarusa, Kurgalsky, Utrish, and Khekhtsirsky state nature reserves and federal reservations;
- some regional DCAs.

The Group performs its activities in DCAs in full compliance with the national environmental protection legislation and land use terms and conditions specified for a relevant DCA.

The reporting year saw no significant direct or indirect impact of the Gazprom Group

entities' operations on vulnerable ecosystems and biodiversity.

The Gazprom Group's expenses on biodiversity preservation and protection of designated natural areas, RUB million

Indicator	2021	2022	2023	Change 2023/2022, %
Total, incl.:	702.70	991.44	2,545.20	+156.7
• protection and replacement of fish reserves	183.82	415.87	1,562.28	+275.7
• protection and rational use of forest resources	248.96	202.35	686.41	+239.2

Higher expenditure on biodiversity conservation and protection of natural areas in 2023 was due to a large number

of voluntary and compensatory activities following the construction of facilities.

Biodiversity Preservation Measures

The Gazprom Group applies modern technological solutions to mitigate the environmental impact of its production operations, including monitoring of designated conservation areas or sites with a special environmental status located on the territories potentially affected by Gazprom Group entities.

95 million

fish of various species

released by the Gazprom Group entities into water bodies in 2023

The Gazprom Group's Key Projects on Biodiversity Conservation

Conservation of rare animal species

Jointly with the Amur Tiger Population Research and Preservation Center, the Gazprom Group is working to preserve the population of the Amur tiger, a rare predator species in Russia.

Fish stock replenishment

Gazprom Group subsidiaries continue implementing environmental projects aimed at restoring fish populations. In 2023, Gazprom Group entities released 95 million fish of various species, including highly valuable ones, into Russian water bodies.

Bird protection

The Gazprom Group applies various technologies to ensure that the diversity of bird species living in the areas where its entities operate is not disturbed. To that end, the Group uses bird protective devices and establishes buffer zones where operations and movement of vehicles are prohibited for the duration of the nesting season for the birds of prey and the period when their nestlings begin flying (zones of this kind are also used during repair works at the facilities). Helicopter routes are set to avoid any harm to nesting sites. In addition, the Gazprom Group implements bioengineering initiatives, including artificial roost sites and nesting tree protection measures.

Support for scientific projects

Gazprom Group subsidiaries provide financing to the projects implemented in the Arctic. Among other things, these projects seek to monitor island ecosystems, preserve populations of rare marine mammal species and the polar bear within DCAs in the northeastern part of the Barents Sea.

Arctic Biodiversity Conservation Program

Recognizing the importance of the Arctic region as regards biodiversity, the Gazprom Group strives to preserve the northern nature. To protect the regional nature balance, in early 2024 the Gazprom Group approved the program for biodiversity conservation during production and field development in the areas of PJSC Gazprom's operations on the Arctic continental shelf of the Russian Federation¹.

The program's key goals are to:

- monitor biodiversity in the areas of PJSC Gazprom's operations on the Arctic continental shelf, in territorial waters, inland sea waters, and contiguous zone of the Russian Federation;
- prevent and mitigate negative impacts on biodiversity, as well as plan and implement measures aimed at compensating environmental damage;
- create an effective management system for biodiversity conservation, sustainable use, and restoration;
- increase the efficiency and effectiveness of biodiversity conservation and restoration in the areas of PJSC Gazprom's operations on the Arctic continental shelf, in territorial waters, inland sea waters, and contiguous zone of the Russian Federation;
- raise environmental awareness, promote environmental education, foster care for the environment, and ensure rational use of natural resources.

2024 will see the launch of the program, including drafting regulations and guidelines, setting biodiversity conservation targets, integrating biodiversity requirements into the business processes of Gazprom Group entities, as well as raising employee awareness and involving them in biodiversity conservation efforts.

¹ Approved by order of PJSC Gazprom No. 53 dated February 13, 2024.

Remediation of Disturbed Land and Restoration of Natural Landscapes

During geological exploration, oil and gas production and transportation, land may be polluted and its fertility may be reduced. The Gazprom Group follows the required remediation and rehabilitation procedures to put the disturbed or polluted land back into economic use.

Land-related impact is not a significant environmental aspect for the Group. Nevertheless, the Gazprom Group takes measures to enhance the reliability of pipeline systems, which has a positive impact on the preservation of soils and other components of the natural environment. To rehabilitate polluted land, the Group utilizes mechanical cleaning, humic substances, ion-exchange substrate, rhizosphere bacteria, and algae-based revegetation methods, as well as microbiological agents to clean up hydrocarbon contamination.

These methods seek to prevent erosive processes, stabilize landscapes, and restore vegetation through the use of available materials, including recycled drilling waste and geotextiles, and plant growth stimulators. Specially selected strains of soil microflora help fix the topsoil, including slopes of embankments and structures, while also increasing the speed and intensity of root formation and plant growth. During construction and reconstruction of the Gazprom Group's facilities, remediated soils are checked for conformity to environmental standards by running soil, geobotanical, agrochemical, and other assessments.

Remediation is taking place as necessary and in due time. No accumulation of harm to land resources has been detected.

In 2023, MOEK planted more than 4,200 trees and 2,000 shrubs in the course of landscaping following repair/installation of heat networks. This is comparable to the green area of the Vorontsovsky Park in the south-west of Moscow. In addition, more than 1,270,000 m² of land was restored or newly landscaped, which is approximately the size of the Victory Park.

Programs for construction and repair of heating networks provide for mandatory territory improvement (laying of asphalt, renovation of curbs, planting of trees and shrubs, restoration of lawns, etc.). In addition, to compensate for plants falling within the construction area, trees and shrubs are planted in abundance.

4,200 trees
and **2,000 shrubs**
planted in the course of landscaping following repair or installation of heat networks

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Disturbed and remediated land across the Gazprom Group, ha

Indicator	2021	2022	2023	Change 2023/2022, %
Lands disturbed during the year	19,809.45	35,597.15	33,683.61	-5.4
• including polluted lands	65.79	75.94	50.2	-33.9
Disturbed lands remediated during the year	17,199.40	15,053.12	33,447.84	+122.2
• including polluted lands	78.08	77.19	59.21	-23.3

Land remediation volumes more than doubled in 2023 due to the timely mining and reclamation of previously disturbed

land during capital repairs, investment construction, and survey works.



Our Clean Novy Urengoy

Gazprom Dobycha Yamburg employees took part in an environmental marathon to clean and green Novy Urengoy. The three-year project started in 2021 and included cleaning and planting of trees and shrubs, elimination of unauthorized landfills in the forest tundra, reclamation and restoration of soil cover, and disposal of waste tires. More than a hundred city enterprises joined the action. Gazprom Dobycha Yamburg was an active supporter of the initiative since its announcement.

In 2023, the company held eight tundra cleaning events in the vicinity of Novy Urengoy, with 9 tons of waste sent for recycling. The cleaning was carried out by employees of the Shift Settlement Department branch. In addition, the company's employees took part in city clean-up days.

During the three years of the project, more than 20 events have been held to eliminate unauthorized dumps. In total, the campaign resulted in 105 tons of waste removed from the territories adjacent to the city.

8 clean-up events
in the tundra held
by the company in the vicinity
of Novy Urengoy in 2023

105 tons of waste
removed from the territories
adjacent to the city in three
years

Charity Environmental Projects

- PJSC Gazprom supports events aimed at preserving the Don steppes and reproducing endangered and red-listed animals. Gazprom financed the construction of additional semi-free range enclosures for wild and endangered animals and restoration of the steppe ecosystem of the Western Manych valley in the Rostov Region.
- Gazprom Transgaz Ukhta sponsors the creation of a wildlife preserve in the Paraskiny Lakes, a unique natural monument, and the arrangement of an eco-trail jointly with the Russian Ministry of Natural Resources and the Ministry of Natural Resources and Environmental Protection of the Komi Republic. The project seeks to establish special routes and tourist areas, and raise environmental awareness of local communities.
- Gazprom Dobycha Urengoy financed the environmental clean-up of territories near the Marre-Sale polar meteorological station, the opening of the YamalEcoDom public space, as well as the Open Zoo children's environmental station in Novy Urengoy. The company helped the Verkhne-Tazovsky State Nature Reserve improve its equipment and technical infrastructure.
- PJSC Gazprom sponsored the creation of a tourist shelter in the Bikin National Park in the village of Krasny Yar (Pozharsky District, Primorye Territory) as part of a program to preserve the population of the Amur tiger in its natural habitat, implementation of ongoing programs to support hunting supervision services in tiger habitat regions, and annual support of hunting farms to set up a reserve fodder bank.

>120 environmental projects
were implemented
in 2023

6.1. ABOUT THE REPORT

Overview

The 2023 Report is the twelfth sustainability report of the Gazprom Group.

The previous Report was published in June 2023.

Report name	The Gazprom Group's Social Impact Report 2023
Reporting period	From January 1 to December 31, 2023 (calendar year)
Reporting cycle	Annual
Main documents used to prepare the Report	<p>Targets adopted as part of Russia's development goals and national projects (programs)¹</p> <p>For details on the Gazprom Group's contribution to the national development goals of the Russian Federation, see the 1 About the Gazprom Group section.</p> <hr/> <p>Guidelines of the Russian Ministry of Economic Development for the preparation of sustainable development reporting²</p> <p>For the index of sustainable development standards and recommendations, see the interactive version of the Report: https://sustainability.gazpromreport.ru/</p> <hr/> <p>Recommendations of the Bank of Russia on Disclosure by Joint Stock Companies of Non-Financial Information Pertaining to Their Activities³</p> <p>For details on independently reviewed key indicators, see Appendix 6.7.</p> <hr/> <p>Bank of Russia's recommendations for boards of directors of public joint stock companies to take into account ESG and sustainable development factors⁴</p> <p>The Bank of Russia's Recommendations for Boards of Directors of Public Joint Stock Companies to Take into Account ESG and Sustainable Development Factors (Letter of the Bank of Russia No. IN-06-28/96 dated December 16, 2021) https://www.cbr.ru/Crosscut/LawActs/File/5757</p> <hr/> <p>Reference performance indicators of the Council on Non-Financial Statements of the Russian Union of Industrialists and Entrepreneurs (RUIE)⁵</p> <p>For the index of sustainable development standards and recommendations, see the interactive version of the Report: https://sustainability.gazpromreport.ru/</p>

¹ Decree No. 474 of the President of the Russian Federation On the National Development Goals of the Russian Federation through 2030 dated July 21, 2020.

² Order of the Ministry of Economic Development No. 764 dated November 1, 2023 On Approval of Guidelines for the Preparation of Sustainable Development Reporting.

³ Letter of the Bank of Russia No. IN-06-28/49 dated July 12, 2021.

⁴ Letter of the Bank of Russia No. IN-06-28/96 dated December 16, 2021.

⁵ Base performance indicators. Recommendations for application in corporate governance and corporate non-financial reporting / F. Prokopov, E. Feoktistova et al.; under the general editorship of A. Shokhin. — M.: RUIE, 2008. — 68 pages.

Moscow Exchange's ESG Best Practice Guide for Issuers⁶

GOST R ISO 26000-2012 Guidance on Social Responsibility⁷

For details on the self-assessment of the Gazprom Group's compliance with recommendations of GOST R ISO 26000-2012 Guidance on Social Responsibility in relation to the Report, see the interactive version of the Report: <https://sustainability.gazpromreport.ru/>

GOST R 71198-2023 Business Reputation Index of Business Entities (EPS rating)⁸

International standards recommended by national regulators, including the Global Reporting Initiative's Universal Standards for Sustainability Reporting, the Global Reporting Initiative's Oil and Gas Sector Standard for Sustainability Reporting, UNCTAD, the standards of the Sustainability Reporting Standards Board

For the index of sustainable development standards and recommendations, see the interactive version of the Report: <https://sustainability.gazpromreport.ru/>

Independent professional auditor's assurance	FBK, LLC
Public assurance	<p>Council on Non-Financial Reporting of the RUIE, ESG indices, and sustainability ratings</p> <p>For the Report on compliance with RUIE recommendations, see the interactive version of the Report: https://sustainability.gazpromreport.ru/</p>
Public consultations	<p>Representatives of stakeholder groups</p> <p>During the preparation of the 2023 Report, remote public consultations were held to make sure that the information disclosed is relevant for stakeholders. A total of 11 representatives of stakeholders took part in the consultations.</p> <p>For the outcomes of public consultations, see Appendix 6.10.</p>

⁶ <https://fs.moex.com/f/16010/mosbirzha-esg-rus-book-1012.pdf>

⁷ Approved and put into effect by order of the Governmental Agency for Technical Regulation and Metrology (Rosstandart) No. 1611-st dated November 29, 2012.

⁸ Approved and put into effect by order of the Governmental Agency for Technical Regulation and Metrology (Rosstandart) No. 1765-st dated December 29, 2023.

Sustainability Reporting

Since 2021, the Gazprom Group's Social Impact Report (the "Report") has been part of documents reviewed by the annual General Shareholders Meeting of PJSC Gazprom (Sustainability Report until 2022).

PJSC Gazprom has in place **the Task Force for the Preparation of the Gazprom Group's Social Impact Report**, whose performance is reviewed by the Chairman of the Management Committee.

The Report is approved by relevant units and the Chairman of PJSC Gazprom's Management Committee and then reviewed by the Sustainable Development Committee of the Board of Directors and then by the Board of Directors.

In order to improve the quality of published information and stakeholder confidence, the Reports undergo external validation¹ with respect to key sustainability indicators, as well as independent public assurance by the RUIE to assess the completeness² and relevance³ of the disclosed information.

Regular and timely publication of Reports enables the Gazprom Group to:

- confirm the Company's transparent and comprehensive approach in the area of social responsibility, environmental protection and corporate governance;

Material Topics

Procedure for Defining Material Topics

The Company has a Task Force for the preparation of the Gazprom Group's Social Impact Report. The Task Force is made up of PJSC Gazprom's various units and subsidiaries to coordinate activities on focal sustainable development areas and engage with stakeholders. The Task Force works to improve the preparation process and streamline disclosures in the Report.

- update the disclosed information based on the audience's needs;
- build stakeholder confidence;
- ensure external evaluation and analysis of material non-financial information (in particular by government agencies, investment community, rating agencies, and media);
- increase the Group's appeal as a responsible employer, user of natural resources, partner and taxpayer.

Approach to Presenting Indicators

For comparability purposes, the Report shows the majority of key indicators for a three-year period (2021–2023). Disaggregated data provided throughout the Report may not add up precisely to the relevant totals presented in other reports due to rounding.

Report Publication and Distribution

The Report is publicly available in the Russian and English languages on PJSC Gazprom's website and is also available in an interactive version.



the impacts were grouped by topic, which served as a basis to put together a list of potential material topics.

- To determine material topics to be disclosed in the Report, the Company staged an online survey covering 3,114 stakeholder representatives (ten groups, excluding foreign regulators of energy markets) and 23 Task Force members.

The respondents were invited to assess the degree of impact for each topic on the scale from 1 to 3 (from less to more significant).

The results were used to compile a ranged list of impacts and corresponding topics. Priority (material) topics were those with an average score of above 2.4.

List of material topics

No. (descending priority)	Material topic
1.	Implementation of gas supply development and gas infrastructure expansion programs in Russian regions
2.	The Gazprom Group's economic performance
3.	The Gazprom Group's social projects
4.	Health and process safety at the Gazprom Group and its contractors
5.	Social benefits and non-financial motivation of the employees at the Gazprom Group
6.	The Gazprom Group's presence in the labor market and employment impact
7.	The Gazprom Group's legal compliance (social, economic, environmental and antimonopoly requirements)
8.	Innovations in the Gazprom Group
9.	Training and education for employees and prospective employees at the Gazprom Group
10.	The Gazprom Group's procurement system and procurement localization
11.	Interaction with local communities in Gazprom Group's areas of operations
12.	Equal opportunities for all employees of the Gazprom Group
13.	Quality management at the Gazprom Group
14.	The Gazprom Group's efforts to preserve biodiversity and land
15.	Anti-corruption practices of the Gazprom Group
16.	The Gazprom Group's participation in governmental, public, and international initiatives
17.	Emissions management at the Gazprom Group
18.	The Gazprom Group's efforts to maintain acceptable water quality in regions of operation

List of topics that did not meet the required threshold

No. (descending priority)	Topic
19.	Waste handling at the Gazprom Group
20.	Freedom of association and collective bargaining at the Group

¹ Audited by FBK.

² Completeness means the coverage of all operations of the Gazprom Group by the Report, including values, strategic benchmarks, governance frameworks, key achievements, and stakeholder engagement framework.

³ Relevance means disclosure of information on the Gazprom Group's implementation of the principles of responsible business practices that are enshrined in the Social Charter of Russian Business adopted by the Russian Union of Industrialists and Entrepreneurs.

6.2. STAKEHOLDER ENGAGEMENT PRACTICES

Principle 1

Transparency

Principle 2

Reliance on entrepreneurial freedoms

Stakeholder	Stakeholder significance for the Gazprom Group	Interests of the stakeholder	Key engagement mechanisms	Requests and proposals received by the Gazprom Group in 2023	The Gazprom Group's responses to the stakeholders' requests and proposals adopted or developed in 2023	Stakeholder engagement in 2023
Shareholders and investors 	<p>In an effort to attract funds from Russian institutional and private investors, PJSC Gazprom pays significant attention to improving the efficiency of its corporate governance framework and complying with the listing rules of Russian stock exchanges.</p>	<ul style="list-style-type: none"> Development of the Gazprom Group's Business and growth of its capitalization Consistently solid dividends Respect for shareholder rights Transparency and openness of the Gazprom Group <div style="border: 1px solid #0070C0; padding: 5px; margin-top: 10px;"> <p>PJSC Gazprom's approach to protecting the rights and interests of shareholders and investors</p> <p>PJSC Gazprom's Corporate Governance Framework enables the shareholders to exercise their rights and protect their interests, allows maintaining an open dialog with them and responding to their requests.</p> </div>	<ul style="list-style-type: none"> Holding General Shareholders Meetings Enabling communication with the Corporate Secretary Developing PJSC Gazprom's website in three languages Responses to written inquiries from shareholders Hot line (telephone) for shareholders Web pages dedicated to the ADR conversion and Eurobond exchange PJSC Gazprom profiles in social networks and communities 	<p>In 2023, inquiries received from shareholders and investors related to:</p> <ul style="list-style-type: none"> exchanging Eurobonds for Russian bonds; receiving coupon payments on Eurobonds through foreign clearing systems; receiving missed dividends; ADR conversion; PJSC Gazprom' financial performance. 	<ul style="list-style-type: none"> Information support for Russian investors on the ongoing Eurobond replacement process Handling investor inquiries about missed dividends Information support on ADR conversion for investors Publishing the 2022 IFRS financial statements, the disclosed consolidated interim condensed financial statements for the six months of 2023 and the Issuer's Report for the six months of 2023. Reviewing the matter "On the Follow-Up of Measures to Improve the Relations with PJSC Gazprom's Shareholders and Investors" at the meeting of PJSC Gazprom's Board of Directors. 	<p>A significant number of investment companies and banks have resumed analytical coverage of PJSC Gazprom's shares.</p> <p>PJSC Gazprom's channel in Pulse, the largest social network for investors, was among the top five most popular in terms of subscribers (58,000 people).</p> <p>In November 2023, seven bond issues of Gazprom Capital were transferred from the third to the second tier of the list of securities admitted to trading. This led to the removal of restrictions for certain Russian institutional investors to participate in the acquisition of such bonds in the primary and secondary markets.</p> <p>PJSC Gazprom was named the winner of the Cbonds Awards 2023 in the Issuer of the Year nomination.</p> <p>Results of efforts to protect the rights and interests of PJSC Gazprom's shareholders and investors:</p> <ul style="list-style-type: none"> 0 violations of investors' rights; 0 conflicts of interest; 0 instances of using insider information; over 97% of the Eurobonds the rights to which are recorded by Russian depositories were replaced by PJSC Gazprom's bonds issued under Russian laws¹.
Media 	<p>The Gazprom Group makes up-to-date and reliable disclosures to the general public about its operations. The media play an important role in this process and Gazprom constantly cooperates with them.</p>	<ul style="list-style-type: none"> Quick, reliable and comprehensive updates on the Gazprom Group's operations 	<ul style="list-style-type: none"> Press releases and news stories Briefings, media scrums, management interviews Press tours to the Gazprom Group's production sites Explanations, comments, and answers to journalists' questions Participation in joint projects with the media Holding of events for representatives of the blogger community Implementation of the Gazprom Group's own special projects 	<p>In 2023, the key topics of media inquiries included PJSC Gazprom's current operating and financial performance and future plans, implementation of major investment projects, participation in the social and economic development of the regions of operation, including gas infrastructure expansion programs for Russian regions.</p>	<p>In the reporting year, media relations were conducted on a regular basis by special units of PJSC Gazprom and the Gazprom Group entities. Inquiries were received through communication channels convenient for journalists and promptly processed. Answers and comments were prepared by relevant business units and top management of the Gazprom Group.</p>	<p>Posted some 400 official press releases and messages in PJSC Gazprom's Telegram channel.</p> <p>Published twelve interviews with the top executives of Gazprom Group entities.</p> <p>Organized over 50 trips for journalists to the Gazprom Group's production assets and facilities.</p> <p>Sent about 900 explanations, comments and answers to journalists' questions.</p> <p>Held 56 events for the media and bloggers.</p> <p>Media made 5,400 publications about PJSC Gazprom's operations.</p>

¹ Estimate by GPB, PJSC Gazprom's corporate broker.

Stakeholder	Stakeholder significance for the Gazprom Group	Interests of the stakeholder	Key engagement mechanisms	Requests and proposals received by the Gazprom Group in 2023	The Gazprom Group's responses to the stakeholders' requests and proposals adopted or developed in 2023	Stakeholder engagement in 2023
<p>Local communities, including indigenous minorities</p> 	<p>The Gazprom Group entities operate in all Russian regions, employ local residents, procure products and services from local businesses. Their work greatly contributes to the prosperity of the Gazprom Group's business.</p>	<ul style="list-style-type: none"> Local infrastructure development New jobs Local business development Social investments and charity programs High level of process and environmental safety in Gazprom Group entities 	<ul style="list-style-type: none"> Participation in city and region development programs Open public hearings (including on environmental impact assessment) Charity Volunteer activities in the regions of operation Support of indigenous minorities 	<p>In 2023, the Gazprom Group received requests from local communities regarding:</p> <ul style="list-style-type: none"> improvement of the urban environment, construction of sports and cultural facilities, support for the initiatives of local residents, and assistance to socially disadvantaged groups; organization and financial support of projects for the development of indigenous culture and traditions; financial assistance to religious organizations; support of socially vulnerable population groups by providing financial assistance for treatment, rehabilitation, purchase of medical equipment and other needs. 	<p>Gazprom Group management reviewed the requests received, including on the basis of proposals from the Gazprom Group entities, and made decisions to support or refrain from participating, in particular financially, in projects.</p>	<p>RUB 461.1 million was spent for sponsorship of indigenous minorities support</p> <p>More than 265,000 people can enjoy the sports facilities built as part of the Gazprom for Children project.</p> <p>Removed 500 tons of metal scrap and 504 tons of other legacy waste of the first geological exploration from indigenous territories in Yamal.</p> <p>Opened three halls of the exhibition "Peter the Great Gallery" at the State Hermitage Museum.</p> <p>Continued the restoration works in Chinese Palace in Oranienbaum for the Peterhof State Museum Reserve.</p> <p>Organized the restoration of paintings by Karl Bryullov, Victor Borisov-Musatov, Valentin Serov, Konstantin Korovin, Zinaida Serebriakova, and other artists in the State Russian Museum.</p> <p>Organized Epiphany-Day skating on the ice rink in the Flagshtock social space for 250 children from orphanages and boarding schools, as well as children under guardianship</p> <p>Results of efforts to protect the rights and interests of local communities (including indigenous minorities) by PJSC Gazprom:</p> <p>0 violations involving the rights of indigenous minorities were identified across the Group's footprint.</p> <p>74 projects to support indigenous minorities were implemented by the Gazprom Group in 2023.</p> <p>Over 2,500 jobs were created by facilities built as part of the Gazprom for Children project in 2022–2023.</p> <p>Held traditional contest of reindeer breeders and Fisherman's Days in the Yamalo-Nenets Autonomous Area.</p>

PJSC Gazprom's approach to protecting the rights and interests of local communities, including indigenous minorities

PJSC Gazprom respects the labor and safety rights of local communities and the rights of indigenous people to preserve their traditional habitat, cooperates with indigenous communities and maintains a dialog with local communities, provides them with social and charitable support.

Stakeholder	Stakeholder significance for the Gazprom Group	Interests of the stakeholder	Key engagement mechanisms	Requests and proposals received by the Gazprom Group in 2023	The Gazprom Group's responses to the stakeholders' requests and proposals adopted or developed in 2023	Stakeholder engagement in 2023
<p>Educational and scientific institutions</p> 	<p>To maintain its technological leadership and develop the country's scientific and technical potential, the Gazprom Group invests in science and education and cooperates with universities and research institutions.</p>	<ul style="list-style-type: none"> • Obtaining financial and other types of support for research and development • Internships and traineeships for students and teachers at the Gazprom Group entities • Joint educational programs 	<ul style="list-style-type: none"> • Participation in industry events for young scientists, specialists and students of Russian and international universities, school students • Implementation of Gazprom Classes in schools, opening of specialized departments in Russian universities • Work experience practice for students of secondary vocational education institutions and higher education institutions at the Gazprom Group entities • Internship programs for academic staff at production facilities • Support of research institutions in medicine and healthcare 	<p>In 2023, the Company received requests from educational and research institutions regarding:</p> <ul style="list-style-type: none"> • financial support; • internships and traineeships; • joint educational projects. 	<p>Gazprom Group management reviewed the requests received, including on the basis of proposals from the Gazprom Group entities, and made decisions to support or refrain from participating, in particular financially, in projects.</p>	<p>PJSC Gazprom's donation was used to purchase a unique confocal scanning microscope with the highest possible resolution for Dmitry Rogachev National Research Center of Pediatric Hematology, Oncology and Immunology, as well as to finance the following research projects:</p> <ul style="list-style-type: none"> • Development of Innovative Approaches to Treat Acquired Aplastic Anemia in Children; • Assessing the role of molecular genetic alterations in the clinical course of inherited pediatric AML/MDS predisposition syndromes. <p>More than 500 students from 21 Russian universities took part in the First Heat Generation Championship.</p> <p>Three research projects were included in the R&D Program of Gubkin Russian State University of Oil and Gas.</p> <p>The Gazprom Group continued to partner with 18 universities.</p> <p>11,229 students completed internships at Gazprom Group entities.</p> <p>3,623 graduates of secondary vocational and higher education institutions were employed at the Gazprom Group entities.</p>
<p>NGOs</p> 	<p>Public organizations and charitable foundations implement environmental protection and biodiversity conservation programs, organize cultural and education campaigns, and provide support to vulnerable groups. The Gazprom Group shares these goals and supports the activities of NGOs.</p>	<ul style="list-style-type: none"> • Receiving charitable support from the Gazprom Group entities • Taking into account the opinions of local communities, including indigenous minorities, on the Gazprom Group's new projects • Joint charity and volunteering initiatives 	<ul style="list-style-type: none"> • Financial support for charitable, environmental and other initiatives of NGOs • Open public hearings • Joint biodiversity conservation projects in the Arctic • Participation of the Gazprom Group employees and their families in joint volunteer campaigns and events 	<p>In 2023, the Gazprom Group received requests from NGOs regarding:</p> <ul style="list-style-type: none"> • funding of charitable programs aimed at environmental protection; • organization and financial support of projects for the development of indigenous culture and traditions; • financing of patriotic and sports projects, programs to popularize the Russian language and preserve cultural heritage; • support for local communities and socially vulnerable population groups. 	<p>Gazprom Group management reviewed the requests received, including on the basis of proposals from Gazprom Group entities, and made decisions to support or refrain from participating, in particular financially, in projects.</p>	<p>Over 4,500 charity and sponsorship project were funded by the Gazprom Group.</p> <p>Support was provided to the environmental program for preserving the population of the Amur tiger in its natural habitat.</p> <p>The Gazprom Group supported projects of the YAMINE Charity Foundation for the treatment and rehabilitation of severely ill children and children with disabilities in the Yamal-Nenets Autonomous Area.</p>

Stakeholder	Stakeholder significance for the Gazprom Group	Interests of the stakeholder	Key engagement mechanisms	Requests and proposals received by the Gazprom Group in 2023	The Gazprom Group's responses to the stakeholders' requests and proposals adopted or developed in 2023	Stakeholder engagement in 2023
<p>Government authorities, including market regulators</p> 	<p>The Government controls more than 50% of shares in PJSC Gazprom, being its largest shareholder. The Gazprom Group takes into account the interests of the state and makes a significant contribution to the country's development.</p>	<ul style="list-style-type: none"> • Russia's energy security • Gas infrastructure expansion and development in Russian regions • Development of the national oil and gas industry, import substitution • Gazprom Group's participation in international cooperation 	<ul style="list-style-type: none"> • Agreements with regions of the Russian Federation • Intergovernmental commissions with other countries • Participation in events hosted by the government and specialist non-profit and industry organizations: parliamentary hearings, councils, round tables and task force meetings • Submission of data to federal authorities • Participation in the development of road maps and expert reviews of draft laws, including preparation of proposals, comments and amendments • Joint drills and trainings 	<p>In 2023, the Gazprom Group received requests from government authorities regarding:</p> <ul style="list-style-type: none"> • gas infrastructure expansion; • financing of social, sports, infrastructure projects and programs; • entering into agreements, implementation of investment and repair programs; • different aspects of the operation and regulation of markets. 	<p>The Gazprom Group's top management reviewed the requests received, including on the basis of proposals from the Gazprom Group entities, and made decisions to support or refrain from participating, in particular financially, in projects.</p> <p>The Gazprom Group entities jointly with government authorities held meetings on interaction in implementing plans and joint activities.</p>	<p>2,131 facilities were built as part of the Gazprom for Children project in 2023.</p> <p>Signed four cooperation agreements with constituent entities of the Russian Federation.</p> <p>Participated in the development of a program (roadmap) with the governments of the constituent entities of the Russian Federation.</p> <p>Roadmaps were signed with the governments of the Penza and Saratov Regions.</p> <p>Prepared 163 replies to requests from government agencies on the Amur Gas Processing Plant project.</p> <p>Prepared 46 replies to requests from government authorities on gas infrastructure expansion in constituent entities of the Russian Federation</p> <p>Prepared eight replies to requests from government authorities on international cooperation and contributed to the update and development of professional standards.</p> <p>The Gazprom Group took part in 15 intergovernmental commissions with other countries.</p> <p>The Gazprom Group prepared more than 200 documents on international cooperation in gas supply to friendly countries and implementation of international projects in response to requests from government authorities.</p> <p>PJSC Gazprom and the Russian Ministry of Industry and Trade signed an agreement of intent on interaction and cooperation for import substitution of construction and road building equipment.</p>
<p>Local authorities</p> 	<p>The Gazprom Group places special emphasis on the development and safety of communities where the Gazprom Group entities operate, cooperates with local authorities, and supports their initiatives.</p>	<ul style="list-style-type: none"> • Entering into cooperation agreements with Gazprom Group entities • Obtaining financial and organizational support for social and cultural initiatives 	<ul style="list-style-type: none"> • Presentations on the Gazprom Group's activities to senior local government officials • Cooperation agreements • Financial support of municipal initiatives • Joint drills and trainings 	<p>In 2023, the requests received by the Gazprom Group from local authorities related to cooperation agreements with municipalities in the regions of operations.</p>	<p>The Gazprom Group's top management reviewed the requests received, including on the basis of proposals from the Gazprom Group entities, and made decisions to support or refrain from participating, in particular financially, in projects.</p>	<p>Signed eight cooperation agreements with municipal administrations of constituent entities of the Russian Federation.</p>

Stakeholder	Stakeholder significance for the Gazprom Group	Interests of the stakeholder	Key engagement mechanisms	Requests and proposals received by the Gazprom Group in 2023	The Gazprom Group's responses to the stakeholders' requests and proposals adopted or developed in 2023	Stakeholder engagement in 2023
<p>Personnel</p> 	<p>Personnel is the Gazprom Group's core value, as they are key to its prosperity. The Gazprom Group provides them with decent remuneration and social benefits, ensures workplace safety, offers development and training opportunities, respects their opinions and considers their interests in decision-making.</p>	<ul style="list-style-type: none"> • Decent remuneration and social benefits • Comfortable and safe working conditions • Training, development, and career progression • Equal rights and opportunities 	<ul style="list-style-type: none"> • Conferences • Workshop meetings • Skills upgrading programs • Corporate events for the Gazprom Group's employees 	<p>In 2023, the Gazprom Group received requests from employees of its entities regarding:</p> <ul style="list-style-type: none"> • personnel participation in corporate events, competitions, contests, and festivals. 	<p>The Gazprom Group's top management reviewed the requests received, including on the basis of proposals from the Gazprom Group entities, and made decisions to support or refrain from participating, in particular financially, in projects.</p>	<p>260 projects were submitted to the 14th Contest of Public Relations and Mass Media Services of PJSC Gazprom subsidiaries with 36 of them awarded.</p> <p>Indexed salaries in the Gazprom Group by 2% in 2023.</p> <p>Increased medical screening coverage of the Gazprom Group employees by 22.6% (with the introduction of preventive programs).</p> <p>Increased corporate medicine spending by 7%.</p> <p>33,900 employees received housing benefits in the form of mortgage subsidies in 2023.</p> <p>137,500 people spent time at the Gazprom Group's health resorts in 2023.</p> <p>11,229 students of higher education institutions took an internship at Gazprom Group entities.</p> <p>Results of efforts to protect the rights and interests of PJSC Gazprom's personnel:</p> <ul style="list-style-type: none"> • In 2023, the Gazprom Group identified no violations related to gender, racial, religious, political or other forms of discrimination. • 0 violations of employees' rights to freedom of association or collective bargaining at the Gazprom Group; • 0 conflicts between employees and employers resulting in strikes, interruption of business or collective labor disputes, including conflicts pertaining to violation of the human rights to freedom of association and collective bargaining; • 0 natural or man-made emergencies at PJSC Gazprom facilities.

PJSC Gazprom's approach to protecting the rights and interests of its personnel

Gazprom attracts the best talent and provides them with decent remuneration and social benefits, pays special attention to training and development programs, including for young professionals, as well as early career guidance for potential employees, and ensures safe working conditions.

Stakeholder	Stakeholder significance for the Gazprom Group	Interests of the stakeholder	Key engagement mechanisms	Requests and proposals received by the Gazprom Group in 2023	The Gazprom Group's responses to the stakeholders' requests and proposals adopted or developed in 2023	Stakeholder engagement in 2023
Business partners (including suppliers, contractors, strategic international partners) 	The Gazprom Group's partners and contractors play an important role in the implementation of its projects set to expand consumers' access to environmentally friendly energy, enhance energy security, and ensure the social and economic development of Russian regions.	<ul style="list-style-type: none"> • Transparency and openness of procurements and tenders • Compliance with contractual obligations, business ethics principles, anti-corruption efforts • Compliance with anti-trust and anti-monopoly laws and tender transparency 	<ul style="list-style-type: none"> • Cooperation agreements • Organizing joint coordination committees and joint working groups between PJSC Gazprom and its foreign partners • Participation in conferences and forums • Interaction with industrial unions and associations • Execution of natural gas sales contracts 	In 2023, the Gazprom Group received requests from business partners of its entities regarding: <ul style="list-style-type: none"> • QMS certification for compliance with GOST R ISO 9001-2015; • agreements and joint projects with foreign partners, activities of joint coordination committees and joint working groups; • cooperation in import substitution and technological development. 	PJSC Gazprom reviewed all inquiries received from its business partners and, where necessary, prepared appropriate responses.	453 suppliers of goods, works and services had their QMS certified for compliance with STO Gazprom 9001-2018. Over 150 companies took part in PJSC Gazprom's Supplier Day forum as part of the Tatarstan Petrochemical Forum in Kazan. Made 16 agreements on cooperation in import substitution. Approved 12 roadmaps for cooperation as part of import substitution and technological development.
Consumers 	The Gazprom Group provides consumers with high-quality products and services, monitors their satisfaction, and develops new products and services.	<ul style="list-style-type: none"> • High-quality products and services • Streamlined feedback and service system 	<ul style="list-style-type: none"> • Customer satisfaction monitoring procedures • Development of remote services, expansion and creation of communication channels • Claims management system • Face-to-face meetings with consumers • Marketing incentives to encourage consumers' equipment and vehicle conversion to natural gas 	In 2023, the requests received by the Gazprom Group from customers related to the quality of service, timing and implementation of gas infrastructure expansion programs, as well as the quality of service at filling stations and gas filling stations.	The quality of services was monitored and consumers were provided with counseling support. The Unified Service Center of Gazprom Gazifikatsiya processed 30,500 requests, 431,900 incoming calls, and its operators made 7,500 outgoing calls. Over 17,000 requests were processed on the Consulting support of the Unified Gas Infrastructure Expansion Operator Portal and Technical Support of the Unified Gas Infrastructure Expansion Operator Portal.	265,000 households connected as part of the gas infrastructure expansions program in 2023. 482,000 households connected to the gas network over the course of the program. 43 CNG filling stations commissioned in 2023. 1,023 mcm of CNG sold in Russia in 2023. ¹
Foreign regulators of energy markets 	The Gazprom Group exports its products to various countries around the world, complies with the requirements of foreign market regulators, and participates in industry events.	Obtaining required reports	<ul style="list-style-type: none"> • Information disclosure • Participation in public consultations • Participation in international energy conferences and forums • Electronic reports using dedicated platforms 			In 2023, the Gazprom Group took part in 44 Russian and ten foreign forums and conferences.

PJSC Gazprom's approach to protecting the rights and interests of consumers

The Gazprom Group seeks to provide consumers with top quality products and services and engages with them by responding quickly and responsibly to their needs.

¹ Including sales through partner facilities.

6.3. THE GAZPROM GROUP'S SUSTAINABILITY INDICATORS

No. ¹	Indicator	2022	2023	Change (absolute/relative)	Factors analysis of changes
Assessment indicators of contributing to the social and economic development of Russian regions					
1	The Gazprom Group's share in Russia's Gross Domestic Product (GDP) ²	5.1%	2.9%	-2.2 p.p.	–
2	Number of localities connected to PJSC Gazprom's gas pipelines under the Gas Supply Development and Gas Infrastructure Expansion Programs Until 2025 ³	780	1,192	+52.8%	–
4	Total mandatory payments, RUB billion	5,384	3,528	-34.5%	–
6	Number of facilities built as part of the Gazprom for Children project ⁴	2,015	2,131	+5.8%	–
7	Number of cooperation agreements with Russian regions	81	81	0	–
8	Number of employees who participated in volunteering campaigns	115,584	155,656	+34.6%	–
9	Share of small and medium-sized businesses in the total number of counterparties	60.3%	61.0%	+0.7 p.p.	–
10	Share of electronic procurement in total bidding and marketing research processes	99.3%	99.2%	-0.1 p.p.	–
11	Economic benefit of import substitution, RUB billion	24.7	35.6	+44.1%	The change in the figures for 2023 as compared to 2022 is due to an increase in the effect of import substitution mainly due to the procurement of domestic equipment for gas production.
14	Savings due to bidding for contracts and marketing research, RUB billion	35.6	41.5	+16.6%	–
15	Volume of contracts with SME suppliers, RUB billion	468.2	391.8	-16.3%	–

¹ In accordance with the list of indicators to assess the Gazprom Group's progress in sustainable development approved by order of PJSC Gazprom No. 354 dated September 21, 2023.

² Defined as the ratio of the Gazprom Group's added value to the GDP of the Russian Federation calculated by means of a production method as a sum of added values generated across economic sectors. The calculation uses Gross Domestic Product data from the official website of the Federal State Statistics Service (<https://rosstat.gov.ru/statistics/accounts>).

³ Disclosure of this indicator implies providing information on the number of localities connected to PJSC Gazprom's gas pipelines on an accrual basis.

⁴ Disclosure of this indicator implies providing information on the number of commissioned facilities on an accrual basis.

No.	Indicator	2022	2023	Change (absolute/relative)	Factors analysis of changes
16	Share of goods, works, and services procured from Russian organizations in total procurement of goods, works, and services ⁵ ,%	98.8%	98.5%	-0.3 p.p.	–
17	R&D investments, RUB billion	30.01	31.7	+5.6%	–
18	Number of patents obtained in the calendar year	327	400	+22.3%	–
Indicators for assessing corporate governance achievements					
19	Indicators from the list of target (planned), threshold and maximum values of PJSC Gazprom's key performance indicators (KPIs) for application in the year-end bonus system for PJSC Gazprom's executives ⁶				
19.1	Total shareholder return	-37.36%	-1.60%	+35.76 p.p.	Market conditions stabilized compared to 2022, but adverse factors prevented a positive return on shareholder investments in 2023.
20	Customer satisfaction index for the gas business ⁷	86.03%	85.49%	-0.54 p.p.	–
21	Customer satisfaction index for the NGV fuel (gas business) ⁷	89.94%	91.59%	+1.65 p.p.	–
22	Customer satisfaction index for the power generation business ⁷	86.95%	87.73%	+0.78 p.p.	–
Indicators for assessing environmental protection and energy efficiency achievements					
23	Mitigation of environmental impacts, RUB million	747.34	646.23	-101.11/-13.5%	The notable reduction is attributable to obtaining permits for the Gazprom Group facilities.
24	Lower fuel and energy consumption due to higher energy efficiency and energy saving, million GJ	167.4	162.1	-3.2%	The change in the indicator was influenced by the level of natural gas savings targets in PJSC Gazprom's core operations achieved in 2023, which is 7.4% lower than the level of 2022.
25	Associated petroleum gas (APG) utilization factor	94.2%	94.75%	+0.55 p.p.	Growth due to the launch of a compressor station at the Pestsovoye oil and gas condensate field.
27	Number of active gas filling stations of the Gazprom Group and Gazprom Gazomotornoye Topливо in Russia	423	464	+9.7%	–
28	Lower greenhouse gas emissions due to the sale of CNG as motor fuel, mmt of CO ₂ equivalent.	0.53	1.00	+88.7%	–

⁵ The indicator is calculated as a ratio of the amount of procurement of goods, works, and services from Russian organizations by the Group to the total amount of procurements of goods, works, and services by the Group in the reporting period.

⁶ Approved by resolution of the Board of Directors of PJSC Gazprom No. 3756 dated May 13, 2022.

⁷ Second-level STI; STI ID approved by resolution of PJSC Gazprom No. 273 dated July 22, 2022.

No.	Indicator	Indicator value			Factors analysis of changes
		2022	2023	Change (absolute/relative)	
Indicators for assessing process safety achievements					
29	Indicators provided for by PJSC Gazprom's Process Safety Management System Development Strategy for 2021–2030				
29.1	Lost time injury frequency rate (LTIFR):				
	• Gas business companies	0.08	0.102	+27.5%	Increase in the number of lost time injuries
	• Gas business companies (low-pressure pipeline networks) ¹	–	0.204	–	–
	• Gas business companies (distribution of petroleum products)	–	0.369	–	–
	• Oil business companies ²	0.338	0.323	-4.4	–
	• Power generation companies ³	0.086	0.191	+122.1	–
29.2	Fatal accident rate (FAR)				
	• Gas business companies	1.18	1.963	+66.4%	Group accidents involving fatalities
	• Gas business companies (low-pressure pipeline networks) ¹	–	1.927	–	–
	• Gas business companies (distribution of petroleum products)	–	12.309	–	–
	• Oil business companies ²	0	0	0	–
	• Power generation companies ³	1.23	0	–	–
	• Gazprom Neftekhim Salavat ⁴	0	0	0	–
29.3	Occupational disease rate (ODR)				
	• Gas business companies	0.021	0.023	+9.5%	Higher number of occupational diseases identified for the first time in the reporting year.
	• Gas business companies (low-pressure pipeline networks) ¹	–	0	–	–
	• Gas business companies (distribution of petroleum products)	–	0	–	–
	• Oil business companies ²	0	0	–	–
	• Power generation companies ³	0.012	0	–	–
	• Gazprom Neftekhim Salavat	0.062	0.062	–	–
30	Occupational health spending, RUB million	23,472.46	26,882.57⁵	+14.5%	–
31	Industrial safety spending, RUB million	8,851.96	17,806.48⁵	+101.2%	–

¹ The data refers to Gazprom Mezhhregiongaz Group.

² The Gazprom Neft data include the subsidiaries of Gazprom Neft as well as the joint ventures under its operational control in Russia and abroad.

³ Including Gazprom Teploenergo.

⁴ The data refers to Gazprom Neftekhim Salavat LLC.

⁵ The data is provided for entities covered by the ISPSM.

No.	Indicator	Indicator value			Factors analysis of changes
		2022	2023	Change (absolute/relative)	
Indicators for assessing employee development achievements					
32	Headcount, thousand people	492.2	498.1	+5.9/+1.2%	The increase in the Gazprom Group's headcount in 2023 was driven by the implementation of strategic gas processing projects, reorganization of gas distribution companies within Gazprom Mezhhregiongaz Group, commissioning of major liquid hydrocarbon production projects.
33	Staff turnover, %	5.9	6.7	+0.8 p.p.	The reasons for increased staff turnover are the relocation of PJSC Gazprom's subsidiaries to St. Petersburg and restructuring in Gazprom Neft Group entities.
34	Number of employees who participated in professional development (for blue-collar staff), skills upgrading and retraining programs by employee category, thousand people	559.2	594.7	+6.0%	Compulsory training required for admission to work at HIF. Adoption of regulations regarding training or establishing additional requirements for the organization of compulsory training.
35	Payroll expenses, RUB billion	953.70	1,096.70	+15.0%	
36	Social expenses, RUB billion	38.80	50.90	+31.2%	
37	Number of employees, retirees, and members of their families insured under VMI programs	592,043	598,494	+1.1%	–
38	Personal insurance expenses, RUB billion	16.9	17.8	+5.3%	–
39	Number of schools participating in the Gazprom Classes project ⁶	26	29	+11.5%	The network format of the project (this format gathers students from different regions in a single training class and subsequently provides simultaneous training of young professionals for several regions). Increase in the number of regions where the Gazprom Classes project is present (Southern Federal District).
40	Number of students who completed internships at the Gazprom Group entities	10,533	11,229	+6.6%	The number of university students who completed internships grew on the back of an increase in internships at PJSC Gazprom's anchor universities (mainly due to an increase in internships at Gazprom Mezhhregiongaz Group and Gazprom Pererabotka Group).

⁶ OJSC Gazprom's order No. 256 On Approving the Regulations on the Organization and Operation of Specialized Gazprom Classes dated June 5, 2014 (as amended).

No.	Indicator	Indicator value		Change (absolute/ relative)	Factors analysis of changes
		2022	2023		
41	Number of graduates of secondary vocational and higher education institutions who were hired by the Gazprom Group	3,495	3,623	+3.7%	Increase in employment of graduates with secondary vocational education.
42	Number of partner universities of PJSC Gazprom	18	18	–	–
43	Number of members of the Russian Student Squads employed at PJSC Gazprom's production facilities	1,235	3,016	+144%	Increase in the number of projects (construction and services).
44	Number of school and university students who took part in:				
	• the Gazprom Industry Olympiad for Schoolchildren ¹	15,915	16,651	+4.6%	Increase in the number of participants (participants from other countries can also solve the Olympiad tasks).
	• the Student Olympiad of Gazprom ²	3,949	4,888	+23.8%	Increase in the number of participants (a new direction, Technosphere Safety, included in the list of Olympiad subjects).
45	Number of employees who took part in professional skills competitions	3,787	4,221	+11.5%	Increase in the number of professions/roles, for which professional skills competitions are held.

6.4. PJSC GAZPROM'S KEY SUSTAINABLE DEVELOPMENT DOCUMENTS

Strategic Development

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
Long-Term Development Program of PJSC Gazprom (the Gazprom Group) for 2024–2033	Approved by resolution of the Board of Directors of PJSC Gazprom No. 3955 dated June 22, 2023	The Gazprom Group's comprehensive integrated development plan, which includes the list of priority projects and strategic target indicators (STIs) broken down by planning year. Its purpose for 2024–2033 is to achieve Gazprom Group and first-level STIs and maximize systemic economic benefits across all of its key business lines (gas, oil, and power generation). The program seeks to identify prospective growth areas, produce growth scenarios for each of the Gazprom Group's business lines and the list of priority projects, including their financial and economic analysis and strategic risk and opportunity assessment of PJSC Gazprom (the Gazprom Group), and develop recommendations and initiatives aimed at achieving STIs and fostering PJSC Gazprom's sustainable development.	New document

Tax Strategy and Policy Implementation

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
Restated Tax Strategy of PJSC Gazprom	Approved by resolution of the Management Committee of PJSC Gazprom No. 48 dated December 7, 2017	The strategy defines PJSC Gazprom's fundamental approaches to developing and implementing its tax policy and sets out long-term tax goals of PJSC Gazprom and the Gazprom Group entities. It ties into the corporate strategy and is geared towards cementing PJSC Gazprom's status as a global energy leader.	–
Key Areas of the PJSC Gazprom Tax Policy for 2022 and the Planning Horizon of 2023–2024	Approved by resolution of the Management Committee of PJSC Gazprom No. 56 dated December 28, 2021	Developed in furtherance of the Tax Strategy of PJSC Gazprom, the document aims to increase the transparency and predictability of its tax policy in the medium term and outline its key tax benchmarks and priorities.	–

¹ The procedure is defined by the Regulation on the Gazprom Industry Olympiad for Schoolchildren <https://olympiad.gazprom.ru/assets/files/polozhenie.pdf?update=2022-10-25>

² The procedure is defined by the Regulation on the Student Olympiad of Gazprom https://studolymp.gazprom.ru/assets/files/2022-2023_polozhenie.pdf

Import Substitution

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
Order of PJSC Gazprom On the Unified Technical Policy for the Use of Materials and Equipment and their Import Substitution in PJSC Gazprom's Operating and Investment Activities	Order of PJSC Gazprom No. 495 dated August 24, 2015 (as amended)	The order defines the business unit in charge of the unified technical policy for import substitution at PJSC Gazprom and establishes a standing commission to replace materials and equipment, including for the purposes of import substitution, when constructing/upgrading PJSC Gazprom's capital construction facilities and to consider proposals for procurement of imported goods, works and services, approves the Regulation on the Commission and the Procedure for Placing Orders for the Purchase of Imported Equipment, Works and Services Abroad, Including in the Course of Operating and Investment Activities in Gas and Liquid Hydrocarbons Production, Transportation, Storage, and Processing.	–
Order of PJSC Gazprom On Establishing the Standing Import Substitution, Product Localization and Materials and Equipment Management Committee	Order of PJSC Gazprom No. 141 dated March 14, 2016 (as amended)	The order establishes the Import Substitution and Product Localization Committee to make sure PJSC Gazprom's business units, subsidiaries and entities act in concert to pursue the unified technical policy for import substitution, reduce PJSC Gazprom's import dependence, and procure to cater to PJSC Gazprom's needs for import-substituting products in full and in due time in the course of its operating and investment activities.	–

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
List of Priority Products for Import Substitution and Product Localization to Promote the Technological Development of PJSC Gazprom	Approved by order of PJSC Gazprom No. 525 dated December 15, 2022	Designed to support steps required for controlled and phased replacement of imported products with Russian alternatives having similar technical and consumer properties.	–
Minutes of the Meeting on Import Substitution and Technological Development in Oil and Gas Prospecting, Exploration and Development, Including Digital Technologies	Approved by order No. 06-13 of Oleg Aksyutin, Deputy Chairman of the Management Committee – Head of Department at PJSC Gazprom, dated March 1, 2023	The document approves the list of PJSC Gazprom's priority projects focused on technologies, including materials and equipment, for oil and gas exploration and development.	New document
List of Projects for Rapid Import Substitution and Technological Development	Approved by order No. 06/56-1678 of Viktor Sharokhin, Head of Department at PJSC Gazprom, dated November 28, 2023	The document includes projects for rapid import substitution and technological development being implemented as part of 15 investment projects of PJSC Gazprom.	New document
Order of PJSC Gazprom On Project Management in Import Substitution	Order No. 94 dated March 10, 2023	The order approves the Regulation on Project Management in Import Substitution and defines the procedure for setting up and steering integrated project teams.	New document
Decree of PJSC Gazprom On Setting Up Integrated Project Teams in Import Substitution	Decree No. 126 dated April 3, 2023	Pursuant to the decree, nine integrated project teams were built to implement technological projects in import substitution.	New document
Decree of PJSC Gazprom On Setting Up Integrated Project Teams in Import Substitution	Decree No. 185 dated May 3, 2023	Pursuant to the decree, 190 integrated project teams were built to implement technological projects in import substitution.	New document

Corporate Governance

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
Articles of Association of PJSC Gazprom	Approved by resolution of the annual General Shareholders Meeting of OJSC Gazprom dated June 26, 2015, minutes No. 1 (as amended)	Constituent document.	–

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
Regulation on the General Shareholders Meeting of PJSC Gazprom	Approved by resolution of the annual General Shareholders Meeting of PJSC Gazprom dated June 30, 2016, minutes No. 1 (as amended)	Regulating document of the highest governance body.	–
Regulation on the Board of Directors of PJSC Gazprom	Approved by resolution of the annual General Shareholders Meeting of PJSC Gazprom dated June 30, 2016, minutes No. 1 (as amended)	Regulating document of this governance body.	–
Regulation on the Management Committee of PJSC Gazprom	Approved by resolution of the annual General Shareholders Meeting of PJSC Gazprom dated June 30, 2016, minutes No. 1 (as amended)	Regulating document of the collegial executive body.	–
Regulation on the Chairman of the Management Committee of PJSC Gazprom	Approved by resolution of the annual General Shareholders Meeting of PJSC Gazprom dated June 30, 2016, minutes No. 1 (as amended)	Regulating document of the sole executive body.	–
Regulation on the Audit Commission of PJSC Gazprom	Approved by resolution of the annual General Shareholders Meeting of PJSC Gazprom dated June 26, 2020, minutes No. 1	Regulating document of this control body.	–
Regulation on the Audit Committee of the Board of Directors of PJSC Gazprom	Approved by resolution of the Board of Directors of OJSC Gazprom No. 2314 dated February 25, 2014 (as amended)	Regulating document of this Committee.	–
Regulation on the Nomination and Remuneration Committee of the Board of Directors of PJSC Gazprom	Approved by resolution of the Board of Directors of PJSC Gazprom No. 2819 dated September 30, 2016 (as amended)	Regulating document of this Committee.	–
Regulation on the Sustainable Development Committee of the Board of Directors of PJSC Gazprom	Approved by resolution of the Board of Directors of PJSC Gazprom No. 3627 dated July 13, 2021	Regulating document of this Committee.	–
Regulation on the Import Substitution and Technological Development Committee of the Board of Directors of PJSC Gazprom	Approved by resolution of the Board of Directors of PJSC Gazprom No. 3707 dated January 18, 2022	Regulating document of this Committee.	–
Dividend Policy of PJSC Gazprom	Approved by resolution of the Board of Directors of PJSC Gazprom No. 3363 dated December 24, 2019	The document contains the principles and procedure for calculating dividend payments.	–
Regulation on the Senior Independent Director on the Board of Directors of PJSC Gazprom	Approved by resolution of the Board of Directors of PJSC Gazprom No. 3582 dated May 20, 2021	The document outlines the procedure for electing the senior independent director from among independent directors sitting on the Board of Directors of PJSC Gazprom, as well as their responsibilities.	–
Induction Program for Newly Elected Directors of PJSC Gazprom	Approved by resolution of the Board of Directors of PJSC Gazprom No. 3304 dated August 7, 2019	This onboarding program helps newly elected directors raise their awareness about PJSC Gazprom operations.	–

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
Procedure for Documenting Shareholder Proposals and Requests Related to Convocation of General Shareholders Meeting of PJSC Gazprom	Approved by resolution of the Board of Directors of PJSC Gazprom No. 2872 dated December 22, 2016	The document describes the procedure for documenting shareholder proposals and requests seeking to convene a General Shareholder Meeting in accordance with the Federal Law On Joint Stock Companies.	–
Procedure for Providing Information about PJSC Gazprom to Shareholders	Approved by resolution of the Management Committee of PJSC Gazprom No. 47 dated December 8, 2016 (as amended)	The document sets the rules governing access to the Company's documents at the request of shareholders in accordance with applicable Russian laws.	–
Regulation on Information Disclosure by PJSC Gazprom	Approved by resolution of the Board of Directors of PJSC Gazprom No. 2921 dated March 29, 2017 (as amended)	The document outlines the principles of information disclosure, specifies the information and documents to be disclosed, and establishes the procedure therefor.	–
The Gazprom Group's Sustainable Development Policy	Approved by resolution of the Board of Directors of PJSC Gazprom No. 3576 dated April 30, 2021 (as amended)	This fundamental document defines the key areas and priorities of the Group's sustainable development.	–
Internal Control Rules of PJSC Gazprom for Preventing, Detecting and Combating the Unlawful Use of Inside Information and/ or Market Manipulation	Approved by order of PJSC Gazprom No. 132 dated March 19, 2021 (as amended)	Developed in accordance with the applicable laws to determine internal controls for preventing, detecting and combating the unlawful use of inside information and/ or market manipulation.	–
Remuneration Procedure for PJSC Gazprom's Board of Directors	Approved by resolution of the Board of Directors of OJSC Gazprom No. 2523 dated April 15, 2015 (as amended)	The document outlines the procedure for determining remuneration payable to the members of the Board of Directors of PJSC Gazprom.	–
Remuneration Procedure for PJSC Gazprom's Audit Commission	Approved by resolution of the Board of Directors of PJSC Gazprom No. 2641 dated December 9, 2015 (as amended)	The document outlines the procedure for calculating remuneration payable to the members of PJSC Gazprom's Audit Commission.	–
Anti-Corruption Policy of PJSC Gazprom	Approved by resolution of the Board of Directors of PJSC Gazprom No. 2846 dated November 15, 2016 (as amended)	This fundamental document aims to prevent and combat corruption at PJSC Gazprom.	–
Corporate Governance Code of PJSC Gazprom	Approved by resolution of the annual General Shareholders Meeting of PJSC Gazprom dated June 30, 2017, minutes No. 1	The document contains the key principles of corporate governance.	–
Code of Corporate Ethics of PJSC Gazprom	Approved by resolution of the Board of Directors of OJSC Gazprom No. 2309 dated February 25, 2014 (as amended)	The document sets forth PJSC Gazprom's corporate values.	–

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
Regulation on the Corporate Ethics Commission of PJSC Gazprom	Approved by order of OJSC Gazprom No. 59 dated February 11, 2014 (as amended)	Regulating document of the Corporate Ethics Commission.	–
Regulation on the Hot Line for Fighting Fraud, Corruption, and Embezzlement at the Gazprom Group	Approved by order of OJSC Gazprom No. 423 dated September 4, 2014	The document describes the procedure for submitting and considering reports to the Hot Line regarding fraud, corruption, and embezzlement.	–
Procedure for Reporting and Regulating Conflicts of Interest	Approved by decree of PJSC Gazprom No. 368 dated November 25, 2016	The document describes the procedure for reporting and regulating conflicts of interest.	–
Procedure for Reporting and Reviewing Violations with Signs of Corruption Committed by Employees, Counterparties or Other Persons	Approved by decree of PJSC Gazprom No. 2 dated January 12, 2017	The document describes the procedure for employees to report violations with signs of corruption committed by other employees, counterparties or other persons, and the procedure for reviewing such reports.	–
Procedure for Reporting and Reviewing Attempts to Influence an Employee to Engage in Corruption	Approved by decree of PJSC Gazprom No. 3 dated January 12, 2017	The document describes the procedure for reporting attempts to influence an employee to engage in corruption and the procedure for reviewing such reports.	–
Procedure for Protecting Employees who Report Corruption Violations Committed as part of the Company's Operations	Approved by decree of PJSC Gazprom No. 4 dated January 12, 2017	The document describes the procedure for protecting employees who report corruption violations committed as part of PJSC Gazprom's operations.	–
List of the Gazprom Group's Sustainability Indicators	Approved by order of PJSC Gazprom No. 354 dated September 21, 2023	The list of indicators serves to measure the overall contribution of Gazprom Group entities to Russia's social and economic development.	–
Shareholder and Investor Relations Action Plan of PJSC Gazprom for 2023	Approved by order of PJSC Gazprom No. 147 dated April 11, 2023	This annual plan contains the list of initiatives intended to foster shareholder and investor relations.	New document

Risk Management and Internal Control

To ensure the implementation of a common risk management and internal control policy at PJSC Gazprom and the Gazprom Group entities and provide guidance throughout this process, PJSC Gazprom developed and approved the following documents:

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
Risk Management and Internal Control Policy of PJSC Gazprom	Approved by resolution of the Board of Directors of PJSC Gazprom No. 3195 dated December 25, 2018	The document determines the unified basic principles of and approaches to risk management and internal controls, including their components, goals and objectives, as well as process participants and their roles.	–
Risk Index of PJSC Gazprom, its Subsidiaries and Entities	Approved by order of PJSC Gazprom No. 848 dated December 15, 2017 (as amended)	The document is set to classify and codify risks with a view to facilitating risk monitoring, reporting and information sharing within the risk management and internal control system of PJSC Gazprom, its subsidiaries and entities.	We updated the list of risk owners (co-owners) across PJSC Gazprom's business units and elaborated on risk types and classes.
Regulation on Credit Risk Management at PJSC Gazprom, its Subsidiaries and Entities	Approved by order of PJSC Gazprom No. 687 dated November 3, 2016 (as amended)	The documents determine the goals, objectives and basic principles of managing each risk type at the Gazprom Group, including process participants and their roles, as well as the key approaches to risk identification, assessment, response and mitigation, monitoring, information sharing and reporting.	–
Regulation on Operational Risk Management at the Gazprom Group	Approved by order of PJSC Gazprom No. 291 dated July 11, 2019		–
Regulation on Liquidity Risk Management at the Gazprom Group	Approved by order of PJSC Gazprom No. 390 dated July 10, 2018		–
Regulation on Foreign Exchange Risk Management at the Gazprom Group	Approved by order of PJSC Gazprom No. 390 dated July 10, 2018		–
Regulation on Interest Risk Management at the Gazprom Group	Approved by order of PJSC Gazprom No. 390 dated July 10, 2018		–
Risk Management Guidelines Based on Qualitative Assessment	Approved by decree of PJSC Gazprom No. 394 dated November 28, 2017 (as amended)	The document describes the step-by-step application of standard qualitative methods and approaches to risk assessment and management and helps identify, rank and document risks based on their significance.	–

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
Risk Ranking Guidelines Based on Pairwise Comparison	Approved by decree of PJSC Gazprom No. 163 dated May 8, 2020	Used for: <ul style="list-style-type: none"> ranking and prioritizing risks, including those equally ranked; harmonizing expert assessments of the risks identified as regards their ranking and significance; verifying and updating the ranked list of risks (risk groups). 	–
Guidelines for Risk Management System Self-Assessment at the Gazprom Group	Approved by decree of PJSC Gazprom No. 164 dated May 8, 2020	Used for assessing the risk management maturity at the Gazprom Group based on a formalized approach and algorithm.	–
Guidelines for Developing Key Risk Indicators	Approved by decree of PJSC Gazprom No. 168 dated May 13, 2020	The document seeks to provide guidance for the Gazprom Group's business units and entities developing their risk control tools that enable business process owners and risk owners to proactively and timely respond to the emerging threats.	–
Risk Reporting Guidelines at the Gazprom Group	Approved by decree of PJSC Gazprom No. 176 dated May 19, 2020	The document contains recommended forms for reporting aggregated key risk information to the management of the Gazprom Group for decision-making under uncertainty and risk, including on risk management and response initiatives.	–
Guidelines for Quantitative Assessment of Operational Risks Based on Statistical Data Analysis of Materialized Risks	Approved by decree of PJSC Gazprom No. 617 dated December 10, 2020	The document helps business process owners, risk owners (co-owners) and risk coordinators of Gazprom Group entities perform quantitative assessment of operational risks based on statistical data analysis of materialized risks.	–
Guidelines for Quantitative Risk Assessment Based on VaR Historical Simulation	Approved by decree of PJSC Gazprom No. 658 dated December 20, 2020	The methodology is used to perform quantitative assessment of credit, market (price, interest, securities), operational and other risks based on historical data.	–

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
Quantitative Interest Risk Assessment Methodology of PJSC Gazprom	Approved by decree of PJSC Gazprom No. 139 dated April 17, 2020	The document describes approaches to quantitative interest risk assessment at Gazprom.	–
Methodology for Managing the Gazprom Group's Sustainability Risks and Application Guidelines	Approved by decree of PJSC Gazprom No. 61 dated February 28, 2024	The document seeks to provide guidance on sustainability risk management at the Gazprom Group.	New document

Quality Management

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
Quality Assurance Policy of PJSC Gazprom	Approved by order of PJSC Gazprom No. 400 dated October 26, 2023	The document defines the strategic goal and quality priorities of PJSC Gazprom.	The Quality Assurance Policy of PJSC Gazprom was updated to factor in major changes in internal and external factors affecting its QMS.
Guidance on Quality	Approved on July 2, 2018, No. 03-1363	Practice guide for PJSC Gazprom's QMS compliance with GOST R ISO 9001-2015.	
Order of PJSC Gazprom On Appointing the Senior Quality Assurance Officer of PJSC Gazprom and Defining the Scope of PJSC Gazprom's Quality Management System	Order of PJSC Gazprom No. 326 dated August 31, 2023	The document determines the senior quality assurance officer of PJSC Gazprom, the scope of PJSC Gazprom's QMS, the list of PJSC Gazprom's business units and subsidiaries included in the Company's QMS, and the membership of the standing Quality Assurance Council of PJSC Gazprom.	New document

Innovations

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
PJSC Gazprom's Innovative Development Program until 2025	Approved by resolution of the Board of Directors of PJSC Gazprom No. 3513 dated December 1, 2020	The program focuses on continuously improving technological and organizational capabilities of PJSC Gazprom to cement its position as a global energy company and a reliable energy supplier.	–
R&D Program of PJSC Gazprom and its Subsidiaries	Approved by order of PJSC Gazprom No. 570 dated December 29, 2022 (R&D Program of PJSC Gazprom and its Subsidiaries for 2023) Approved by order of PJSC Gazprom No. 524 dated December 29, 2023 (R&D Program of PJSC Gazprom and its Subsidiaries for 2024)	The document contains the structured list of R&D projects which were duly budgeted within the R&D spending limits for the respective planning horizon.	During the year, three amendments to the R&D Program of PJSC Gazprom and its Subsidiaries for 2023 were approved to maintain R&D continuity and pace and reduce lead times.
Procedure for Managing R&D Activities at PJSC Gazprom and its Subsidiaries	Approved by order of PJSC Gazprom No. 254 dated April 20, 2017 (as amended)	The document determines the key principles and stages for managing R&D activities at PJSC Gazprom and its subsidiaries.	–
Key Provisions for Managing Intellectual Property Rights of PJSC Gazprom and its Subsidiaries	Approved by resolution of the Board of Directors of PJSC Gazprom No. 3451 dated June 11, 2020	The document outlines the Group's priorities in the realm of intellectual property rights.	–
Regulation on Scientific and Technical Cooperation and Partnership of PJSC Gazprom	Approved by order of PJSC Gazprom No. 91 dated February 15, 2016	The document describes the procedure for steering and coordinating scientific and technical collaboration between PJSC Gazprom (including branches) and Russian and foreign partners.	–
Regulation on Collaboration of OJSC Gazprom and its Subsidiaries with Anchor Universities	Approved by order of OJSC Gazprom No. 422 dated September 4, 2014 (as amended)	The document seeks to streamline and enhance collaboration of PJSC Gazprom and its subsidiaries with anchor universities.	–

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
Regulation on the Science and Technology Council of PJSC Gazprom	Approved by order of PJSC Gazprom No. 715 dated November 16, 2016 (as amended)	Regulating document of the Science and Technology Council of PJSC Gazprom.	Decrees No. 15 dated January 17, 2023, No. 394 dated July 27, 2023, and No. 550 dated October 19, 2023, were issued to update the composition of the Science and Technology Council following personal and organizational changes.
Regulation on Science and Technology Prizes of PJSC Gazprom	Approved by resolution of OJSC Gazprom No. 35 dated July 3, 2006 (as amended)	The document describes the procedure for preparing and submitting materials and the rules for awarding the PJSC Gazprom Science and Technology Prize.	Resolution of the Management Committee of PJSC Gazprom No. 56 dated December 25, 2023, introduced an additional special category titled The Use of AI Technology to promote disruptive artificial intelligence technologies in the Company's operations.
Regulation on the Introduction of Innovative Products at PJSC Gazprom	Approved by order of PJSC Gazprom No. 102 dated March 2, 2018 (as amended)	The document describes procedures for introducing innovative products, including R&D deliverables, in order to ensure their wider use at PJSC Gazprom.	Order of PJSC Gazprom No. 397 dated October 25, 2023, clause 1 (improving and expanding the use of innovative products at PJSC Gazprom).
Regulation On Establishing the Standing Commission for Introduction of Innovative Products at PJSC Gazprom	Approved by order of PJSC Gazprom No. 291 dated May 29, 2018 (as amended)	Regulating document of the Commission to ensure the implementation of the Company's technical policy introducing innovative products at PJSC Gazprom, its subsidiaries and entities.	Order of PJSC Gazprom No. 397 dated October 25, 2023, clause 2 (updating the composition of the Commission following personal and organizational changes).
Regulation on the Standing Commission of PJSC Gazprom for Acceptance of New Pipe Products	Approved by order of OJSC Gazprom No. 101 dated June 21, 2005 (as amended)	Regulating document of the Commission to ensure the implementation of the Company's technical policy introducing new pipe products at PJSC Gazprom, its subsidiaries and entities.	Decrees of PJSC Gazprom No. 17 dated January 19, 2023, and No. 189 dated May 4, 2023 (updating the composition of the Commission following personal and organizational changes).

Digital Transformation

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
Digital Transformation Strategy of PJSC Gazprom (the Gazprom Group)	Approved by resolution of the Board of Directors of PJSC Gazprom No. 4065 dated April 3, 2024	The strategy aims to markedly increase the efficiency of production and management processes through extensive use of digital technologies and promote new business lines.	–

Procurement

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
Regulation on Procurement of Goods, Works, and Services by PJSC Gazprom and Gazprom Group Companies	Approved by resolution of the Board of Directors of PJSC Gazprom No. 3168 dated October 19, 2018 (as amended)	The document seeks to cater to the needs of PJSC Gazprom and Gazprom Group companies for goods, works and services in full and in due time, while also improving and enhancing the efficiency of procurement.	–

HR Management

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
HR Management Policy of PJSC Gazprom, its Subsidiaries and Entities	Approved by resolution of the Management Committee of OJSC Gazprom No. 49 dated November 7, 2006	The policy seeks to establish effective personnel management based on social partnership principles. Its purpose is to maximize return on investment in talent.	–

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
Comprehensive Program for Improvement of HR Management at PJSC Gazprom, its Subsidiaries and Entities in 2021–2025	Approved by decree of PJSC Gazprom No. 201 dated April 26, 2021	This fundamental document aims to improve HR management activities at the Gazprom Group. Its purpose is to build a close-knit team of top-notch professionals able to assume responsibility and effectively address challenges faced by the Group in the current economic environment by sustainably managing revenues and expenditures.	–
General Collective Bargaining Agreement of PJSC Gazprom and its Subsidiaries	Approved by the conference of employees of OJSC Gazprom and its subsidiaries on November 23, 2012	The agreement governs social and labor relations between the employers and employees at PJSC Gazprom and its subsidiaries. It also seeks to establish uniform approaches to protecting employees' interests as related to granting social benefits, guarantees, and compensations. The document provides for a range of medical services, such as health promotion, disease prevention, medical treatment for disabled employees who suffered work-related injuries at Gazprom Group entities, medical care, health resort and rehabilitation treatment for family members of the Gazprom Group's employees, including under VMI contracts, as well as voluntary insurance of the Gazprom Group's employees against workplace accidents.	–
Regulation on Voluntary Medical Insurance at PJSC Gazprom, its Branches, Subsidiaries, and Infrastructure Organizations of PJSC Gazprom	Approved by order of PJSC Gazprom No. 562 dated December 13, 2019	The document seeks to establish uniform VMI approaches at the Gazprom Group by: <ul style="list-style-type: none"> maintaining continuous insurance coverage for employees, retirees, trade union officers of the Gazprom Group, and their families; defining the principles for listing up those to be insured under VMI contracts; defining the principles for developing VMI programs; determining the procedure for organizing medical services under VMI contracts by type; determining the procedure for planning VMI expenses. 	–
Comprehensive Action Plan for Medical Care Development at the Gazprom Group for 2022–2025	Approved by resolution of the Management Committee of PJSC Gazprom No. 39 dated October 20, 2022	The document seeks to establish a comprehensive approach to medical care development at the Gazprom Group and describes organizational and managerial solutions aimed at creating a single integrated medical care governance structure at PJSC Gazprom and its subsidiaries and improving its efficiency.	–

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
Regulation on Voluntary Accident and Disease Insurance for Employees of PJSC Gazprom and the Gazprom Group entities	Approved by order of PJSC Gazprom No. 470 dated November 8, 2021	The document seeks to establish uniform approaches to voluntary accident and disease insurance for employees of the Gazprom Group entities included in PJSC Gazprom's budgeting. Its purpose is to maintain continuous insurance coverage for PJSC Gazprom's employees, specify insurance coverage and risks, determine the procedure for listing up those to be insured under insurance contracts, planning expenses and administering insurance payments.	–
Regulation on the Continuous Vocational Education and Training System at PJSC Gazprom, its Subsidiaries and Entities	Approved by order of PJSC Gazprom No. 454 dated December 1, 2023	The document seeks to establish uniform approaches to personnel training and development, as well as the structure and the procedure for continuous vocational education and training.	We updated the regulation to meet the new statutory requirements, implement uniform approaches to e-learning and distance learning technologies, and expand the list of entities covered.
Industry Agreement for 2023–2025 Covering Companies Involved in Oil and Gas Production and the Construction of Dedicated Facilities	Approved on December 19, 2022, No. 23/23-25	This legal instrument regulates social and labor relations and establishes general principles governing related economic affairs of the companies involved in oil and gas production and the construction of dedicated facilities in Russia.	–
Corporate Sports Development Program of PJSC Gazprom, its Subsidiaries and Entities	Approved by order of PJSC Gazprom No. 310 dated August 21, 2023	The program seeks to support and promote physical activity and sports at PJSC Gazprom, its subsidiaries and entities. It determines the goal, objectives, priorities and mechanisms for the development of corporate sports.	New document

Process Safety

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
PJSC Gazprom's Process Safety Management System Development Strategy for 2021–2030	Approved by order of PJSC Gazprom No. 368 dated September 9, 2020	The strategy focuses on improving the ISPSM to maintain a safe production environment and minimize damage to the life and health of employees, equipment and the environment, while also ensuring sustainable development of PJSC Gazprom within the established process safety parameters.	–
PJSC Gazprom's Target Process Safety Enforcement Program for 2022–2025	Approved by order of PJSC Gazprom No. 50 dated February 7, 2022	Key enabler of PJSC Gazprom's Process Safety Management System Development Strategy for 2021–2030.	–
Occupational, Industrial, Fire and Road Safety Policy of PJSC Gazprom	Approved by order of PJSC Gazprom No. 416 dated September 17, 2019	The policy sets out PJSC Gazprom's strategic targets and commitments for process safety purposes.	–
Key Safety Requirements of PJSC Gazprom	Approved by decree of PJSC Gazprom No. 274 dated August 30, 2016	The document establishes standard minimum safe behavior requirements for employees and aims to prevent incidents involving employees, including by informing them on inadmissibility of actions that may lead to accidents.	–
Regulation on Arranging and Implementing Administrative In-Process Control over Compliance with Industrial Safety Requirements at PJSC Gazprom, its Subsidiaries and Entities	Approved by order of PJSC Gazprom No. 120 dated March 10, 2020	The document establishes a uniform procedure to arrange for and implement administrative in-process control over compliance with industrial safety requirements at PJSC Gazprom facilitated by the trade union's occupational safety officers.	–
STO Gazprom 18000.1-001-2021 Integrated System of Process Safety Management: Key Provisions	Approved by order of PJSC Gazprom No. 2 dated January 12, 2021	The document establishes standard requirements for the ISPSM and its operation.	–
STO Gazprom 18000.1-002-2020 Integrated System of Process Safety Management: Hazard Identification and Risk Management for Process Safety Purposes	Approved by order of PJSC Gazprom No. 37 dated January 30, 2020	The document describes the procedure for identifying hazards and managing process safety risks.	–
STO Gazprom 18000.3-004-2020 Integrated System of Process Safety Management: Organizing and Conducting Audits	Approved by order of PJSC Gazprom No. 94 dated March 2, 2020	The document describes the procedure for organizing and conducting ISPSM audits.	–

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
STO Gazprom 18000.1-003-2020 Integrated System of Process Safety Management: Setting Goals, Developing Action Plans and Monitoring Their Implementation	Approved by order of PJSC Gazprom No. 26 dated January 24, 2020	The document describes the procedure for setting process safety goals and monitoring their achievement, as well as the procedure for developing and monitoring the implementation of programs and action plans to achieve the same.	–
STO Gazprom 18000.4-008-2019 Integrated System of Process Safety Management: Analysis of Root Causes of Incidents. Procedure for their Identification and Development of Preventive Measures	Approved by order of PJSC Gazprom No. 208 dated May 31, 2019 (as amended)	The document establishes a uniform procedure for identification of incident root causes and their analysis to develop and implement measures preventing process safety incidents.	–
STO Gazprom 18000.2-010-2020 Integrated System of Process Safety Management: Ensuring Preparedness for Emergencies at the Gazprom Group	Approved by order of PJSC Gazprom No. 243 dated June 8, 2020	The document establishes requirements for training the Gazprom Group's employees to respond to possible emergencies at its hazardous production facilities.	–
STO Gazprom 18000.2-015-2021 Integrated System of Process Safety Management: Requirements for Process Safety Management System. Procedure for Interacting with Contractors to Ensure Compliance with Process Safety Requirements at PJSC Gazprom's Facilities	Approved by decree of PJSC Gazprom No. 269 dated June 7, 2021	The document establishes requirements for the process safety management system and the procedure for the Group's business units, subsidiaries and entities to interact with contractors to ensure compliance with process safety requirements at PJSC Gazprom's facilities.	–
STO Gazprom 18000.3-022-2022 Integrated System of Process Safety Management: Workplace. Air Monitoring. Process Safety Procedure	Approved by decree of PJSC Gazprom No. 189 dated May 17, 2022	The document describes the procedure for ensuring process safety of workplace air monitoring at the facilities of PJSC Gazprom, its subsidiaries and entities.	Following tests by PJSC Gazprom's subsidiaries and entities, we developed amendment No. 1 to STO Gazprom 18000.3-022-2022 to elaborate on the language and requirements for gas analyzers.
R Gazprom 18000.3-009-2019 Integrated System of Process Safety Management: Behavioral Safety Audit. Guidelines	Approved on December 23, 2019	The document describes the procedure for conducting behavioral safety audits to identify, prevent and avoid unsafe acts and hazardous conditions, strengthen managers' and employees' motivation and commitment to safety issues by explaining in the audit process the consequences of employee behavior (unsafe acts) and being in hazardous conditions.	–

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
R Gazprom 18000.2-012-2020 Integrated System of Process Safety Management: Procedure for Handling Complaints and Enquiries Received by Gazprom Group Entities	Approved on October 30, 2020	The document establishes a uniform procedure to deal with Hot Line reports, complaints about actual or potential incidents, as well as process safety proposals.	–
R Gazprom 18000.2-017-2021 Integrated System of Process Safety Management: Procedure for Keeping Employees Updated about Incidents	Approved on August 18, 2021	The document establishes a uniform procedure to keep employees updated about incidents at PJSC Gazprom's business units, subsidiaries and entities, including branches.	–
PJSC Gazprom's Guidelines: Motor Vehicle Safety. Technical Requirements for Road Safety at Subsidiaries and Entities of PJSC Gazprom	Approved by order No. 03-3186 of Vitaly Markelov, Deputy Chairman of the Management Committee – Head of Department at PJSC Gazprom, dated November 22, 2022	The document establishes requirements to ensure vehicle fitness in line with the applicable road safety regulations and prevent road accidents caused by malfunctioning vehicle parts, units or components (systems).	New document
Comprehensive Plan of Key Measures to Prevent Road Accidents and Ensure Road Safety at Subsidiaries and Entities of PJSC Gazprom	Approved by order No. 03-271 of Vitaly Markelov, Deputy Chairman of the Management Committee – Head of Department at PJSC Gazprom, dated November 20, 2023	The document contains the list of measures to prevent road accidents and ensure road safety.	New document
Regulation on Operations at Mobile Workplaces	Approved by decree of PJSC Gazprom No. 8 dated January 9, 2023	The document establishes standard requirements for safe operations at mobile workplaces.	New document
Standard Rules on Safety during Gas Hazardous Operations at PJSC Gazprom's Facilities	Approved by decree of PJSC Gazprom No. 315 dated August 26, 2022	The document establishes standard requirements for developing local regulations (guidelines, standards, procedures) that further define gas hazardous operations at the facilities of PJSC Gazprom, its subsidiaries and entities.	New document
Standard Rules on Safety during Groundworks at the Facilities of PJSC Gazprom and its Subsidiaries	Approved by decree of PJSC Gazprom No. 315 dated July 11, 2023	The document establishes standard requirements for developing local regulations (guidelines, standards, procedures) that further define groundworks at all production facilities of PJSC Gazprom, its subsidiaries and entities.	New document
Standard Regulation on Video Recording of High-Hazard Operations at PJSC Gazprom's Subsidiaries and Branches	Approved by decree of PJSC Gazprom No. 505 dated October 20, 2022	The document describes the procedure for video recording high-hazard operations during loaded start-up, maintenance, reconstruction and repair of production facilities of PJSC Gazprom, its subsidiaries and entities.	New document

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
R Gazprom 18000.4-027-2023 Integrated System of Process Safety Management: Guidelines for Assessing Direct and Indirect Unplanned Losses from Accidents at PJSC Gazprom's Facilities	Approved on May 11, 2023	The document describes the methodology for assessing direct and indirect unplanned losses from accidents at PJSC Gazprom's facilities.	New document

Civil Defense and Emergency Response

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
Emergency Response Plan for Likely or Actual Incidents, Accidents and Natural Disasters at the Facilities of PJSC Gazprom, its Subsidiaries and Entities	Approved by decree of PJSC Gazprom No. 340 dated November 17, 2015	The document contains the list of measures to better manage likely or actual emergencies (incidents, accidents and natural disasters) at the facilities of PJSC Gazprom, its subsidiaries and entities.	–
Procedure for Training Emergency Rescue Teams at PJSC Gazprom, its Subsidiaries and Entities	Approved by order of PJSC Gazprom No. 173 dated March 30, 2016	The document outlines the objectives of specifically trained emergency rescue teams at PJSC Gazprom, its subsidiaries and entities, and establishes the procedure, principles and types of rescuer training and upskilling.	–
Regulation on the Commission for Emergency Prevention and Liquidation and Fire Safety of PJSC Gazprom	Approved by order of PJSC Gazprom No. 394 dated June 9, 2016 (as amended)	The document determines the key tasks, rights and responsibilities of the Commission for Emergency Prevention and Liquidation and Fire Safety of PJSC Gazprom, its structure and rules of procedure, as well as the rights and responsibilities of its chairperson and members.	–
Order of PJSC Gazprom On Approval of the Regulation on the Civil Defense System of PJSC Gazprom, the Regulation on the Emergency Prevention and Liquidation System of PJSC Gazprom and the Procedure for Developing and Implementing Civil Defense Measures at PJSC Gazprom	Order of PJSC Gazprom No. 436 dated July 7, 2016	The document approves the Regulation on the Civil Defense System of PJSC Gazprom, the Regulation on the Emergency Prevention and Liquidation System of PJSC Gazprom (the Gas Emergency System), the Procedure for Developing and Implementing Civil Defense Measures at PJSC Gazprom.	–

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
Fundamentals of the Civil Defense Policy of PJSC Gazprom through 2030	Approved by order of PJSC Gazprom No. 582 dated August 17, 2017	The document determines the goal, objectives, priorities and enablers of PJSC Gazprom's civil defense policy through 2030.	–
Fundamentals of the Policy of Protection of Staff and Inventories from Emergencies of PJSC Gazprom through 2030	Approved by order of PJSC Gazprom No. 601 dated October 18, 2018	The document determines the goal, objectives, priorities and enablers of PJSC Gazprom's policy protecting staff and inventories from natural and man-made disasters through 2030.	–
PJSC Gazprom's Target Civil Defense System Support Program for 2023–2025	Approved by order of PJSC Gazprom No. 91 dated March 13, 2023	The document determines the key principles for managing and financing the civil defense system for 2023–2025, and its expected results.	New document
Corporate Standard Civil Defense System: Regulation on Volunteer Emergency Response Teams at PJSC Gazprom, its Subsidiaries and Entities	Approved by decree of PJSC Gazprom No. 446 dated August 28, 2023	The document defines general rules of setting up, maintaining and using volunteer emergency response teams at PJSC Gazprom, its subsidiaries and entities.	New document
Order of PJSC Gazprom On Employee Training in Civil Defense and Protection from Natural and Man-Made Disasters at PJSC Gazprom, its Subsidiaries and Entities	Order of PJSC Gazprom No. 320 dated August 29, 2023	The document approves the induction and pre-job training program in civil defense and response to natural and man-made disasters, the annual briefing program for PJSC Gazprom's employees, the list of its officers being trained.	New document

Regional Policy

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
Regional Policy Concept	Approved by resolution of the Management Committee of OJSC Gazprom No. 32 dated May 22, 2003	The document seeks to lay economic, legal, and organizational groundwork supporting the key focus areas of social and economic development of PJSC Gazprom and its subsidiaries in the Russian regions, including stable and promising operation of the UGSS based on mutually beneficial partnership with Russian regions.	–

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
Restated Concept of PJSC Gazprom Involvement in Regional Gas Infrastructure Expansion	Approved by resolution of the Management Committee of PJSC Gazprom No. 40 dated October 12, 2023	The document determines the key goals, objectives, principles and focus areas for PJSC Gazprom involvement in regional gas infrastructure expansion to maximize the efficient use of resources and achieve the targets set by strategic planning documents, interregional and regional gas infrastructure expansion programs intended for public utility installations, industrial enterprises, and other entities.	–

Charity and Corporate Volunteering

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
PJSC Gazprom's Regulation on Sponsorship and Charitable Activities	Approved by resolution of the Board of Directors of PJSC Gazprom No. 2775 dated July 12, 2016 (as amended)	The document sets out the key goals and objectives of the Gazprom Group in the realm of charity and sponsorship, the principles and priority areas, and competencies of PJSC Gazprom's governing bodies in allocating sponsorship and charitable assistance.	–
Corporate Volunteerism Policy of Gazprom Group	Approved by order of PJSC Gazprom No. 292 dated August 10, 2023	The document sets out the Gazprom Group's key goals, objectives, principles and priority areas as regards corporate volunteering.	New document

Environmental Protection

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
Environmental Policy of PJSC Gazprom	Approved by resolution of the Management Committee of OJSC Gazprom No. 21 dated May 25, 2015	The document defines the Gazprom Group's environmental commitments and implementation mechanisms.	–
PJSC Gazprom's Comprehensive Environmental Program for 2020–2024	Approved by Oleg Aksyutin, Deputy Chairman of the Management Committee – Head of Department, on November 26, 2019	The document seeks to achieve corporate environmental targets.	It regulates the transition to consumption limits and adoption of best available technologies.

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
PJSC Gazprom's Climate Strategy through 2050	Approved by resolution of the Board of Directors of PJSC Gazprom No. 3990 dated October 24, 2023	The strategy defines the Gazprom Group's low-carbon development priorities going forward.	New document
Biodiversity Preservation Program in the Areas of PJSC Gazprom's Operations at the Arctic Continental Shelf of the Russian Federation	Approved by order of PJSC Gazprom No. 53 dated February 13, 2024	The program is designed to boost the efficiency of biodiversity preservation and develop sustainability indicators in areas affected by geological prospecting, exploration and production of oil and gas, construction or placement of facilities required for the development of offshore fields or other infrastructure of offshore fields, as well as transportation of hydrocarbons.	New document
STO Gazprom Environmental Management Systems: Requirements with Guidance for Use	Approved by decree of PJSC Gazprom No. 273 dated August 28, 2017	The document establishes requirements for PJSC Gazprom's EMS components, including its organizational structure, key processes, procedures, as well as guidance for their use.	–
STO Gazprom Environmental Regulations: Gas Supply System. Catalog of Environmental Performance Indicators of Gas Transmission Equipment	Approved by decree of PJSC Gazprom No. 516 dated October 3, 2023	We developed new and revised environmental performance indicators (air pollutant and noise emissions by PJSC Gazprom's gas transmission equipment) which should be used when designing facilities, setting emission standards, assessing the impact of projected and existing production facilities on the atmosphere, and planning initiatives to reduce pollutant emissions.	New document

NGV Fuel Market

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
Order of OJSC Gazprom On Appointing Gazprom Gazomotornoye Toplivo as a Single Operator for the Development of the NGV Fuel Market on Behalf of OJSC Gazprom, Including Sales of Gas as Motor Fuel	Order of OJSC Gazprom No. 119 dated April 9, 2013	This document appoints Gazprom Gazomotornoye Toplivo as a single operator responsible for the development of the NGV fuel market, including sales of gas as motor fuel, and the expansion of the retail chain of CNG filling stations in Russia.	–

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
The Gazprom Group's Federal Highway CNG/LNG Infrastructure Development Program	Approved by order of PJSC Gazprom No. 447 dated October 28, 2020	The program seeks to develop the Gazprom Group's federal highway CNG/LNG infrastructure.	–
Program to Expand the Use of Natural Gas as Motor Fuel at Own Fleet of the Gazprom Group Entities for 2023–2025	Approved by order of PJSC Gazprom No. 388 dated September 29, 2022	The program seeks to expand the use of natural gas as motor fuel at own fleet of the Gazprom Group entities for 2023–2025	–

Energy Saving

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
Energy Efficiency and Energy Saving Policy of PJSC Gazprom	Approved by resolution of the Management Committee of PJSC Gazprom No. 39 dated October 11, 2018	The policy focuses on improving energy efficiency and saving as one of PJSC Gazprom's priorities. It describes approaches to using energy resources, enhancing operational energy performance, reducing GHG emissions at production facilities, etc.	–
Energy Saving and Energy Efficiency Improvement Program of PJSC Gazprom for 2023–2025	Approved by decree of PJSC Gazprom No. 89 dated March 16, 2023	The program sets out the fuel and energy saving targets for subsidiaries engaged in natural gas production, transportation, underground storage, processing and distribution, power and water supply to and the operation of UGSS power-generating equipment.	New document

Water Resources Management

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
PJSC Gazprom's Comprehensive Environmental Program for 2020–2024	Approved by Oleg Aksyutin, Deputy Chairman of the Management Committee – Head of Department, on November 26, 2019	The document seeks to achieve corporate environmental targets.	It regulates the transition to consumption limits and adoption of best available technologies.

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
STO Gazprom 12-2.1-024-2019 Gas Supply System: Operational Environmental Control. Key Requirements	Approved and introduced by decree of PJSC Gazprom No. 291 dated September 30, 2019	The document establishes the procedure and methodology for monitoring adverse environmental impacts and their components to assure compliance with the applicable environmental regulations.	–
STO Gazprom 2-1.19-519-2010 Environmental Requirements for Sewage Systems of OJSC Gazprom's On-Site Facilities and Selection of Stormwater Treatment Facilities	Approved and introduced by decree of OJSC Gazprom No. 336 dated October 14, 2010	The document establishes environmental requirements for surface wastewater disposal from PJSC Gazprom's on-site gas production, transportation, storage, processing and utilization facilities with a view to improving their environmental safety.	–
STO Gazprom 072-2009 Index of Pollutant Discharge Sources of OJSC Gazprom, its Subsidiaries and Entities	Approved and introduced by decree of OJSC Gazprom No. 342 dated October 13, 2009	The document establishes a uniform approach to itemizing wastewater sources at PJSC Gazprom, its subsidiaries and entities with a view to assessing environmental hazards and adverse environmental impacts from pollutant discharges. Used for: <ul style="list-style-type: none"> streamlining and developing unified environmental regulations for PJSC Gazprom's facilities; improving the system for metering, rationing and monitoring water resources at PJSC Gazprom's facilities. 	–
STO Gazprom 2-1.20-307-2009 Guidelines for Estimating Emissions, Discharges and Industrial Waste at Gas Transportation and Storage Facilities	Approved and introduced by decree of OJSC Gazprom No. 514 dated December 23, 2008	The document establishes the procedure and methodology for estimating pollutant emissions, discharges and industrial waste at gas transportation and storage facilities. Used for calculating pollutant emissions, discharges and industrial waste at gas transportation and storage facilities.	–
STO Gazprom 2-1.19-049-2006 Wastewater Treatment Prior to Injecting into Absorbing Formations and Environmental Monitoring of Wastewater Underground Disposal at OJSC Gazprom's Oil and Gas Fields in the North of Western Siberia	Approved and introduced by decree of OJSC Gazprom No. 391 dated November 30, 2005	The document applies to wastewater disposal sites at oil and gas fields in the north of Western Siberia and provides regulations and guidelines for wastewater treatment prior to injecting into deep absorbing horizons, as well as subsurface environmental monitoring of disposal sites.	–

Document	Date and number of minutes (resolution), approving body	Brief description	Key changes in 2023
STO Gazprom 8-2005 Procedure for Estimating Maximum Permissible Discharges of Pollutants with Wastewater into Surface Water Bodies	Approved and introduced by decree of OJSC Gazprom No. 183 dated August 1, 2005	Used for estimating maximum permissible standards and temporarily approved limits of pollutant discharges with wastewater into surface water bodies (water courses and reservoirs), except for sea-shore waters.	–
STO Gazprom 2-1.19-182-2007 Guidance on Developing Industrial Wastewater Utilization Projects for UGS Operations in a Porous Environment	Approved by decree of OJSC Gazprom No. 425 dated November 30, 2007	The document establishes requirements for developing projects to utilize industrial wastewater generated by underground gas storage facilities in a porous environment.	–
STO Gazprom 6-2005 Guidance on Analyzing the Composition of Natural and Wastewater at Gas Production Facilities	Approved by decree of OJSC Gazprom No. 151 dated July 4, 2005	Used for analyzing the composition of natural and wastewater at gas and condensate fields, natural gas transportation and storage facilities. The document outlines the key provisions for lab tests at PJSC Gazprom's facilities.	–

6.5. TO THE GAZPROM GROUP'S PEOPLE SECTION

Headcount as of the end of the reporting period by employment contract type, thousand people

2021		2022		2023	
Fixed-term employment contract	Indefinite-term employment contract	Fixed-term employment contract	Indefinite-term employment contract	Fixed-term employment contract	Indefinite-term employment contract
32.7	446.5	31.5	460.7	30.8	467.3

Headcount as of the end of the reporting period by employment contract type and gender, thousand people

2021				2022				2023			
Fixed-term employment contract		Indefinite-term employment contract		Fixed-term employment contract		Indefinite-term employment contract		Fixed-term employment contract		Indefinite-term employment contract	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
18.5	14.2	324.0	122.5	17.5	14.0	334.2	126.5	18.3	12.5	338.6	128.7

RUIE 3.1.1

Gazprom Group Indicator 32

Headcount as of the end of the reporting period by region, thousand people

Federal district / foreign countries	2021	2022	2023	Change 2023/2022	The reasons behind the significant year-on-year changes in 2023
Far Eastern Federal District	10.2	12.2	13.6	+1.4	The growth was driven by the implementation of strategic investment projects in gas processing
Volga Federal District	86.4	88.2	87.8	–0.4	–
North-Western Federal District	70.7	72.9	74.9	+2.0	The growth is due to the relocation of PJSC Gazprom's subsidiaries to St. Petersburg and restructuring in Gazprom Neft Group entities.
North Caucasian Federal District	12.1	12.2	12.1	–0.1	–
Siberian Federal District	26.0	27.9	28.7	+0.8	–
Urals Federal District	129.5	133.3	134.5	+1.2	–
Central Federal District	72.1	73.7	72.5	–1.2	–
Southern Federal District	42.0	42.9	43.9	+1.0	–
Foreign countries	30.2	28.9	30.1	+1.2	–

Headcount as of the end of the reporting period by employment type and gender, thousand people

2021		2022				2023					
Full-time employment		Part-time employment		Full-time employment		Part-time employment		Full-time employment		Part-time employment	
Male	Female										
341.5	134.1	1.0	2.6	350.4	136.3	1.3	4.2	355.3	136.7	1.6	4.5

Number of new hires, thousand people

Indicator	2021	2022	2023
New hires	79.8	81.4	80.1

Number of new hires by age group

Age	2021		2022		2023	
	Thousand people	%	Thousand people	%	Thousand people	%
Under 30 y.o.	26.4	33.1	30.2	37.1	30.3	37.8
30 to 40 y.o.	25.0	31.3	24.7	30.4	21.8	27.2
40 to 50 y.o.	17.7	22.1	16.9	20.7	17.3	21.6
50 y.o. or more	10.7	13.5	9.6	11.8	10.7	13.4

Number of new hires by gender

Gender	2021		2022		2023		Change 2023/2022, p.p.
	Thousand people	%	Thousand people	%	Thousand people	%	
Male	50.2	62.9	53.0	65.1	52.0	64.9	-0.2
Female	29.6	37.1	28.4	34.9	28.1	35.1	+0.2

Number of new hires by region

Federal district / foreign countries	2021		2022		2023	
	Thousand people	%	Thousand people	%	Thousand people	%
Far Eastern Federal District	3.0	3.8	3.3	4.0	2.9	3.6
Volga Federal District	12.7	15.9	13.2	16.2	12.5	15.6
North-Western Federal District	15.6	19.6	14.5	17.8	14.5	18.1
North Caucasian Federal District	1.1	1.4	1.3	1.6	1.2	1.5
Siberian Federal District	5.7	7.1	5.7	7.0	6.9	8.6

Federal district / foreign countries	2021		2022		2023	
	Thousand people	%	Thousand people	%	Thousand people	%
Urals Federal District	19.2	24.1	20.4	25.1	20.7	25.9
Central Federal District	10.7	13.4	11.3	13.9	9.9	12.4
Southern Federal District	6.1	7.6	6.4	7.9	7.0	8.7
Foreign countries	5.7	7.1	5.3	6.5	4.5	5.6
Total	79.8	100.0	81.4	100.0	80.1	100.0

Number of quitters, thousand people

Indicator	2021	2022	2023	Change 2023/2022, %
Quitters	73.3	68.4	74.1	+8.3

The 2023 growth in quitters headcount came on the back of the restructuring in Gazprom Neft Group entities,

relocation of PJSC Gazprom's subsidiaries to St. Petersburg, and increased staff turnover in Gazprom Energoholding and Gazprom Neftkhim Salavat.

Quitters headcount broken down by gender

Gender	2021		2022		2023		Change 2023/2022, p.p.
	Thousand people	%	Thousand people	%	Thousand people	%	
Male	46.1	62.9	43.8	64.1	46.7	63.0	-1.1
Female	27.2	37.1	24.6	35.9	27.4	37.0	+1.1

Number of quitters by age group

Age	2021		2022		2023	
	Thousand people	%	Thousand people	%	Thousand people	%
Under 30 y.o.	18.7	25.4	19.1	28.0	22.3	30.1
30 to 40 y.o.	21.3	29.1	18.6	27.1	18.9	25.5
40 to 50 y.o.	14.8	20.2	12.9	18.9	15.1	20.4
50 y.o. or more	18.5	25.3	17.8	26.0	17.8	24.0

MED 33

RUIE 3.1.2

Gazprom Group Indicator 33

Number of quitters and staff turnover by region

Federal district / foreign countries	Total quitters, thousand people			Incl. due to staff turnover, thousand people			Staff turnover, %			Change 2023/2022, p.p.
	2021	2022	2023	2021	2022	2023	2021	2022	2023	
Far Eastern Federal District	1.4	1.5	1.6	0.5	0.6	0.7	4.7	5.5	5.9	+0.4
Volga Federal District	11.6	11.3	12.9	3.6	3.7	4.3	4.3	4.3	5.0	+0.7
North-Western Federal District	12.2	12.2	12.6	5.4	5.7	6.3	8.0	8.2	8.8	+0.6
North Caucasian Federal District	1.1	1.1	1.3	0.4	0.4	0.5	3.3	3.4	4.1	+0.7
Siberian Federal District	5.1	4.5	5.3	2.4	2.3	3.0	9.8	9.1	10.9	+1.8
Urals Federal District	17.9	17.2	18.7	5.6	5.2	6.0	4.4	4.1	4.6	+0.5
Central Federal District	11.6	10.1	11.4	6.5	5.6	7.1	9.1	7.9	9.8	+1.9
Southern Federal District	5.9	5.5	5.9	2.5	1.9	2.1	5.9	4.5	4.8	+0.3
Foreign countries	6.5	5.0	4.4	2.7	2.6	2.2	9.3	9.4	7.9	-1.5
Total	73.3	68.4	74.1	29.6	28.0	32.2	6.4	5.9	6.7	+0.8

Reasons behind higher staff turnover:

- the relocation of PJSC Gazprom's subsidiaries to St. Petersburg;
- the restructuring in Gazprom Neft Group entities.

Staff turnover at PJSC Gazprom is calculated as the ratio of employees who resigned (Clause 3, Article 77 of the Russian Labor Code) or were fired for unauthorized absence and other disciplinary offenses (Article 81 of the Russian Labor Code) to the average headcount (including external part-timers).

6.6. TO THE ENVIRONMENT AND ENVIRONMENTAL POLICY SECTION

The data collection perimeter for the Environmental Protection section (unless otherwise stated)

The terms "PJSC Gazprom" and the "Company" used in the Report refer to the parent company of the Gazprom Group – Public Joint-Stock Company Gazprom – and its 100% subsidiaries and entities involved in exploration, production, transportation, underground storage, and processing of hydrocarbons, as well as operation of the Unified Gas Supply System (UGSS).

The "Gazprom Group", "Gazprom" or the "Group" refer to PJSC Gazprom (with all the above subsidiaries and fully-owned entities) and the following companies: Gazprom Neft Group, Gazprom Energoholding, Gazprom Neftekhim Salavat, Gazprom Dobycha Tomsk, Gazprom Mezhrefiongaz, Daltransgaz, Sakhalin Energy, Severneftegazprom, and Purgaz as well as PJSC Gazprom's foreign subsidiaries: Gazprom Transgaz Belarus, Gazprom Armenia, Gazprom Kyrgyzstan, and Gazprom International Limited.

The "Gazprom Neft Group" refers to Gazprom Neft as well as subsidiaries and joint ventures under its operational control.

"Gazprom Neftekhim Salavat" refers to Gazprom Neftekhim Salavat and its subsidiaries.

"Gazprom Energoholding" refers to Gazprom Energoholding and its subsidiaries (Mosenergo, MOEK, OGK-2, TGC-1, and Gazprom Teploenergo).

The Gazprom Group's gas business companies include PJSC Gazprom (100% of its subsidiaries and entities involved in production, transportation, underground storage and processing of hydrocarbons, as well as operation of the UGSS), Gazprom Mezhrefiongaz, Gazprom Dobycha Tomsk, Daltransgaz, Sakhalin Energy, Severneftegazprom, and Purgaz.

BR. Information on Policies and Procedures, page 23; Information on Policy and Procedure Implementation, page 24

RUIE 2.10

Environmental penalties paid by the Gazprom Group (excluding joint operations) in the Russian Federation, RUB million

Indicator	2021	2022	2023	Change 2023/2022, %
Penalties paid	23.86	13.71	4.65	-66.1

The decrease in the amount of penalties in 2023 was driven by the Gazprom Group's active steps taken to ensure compliance with statutory environmental

requirements and environmental impact standards, as well as the rational use of natural resources.

Breakdown of the Group's environmental penalties by company, RUB million

Entity	2021	2022	2023
Gazprom Neft Group	13.59	7.81	3.49
PJSC Gazprom	8.21	3.29	0.89
Gazprom Energoholding	0.79	1.83	0.26
Other Gazprom Group companies	1.27	0.78	0.1
Total for the Gazprom Group	23.86	13.71	4.65

The following standards were used to calculate the fuel and energy savings:

1. STO Gazprom 3.3-2-044-2016 Standards and Targets of Resource Consumption, Equipment Usage and Inventory Development at PJSC Gazprom. Methodology of Setting Natural Gas Consumption Limits for Internal Process Needs and Technological Losses during Trunkline Gas Transportation;
2. STO Gazprom 2-1.20-601-2011 Methodology of Estimating the Effect of Fuel and Energy Savings from Internal Process Needs of the Gas Trunkline Transportation;
3. STO Gazprom 2-1.9-191-2008 Methodology of Estimating the Heat Consumption Limits for the Internal Process Needs of OJSC Gazprom's Gas Transportation Businesses;
4. STO Gazprom 2-3.5-113-2007 Methodology for Assessing Energy Efficiency of Gas Transportation Facilities and Systems;
5. STO Gazprom 3.3-2-001-2006 Methodology of Setting Power Consumption Limits for Internal Process Needs of Gas Transportation;
6. STO Gazprom 3.0-2006 Standards and Targets of Resource Consumption, Equipment Usage and Inventory Development at OJSC Gazprom. Main Provisions;
7. STO Gazprom RD 1.19-126-2004 Methodology of Estimating Unit Gas Consumption Standards for Heat Generation and Calculation of Losses in Heating Systems (Boiler Stations and Heat Supply Networks);
8. R Gazprom 2-1.20-819-2014 Methodology of Estimating the Amount of Fuel and Energy Savings from Implementation of Energy Saving Initiatives at the Subsidiaries;
9. R Gazprom 2-1.20-742-2013 Methodology of Defining the Energy Saving Potential of Process Facilities.

6.7. KEY INDICATORS REVIEWED INDEPENDENTLY

Key indicators reviewed independently and disclosed in the Report based on the Recommendations on Disclosure by Joint Stock Companies of Non-Financial Information Pertaining to Their Activities (Letter of the Bank of Russia No. IN-06-28/49 dated July 12, 2021)

Indicator	Calculation and disclosure methodology	Report page
Energy intensity indicators of core operations	Energy intensity of PJSC Gazprom's core operations: <ul style="list-style-type: none"> • gas production, kg of reference fuel per thousand m³ • gas transportation, kg of reference fuel per mcm•km • underground gas storage, kg of reference fuel per thousand m³ • gas processing, kg of reference fuel per ton of reference fuel 	189
Fuel and energy savings as a result of relevant savings programs	Fuel and energy savings resulting from the Gazprom Group's energy saving programs, million GJ: <ul style="list-style-type: none"> • natural gas • electric power • heat 	193
Volume of air pollutant emissions	Air pollutant emissions across the Gazprom Group, thousand tons: <ul style="list-style-type: none"> • hydrocarbons (including methane) • carbon oxide • nitrogen oxides • sulphur dioxide • volatile organic compounds • solids • other gaseous and liquid substances 	196
Volume of waste generated, waste handed over for recycling, neutralization, storage or otherwise treated	<ul style="list-style-type: none"> • Gazprom Group companies' waste generation by hazard class, thousand tons • Waste sent for recycling, thousand tons • Waste sent to neutralization, storage or otherwise treated, thousand tons 	200–203
Water consumption structure	The Gazprom Group's water consumption structure by source type, mcm: <ul style="list-style-type: none"> • from surface sources • from ground water sources • from public water supply utilities • from other water supply systems Water used, mcm: <ul style="list-style-type: none"> • production purposes • utility and drinking purposes • other 	198–199
Area of disturbed and remediated lands	<ul style="list-style-type: none"> • Area of lands disturbed during the year, ha • Disturbed lands remediated during the year, ha 	206
For employees: number of fatalities as a result of work-related injuries	Number of fatalities as a result of work-related injuries, employees	110
Number of fatalities related to the activities of third-party contractors at the Company's facilities	Number of fatal accidents related to the work of third-party contractors at the company's facilities	110

6.8. APPROVAL FROM FBK



INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT [Translation from Russian original]

To Public Joint-Stock Company "GAZPROM"

We have undertaken a limited assurance engagement of the key indicators of sustainable development disclosed in the accompanying Gazprom Group's Social Impact Report for 2023 (hereinafter referred to as the Report), namely, in relation to the following indicators disclosed in the Report :

- Energy intensity indicators of core operations
- Fuel and energy savings as a result of relevant savings programs
- Volume of air pollutant emissions
- Volume of waste generated, waste handed over for recycling, neutralization, storage or otherwise treated
- Water consumption structure
- Area of disturbed and remediated lands
- For employees: number of fatalities as a result of work-related injuries
- Number of fatalities related to the activities of third-party contractors at the Company's facilities (hereinafter jointly referred to as Selected Information)

Responsibility of Public Joint-Stock Company "GAZPROM"

Public Joint-Stock Company "GAZPROM" (hereinafter referred to as PJSC "GAZPROM") is responsible for preparation of the Selected Information in accordance with the methods based on the provisions of the Recommendations on Disclosure by Joint Stock Companies of Non-Financial Information Pertaining to Their Activities (Letter of the Bank of Russia No. IN-06-28/49 dated July 12, 2021), described in the table "Key indicators reviewed independently and disclosed in the Report based on the Recommendations on Disclosure by Joint Stock Companies of Non-Financial Information Pertaining to Their Activities (Letter of the Bank of Russia No. IN-06-28/49 dated July 12, 2021)" in the Appendix 6.7 to the Report (hereinafter referred to as Applicable Criteria).

PJSC "GAZPROM" is also responsible for the choice of calculation and presentation methodologies for the Selected Information, their observance and disclosure in the preparation of the Report.

This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of the Selected Information that is free from material misstatement, whether due to fraud or error.

Our Independence and Quality Management

We have complied with the independence and ethical requirements of the Rules of Independence of the Auditors and Audit Organizations and The Code of Professional Ethics of the Auditors, as well as of The International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies International Standard on Quality Management 1, which requires our firm to design, implement and operate a system of quality management, which is supported by policy or procedures

PJSC "GAZPROM"
Independent Practitioner's Limited Assurance Report

TRANSLATION NOTE: Our report has been prepared in Russian and in English. In all matters of interpretation of information, views or opinions, the Russian version of our report takes precedence over the English version.

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regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on compliance of the Selected Information with the Applicable Criteria based on the procedures we have performed and the evidence we have obtained.

We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information. This standard requires that we plan and perform this engagement to obtain limited assurance about whether the Selected Information is free from material misstatement.

A limited assurance engagement undertaken in accordance with this standard involves assessing the suitability in the circumstances of PJSC "GAZPROM" use of Applicable Criteria as the basis for the preparation of the Selected Information, assessing the risks of material misstatement of the Selected Information whether due to fraud or error, responding to assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Selected Information.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, inspections of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above we have undertaken the following activities:

- Interviewing the management and employees of PJSC "GAZPROM" and obtaining documentary evidence.
- Study of information available on the websites of companies within the Gazprom Group related to the Selected Information.
- Study of public statements of third parties concerning environmental and social aspects of Gazprom Group activities, in order to check the validity of the declarations made in the Report and related to the Selected Information.
- Analysis of non-financial reports of comparable companies for benchmarking purposes.
- Study of the existing processes of collection, processing, documenting, verification, analysis and selection of data related to the Selected Information to be included into the Report.
- Selective review of documents and data on the performance of the environmental and social impact management systems in Gazprom Group related to the Selected Information.
- Assessment of conformity of the Selected Information which is referenced in the table "Key indicators reviewed independently and disclosed in the Report based on the Recommendations on Disclosure by Joint Stock Companies of Non-Financial Information Pertaining to Their Activities (Letter of the Bank of Russia No. IN-06-28/49 dated July 12, 2021)" in the Appendix 6.7 to the Report to the documents provided to us, including external and internal reporting documents.
- Analysis of the Selected Information for compliance with the Applicable Criteria.

The procedures were performed exclusively in relation to data related to the Selected Information for the year ended 31 December 2023. The procedures were not performed in relation to any other information disclosed in the Report including compliance statements not related to the Applicable Criteria.

The procedures were not performed in relation to forward-looking statements; statements expressing the opinions, beliefs and intentions of PJSC "GAZPROM" as the parent company of Gazprom Group to take any action related to the future; as well as statements based on expert opinion.

The procedures were performed in relation to the Russian version of the Report that is approved by Chairman of the Management Board and contains information to be published.

PJSC "GAZPROM"
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The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about compliance of the Selected Information, in all material respects, with the Applicable Criteria.

Limited Assurance Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Selected Information has not complied, in all material respects, with the Applicable Criteria.

Restriction on Use

Selected Information is intended solely for the Report users' purposes and as a result may not be suitable for other parties or other purposes. Our assurance report is intended for PJSC "GAZPROM".

FBK, LLC
Practitioner
Partner
acting under Power of Attorney No. 130/21 of September 09, 2021



Vladimir Yulianovich Skobarev
(registration number 21606080523)

May 28, 2024

The Russian Federation, 101000, Moscow,
44 Myasnitskaya St, Bldg 2

PJSC "GAZPROM"
Independent Practitioner's Limited Assurance Report

TRANSLATION NOTE: Our report has been prepared in Russian and in English. In all matters of interpretation of information, views or opinions, the Russian version of our report takes precedence over the English version.

6.9. ASSURANCE OF THE RUSSIAN UNION OF INDUSTRIALISTS AND ENTREPRENEURS



6.10. OPINION ISSUED FOLLOWING PUBLIC CONSULTATIONS

Introduction

PJSC Gazprom (the “Company”) proposed that we assess the information disclosed in the Gazprom Group's Social Impact Report 2023 (the “Report”) for alignment with stakeholder expectations, along with the quality of the Company's response to the recommendations and proposals received from stakeholders during the Report preparation.

Report assessment procedure

We read the draft Report provided by the Company, asked questions and offered feedback during dedicated online Public Consultations. In the course of the Public Consultations, we received the required comments and the table on how the Company took into account our recommendations and proposals. We provide assessment of the above information only.

We are unaware of any facts that may compromise the reliability of information disclosed in the Report. Yet, it should be noted that reviewing the collection and analysis system for the reported information and its reliability is beyond the scope of this assessment. Besides, the assessment does not purport to confirm the extent of the Report compliance with any reporting and/or operational standards.

When assessing the Report, we expressed our opinion as independent experts, not representatives of the company that employs us. We confirm our independence and objectivity in respect of the Report assessment. We did not receive any remuneration from the Company for taking part in the Public Consultations.

The results of our work are presented in this Opinion issued following the Public Consultations. The Opinion contains judgements on which we have come to an agreement. The Company may use it for corporate and stakeholder communication purposes by publishing the original version without any changes.

Disclosure alignment with stakeholder expectations

The Report presents the list of material topics jointly defined by the Company's representatives and a wide range of stakeholders. We believe that the selected material topics reflect the key interests of stakeholders.

In our opinion, all material information presented in the Report is sufficient for the stakeholders to gain an understanding of the Gazprom Group's current state and development prospects.

The disclosure is well-balanced as it presents both the positive aspects of the Company's performance and the challenges it faces along with the ways of tackling them.

The Company's response to stakeholder recommendations as part of the report preparation

To take into account information queries from a wide range of stakeholders in the best possible way, the Company surveyed 3,114 representatives of such stakeholders. The results served as a basis for the final list of material topics to be reflected in the Report.

Additionally, the Company held Public Consultations on the draft Report enabling us as stakeholder representatives to comment on the Report's contents. The Company recorded all proposals and recommendations received during the Public Consultations, analyzed them and provided the information on how they will be taken into account in preparing the Report, which proves that the dialog was constructive.

Conclusions

We agreed to give a positive opinion on the Report in terms of its format and disclosure scope. The Company prepared an informative and well-structured report that meets our expectations.

We highly appreciate the Company's initiative aimed at interacting with stakeholders in preparing the Social Impact Report more extensively, and recommend that the Company should continue close cooperation on this issue with representatives of the target audiences of the Report, while also continuously improving the applied frameworks and tools.

Public Consultations: signatures of participants

Valery BESSEL

Professor at Gubkin Russian State University of Oil and Gas



Sergey BRILEV

President of the Global Energy Association



Andrey GOLOVNEV

Member of the Russian Academy of Sciences, Professor, Doctor of Historical Sciences, Director at Peter the Great Museum of Anthropology and Ethnography (the Kunstkamera) of the Russian Academy of Sciences



Pavel ZAVALNY

Member of the State Duma of the Federal Assembly of the Russian Federation, Chairman of the State Duma Committee on Energy



Irina ESIPOVA

General Director of Fuel and Energy Communications Development Center



Aleksey KNIZHNIKOV

Expert on business environmental responsibility at the Nature and People fund, member of the RUIE Council on Non-Financial Reporting, ESG indices and Sustainability Ratings



Vladimir KOVALCHUK

Chairman of the Gazprom Workers' Union Interregional Organization



Maxim REMCHUKOV

Sustainable Development Director at SIBUR



Galina TKACHENKO

Chair of the Visit Youth Leisure Center (Svobodny, Amur Region) and the Public Council of Amur GPP



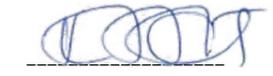
Ivan TOPOLYA

Head of the Integrated Reporting Committee, Director of the Finance Department at Sberbank



Valery KHUDI

Chairman of the Management Board of Yamal Regional Social Movement of Indigenous Minorities “Yamal”



6.11. GLOSSARY OF ABBREVIATIONS AND CODE NAMES USED IN THE REPORT

ADR	American depository receipt
AEPS	Automated Electronic Procurement System of PJSC Gazprom
AGFS	Automotive gas filling station
APG	Associated petroleum gas
BAT	Best available technologies
boe	Barrel of oil equivalent
CNG	Compressed natural gas
CNG filling station	Automobile gas-filling compressor station
Company	PJSC Gazprom
CS	Compressor station
DCA	Designated conservation area
EMS	Environmental management system
ESG	Environmental, Social, Governance
FSU countries	Countries located in the former Soviet Union territory other than the Russian Federation
Gazprom Neft Group, Gazprom Neft	PJSC Gazprom Neft and its subsidiaries
Gazprom Neftekhim Salavat	Gazprom Neftekhim Salavat LLC and its subsidiaries
Gazprom Energoholding	Gazprom Energoholding LLC and companies consolidated under its management (PJSC Mosenergo, PJSC MOEK, PJSC TGC-1 and PJSC OGK-2)
Gazprom, the Gazprom Group, the Group	A group of companies consisting of PJSC Gazprom (parent company) and its subsidiaries and entities
GCF	Gas and condensate field
GDP	Gross Domestic Product
GHG	Greenhouse gases
GPP	Gas or gas condensate processing plant
GPU	Gas pumping unit
GTS	Gas transmission system
HIF	Hazardous industrial facility
IFRS	International Financial Reporting Standards
IS	Information security
ISPSM	Integrated System of Process Safety Management
IT	Information technologies
ITS	Technical reference book
KPI	Key performance indicator

LNG	Liquefied natural gas
LPG	Liquefied petroleum gases
MCS	Mobile compressor station
Media	Mass media
MET	Mineral extraction tax
NGV fuel	Natural gas vehicle fuel
NPO	Non-profit organization
OGCF	Oil and gas condensate field
OHS	Occupational health and safety management system
PJSC Gazprom and its key subsidiaries	PJSC Gazprom and its gas production, transportation, processing and underground storage subsidiaries
QMS	Quality Management System
R&D	Research and development
RD	Administrative document
Report	The Gazprom Group's Social Impact Report
RES	Renewable energy sources
RMICS	Risk management and internal control system
RUIE	Russian Union of Industrialists and Entrepreneurs
SLCA	Special labor conditions assessment
SME	Small and medium-sized enterprises
STI	Strategic target indicator
STO	Corporate standard
toe	ton of oil equivalent
Ton of reference fuel	Ton of reference fuel (coal equivalent) equal to 877 m ³ of natural gas, 0.7 tons of oil and gas condensate
UGS	Underground gas storage
UGSS	Unified Gas Supply System
VAT	Value-added tax
VMI	Voluntary medical insurance
VR	Virtual reality

6.12. CONTACTS AND FEEDBACK

Should you have any questions regarding the Gazprom Group's Social Impact Report, please contact PJSC Gazprom's Department responsible for corporate communications and sustainable development.

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TIME
to be
TOGETHER