



ROSNEFT

CONTRIBUTING TO IMPLEMENTATION OF THE UN SUSTAINABLE DEVELOPMENT GOALS

3 GOOD HEALTH
AND WELL-BEING



7 AFFORDABLE AND
CLEAN ENERGY



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FOR THE GOALS





Igor Ivanovich Sechin

Chief Executive Officer, Chairman
of the Management Board, Deputy Chairman
of the Board of Directors of Rosneft

Rosneft continues implementing the main goals set out in the Rosneft-2030 Strategy aimed at increasing operational efficiency, caring for people and fostering environmental friendliness. The Company's Strategy takes into account the national priorities identified by the President of the Russian Federation in his Address to the Federal Assembly and the Decree on the National Development Goals of the Russian Federation for the period up to 2030 and for the future up to 2036. The company adheres to the highest principles of social responsibility.

Building new industrial infrastructure, developing new deposits and remaining a reliable supplier to Russian and foreign consumers, the Company creates conditions for reducing inequality, ensuring stable economic growth and universal prosperity. The Company's active and fruitful cooperation with international partners contributes to achieving these goals.

Rosneft pays special attention to the development of new technologies and the support of research projects, setting high standards for the rational development of natural resources and the safe use of resources.

For many years, the Company has been implementing programmes to restore forests, protect water supplies and biodiversity as well as finance research on oceans and marine resources.

Rosneft actively supports human capital development programmes, including financing educational institutions and sports events, and invests in innovative medical research to increase healthy and active life expectancy. With the Company's support, significant cultural projects are carried out in Russia and abroad.

Corporate governance principles and objectives for the long-term growth of the Company's shareholder value are consistent with the UN Sustainable Development Goals (SDGs) and include, inter alia, the formation of a reliable and secure external environment, the development of technologies and the support of local communities in the regions of Company operations.

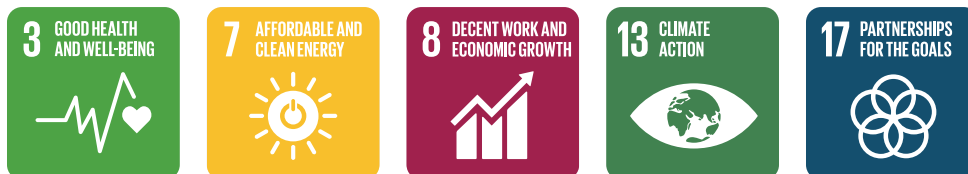
Rosneft's public position on its commitment to the UN SDGs demonstrates the Company's openness and reveals its contribution to the achievement of these goals.

THE ROSNEFT-2030 STRATEGY

prioritises operational leadership, increased efficiency and reduced carbon footprint, complying with the national priorities defined by the President of the Russian Federation in his Address to the Federal Assembly and the Decree On the National Development Goals of the Russian Federation until 2030 and for a Longer Term until 2036 in the field of economic performance, the development of science and technological sovereignty, transportation infrastructure, social initiatives and the environment. The implementation of the Strategy contributes to the achievement of The Strategy of socio-economic development of the Russian Federation with a low level of greenhouse gas emissions until 2050, the Paris Climate Agreement on climate and the UN Sustainable Development Goals¹.

The Board of Directors of Rosneft approved the strategic principles and public position "Rosneft: Contribution to the Realization of the UN Sustainable Development Goals".²

Sustainable Development Goals of Strategic Priority



Sustainable Development Goals integrated in current operations



In its activities, the Company is guided by the principles of corporate responsibility and acts in the interests of shareholders and stakeholders.

The Company has achieved a high level of management and is consistently improving it, promoting the use of best practices, principles and standards of responsible business conduct and sustainable development. Rosneft's strategic vision is to remain a reliable producer of energy resources while minimising environmental impact.

The UN SDGs were considered when developing and approving the Rosneft-2030 Strategy implemented in accordance with these goals.

Rosneft follows the fundamental principles of business responsibility of the UN Global Compact in the areas of human rights, labour relations, environmental protection and anti-corruption, which earned the Company the Global Compact LEAD leadership status.

Rosneft's Board of Directors approved the following strategic, high-priority SDGs within the Company's key business areas:

- good health and well-being;
- affordable and clean energy;
- decent work and economic growth;
- combating climate change;
- partnership for sustainable development.

The Company directly contributes to the realization of the goals set by the UN not only through its core activities, but also by supporting and participating in various projects and initiatives directed at the improvement of the quality of life in the regions of presence, the development of healthcare, science and education, culture and environment protection.

The Company's mission, values, guidelines and strategic principles are in line with the UN SDGs and the National projects of the Russian Federation. The management continually identifies and assesses the risks that may affect the achievement of the Strategy's goals and develops risk management measures³.

¹ Sustainable Development Goals of the United Nations (approved by the UN General Assembly Resolution on September 25, 2015) aim to achieve significant progress in meeting global economic, social and environmental challenges.

² "Rosneft" and the "Company" mean PJSC Rosneft Oil Company either separately or together with its subsidiaries and affiliates as the context may require.

³ The Company's direct impact on stakeholders.

NATIONAL PRIORITIES IN THE COMPANY'S ACTIVITIES

ENVIRONMENTAL WELL-BEING



Company's initiatives

- Introduction of circular economy principles
- Biodiversity conservation at the greenfield and brownfield projects (observing the principle of a net positive impact on biodiversity)
- Participation in the Clean Air Programme to support the federal project
- Creation of automated emission control systems
- Implementation of projects in support of the federal program "Water of Russia"
- Forest conservation

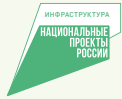
Company's contribution in 2024

- Operating environmental protection expenditures costs amounted to RUB 44.2 bln
- Air protection expenditures amounted to RUB 4 bln
- Emissions reduction under the energy saving programme amounted to 1.1 mln tons of CO₂
- Wastewater treatment expenditures amounted to RUB 12 bln
- 93.7% the share of recycled and reused water in the total water volume used for operational needs
- Almost 11 mln tree seedlings of various species were planted
- Expenditures on protection and rehabilitation of land, protection of surface and ground waters amounted to RUB 7.2 bln
- Expenditures on biodiversity conservation and protection of natural areas amounted to RUB 245.5 mln
- In the course of 12 years, the Company has held more than 50 expeditions, with the country's leading scientists researching key bioindicator species that indicate the resilience of Arctic ecosystems
- Around 24 million juvenile of valuable and commercial fish species were released into Russian water bodies
- Waste management expenditures amounted to RUB 10.8 bln

FAMILY



INFRASTRUCTURE



Company's initiatives

- Supporting families and maternity
- Supporting family values
- Indexation of salaries in line with inflation
- Affordable Housing programme: measures to increase affordability of housing for employees
- Participation in projects to build comfortable and modern residential housing for people to move to from dilapidated and substandard housing in the regions of operation

Company's contribution in 2024

- 856 employees participated in the mortgage programme
- Employees' salaries were indexed by 5.73%
- Resort treatment and rehabilitation was organised for over 76,000 employees of Group Subsidiaries, their families and retirees. Over 36,000 out of them were entitled to the Company's resorts, recreation centres and children's health camps
- Over 4,000 thematic contests, quizzes and events were held, in which employees' family members participated, to support family values
- Two residential houses were built in the settlement of Karaul in relation to the Far North conditions, with further donation to the administration of the Taimyrsky Dolgano- Nenetsky Municipal District

ACTIVE LIFESTYLE



HEALTH TECHNOLOGIES



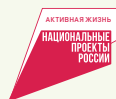
Company's initiatives

- Employee insurance programmes
- Advanced Medicine Programme

Company's contribution in 2024

- Over 300,000 employees were insured under voluntary health insurance (VHI)
- A pilot project was launched for employee cancer insurance, with plans to scale across Group Subsidiaries
- All holders of the Company's voluntary health insurance policies are able to use the Telemedicine option to consult various medical experts, including psychologists
- Corporate medical check-ups were completed by over 40,000 employees from 96 Group Subsidiaries and over 3,200 employees from the Company's Head Office
- Corporate pensions were received by 68,900 Company's retirees

ACTIVE LIFESTYLE



HEALTH TECHNOLOGIES



Company's initiatives

- Genetic Technologies Development Federal Scientific and Technical Programme
- Employee insurance programmes Advanced Medicine Programme Genetic Technologies Development Federal Scientific and Technical Programme
- Sports facilities construction
- Mass corporate sports events, sports events organisation Support of sports teams and clubs
- Equipment of highway filling stations with outdoor sports grounds

Company's contribution in 2024

- Over 1,300 pregnant women took part in non-invasive prenatal testing (genetic screening) under the corporate VHI programme Over 1,800 sports and wellness activities organised
- Over 1.8 thousand sports and healthy lifestyle events were organized
- 92,000 employees participating in internal, inter-corporate, city and national competitions
- Rosneft actively promotes sports via its Energy of Life initiative, joined by nearly 128,000 employees
- Bashkortostan: Bashneft supported the building and reconstruction of a number of large modern sports facilities, including ice stadiums in Kumertau and Oktyabrsky, the second construction stage of the multi-use ice sports complex and the Spartak stadium in Tuymazy which takes 3,000 spectators, an ice arena in Chekmagush, a world-class skate park in Dyurtyuli and a state-of-the-art recreation centre Zhemchuzhina in Bulgakovo
- Samara: Samaraneftgaz supported the opening of a new swimming pool and an ice stadium equipped with a curling centre, with the stadium's capacity being 5,000 places
- Syzran: the Syzran Refinery financially supported the operation of Rosneft Arena ice stadium
- Novokuibyshevsk: the Novokuibyshevsk Refinery supported the opening of an ice stadium
- Achinsk, the Krasnoyarsk Territory: the Achinsk Refinery supported the construction of an open sports ground for exercise and testing for GTO standards, the reconstruction of the Neftyanik stadium as well as an advanced furnishing of a futsal pitch, volleyball and basketball courts, race tracks and other track-and-field athletics facilities
- Izluchinsk, the Nizhnevartovsk District: Samotlorneftgaz financially supported the construction of the first local indoor hockey pitch with synthetic ice
- Uvat, the Tyumen Region: RN-Uvatneftgaz financially supported the construction of a modern skate park
- Mezhdurechensky, the Kondinsky District, the Khanty-Mansi Autonomous Area – Yugra: RN-Yuganskneftgaz financially supported the construction of a Sports School of the Olympic Reserve ski centre

YOUTH AND CHILDREN



WORKFORCE



Company's initiatives

- Participation in regional projects to construct, overhaul and furnish kindergartens and schools
- Development and support of volunteering
- The Rosneft Classes project in the regions of the Company's operation
- Systemic work with young white and blue collars, including the development and implementation of systemic support measures
- Promoting cooperation with vocational colleges and schools aligned with the Company's business needs
- Joint programmes with universities

Company's contribution in 2024

- Employee training expenditures amounted to RUB 1.8 bln

The Khanty-Mansi Autonomous Area – Yugra:

- Construction of a modern school and kindergarten for 120 children in Ushia
- Construction of a new kindergarten with a total area of 7,500 m² designed to accommodate 320 children in Nizhnevartovsk
- Furnishing of an art studio in Nizhnevartovsk
- Providing the Yugra Sports Boarding School of the Olympic Reserve with modern equipment

The Republic of Bashkortostan:

- Opening of a multi-functional educational centre with a total area exceeding 2,000 m² in Yelan-Chishma
- Reconstruction of a children's art centre with a total area of 800 m² in Verkhneyarkeevo
- Reconstruction of a social and cultural centre with a total area of 1,000 m² in Kamenka
- Overhaul of the school building, equipment upgrade and improvement of the surrounding grounds in Stary Kurdym

The Samara Region:

- Reconstruction of two general education schools in Syzran
- Reconstruction of an educational centre with a total area exceeding 4,500 m² in Otradny

The Republic of Sakha (Yakutia):

- Construction of a multi-functional cultural centre in Taas-Yuryakh

The Yamal-Nenets Autonomous Area:

- Construction of a school for 800 students in Gubkinsky

The Tyumen Region:

- Equipment of a digital public space for teaching graphic design to children in the regional academic library named after D. Mendeleev in Tyumen
- Opening of a biotechnology and genetic diagnostics laboratory at a physics and mathematics school in Tyumen

YOUTH AND CHILDREN



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WORKFORCE



Company's contribution in 2024

- Rosneft works have hosted more than 1,900 volunteer events and projects engaging 106,000 Company employees
- There are Rosneft Classes in 20 Russian regions. The total audience comprises 2,700 students from 56 schools in 47 cities and settlements

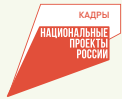
Partnerships:

- with 65 colleges training workers in high-demand professions
- with 82 Russian and foreign universities, 30 of them Rosneft's partners
- establishment of Rosneft's Competence Centre for shipbuilding at the Far Eastern Federal University
- establishment of Rosneft's Competence Centre for onshore drilling at Tyumen Industrial University
- establishment of a Corporate Training Centre in Krasnoyarsk
- implementation of a programme to prepare IT experts for Company needs to interact with Russia's leading IT educational institutions, including hands-on training at Rosneft's inner IT integrator
- Rosneft's subsidiaries acted as industrial partners of six training and industrial clusters of the Professionalitet Federal Project
- Rosneft delivered more than 1,3 million man-courses in mandatory vocational and management training and has internship and experience exchange programmes with international partners
- The training participants' satisfaction scored 94%
- The appointments from the talent pool within the Company amounted to 56%
- The Company has approved over 900 talent pool candidates for executive positions (25% of them women), with 355 employees out of them classified as high-potential ones
- The number of university graduates employed by the Company with the "Young Professional" status was 1,337 people.

YOUTH AND CHILDREN



WORKFORCE



Company's initiatives

- Adaptation of veterans

Company's contribution in 2024

- The Company has developed, approved and is implementing an adaptation plan for employees returning to work from the special military operation, which includes methodological, organisational, social, corporate training, recreational and other measures with a view to creating comfortable conditions for them to resume work successfully.
- The Company has organised advanced training and professional retraining for employees who have returned to work from the special military operation.

ENERGY



ECONOMY



DATA ECONOMY



MANUFACTURE AND AUTOMATISATION



UNMANNED AVIATION



MATERIALS AND CHEMICALS



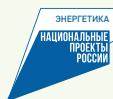
Company's initiatives

- Science, digitalisation and technological sovereignty
- Strengthening of in-house R&D capabilities
- Accelerated application of new technologies and import substitution
- Robotics and the use of UAVs
- Development of renewables

Company's contribution in 2024

- Environment-related R&D expenditures, including dedicated innovative projects, amounted to RUB 268.7 mln
- 13 Group Subsidiaries used UAVs to survey more than 3,000 km of far-flung pipelines so that fugitive methane emission sources could be detected
- A project to build a 50 MW wind farm on the Sever Bay coast was executed.

ENERGY



ECONOMY



DATA ECONOMY



MANUFACTURE AND AUTOMATISATION



UNMANNED AVIATION



MATERIALS AND CHEMICALS



Company's initiatives

- Development and implementation of energy conservation programme
- Implementation of low-carbon technologies
- Development of genetic technologies
- Development and launch of digital platforms and solutions
- Innovation portfolio broadening

Company's contribution in 2024

- Energy savings equalled RUB 8.7 bln in monetary terms
- Tyumenneftegaz managed to reduce methane emissions by 1.6 thousand tons as part of development of unit GHG emissions reduction measures
- 26 students completed the Genomics and Human Health programme at Lomonosov Moscow State University in 2022–2024, with another 20 continuing their studies. 11 graduates of the programme were employed at the Biotech Campus Whole Genome Sequencing Centre
- Rosneft is the owner of the Smart Camp trademark, with patents having been granted in October 2024
- 11 Digital Facility templates were adopted for social infrastructure design and surveying
- The Smart Camp concept was implemented in a new shift camp at the Tanalau inventory base
- Mobile communication coverage was established for the Sever Bay and Tanalau shift camps and the shift camp near the Norilsk airport
- Three gyms at Vostok Oil's shift camps were integrated into a single interactive network with an option to exercise with an online coach

Cyber security:

- In 2024, Rosneft experienced a total of 42 DDoS attacks, thwarted 2.5 mln network intrusions and identified and blocked over 150,000 malicious and phishing emails

TRANSPORT



Company's initiatives

- Development and modernisation of transport infrastructure

AUTOMOTIVE INDUSTRY



Company's contribution in 2024

- Production of bitumen with improved performance characteristics for highways construction
- Development of roadside infrastructure and creation of comfortable conditions for motorists
- Rosneft's enterprises in Siberia and the Far East provide indigenous people with access to winter roads and ice crossings, which are being built for industrial needs

TOURISM



Company's initiatives

- Modernisation and upgrading of the filling station network covering the key tourist destinations
- Promotion of domestic auto tourism

Company's contribution in 2024

- In the framework of the specially designed Horizons of Russia: Let's go with us! information and service platform, car travellers plan their routes using Rosneft's infrastructure of roadside services and filling stations., with 32 routes having been developed.
- At the 2024 yearend, cooperation memorandums were signed with 10 regions, including the Archangelsk, Voronezh, Samara, and Ulyanovsk Regions, the Krasnoyarsk and Stavropol Territories, the Republics of Karelia, Bashkortostan, and Udmurtia aimed at aimed at expanding the network of tourist routes, integrating refuelling infrastructure facilities into the logistics of road trips and increasing the level of customer service at gas stations

GOOD HEALTH AND WELL-BEING

АКТИВНАЯ ЖИЗНЬ

НАЦИОНАЛЬНЫЕ
ПРОЕКТЫ
РОССИИ

ИНФРАСТРУКТУРА

НАЦИОНАЛЬНЫЕ
ПРОЕКТЫ
РОССИИЭКОЛОГИЧЕСКОЕ
БЛАГОПОЛУЧИЕНАЦИОНАЛЬНЫЕ
ПРОЕКТЫ
РОССИИТЕХНОЛОГИИ
ЗДОРОВЬЯНАЦИОНАЛЬНЫЕ
ПРОЕКТЫ
РОССИИ

СЕМЬЯ

НАЦИОНАЛЬНЫЕ
ПРОЕКТЫ
РОССИИ

The Company takes care of the health and safety of its employees, suppliers and contractors, implements social projects for the residents of the regions of presence and minimises its impact on the environment.

3 GOOD HEALTH
AND WELL-BEING

* Russian national projects: active lifestyle, infrastructure, environmental well-being, health technologies and family.


ROSNEFT


3.1. HEALTH, SAFETY AND ENVIRONMENT

Rosneft is the leader in the oil and gas industry of the Russian Federation and one of the largest companies in the global fuel and energy sector, operating in strict compliance with the requirements of the country's legislation and best international practices in the field of health, safety, and environment (HSE).

Rosneft's top priorities in its operations are to ensure safe working conditions for the Company's employees and contractors working at its facilities and introduce environmentally responsible practices and reduce environmental impact.

Strategic goals, initiatives and systematic approaches to HSE management are defined in the Rosneft-2030 Strategy.

Strategic HSE goals:

- the Company is striving to achieve:
 - zero fatalities, the leading position among the key Russian oil and gas companies by 2030;
 - zero process safety events by 2030 or earlier;
- minimizing environmental impact;
- net positive impact on ecosystems

To ensure the strategy implementation, the HSE targets are linked to the management key performance indicators (KPIs) and remuneration.



The Company prioritises proactive actions based on the belief that any incident can be prevented. If work cannot be performed safely, it must be suspended.

2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

Rosneft applies a systemic risk-oriented approach to management. The Company has identified critical processes and programmes in the field of occupational health and safety, the implementation of which makes it possible to achieve the formulated strategic HSE objectives.

The implementation of "Lessons Learned from Incidents" corrective measures under the personal control of Vice Presidents contributes to the improvement of executive discipline. As part of this direction, the Company issues system lessons which provide for safety measures against recurring incidents. In the course of 2024, four system lessons were produced to prevent fatal injuries.

Conducting improved behavioral safety audits with the use of photo and video capture allowed to strengthen control over industrial safety at operational sites.

The Company continued carrying out the "The Warning Ticket" initiative, a system of individual warning tickets for violations of OHS requirements*. In 2024, more than 610 thousand warnings were issued to Group companies and contractors; 225 employees of contractors and 129 employees of Group companies were dismissed from the Company's facilities for repeated violations of OHS requirements.

The Company continues to implement the "Work Control" procedure aimed at weekly planning of all high-risk work performed under work permits with multi-level control over its performance. This also includes control by the Central Administrative Control Center. In 2024, more than 602,000 high-risk activities were completed under this procedure.

Internships in the HSE services of the Group's companies are offered to for line managers prior to their appointment. In 2024, 746 line managers supervising process facilities underwent such a training.

The Company has established employee trainings to satisfy both mandatory and additional requirements and improve their HSE competencies. In 2024, Rosneft actively applied modern training methods using interactive distance learning courses.

The courses aim to work on the key areas of:

- Personal Electrical Safety;
- Basic Principles on Contractor Management;
- A barrier approach application in internal accident investigation;
- Management of the Safe Vehicles Operation;
- Passenger Transportation Safety;
- A risk-based approach application to prevent falls and trips;
- [Golden Rules of Workplace Safety](#).

* OHS stands for occupational health and safety.

In 2024, more than 706,000 man-courses of mandatory HSE training for employees were conducted. The volume of training with the aid of multimedia interactive courses in the field of HSE exceeded 213,000 man-courses.

The Company's Integrated Management System for Industrial Safety, Labour Protection and the Environment (IMS HSE) is audited annually for compliance with international and national standards in the field of industrial safety, labour and environmental protection (ISO 45001:2018/ GOST R ISO 45001:2020, ISO 14001:2015/ GOST R ISO 14001:2016).

In 2024, the external audit once again confirmed the compliance of Rosneft and 80 Group Companies with the requirements of international standards ISO 45001, ISO 14001, as well as national standards GOST R ISO 45001, GOST R ISO 14001 within the framework of the Company's general certificates. In addition, 31 Group Companies passed independent certification in the field of occupational safety and health protection (ISO 45001/ GOST R ISO 45001), while 33 Group Companies passed independent certification in the field of environmental management (ISO 14001/ GOST R ISO 14001).

The HSE IMS international certification covers more than 100 companies with a staff share of 80% of the total number of Group companies within the corporate management-reporting perimeter.

Corporate HSE standards and requirements apply equally to the activities of contractor organisations.

The Company's contractor management system covers the entire life cycle of the customer-contractor interaction from selection to post-completion evaluation of contractual obligations.

Please see subsection 12.3. for more information.

The Company's HSE activities are managed by the Rosneft Board of Directors which regularly reviews reports on the activities of this area.

Issues related to the assessment of the Company's long-term performance and the contribution to the UN SDGs achievement are within the competence of the Strategy and Sustainable Development Committee of the Board of Directors.

Rosneft establishes coordination and advisory bodies to ensure efficient fulfillment of tasks and operational interaction between structural units on certain issues of joint competence.

The main permanent coordinating body of the Company [in the field of HSE](#) is the Rosneft HSE Committee (hereinafter referred to as the HSE Committee).



A report on the activities of the HSE Committee shall be submitted annually to the Chief Executive Officer of Rosneft as part of the report on the activities of coordinating and advisory bodies for the reporting period.

In 2024, seven meetings of the HSE Committee were held during which decisions were made aimed at developing a Safety Culture in the Company, preventing industrial and road accidents, managing [HSE](#) risk and reducing environmental impact, including:

- conducting an anonymous survey of the Group's Companies employees to determine the actual level of safety culture in the Company and implementing the Plan of main measures for the development of safety culture in 2025-2026;
- holding occupational safety programmes and campaigns aimed at preventing fatal injuries;
- installing systems to additionally protect employees against falls from heights during repair work on tanks;
- continuing activities to improve the [HSE](#) risk management process;
- implementing HSE measures initiated in 2022, namely "Work Control", "Behavioral Safety Audits", "Warning Coupons for Violations of HSE Requirements" and "Lessons Learned from Incidents", "HSE Traineeship" Concepts as tools aimed at improving the safety of the Company's employees and contractors, which have demonstrated their effectiveness;
- obtaining comprehensive environmental permits by the Group's Companies for all operating facilities with a negative environmental impact of Category I;
- establishing safe operation of production facilities of the Group Companies during weekends and non-working holidays.



To ensure effective interaction between structural units of Rosneft's functional and business units in order to improve the level of HSE in the Company, the Company has a Health, Safety and Environment Council (hereinafter referred to as the HSE Council) which is the Company's advisory body in the field of HSE.

The HSESAP Board is chaired by the Vice President, Health, Safety and Environment.

In 2024, the Company allocated more than RUB 65 billion to ensure industrial and labour safety.

3.2. ENVIRONMENTAL POLICY AND COMMITMENTS

To preserve the environment for future generations is an integral part of the Company's corporate culture and business principles, Rosneft aims to achieve leadership in sustainable development and environmental protection as well as minimise environmental impact and improve the environmental friendliness of production.

The long-term goals of the Rosneft-2030 Strategy in the field of environmental protection for the period up to 2035 are:

- reducing the environmental impact by improving the efficiency of waste management processes, land reclamation, wastewater treatment and emission reduction as well as introducing and improving the principles of "circular economy";
- Achieving a net positive impact on ecosystems through the application of conceptual approaches to biodiversity conservation and the implementation of relevant programmes.

Please see subsections 3.1, 4.1, 9.2, 11.1, 13.1 for more information on the Rosneft-2030 Strategy.

The Rosneft's Environmental Development Framework approved by the Rosneft HSE Committee and considered at the meeting of the Strategy and Sustainable Development Board Committee in 2020 is in place, which describes the main approaches and principles of environmental goals realization.



2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

In 2024, in order to achieve the established strategic environmental goals in the field of environmental protection, the Company continued implementing the measures stipulated by the Programme for Enhancing Environmental Efficiency until 2025, the Programme for Elimination of Environmental "Historical Legacy", target programmes for certain environmental areas, the Programme for Pipeline Reliability Improvement and other policy papers. Environmental targets are integrated into the Company's management system and are included in the KPIs of managers at all levels, including Group companies.

In 2024, the Company's "green" investments reached almost RUB 74 billion.

They include investments in:

- increasing the beneficial use of associated petroleum gas (APG);
- improving the reliability of pipelines;
- managing water resources efficiently;
- implementing energy- and resource-saving measures within the framework of the Energy Saving Programme.



The Company improved a number of key environmental indicators in relation to the previous reporting period:

- **the mass of oily waste from the volume of legacy oily waste was reduced by 11%;**
- **9% reduction in the area of legacy contaminated land of “historical heritage”;**
- **the elimination of environmental legacy effects was fully completed at Samotlorneftegaz and the Saratov Refinery.**

Rosneft is a leader in the RAEX rating which assesses the quality of waste management among domestic corporations.

As part of the Environmental “Historical Heritage” Remediation Programme, which aims to completely eliminate contaminated land and oily waste generated as a result of the activities of former owners prior to the integration of assets into the Company's perimeter, more than 280 hectares of “historical heritage” land were remediated, of which more than 45 hectares in 2024.

The Company pays **special attention to the development of its gas business**, including the improvement of the production technological efficiency, effective gas monetisation, including the formation of a long-term portfolio of supply contracts, as well as the programme for the development of natural gas vehicle (NGV) fuel in the Russian Federation. The use of compressed natural gas (CNG) as a motor fuel allows consumers to improve the efficiency of vehicle operation by reducing the cost of transportation and significantly reduce the environmental impact of road transport.

In 2024, the Company continued producing marine fuels with improved environmental characteristics.

Please see subsections 7.2, 11.2 for more information.

3.3. RISK AND INCIDENT MANAGEMENT

Rosneft strives to create and maintain an accident-free working environment and ensure the safety of its employees and contractors.

2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

HSE risk management in the Company is carried out at four main levels: corporate level, level of business blocks and functional blocks, the level of enterprises and individual structural divisions of enterprises.

To manage HSESAP risks, the Company applies adequate and sufficient impact measures to all identified risks:

- appropriate to the level of assessed risk;
- provided with the necessary resources determined based on prioritisation;
- approved at the appropriate level of corporate governance.





The objective of HSE risk management is to implement and maintain adequate and sufficient management measures for all identified hazards so that they are appropriate to the level of risk assessed, adequately resourced through prioritisation and approved by the Company at the appropriate management level.

The application of a risk-based approach to HSE risk management involves assessment, analysis and management, taking into account global and industry experience. It also allows forecasting possible potential events and applying proactive measures to prevent them.

The HSE risk management process is a toolkit that helps managers at various levels, from the Company's top management to line managers, to make the best and most effective integrated decisions on occupational safety issues.

Please see subsection 12.3 for more information.

3.4. ROAD SAFETY

In 2024, the Company continued implementing corporate road safety measures that consider the main goals and objectives of the Road Safety Strategy in the Russian Federation for 2018-2024 improving road safety and aiming at zero deaths in road accidents by 2030, including:

- reduction of injuries and severity of consequences of road traffic accidents;
- compliance with HSE legislation;
- continuous improvement of road safety indicators;
- no accidents due to vehicle malfunction and the health status of drivers;
- use of risk-based approach in the process of road safety management.



To reduce road safety risks and avert road accidents, preventive measures were adopted in 2024, including:

- identifying hazardous places on the routes of vehicles on field and temporary winter roads, site and factory roads and installation of warning alarms, road signs and cameras to record violations;
- checking the placement of road information and directional signs, road safety information flags warning drivers before dangerous sections, as well as identifying milestones on snow-covered and dangerous sections and priority signs;
- carrying out work to prevent accidents, including those involving vehicle rollovers, and to improve road safety in the Group's companies; conducting training sessions for drivers on practical actions in case of emergency and hazardous situations;
- conducting training drivers in practical emergency response;
- conducting defensive driving training;
- equipping vehicles with on-board monitoring systems and video recorders;
- interaction with local authorities and traffic police to ensure preventive measures at general purpose roads in municipalities for minimising the number of accidents and reduce the severity of their consequences.

The Company's current Regulations "System for management of safe vehicle operation" applies to the performance of all activities in the interests of the Company using the transport of contractors and subcontractors. It also establishes requirements for the qualification of drivers, vehicles and medical support in the process of work involving vehicles.

The Company pays increased attention to equipping vehicles with devices to objectively monitor drivers and their compliance with established routes via on-board vehicle monitoring systems and video recorders.

In order to automate the process of vehicle operation, the Company continues developing the Unified Corporate Telematic System to control the Company's vehicles, which allows the Company to ensure:

- control of safe operation of vehicles;
- control of driving style;
- formation of proposals based on the results of analyzing the information system data on vehicle routes optimisation and setting speed limits on dangerous road sections.

In order to maintain the safe operation of vehicles at a proper level, the Company regularly conducts control and preventive measures to raise awareness of employees about the importance of compliance with traffic rules.

The Company uses indicators, including RTAF and VARR, to comparatively assess the effectiveness of transportation safety.



3.5. DEVELOPING FAVOURABLE SOCIAL ENVIRONMENT

Adhering to the principles of high social responsibility, the Company pays special attention to health protection, promotion of a healthy lifestyle, improvement of housing conditions for employees and their families, as well as financial support for pensioners. In addition, the Company contributes to the improvement of the social environment in the regions of presence.

2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

To preserve and promote employees' health and their professional longevity is Rosneft's key vector for the growth of the Company's labour potential.



For this purpose, the Company continuously implements measures in the following areas:

- **insurance programmes:** more than 300,000 employees are insured under voluntary medical insurance and voluntary accident insurance contracts. In order to ensure the possibility of receiving consultative medical care at all remote industrial sites of the Company and in hard-to-reach regions, all voluntary medical insurance contracts include the Telemedicine option which allows employees to receive full-fledged consultations from qualified doctors of various specialties in 24/7 mode;
- **corporate medical check-ups:** in 2024, over 40,000 employees of the Group's entities and over 3,200 employees of the Company's management staff underwent medical check-ups aimed at early detection of cardiovascular and oncological diseases;
- **health resort and rehabilitation treatment:** in 2024, more than 76,300 employees of the Group's entities, their family members and pensioners received health resort and rehabilitation treatment at the Company's health resort facilities and various third-party health resort and recuperation organisations in the Russian Federation and the Republic of Cuba;
- **provision of emergency and planned medical care,** including at remote and hard-to-reach production facilities of the Company. This encompasses the functioning of a network of modern industrial health posts, implementation of a practice-oriented approach and continuous improvement of professional competencies of medical personnel through regular participation of medical personnel in training and medical exercises to train practical skills;
- **introduction and application of digital technologies at health posts,** including the development of a corporate "doctor-doctor" telemedicine network which will unite 94 health posts of 17 Group companies with the largest regional telemedicine centers based at leading federal clinics in 2024;
- **disease prevention and the development of a healthy lifestyle culture,** including the vaccination of employees against infectious diseases, the implementation of anti-vaccine measures. , The Group's companies are also launching campaigns to promote healthy lifestyles, including screening and functional tests, webinars and lectures on the prevention of cardiovascular, infectious and endocrine diseases, avoidance of bad habits etc.

A comprehensive housing programme comprising a corporate mortgage and the provision of employees with office and rented housing has been implemented in the Company for more than 19 years.



In 2024, 856 employees participated in the corporate mortgage programme and improved their housing conditions.

The housing issue of non-resident specialists is also solved through the use of the Company's corporate housing stock which includes about 1,000 properties located in the regions of presence.



The corporate pension programme is an essential part of the HR and social policy. The goal is to improve social protection of employees at retirement.

In 2024, corporate pensions were granted to 68,900 pensioners.

The Veterans Social Support Project is implemented for the employees of Rosneft and the Group's Subsidiaries who retired before the start of the non-state pension programme. 13,600 veterans receive monthly pensions under the Veterans project, with annual indexation by 5% in 2024.



Support for professional and amateur sports

"Rosneft has owned the CSKA hockey club since 2011. During this time, the club has won five Russian championship titles and three Gagarin Cups.

In 2024, the CSKA Hockey School updated its record by winning the Moscow All-School Championship for the seventh consecutive time.

The Company acts as the General Sponsor of the LADA Sport ROSNEFT racing team, which emerged as the winner of the Russian Ring Racing Cup in the "Super Production" class, confirming the title of the best team on completion of the 2024 season. In addition, the team became the winner of the Silk Way Rally which was held for 11 days over rugged terrain in Russia and Mongolia, as well as the Russian Rally-Raid Cup stage, Baja Archeda, which took place in May 2024 in the Volgograd region.

Throughout the year, the racing team pilots took part in Company's events such as car raffles and quizzes at the Rosneft pavilion at the Russia exhibition, awarded participants of corporate competitions and organised workshops for children.

In 2024, the Rosneft film about the LADA Sport ROSNEFT racing team and the Russian circuit racing won the TEFI-Capital All-Russian Television Award. In the Heart of the Race film collected a statuette in the Digital Project category.

Since 2016, Rosneft has been sponsoring the Arsenal professional soccer club based in Tula. Owing to the Company's support, the club's infrastructure is being developed and the club's academy is successfully operating.

Rosneft is the general sponsor of the International Sambo Federation. In 2024, it supported a number of international competitions, including the European Sambo Championship (Novi Sad, Serbia), the Asian and Oceania Sambo Championship (Macau, China), the Sambo World Cup (Cholpon-Ata, Kyrgyzstan); the Beach Sambo World Championship (Casablanca, Morocco), the Youth Sambo World Championship (Larnaca, Cyprus) and the Sambo World Championship (Astana, Kazakhstan).

Rosneft continuously contributes to the implementation of various programmes to support sports activities and promote healthy lifestyles in the regions of presence.

The Company supported the I Winter International "Children of Primorye" Sports Games acting as an official partner of the competitions. More than a thousand young athletes from Russia, Belarus, China, DPRK and Uzbekistan took part in the Games. Tournaments in eight sport such as alpine skiing, cross-country skiing, curling, snowboarding, figure skating, ice hockey and fijital hockey and short track were held in the cities of the Primorsky Territory.

Rosneft was the title partner of the First International Sports Games "Children of Primorye" which started in Vladivostok and gathered more than a thousand athletes from Russia, Belarus, China, DPRK, India and Uzbekistan who won a total of 383 medals. Students competed on the sports grounds of the Far Eastern Federal University campus on Russky Island in 12 sports, including badminton, basketball, boxing, beach volleyball, athletics, tennis, table tennis, swimming, indoor rowing, fijital basketball, mini-football and chess.

In September 2024, Bashneft acted as an official partner of one of the major sporting events in Bashkortostan, namely the X Ufa International Marathon.

Orenburgneft supported a half marathon in Buzuluk, the Orenburg Region.

The Company supported the 31st Troitsk Ski Marathon in Troitskoe Village on Sakhalin.

By the end of 2024, the number of the Company's staff members participating in the sports and recreation movement and regularly engaged in sports increased by 14% to almost 128,000 people. Over 92,000 employees took part in competitions in various sports, which is 55% higher than in 2023. About 19,500 family members of the Company's employees participated in corporate competitions or healthy lifestyle challenges.



In 2024, more than 65,000 Rosneft employees regularly participated in training sessions organised by the Company in more than 20 sports, including ice hockey, cross-country skiing, biathlon, cross-fit, mini-football, volleyball, shooting, table tennis, lawn tennis, kettlebell lifting, athletics and many others.

For the second year in a row, Rosneft has been holding GTO (Ready for Labour and Defence) competitions which are attracting more and more employees of the Company. In 2024, about 800 of them representing 71 subsidiaries and the Company's central management office took part in the competition in Moscow.

In October, Rosneft organised regional competitions for the first time to enable the staff members to pass GTO physical training standard. 180 amateur athletes from 17 subsidiaries of the Company located in 6 regions of Company operations from the Tyumen Region, the Khanty-Mansi Autonomous Area – Yugra, the Yamal-Nenets Autonomous Area, the Republic of Sakha (Yakutia), the Udmurt Republic to the Irkutsk Region participated in the competitions held in Tyumen.



In 2024, subsidiaries of the Companies organised over 1,800 sports and recreation events attended by almost 70,000 employees.

In 2024, under the "Energy of Life" programme the following Company-wide projects were organized:

→ **XII Rosneft Winter Sports Games.**

A record number of participants competed for victory in the corporate tournament – more than 650 athletes from 39 teams competed for medals in four sports – hockey, skiing and biathlon, as well as in a new discipline – curling.

→ **XIX Rosneft Summer Sports Games.**

Competitions were held in 12 disciplines, including: mini-football, basketball, table tennis, volleyball, chess, kettlebell lifting, track and field relay and races for men and women, billiards, shot put, tug of war and bullet shooting. In 2024, more than 2,800 employees from 74 subsidiaries of the Company competed in nine cities of the country.

→ **"Energy of Life" track-and-field races.**

In October 2024, the regular annual "Energy of Life" general corporate races were held. About 1,200 Company employees and their relatives took to the start line in Moscow, Samara and Tyumen. Participants competed in three adult (2.5 km, 5 km and 10 km) distances and a children's (500 meters) one.

Rosneft annually organises "Rosneft Ski Track" ski races for the employees and their family members, in which more than 2,800 people participate.

→ **Inter-corporate competitions.**

The Company's teams regularly win awards in various inter-corporate competitions.



For example, the Rosneft Triathlon team successfully performed at the Ironstar Sirius Sochi 2024 triathlon competition.

More than 170 Company employees took part in the Moscow Marathon, the most popular race in Russia. The corporate relay team took 5th place out of 129 teams which included professional athletes and the Olympic Games participants. In the autumn, the Rosneft team took second place in the Russian Rapid Chess Championship among corporate teams.

Please see subsection 1.2. for more information.

3.6. INNOVATION ACTIVITIES

Compliant with Presidential Decree No. 632 dated December 30, 2019, Rosneft is acting as a technological partner of the Federal Science and Technology Programme for the Development of Genetic Technology in 2019–2030 (hereinafter referred to as FNTF, the Programme) aimed at accelerating the development of genetic technologies in the country. Pursuant to the Decree, on March 16, 2020, Rosneft and the Russian government signed a cooperation agreement (hereinafter referred to as the Agreement) providing for the Company's participation in the FNTF implementation.

As part of the FNTF, Russia's largest and most productive world-class Biotechnological Campus Full Genome Sequencing Center (hereinafter referred to as the Center) was established at the end of 2022. The Center's laboratory is equipped with a fleet of high-performance sequencers for DNA sequencing using "short" and "long" reads. The Center deploys a high-performance computing cluster possessing a new supercomputer and a unique hyperscale storage system for genomic data with all information security measures in place.

2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

In 2024, the Center continued the large-scale 100,000+Me research project which aims to create Russia's database of human genome-wide data. The main objective of the project is to decode and systematise the genomes of Russian residents in order to identify a hereditary predisposition to severe diseases. The Center has implemented a plan to collect biomaterials, with the total number of samples taken having exceeded 100,000 units. Of these, more than 80,000 have already been decrypted and added to the project database. The complete processing of the collected genomes will have been completed by the end of the year.

At the current stage of research, scientists have already identified the genetic causes of diseases in more than 10,000 patients. Bioinformatic analysis has revealed thousands of unique genetic variants associated with 500 different rare (orphan) diseases.



In addition, based on the analysis of more than 50,000 genomes of the initiative's volunteers, a so-called "genomic landscape" has been generated which includes reference data on the genetic diversity of the Russian population. These data will become the starting point for further work, on which scientists will be able to rely to identify new patterns in human DNA.

In cooperation with scientific and medical partners, the Center has already achieved clinically significant results in bioinformatic processing of whole genome sequencing data that constitute the created database. In particular, as part of the Center's collaboration with one of its key medical partners, Dmitry Rogachev National Research Center of Pediatric Hematology, Oncology and Immunology, in order to accelerate the development of high-tech gene editing methods in Russia, in accordance with the instructions of the President of the Russian Federation, the Company established a joint Laboratory for cellular engineering at the end of 2024. The Laboratory's activities will focus on the development and improvement of methods for creating gene therapy drugs.

In the field of rare species and biodiversity conservation in the Company's region of operation, the study of genetic information of animals, including rare and extinct ones, was continued. As part of the Company's biological project, measures are being developed to maintain biodiversity and increase the population of rare and endangered species. Moreover, research on extinct species is underway.

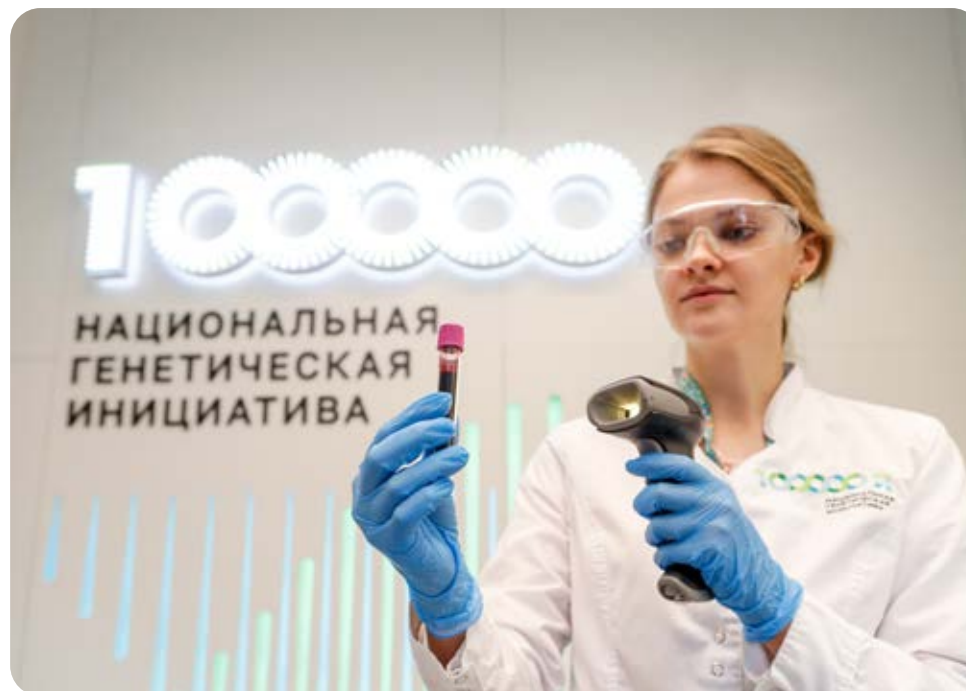
One of the priority tasks under the FNTF activities is to give human resources an interdisciplinary education at a world-class level.

With the support of Rosneft, Lomonosov Moscow State University's Department of Biology has been implementing a master's programme "Genomics and Human Health" since 2020. Concurrently, aided by the Company, a new master's programme Algorithmic Biology has been in progress at the Moscow Institute of Physics and Technology (MIPT) starting from September 2023. Each programme recruits 10 students per year, with the duration of the programmes being until 2030.

The goal of Lomonosov Moscow State University programme is to train highly qualified specialists in the field of genetic technologies with fundamental knowledge of genomics. They should be capable of setting and solving tasks related to the study of structure, genetic variability and functioning of genomes, the interpretation of population and individual variability of genomes and individual genes, the application of new genomic and information technologies in research developments and medical and genetic practice. Involved in teaching are specialists from the Faculty of Biology and the Faculty of Bioengineering and Bioinformatics of Lomonosov Moscow State University as well as employees of PJSC Rosneft Oil Company and the Center for Genome-wide Sequencing, LLC Biotek Campus.

The objectives of the MIPT Master's programme are to train specialists in the field of bioinformatics and big data analysis to solve problems related to the processing and analysis of genomic data, their interpretation and use for population and medical purposes, including skills in the development of bioinformatic databases and their statistical analysis.

In the course of training, master students of both programmes acquire methods of high-performance sequencing on various modern platforms, as well as methods of genomic data analysis and their use for medical purposes. Students' practical training and the accomplishment of final qualification works are organised at the sites of Rosneft's partner organisations. Master students perform practical tasks in laboratories, which enables them to acquire skills in working with high-tech equipment.



2025

AFFORDABLE AND CLEAN ENERGY



The Company ensures access to energy and reliable supply of energy resources to consumers and improves energy efficiency in all areas of its operations and environmental performance of its products.



* Russian national projects: environmental well-being, energy, economy, data economy, transportation, manufacture and automation



ROSNEFT



7.1. IMPROVING THE COMPANY ENERGY EFFICIENCY IN ALL OPERATING SEGMENTS

PJSC Rosneft Oil Rosneft is one of the largest consumers of fuel and energy resources (FER) in the Russian Federation. In 2024, the total energy consumption amounted to 18.9 million toe.

The sustainable use of fuel and energy resources and implementation of energy-saving technologies are based on the principles and approaches of the **Energy management system expounded** in the [Company's energy efficiency and energy saving Policy](#).

Since 2013, **Energy Efficiency Commission** has been functioning in the Company ensuring implementation of advanced methods and approaches to energy efficiency management and development of **Energy Management System in accordance with the requirements of the international standard ISO 50001**.



2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

Currently, 44 Group subsidiaries, which account for 97% of the Company's total energy consumption in 2024, are certified under the ISO 50001 Energy Management System international standard.

The key element of the Energy Management System is Rosneft's Energy Saving Programme developed for a five-year period and updated annually. Due to the implementation of the Programme in 2024, the actual savings of fuel and energy resources amounted to 363,000 toe.

The saving of fuel and energy resources through the implementation of the [Energy Saving Programme](#) is on management's list of key performance indicators (KPIs).

In 2024, the total cost of the Energy Saving Programme implementation amounted to RUB 2 billion. In accordance with the updated Energy Saving Programme for 2025–2029, the anticipated fuel and energy resources savings over five years will amount to 2.61 million toe. By 2030, the implementation of the Programme will reduce CO₂ emissions by 4.7 million tons of CO₂-eq.

Please see subsection 13.4. for more information.

7.2. WORKING ON IMPROVED ECOLOGICAL PERFORMANCE WHILE USING THE COMPANY'S PRODUCTS

To minimize environmental footprint and take climate action, the Company consistently implements measures aimed at improving environmental performance of its retail business, including the development of gas filling infrastructure in the Russian Federation and the expansion of charging infrastructure for electric vehicles at the Company's retail stations.

An environmentally responsible company, Rosneft is constantly improving the development and production of high-tech types of petroleum products with enhanced environmental characteristics.

An environmentally responsible company, Rosneft constantly enhances and expands the development and production of advanced types of petroleum products with improved environmental characteristics. It continues selling fuels with improved environmental and performance characteristics such as Pulsar branded fuel, Euro-6 gasoline and AI-100 gasoline and plans to increase production of RMLS 40, environmentally friendly residual marine fuel.



The use of Euro-6 makes it possible to reduce emissions from the exhaust system of a vehicle, including:

- up to 24% of total hydrocarbon emissions;
- up to 27% emissions on non-methane hydrocarbons;
- up to 64% particulate emissions.



The Euro-6 gasoline:

- contains less sulfur, which helps to prolong the service life of the exhaust gas neutralization system;
- retains its composition unchanged and does not oxidize for a long time, which has a positive effect on the engine operation;
- contains less benzene and aromatic hydrocarbons, and, consequently, lower exhaust gas toxicity;
- contains less olefin hydrocarbons, which means that fewer deposits accumulate on the internal parts of the engine;
- contains fewer impurities that have a negative impact on the operation of the engine.

2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

In 2024, the Company produced a significant volume of highly eco-friendly fuels at its refineries such as high-octane AI-100 gasoline and AI-95-K5 Euro 6 gasoline.

At present, a number of the Company's refineries are producing environmentally friendly low-sulfur marine fuels that meet the requirements of the International Maritime Organization (IMO), namely FCM-A, FCM-1, DMF-I, DMF-III, RMLS, introduced on January 1, 2020. Bunkering using such fuels helps to minimize the environmental footprint of transport.

The Company sells the Euro-6 fuel with improved operational and environmental characteristics at 761 retail sites in 11 regions of its retail operations, including the Republic of Bashkortostan, the Krasnodar Territory, the Republic of Adygea, the Nizhny Novgorod, Tula, Kaluga, Ryazan, Vladimir, Chelyabinsk and Moscow Regions and Moscow.

Pulsar branded fuel

As of the end of 2024, Pulsar branded fuel was offered at 1 273 sites of Rosneft's retail network in 31 regions of Russia.

The unique technology of Rosneft branded Pulsar fuel is based on an effective formula of detergent components which ensures sustainable engine tuning by keeping the fuel system clean during long-term operation. Thus, the process of creating fuel-air mixture is optimised, and its combustion is ensured at the most efficient level possible. As a result, the fuel system's efficiency, stability and reliable operation are improved.

Pulsar branded fuels are produced at the Company's own tank farms using high-tech equipment in line with unified quality requirements for branded fuels in all regions of operation using domestic multifunctional additives.

Pulsar diesel fuel is sold at 89 gas stations in the Moscow region. It is planned to expand the Pulsar 95 branded gasoline supply in four regions at gas stations in the Krasnoyarsk Territory, the Republic of Khakassia, Novosibirsk and the Altai Territory as well as on the M-4 federal highway in the southern regions, including the Krasnodar and Stavropol Territories, the Rostov, Voronezh and Tver Regions and St. Petersburg.

Development of electric vehicles charging infrastructure

Rosneft continues implementing the programme aimed at developing electric vehicle charging stations (hereinafter referred to as EVCS) at the Company's retail sites in agreement with demand forecasts and electric vehicle market development.

The development of electric vehicles charging stations is conducted in partnership with Russia's largest electric power companies. In 2024, the Company extended a number of cooperation agreements providing for development of the electric vehicles charging infrastructure.



2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

By the end of 2024, 82 fast EVCSs were installed at the Company's retail sites. EVCSs operate in 12 regions, including Moscow, St. Petersburg, the Moscow, Leningrad, Lipetsk, Voronezh, Tver, Kemerovo and Tula Regions, the Republic of Buryatia, the Krasnodar and the Zabaykalsky Territories.

The Company continues expanding the sales of environmentally friendly and cost-effective NGV fuel. At the year-end of 2024, the Company's gas filling infrastructure consisted of 35 facilities, namely 12 automotive gas filling compressor stations and 23 compressed natural gas (hereinafter referred to as CNG) sales sites at gas stations.

Securing the share of gas in the Company's hydrocarbon production mix at $\geq 25\%$ contributes to the promotion of sustainable and environmentally friendly consumption.

The Company has been working on increasing the effective use of associated petroleum gas (APG) as part of the Gas Investment Programme implementation.

In 2024, the Company commissioned nine new facilities, including facilities for gas reinjection, power generation, gas treatment and utilisation and gas transmission infrastructure, as part of implementation of measures under the Company's Gas investment programme aimed at increasing the effective use of APG. The Programme covers all regions of operation.



The Company applies an integrated approach to greenfield development, which provides for the necessary activities directed at achieving the required APG utilisation rate by a specific deadline. These activities become part of the design technological documents preparation process.

In 2013–2024, Rosneft's capital expenditure on APG utilisation projects exceeded RUB 303 billion.

7.3. ENSURING AFFORDABLE, RELIABLE ENERGY SUPPLIES TO CONSUMERS, INCLUDING THE EMERGING MARKETS

A prominent participant in the global energy market, the Company acknowledges its role and responsibility for ensuring timely, reliable energy supplies to consumers, equally affordable and at competitive prices.

The Company has established a diversified energy supply system accessible to consumers from countries with different levels of economic development, meeting all current energy security requirements and offering a wide range of cooperation options, including tender sales and long-term contracts.



Despite unfriendly countries' attempts to increase sanctions pressure on the energy industry, the Company has been successfully developing cooperation with key foreign partners. Further strengthening of partnerships with companies from Asia and other regions of the world will contribute to the growing global role of the Northern Sea Route (hereinafter referred to as the NSR) as a key transport corridor.

Please see subsection 2.1. for more information.

7.4. INNOVATION ACTIVITIES

Leadership in innovation and R&D is an important growth driver for the Company.

Rosneft's innovation activities focus on development and application of new technologies, products and approaches to business process management.

The Company has adopted and regularly updates the **Innovative Development Programme**, the goal of which is to make Rosneft one of the world's technological leaders in the energy industry. Innovative R&D activities are an important factor of the Company's development.

Priority innovative activity areas include:

- development of new technologies, equipment and materials to improve energy efficiency of production processes and develop new types of reserves, including the development and introduction of proprietary tools for geological and hydrodynamic modeling of fields and the interpretation of well-logging and well testing studies;
- development of new products, improving the Company's product mix;
- process-focused and other innovations aimed at improvement of operational safety and business-streams efficiency;
- introduction of smart production processes and development of dedicated software.

Under the Innovative Development Programme, the Company developed and successfully tested environmentally improved technologies for production of an oxide hydrogenation catalyst and environmentally clean K5 grade diesel fuel on a commercial scale. While working on the innovative project, only proprietary packages of catalysts ranked by catalytic activity were used, located in the protective and main catalytic layers of the process unit.

2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

In terms of optimizing refinery operations by **expanding production of domestic catalysts** in 2024, it can be noted that domestic catalysts will continue to be used at the Company's refining facilities:

- commercial batches of in-house produced diesel hydrotreating catalyst were used at diesel hydrotreating units at the Novoil, Achinsk Refinery and Ufaneftekhim;
- commercial batches of in-house produced hydrodeparaffinisation catalyst were used at hydrotreating units at the Saratov refineries;
- commercial batch of in-house produced reforming catalyst was used at the Ufa refinery's catalytic reforming unit.



In 2024, the implementation of the project continued, and the introduction of graphical self-service cash registers (hereinafter referred to as GSCR) at gas filling stations (hereinafter referred to as GFS) was launched. The new cash desks automate the process of paying for fuel and related products and help make purchases without a cashier.

In 2025, the total number of GSCRs installed at the Company's GFSs will be around 1,700 units. The functionality of GSCR in terms of marketing campaigns will be further expanded. A mixed payment system, including the use of loyalty points, and a pilot project of a GSCR designed to be used outdoors are also underway.

In 2024, the circulation of the "Retail Trade Management" (1C:ERP) information system (IS) in the NGO Group Company was completed. The total number of stations operating under the control of this IP has reached 2,832. The implementation of the IS allowed the Company to support the creation of a three-level management and control environment, reduce the time required to complete accounting processes, use unified software solutions for automating GFSs, the Company's regional central administrative offices as well as provide unified support for the GFS network.

Please see subsections 3.6, 6.3, 13.5, 14.3. for more information.



Rosneft: contributing to implementation of the UN Sustainable Development Goals

DECENT WORK AND ECONOMIC GROWTH



The Company provides support to employees' families and creates a favourable social environment, contributes to sustainable development of the national economy, improves operational efficiency, promotes productivity growth, provides a safe working environment, inclusive of suppliers and contractors, and establishes a sustainable procurement system throughout the entire value chain.



* Russian national projects: infrastructure, economy, data economy, automotive industry, family, transport, youth and children



ROSNEFT



8.1. CONTRIBUTING TO SUSTAINABLE DEVELOPMENT AND DIVERSIFICATION OF THE NATIONAL ECONOMY

The Rosneft–2030 Strategy incorporates strategic guidelines, goals and targets that contribute to sustainable development of the national economy, the energy industry, related industries and the regions of Company operations. It also makes a considerable contribution to the implementation of the national priorities of the Russian Federation. By switching to long-term contracts with consumers, suppliers and contractors, Rosneft promotes technical upgrade of specific Russian industries, the creation of new production facilities, high-performance jobs and value-added products as well as a system of anchor orders.

The Company is included on the list of systemic organisations of the Russian economy in terms of the fuel and energy industry. The geography of the Company's retail business is extensive. As of the end of 2024, it includes GFSs



and oil depots in 61 regions of Russia, which makes it possible to meet the energy needs of consumers throughout the territory of the Russian Federation.

Rosneft is developing the Vostok Oil project, the largest project in the global oil and gas industry. The project covers **60** licence blocks in the north of the Krasnoyarsk region and in the Yamal-Nenets Autonomous Area. The resource base amounts to **7 billion tons** of premium low-sulfur oil.

The oil-loading terminal at the new Bukhta Sever seaport will provide transshipment of oil from Vostok Oil fields for further shipment by tanker fleet along the NSR.

Acting in the interests of ensuring the technological and industrial sovereignty of the Russian Federation, the Company has been developing a modern shipbuilding project for the industry in the Far East.



With the aim of developing the NSR and enhancing the efficiency of continental shelf development in line with Decree No. 524 of the President of the Russian Federation dated 21.07.2014 "On the Development of Shipbuilding in the Far East", the Company has been implementing the Programme for the establishment of a shipbuilding cluster in the Far East based on Zvezda Shipyard.

Zvezda Shipyard is the most advanced shipyard in Russia which specialises in construction of all types of offshore production platforms, icebreakers and large-capacity civil ships, which serve as the backbone of the Russian Arctic fleet. As the project operator, Rosneft is providing pilot loading with a portfolio of 28 vessels. In total, Zvezda's order portfolio contains **about 60 civil vessels with enhanced environmental performance**, including liquefied natural gas (LNG) icebreakers. An industrial cluster for ship hardware production is being established around Zvezda Shipyard, taking into account the task ensure import substitution and increase the level of localisation.

The shipyard's capabilities allow the application of the most efficient method of construction, that is large-block construction, which is nowadays employed by the world's leading shipyards where ships are assembled from blocks weighing **up to 3,500 tones**.



The shipyard has already completed the key process tasks, the main facilities have been commissioned and are in operation, including the hull production block, paint booths, block assembly shop, an open heavy fitting-out building berth with a fleet of unique cranes and **the most advanced and efficient pipe-processing shop in Russia**. The main facility of the second stage of construction has been put into operation. The unique dry dock is the largest in Russia and one of the largest in the world in terms of total parameters, with a length of 491 m, a width of 114 m and a depth of 14 m.

Upon the completion of all facilities construction, the equipment capabilities of Zvezda shipyard will enable it to process **330,000 tons of metal per year**. Zvezda shipyard is a leading employer in the region. Currently, the company already employs **about 11,000 employees of the shipyard and contractor organizations**.



8.2. HEALTH PROTECTION, ENSURING SAFE WORKING CONDITIONS. PROMOTING LABOUR SAFETY OF SUPPLIERS AND CONTRACTORS

Please see subsection 3.5. for more information.

8.3. CREATION OF FAVOURABLE SOCIAL ENVIRONMENT

Please see subsection 3.5. for more information.

8.4. FAMILY AND CHILDHOOD SUPPORT

The Company provides social protection for employees and their families, job retention and guaranteed integration into the labour community for employees upon their return from maternity leave.

In the Group subsidiaries, the period of temporary incapacity to work due to pregnancy and childbirth is paid on the basis of average earnings. The Company also provides payments to employees in connection with the birth of a child/death of a close relative, including additional days of paid vacation.

Rosneft offers assistance for construction of social and health care children's facilities in the regions of operation.

Rosneft implements major social and infrastructure projects in the field of education and helps its partners to develop their facilities and infrastructure. The Company annually provides funding to equip educational institutions with PCs, interactive and laboratory equipment, as well as renovate classrooms and laboratories.

For example, with the support of Samotlorneftegaz, a new kindergarten for 320 children was built in Nizhnevartovsk. The construction was conducted under a cooperation agreement between the Company and the Government of the Khanty-Mansi Autonomous Area – Yugra.

The aim of the project is to support the education sector in the region, which corresponds to the objectives and national development goals set by the President of Russia in his Message to the Federal Assembly. Rosneft implements social projects in the regions of presence so as to develop educational institutions and initiatives to educate the younger generation.

Kindergarten No. 68 "Chamomile" has been built in a three-storey building with an area of 7,500 m² to comfortably accommodate 16 groups of pupils aged from 3 months to 7 years. Children have every opportunity for a comprehensive development and the improvement of their health. The kindergarten has two swimming pools, gyms, a computer lab, classrooms for music lessons, visual and animation studios.

The new kindergarten is the third educational institution built in Nizhnevartovsk with the support of Rosneft. Thus, as part of the Agreement between the Company and the Government of the Khanty-Mansi Autonomous Area – Yugra, the largest school in Nizhnevartovsk with 1,725 places has been opened, and the first EcoQuant youth environmental club in the district created. The rollerdrome has been reconstructed for youth sports, and a range of other projects of importance for young residents of the city have been implemented.



8.5. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

The Company supports freedom of association, acknowledges the integrity of the employees' right to conclude [collective agreements](#) and the right of every employee to collective representation of their interests, including trade unions. These norms are stipulated in [Rosneft's Code of Business and Corporate Ethics](#).

Around 70% of the Company's employees are covered by collective employment agreements.

2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

All-Russian Industrial Association of Oil and Gas Industry Employers

At the end of 2024, 145 Companies of the Group interacted with the All-Russian industrial association of employers of the oil and gas industry.



Further information about the All-Russian Industrial Association of Oil and Gas Industry Employers can be found on the official website: www.orngp.ru.

On August 6, 2024, the Sectoral Commission for the Regulation of Social and Labour Relations concluded the results of the annual competition for the title of "Leader of the Oil, Gas, petrochemical Industry in the social Partnership system" held with the support of the Ministry of Energy of the Russian Federation.

According to the results of the Competition, 28 subsidiaries of the Company became winners. High results were due to the consistent implementation of a set of measures aimed at caring for employees, their families and stagers.

Rosneft adheres to the principles of high social responsibility and pays special attention to creating a favorable social environment at enterprises and in the regions of Company operation. The Company provides employees with additional social protection, promotes their professional growth and contributes to the socio-economic development of the regions.

Between March 1 and August 1, 2024, a competition for the title of "Leader" was organised in accordance with the instructions of the President of the Russian Federation Vladimir Putin.

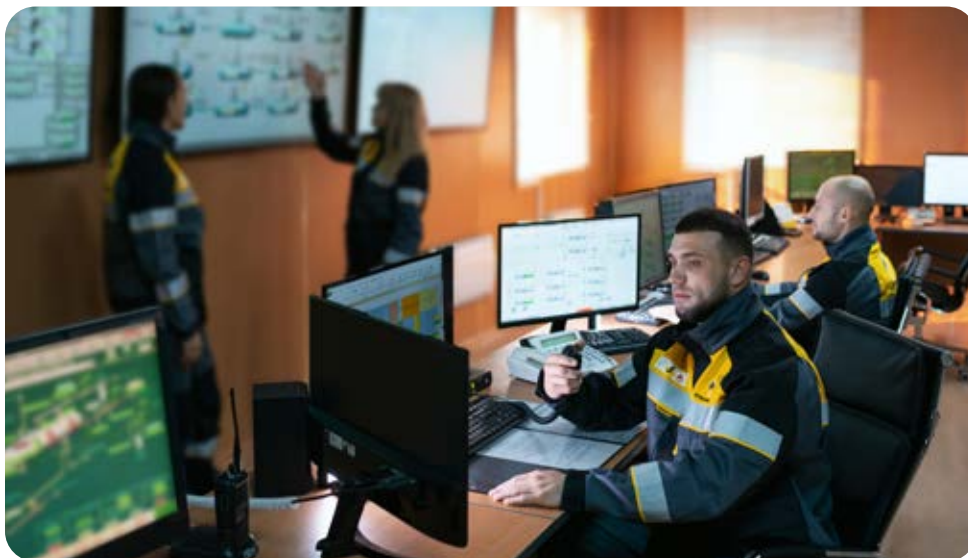
Industry agreement of oil and gas complex enterprises

In 2024, 108 Companies of the Group continued participating in the Industry Agreement on Organisations of the oil and gas industries and the construction of facilities of the oil and gas complex of the Russian Federation for 2023-2025. All obligations assumed by subsidiaries are entirely fulfilled.

8.6. PRODUCTIVITY GROWTH AND EFFICIENCY IMPROVEMENT

The Company is focused on incremental operational efficiency, productivity growth and value creation.

The Company has elaborated on and is implementing a set of measures aimed at improving labour productivity, including measures to increase profitability. Labour productivity indicators are part of management KPIs. The set of measures, the aim of which is to enhance labour productivity, is integrated into the business planning process and Rosneft's the Long-Term Development Programme. Its performance results are annually confirmed by an external auditor and reviewed by the Company's Board of Directors.



Indicators of the set goals achievement in labour productivity are incorporated into the management KPIs at all levels.



At year-end 2024, the Company met its labour productivity target.

Within the framework of the corporate "The Best Mentor" competition, five distance learning events were held for the winners and prize-winners of the "The Best Mentor 2023" competition, the total number of participants equalled 500 people.

A step-by-step "The Best Mentor 2024" corporate competition was organised:

- the first stage took place at the level of the Group's Societies, with 10,761 mentors participating;
- the second stage represented the correspondence formation of ratings of the best mentors and the ratings of the Group's Companies based on the effectiveness of the mentoring system, with 716 mentors and 100 Companies of the Group in 6 business streams participating;
- the third stage was organised as an in-person conference of the best 55 mentors-winners of the second stage in Moscow.

8.7. EDUCATION AS A MEANS OF INTEGRATING YOUNG PEOPLE INTO THE ENERGY SECTOR

The corporate Rosneft-classes project is implemented in 20 regions of the Russian Federation. The total number students **exceeds 2.7 thousand people** from 56 schools in 47 residential areas.

The project's efficiency is evidenced by the employment of Rosneft Classes graduates with specialised education at the Company's facilities. Since 2012, more than 1,330 graduates of specialised classes have joined the teams of 87 Companies of the Company's Group.

The corporate system of "School – Higher school – Enterprise" continuous education is a key element of the personnel policy.

The share of workers in Rosneft's personnel structure is over 50%, and the demand for workers is constantly growing. To ensure a continuous inflow of young workers, the Company fosters cooperation with professional educational organisations such as academies, technical schools and colleges and participates in modernisation of the secondary vocational education (hereinafter referred to as SVE) system in the Russian Federation.

In 2024, a total of 65 SVEs from 20 regions partnered with 77 subsidiaries of the Company under long-term cooperation agreements. Over the reporting period, 4,600 students of core professions and specialties underwent practical training at the Company's facilities, and 1,522 SVE graduates were employed within the Company's perimeter.

The main governmental area of modernisation of the SVE system is the Federal project "Professionalitet", implemented with the support of the President and the Russian Government in close cooperation between educational organizations and businesses.

In 2024, Rosneft's subsidiaries in the Primorsky and Krasnoyarsk Territories became industrial partners of the educational and production clusters of the Federal project "Professionalitet" aimed at developing human resources and forming a talent pool of external young qualified workers to meet the needs of fuel and energy complex enterprises.

With the assistance of the Regional Government in Krasnoyarsk, PJSC Rosneft Oil Company is implementing a unique project, namely the construction of a Corporate Training Center with a practical training ground.

It will become the largest oil and gas competence development center in Eastern Siberia and will not only secure qualified personnel for the Company's projects, but it will also form an industry-specific regional labour market and attract residents of the region to high-performance jobs in the real sector of the economy.



The project is planned to be implemented in three stages:

- practical training ground consisting of 19 sites for professional theoretical and practical training, which allows for the development of skills in basic and auxiliary production (drilling, well repair, extraction, preparation and transportation of oil and gas, energy) and all types of industrial safety;
- an administrative and educational cluster with the necessary infrastructure for systematic continuing education such as a high-tech school, college, training center, dormitory, multifunctional sports and recreation complex with swimming pools, gyms, a medical center with a laboratory, etc.;
- an office building for 9,300 people with the accommodation of the Group's Companies located in Krasnoyarsk.

In 2024, the development of design documentation for the practical training site was completed, a positive expert opinion received, a construction permit issued and preparatory work completed. In March 2025, construction of the practical training ground buildings began. The concept of an administrative training cluster is under development.

In 2024, cooperation with 82 Russian and foreign universities, 32 of which are Rosneft's partner universities, was fostered based on cooperation agreements. Such agreements with universities allow the Company to actively deepen cooperation in the field of personnel training and advanced training, research and innovation activities, improve the scientific and educational infrastructure of universities to train highly qualified specialists to meet the current needs of the business.

Please see section 4.2. for more information



8.8. ESTABLISHING SUSTAINABLE PROCUREMENT SYSTEM ALONG THE ENTIRE VALUE CHAIN

Rosneft has been one of the largest consumers of goods, operations and services among Russian companies over the past few years. The Company's continuous development requires involvement of a huge number of products, application of advanced technologies as well as engagement of best contractors and suppliers.

The Company expects its suppliers and contractors to adhere to the principles stipulated by international regulations and [public corporate documents related to human rights](#) aimed at observing human rights, health and safety, environmental protection, ensuring security, prevention of corruption, fraud and conflict of interest, statutory compliance with the legislation and promotion of economic and social development.



When choosing suppliers and contractors, the Company is guided by the following key principles:

- competitiveness
- relevance
- efficiency
- non-discrimination

Of particular importance is the supplier/ contractor's relevant experience, material and production stocks, labor and financial resources. At that, the Company is focused on building long-term integral relations with suppliers and contractors, which imply fulfillment of obligations under work and service agreements, equipment supply, and ensuring a high level of local content. Compliance with the above requirements in combination with a competitive commercial offer allows a supplier to qualify for new contracts.

An important criterion for choosing suppliers and contractors is the contractor's compliance with the values and standards established by the Company in the field of occupational health and safety.

2024**PROGRESS TOWARDS THE GOALS ACHIEVEMENT**

In 2024, the Company continued fulfilling the adopted Roadmap for implementation of approaches to observing human rights in its interaction with suppliers of goods, works and services.

To ensure compliance with the principles of fundamental international human rights documents, the Company adopted a Declaration of human rights observance when interacting with suppliers of goods, works and services.

The Declaration is posted on the Company's official website, and the requirement to comply with all the principles, set forth in the Declaration, is incorporated into tender documentation.

The Company expects its suppliers and contractors to pay special attention to protecting health, maintaining the right to a favourable environment, creating comfortable and safe working conditions for their employees in accordance with the Company's applicable occupational safety requirements, and in accordance with the requirements regulated by the Constitution of the Russian Federation, the Labor Code of the Russian Federation, sanitary and epidemiological rules and regulations and/or other legal documents of the jurisdictions/regions where they operate, as well as rules of international law.

Expansion of competition and access of market participants to procurement are ensured by organizing all competitive procurement procedures in electronic form on the electronic trading platform of JSC TEK-Torg (in the Rosneft section).





8.9. IMPROVING THE COMPANY ENERGY EFFICIENCY IN ALL OPERATING SEGMENTS

Please see section 7.1. for more information.

8.10. CREATING DECENT LIVING AND WORKING CONDITIONS IN REMOTE REGIONS

2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

In the reporting year, Rosneft continued to enhance the efficiency of comprehensive household services in order to improve the quality of living conditions for employees of the Group Companies and contractors at the Company's oilfields.

In 2024, social welfare services were provided in more than 300 rotational camps, 518 stand-alone administrative and accommodation complexes and buildings, 66 stand-alone dormitories and mobile housing units.

The Company has developed and communicated to the Group's Companies a unified concept for the renovation of social facilities in shift settlements, within the framework of which the following procedures were performed:

- modernisation of stores in shift settlements has been carried out according to the concept of a comfortable supermarket with the possibility of self-service. To ensure the full satisfaction of shift workers who stay for a long time (up to two months) in the harsh conditions of the Far North, the stores offer an expanded range of food and essential goods. Self-service cash desks are also installed in the stores, with the help of which a customer can independently pay for the purchase, which allows to reduce the time to purchase goods and avoid queues. In addition to creating comfortable conditions in stores, areas with coffee and vending machines are organised;
- for a comfortable stay in the catering facilities, dining halls, canteens and cafeterias have been refurbished in the same style. At the same time, the canteens are equipped with a modern distribution line and technological equipment for cooking, including donuts, hot dogs, and pancakes. The introduction of intelligent video analytics and robotic service, Smart Checkout, is actively continuing. This innovation makes it possible to reduce queues at food points, increase the flow of workers during the time interval allotted for meals, and optimise the contractor's staff. The applied technologies and recognition methods make it possible to accurately determine the food rations on the customer's tray in 1 second with an accuracy of more than 98% and can work with various dishes and products.

A number of Group Subsidiaries have established a system for rapid assessment of the quality of catering services (smile terminals) in order to receive prompt feedback from customers to catering facilities.

Information kiosks with specialised software are located in the common areas of dormitories of shift settlements of the Group's Societies, allowing to obtain a set of information necessary for residents: a general scheme of the facility with routes through the zones and premises of the complex, rules of accommodation and access to innovative and leisure services of the village, the current menu of the canteen, the opening hours of leisure facilities (saunas, swimming pools, cinemas, gyms, etc.), online flight boards, etc.

Measures have been implemented to improve housing conditions, renovation of the housing stock has been carried out with the modernisation of engineering systems, administrative buildings, hairdressers, laundries, recreation areas; gyms have been completed with modern equipment.



At the same time, in order to ensure the comfort of employees' stay at the facility, the premises of shift housing complexes are equipped with an innovative Smart Home system. The use of such an engineering solution allows:

- carrying out online monitoring of electricity consumption for heating and lighting of premises, monitor water consumption in the zones and dormitories of the shift settlement;
- minimising the risks of emergency situations on the engineering systems of the complex;
- increasing the durability of the water supply and lighting systems of the facility due to "smart" sensors and devices for disconnecting key components in case of breakdown and/or non-necessity;
- planning in the best way possible and effectively manage the costs of maintaining the life of shift residential settlements (energy management).



In 2024, the Company continued implementing measures aimed at improving the quality of social and amenity services, including such innovative projects and services as:

- "on-site catering" with the ordering of dishes via the web and mobile applications of the guest;
- using QR codes to receive feedback from the organization's feed-in surveys of satisfaction with the quality of services and services provided;
- training classes with the possibility of training employees in a remote format using the corporate information system for personnel assessment and development. The Company, as well as conducting training courses and briefings using virtual and augmented reality (VR/AR) technology;
- media gyms integrated into a single interactive network with the possibility of conducting fitness classes with an online trainer;
- digitalisation of the processes of operation and maintenance of shift settlements, equipment and engineering systems of buildings (structures);
- provision of medical services to workers living in conditions of long-term autonomy in remote villages through telemedicine services and the possibility of online connection of the largest federal medical institutions.

The following additional activities were successfully implemented at the Company's facilities during the reporting period:

- catering under the "street food" concept ("street food" – sale of hot dogs, sandwiches, doughnuts and other highly-demanded dishes) was organised;
- "Cook & Chill" industrial catering technology (thermal cooking and freezing) was introduced in a number of subsidiaries as a safe alternative to buying food in a canteen, allowing to provide catering services at night, delivery to remote sites without being tied to the working hours of catering and sales outlets;
- new stores, cafeterias were opened, and vending machines with an expanded range of food products were installed on the territory of the oil fields.



With the aim of creating a comfortable working environment/high-performance workspace, Rosneft has developed a **standard approach to arranging and ensuring a comfortable, up-to-date, safe environment for employees at the Company's production facilities and fields**, with monitoring the quality of production and amenity services, and a capability for statistical data analysis by different criteria and reporting.

As part of the implementation of the Smart Settlement concept approved by Rosneft, the main focus is on building a modern, safe and comfortable environment using the best international practices in the field of innovation and digitalisation of service delivery with a view of finding effective solutions in the interests of Rosneft, as well as their further development and operation.

Concurrently, the introduction of innovative and digital technologies will help to achieve savings of critical resources, and improve the services efficiency with an increase in their quality.



The objective of the Smart Camp concept is to work out a standard set of services for providing and managing the quality of social and welfare services, as well as to implement at the Company's facilities a unified innovative quality management system for social and household services based on digital technologies and combining various functional modules and user groups in areas such as security, resource and service management, healthy lifestyle involvement, human capital management and development, mobility, and a single situational management center, village digital portal, interactive panels, intelligent assistants, "smart" sensors and devices.

In order to protect the results of intellectual activity with the ability to dispose of the exclusive right, PJSC NK Rosneft has secured state registration and received a patent for an invention, the Smart Camp Management System. This invention relates to automated control systems, namely, infrastructure and service management systems that support an integrated environment for human work, learning and living, and is currently being used for automated management of "smart villages" with increased requirements for reliability, safety and efficiency of the Vostok Oil project.

Concurrently, Rosneft successfully completed the state registration of the trademark (service mark) in 2024 PJSC NK Rosneft "SMART CAMP". Patents for trademarks (service marks) were obtained:



**SMART
CAMP**

Temporary living quarters for the Vostok Oil project workers

Temporary living quarters were built for comfortable and safe accommodation of Vostok Oil employees waiting for rotation. The basis of the living quarters lies in an innovative concept of a single space made up of modules connected with each other by insulated passages. This is essential for living in the Far North, where the temperature can drop below -50°C and negatively affect the regularity of air service.

The company annually supports projects to improve the living conditions of citizens.

2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

In 2024, two residential houses were built in the village of Karaul, landscaped in relation to the conditions of the Far North, with subsequent gratuitous transfer to the administration of the Taimyr Dolgano-Nenetsky municipal district.

Intelligent systems of a Smart camp

To ensure the highest standards, the Company developed a new approach in organizing employee accommodation services. Unlike traditional mobile housing units, the concept of the new camps involves creation of a hotel complex, where state-of-the-art digital solutions are implemented to organise the everyday life of the employees.

When implementing Smart camp solutions, principles that ensure comfortable living, safety and health of employees were embedded.

The use of more than 20 cutting-edge digital technologies has increased economic efficiency by optimising the number of personnel, automating routine tasks and the need to provide comfort services 24 hours a day.

Smart camp intelligent systems and services include:

→ Innovative systems that ensure security:

- recognition of vehicle registration plates and vehicle categories;
- robotic access pass issuance system based on self-service terminals;
- FaceID facial recognition technology;

→ Telecom and IT services of the Smart camp:

- wireless network of the latest world standard Wi-Fi 6;
- mobile network from primary and backup telecom operators;
- cellular telephone communications and access to the corporate data network;
- videoconferencing of work groups;
- access to TV broadcasting via satellite communication systems;
- basic on-site user IT services (e-mail, network printing, access to file resources, etc.);



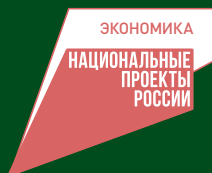
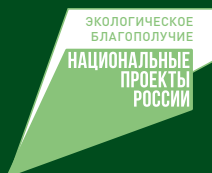
→ Corporate transport monitoring and management system;

→ Smart camp comfort services:

- information kiosk;
- room stock management;
- video-analytics of traffic and movement at the site;
- smart home and energy supply;
- mobile app for guests;
- remote and VR-training, VR-briefings;
- medical room and telemedicine service with remote pre-trip and post-trip examinations of drivers;
- evaluation and quality control of services provided using Web and QR technologies, feedback;
- dining room meal management, menu on information panels;
- smart cash register;
- unified dispatching service;
- technical maintenance of life support system;
- health service and media gym;
- weather station media server and digital library;
- media server and digital library.

Please see subsections 1.1, 1.2, 2.2, 10.4. for more information.

CLIMATE ACTION



Rosneft strengthens its position as a reliable producer and supplier of energy resources while minimising its impact on climate and environment as well as applying viable means of carbon offsets.



* Russian national projects: environmental well-being, economy, data economy and unmanned aviation.



ROSNEFT



13.1. RISKS AND OPPORTUNITIES RELATED TO CLIMATE CHANGE

Rosneft identifies and assesses climate-related risks and opportunities inherent in its business as well as the activities of its suppliers and contractors.

Responsible approach to management and agility of the Company's business model ensure high adaptability to possible changes in the energy landscape and include:

- implementing refinery development projects, increasing output of products with improved environmental performance;
- reducing greenhouse gas emissions, including methane and increasing energy efficiency;
- developing, producing and stepping up sales of new types products that ensure high fuel efficiency;
- developing new environment-conscious business segments.

Rosneft develops various scenarios of global energy evolution. The Company's strategic planning and engagement in consideration of industry documents takes into account risks and opportunities for Rosneft and the energy sector of the Russian Federation, as well as for the global oil and gas industry, associated with climate change and transition to the low-carbon energy. The Company undertakes measures to control greenhouse gas emissions aimed at reducing the carbon footprint at its main production facilities.

In December 2024, with regard to changes in market conditions, the Board of Directors approved the updating of certain indicators and initiatives of the strategy with an increased focus on leadership and efficiency.

The updated strategy also takes into account the national priorities identified by the President of the Russian Federation in his Message to the Federal Assembly and the Decree on the national Development Goals of the Russian Federation for the period up to 2030 and for the future up to 2036 in terms of economic indicators, the development of science and technological sovereignty, transport infrastructure, social initiatives and the environment.

The Rosneft–2030 Strategy implementation contributes to achieving the goals of The Strategy of socio-economic development of the Russian Federation with a low level of greenhouse gas emissions until 2050, the Paris Agreement on climate and the 17 Sustainable Development Goals of the United Nations.

In terms of climate action, the Rosneft-2030 Strategy sets medium- and long-term targets for reducing greenhouse gas emissions⁴:

The Company aims to achieve carbon neutrality by 2050 for its Scope 1 and Scope 2 emissions.

- A 25% reduction in Scope 1 and 2 emissions by 2035 as compared to 2020
- Reduction of methane intensity to below 0.2%
- Achievement of zero routine APG flaring in line with the World Bank's Zero Routine Flaring by 2030 initiative
- Advancement of the Company's technological capabilities, with a focus on carbon capture and storage innovations, alongside offsetting greenhouse gas emissions through the use of natural absorption potential.

To ensure successful Strategy implementation targets are aligned with management KPIs and remuneration system.

The Rosneft–2030 Strategy provides for reducing the carbon footprint while further improving the Company's operating and financial efficiency that is compliant with Rosneft's strategic vision, that is to continue being a reliable producer of the energy resources along with minimising the impact on climate and environment.

Please see subsections 3.1, 3.2, 4.1, 9.2, 11.1 for more information on the Rosneft–2030 Strategy.

⁴ Greenhouse gas emissions reduction targets are set as compared to the 2020 baseline and cover 100% of direct emissions (Scope 1) and 100% indirect emissions (Scope 2) in the Company's reporting perimeter (coincides with the perimeter of the consolidated financial statements of IFRS, unless noted otherwise).

2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

In 2024, GHG emissions from the Company's operations totaled 80.1 million tons of CO₂ – eq., including 65.8 million tons of CO₂ – eq. of direct emissions (Scope 1) and 14.3 million tons of CO₂ – eq. of indirect emissions (Scope 2) associated with procurement of electricity and energy⁵. The reliability of the Company's greenhouse gas emissions data for 2024 was verified by an independent party – TsATR-audit services LLC (B1 group of Companies) in accordance with the International Standard for Assurance Engagements 3410, "Assurance Engagements in relation to Reporting greenhouse Gas Emissions."

In the context of **Russia's accession to the Paris Agreement**, Rosneft actively cooperates with all stakeholders in the field of mitigation and adaptation to climate change.

Reducing greenhouse gas emissions is one of the priorities of Rosneft's activities. The company shares and actively supports national and international goals in this area. Particular attention is paid to reducing methane emissions, as its specific impact on global warming exceeds the impact of carbon dioxide.

In 2024, the implementation and scaling of a comprehensive programme to detect and eliminate unorganised sources of hydrocarbon emissions (including methane) using unmanned aerial vehicles (UAVs) and portable ground survey devices continued. The objectives of the Programme also include maintaining the integrity of the infrastructure and increasing the level of industrial safety in the Company. Surveys under the Program are performed using advanced innovative optical gas imaging technology, which makes it possible to identify unorganised emissions of hydrocarbon gas mixtures that are invisible using existing and traditional methods of monitoring infrastructure integrity.



Currently, in addition to the Companies of the Exploration and Production Group, the Programme also includes five Companies of the Petrochemistry and Oil Refining Group.

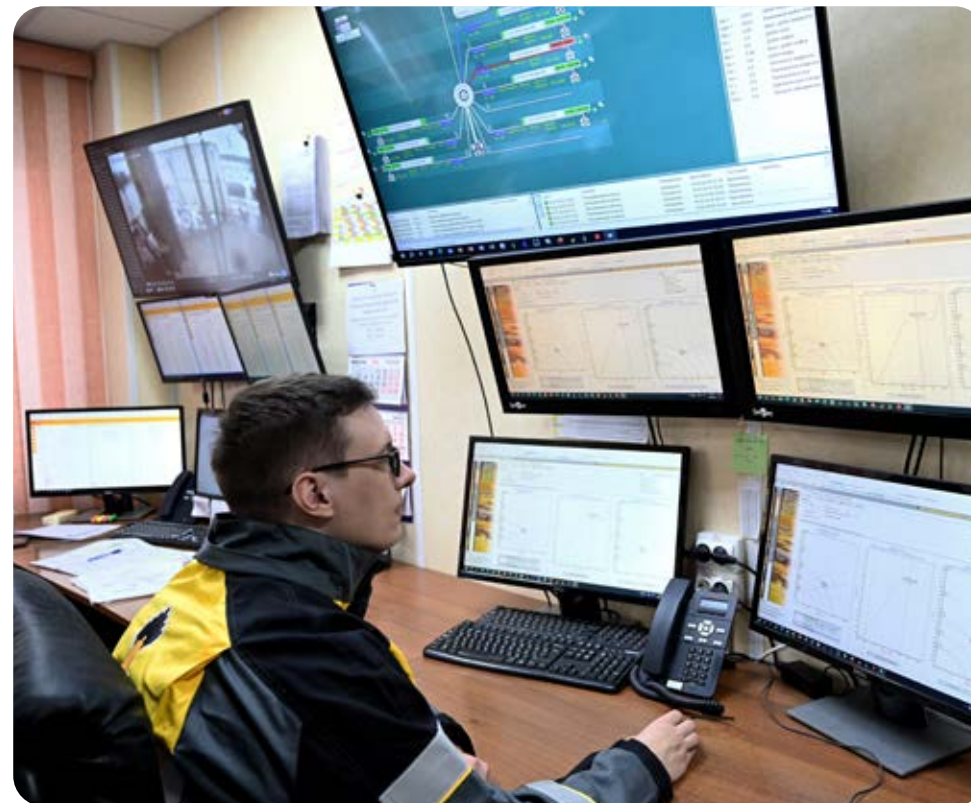
In order to assess the potential of extending the Programme to the entire production and distribution chain and adapting approaches at commercial, logistics and regional sales facilities, successful testing was carried out in 2024 to detect sources of unorganized hydrocarbon emissions.

In 2024, the activities of the program to detect and eliminate unorganized sources of hydrocarbon emissions (including methane) were carried out in 26 producing companies of the Group. More than 800 facilities were surveyed at the production sites of the enterprises using ground-based monitoring tools. In addition, monitoring was carried out using unmanned aerial vehicles in 13 Companies of the Group, in total more than 3,000 km of pipelines were examined.

⁵ Categories of emission sources, recordable greenhouse gases and emission factors are aligned with Order No. 371 of the Ministry of Natural Resources and Environment On Approving the Methodology for Quantitative Measurement of Greenhouse Gas Emissions and Capture dated 27 May 2022.

Rosneft will continue improving its carbon reporting system in accordance with Russian legislation, the recommendations of the Bank of Russia, and accepted international approaches, including taking into account IFRS Standards on Disclosure of Information in the field of sustainable development S1 and S2. Climate change issues and related risks and opportunities are effectively integrated into the corporate governance system, including the Board of Directors' Strategy and Sustainable Development Committee.

In order to prevent emergencies related to the deformation of footings and foundations, Rosneft systematically implements a geotechnical monitoring process⁶ at its facilities. Special attention is paid to buildings and structures in difficult engineering and geological conditions, including in the permafrost zone, which are the most potentially dangerous for the stability of buildings and structures. Centralised management of the development and implementation of geotechnical monitoring at the Company's facilities makes it possible to effectively implement geotechnical monitoring at the lowest cost.



In order to raise awareness of the Company's employees on carbon management issues, the Company has been conducting additional training within the framework of the corporate course of the same name since 2020. Due to the use of distance learning, almost 60,000 people, including shift workers, completed the Carbon Management course in 2024.

⁶ Geotechnical monitoring is a system of comprehensive monitoring, forecasting and management of the condition of foundations and foundations in order to ensure mechanical safety during the construction and operation of structures as well as timely prevention and reduction of the likelihood of accidents associated with deformation of foundations and foundations.





In 2024, Rosneft confirmed its **leading position in the field of sustainable development:**

- The company was included in the Moscow Stock Exchange Index – RAEX "ESG balanced", consisting of 15 shares of issuers with the highest ESG-ranking values from the largest agency in the field of non-credit ratings, RAEX-Analytics;
- RAEX assigned Rosneft a very high ESG rating of AA, while the rating of the management component received the highest rating of AAA. In the RAEX ESG ranking of Russian companies at the end of 2024, Rosneft became the best among all Russian oil companies;
- Rosneft topped the rating of the largest Russian non-credit waste management rating agency RAEX among 160 Russian companies;
- Rosneft has entered the first quartile in the ESG transparency ranking of the Expert RA credit rating agency (the ranking is based on an analysis of public information on the sustainable development activities of 124 Russian companies in four main blocks: environment, society, quality of management and standards of non-financial reporting);
- The company has been assigned the highest level I in the ESG index of Russian business out of 117 companies compiled by RBC analysts and the NKR rating agency, which indicates compliance with best practices in the field of environmental, social and managerial responsibility;
- Rosneft has been awarded the highest level (A+) of "Leader of Corporate ESG Practice" in the ESG rating of Sustainable corporate governance compiled by the Da-Strategy Corporate Development Agency.
- In 2024, Rosneft became one of the leaders of the Russian ESG stock indexes for the ninth time in a row, including the Moscow Stock Exchange-RSPP "Responsibility and Openness" index.

In 2024, Rosneft joined the group of companies with high social and ecological ratings indicators (top-3) as assessed by ISS, the largest international provider of services in the field of sustainable development and responsible investment.

13.2. IMPROVING THE COMPANY ENERGY EFFICIENCY IN ALL OPERATING SEGMENTS

Please see subsection 7.1 for more information.

13.3. TAKING ACTION CONDUCTIVE TO IMPROVED ENERGY EFFICIENCY WHEN USING COMPANY PRODUCTS

Please see subsection 7.2. for more information.

13.4. LOW-CARBON DEVELOPMENT INITIATIVES

The Rosneft–2030 Strategy provides for reduction of the Company’s carbon footprint with further improvements in operational and financial efficiency.

Rosneft is strengthening its position as a reliable producer and supplier of energy resources while minimizing its impact on climate and environment.

Please see subsection 13.1. for more information.

Rosneft is uniquely positioned to achieve the set goals due to its leadership in maintaining sustainably low operating costs; “economies of scale” when implementing low-carbon and renewable initiatives; a significant amount of prospective gas resources; large-scale potential for developing natural carbon sink projects and carbon capture, utilisation and storage projects (hereinafter referred to as CCUS).

Please see subsection 11.1. for more information.



The Company's low-carbon development initiatives include:

- energy saving and energy efficiency improvement;

Please see subsection 7.1. for more information.

In 2024, successful implementation of the corporate Energy Saving Programme enabled reduction of absolute greenhouse gas emissions in the amount of 1 million tons of CO₂-eq.

Please see subsections 7.1, 7.2. for more information.

- beneficial use of associated petroleum gas (APG) and reduction of methane emissions;

Tyumenneftegaz has achieved a reduction in methane emissions by 1,600 tons of CH₄ by stopping the release of Cenomanian gas through a spark plug and determining the volume of Cenomanian gas burned at flare plants using flowmeters during the degassing of Cenomanian water at reservoir pressure maintenance facilities.

Work has been carried out to determine the feasibility and accessibility for the Company of advanced Russian and world-class solutions for use at production facilities. Based on the results of the work carried out, the organisation of pilot works using stationary monitoring systems was initiated.

Please see subsections 7.2, 13.1. for more information.



- ensuring that gas accounts for ≥25% of the Company's hydrocarbon production as the lowest-carbon and cleanest fossil fuel;
- development of pilot projects on carbon dioxide capture and underground storage (hereinafter referred to as CCS), including to increase oil recovery, which provide for capturing carbon dioxide and its further reinjection into deep-seated strata;

In 2024, Rosneft and the Innopraktika National Intellectual Development Foundation at Lomonosov Moscow State University created maps of geological objects in Russia that are potentially suitable for environmentally stable CO₂ storage.

- evaluating projects for production of new "clean" products, including blue hydrogen, ammonia and other sustainable fuels.

To achieve the goals set out in The Rosneft–2030 Strategy, the Company intends to apply **emission-offsetting mechanisms in particular by increasing CO₂ uptake in the forestry sector** along with the use of greenhouse gas emission reduction technologies.



Rosneft considers forest-climatic projects as one of the levers for achieving operational carbon neutrality in the long term. Together with the Government of the Krasnoyarsk Territory, the Company is implementing a comprehensive forest and climate project aimed at unlocking the climate-regulating potential of the region's forests and promoting sustainable development. Additionally, the Company is studying the absorbing abilities of other ecosystems, including within the framework of grant support from universities.

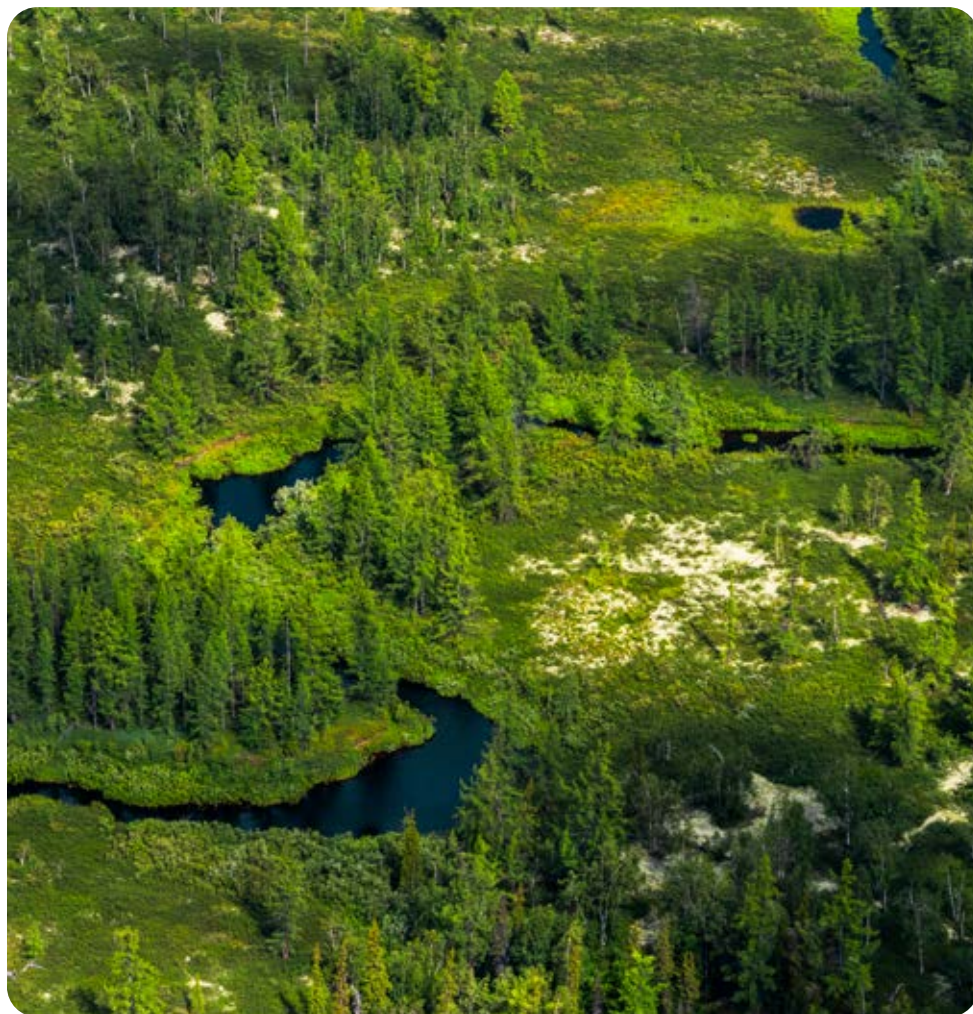


2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

Rosneft shares and adheres to the principles of responsible business conduct of the UN Global Compact in its activities, including environmental protection.

Please see subsections 7.1, 7.2. for more information.



Rosneft traditionally pays particular attention to conservation and restoration of natural resources. In 2024, the Company and Group subsidiaries planted almost 11 million young trees of various species.



13.5. INNOVATIVE ACTIVITIES

The Company implements innovative projects aimed at developing technical solutions for the use of renewable energy sources to supply electricity to oil and gas producing facilities as well as technologies and equipment for treatment and use of natural gas and APG, including for electricity generation. A few patents have been received to that effect.

The development of technological potential in new segments is one of the key elements of the Company's innovation activities.

Specialists from Rosneft's scientific institutes in St. Petersburg and Krasnoyarsk conducted successful pilot tests of the technology for producing lithium carbonate from hydromineral raw materials produced at the Yurubcheno-Tokhomskoye and Kuyumbinskoye fields. Lithium carbonate is the main raw material for the production of lithium hydroxide used for manufacturing of lithium batteries, in the steel industry, the pharmaceutical industry, in the glass and ceramic industries. The tests carried out will allow Rosneft to establish the production of lithium carbonate directly in the processes of oil and gas production.

Please see subsection 7.4. for more information.

2025

PARTNERSHIPS FOR THE GOALS

ЭКОНОМИКА

НАЦИОНАЛЬНЫЕ
ПРОЕКТЫ
РОССИИ

КАДРЫ

НАЦИОНАЛЬНЫЕ
ПРОЕКТЫ
РОССИИ

Through the implementation of its own projects and initiatives, the Company actively contributes to the sustainable development of the energy sector to ensure, among other things, promotion of the UN Sustainable Development Goals agenda.

17 PARTNERSHIPS
FOR THE GOALS



* Russian national projects:
economy and workforce.



ROSNEFT



17.1. PARTICIPATION IN GLOBAL INITIATIVES

The Company shares the principles of the Social Charter of Russian Business and supports the Anti-Corruption Charter of Russian Business.

Rosneft also shares the general principles and values of the [Universal Declaration of Human Rights](#), Declaration of the International Labour Organization on fundamental principles and rights at work, supports initiatives aimed at sustainable development, higher transparency, combatting corruption, respecting the fundamental human rights, closing the inequality gap, and protecting the environment.

Please see subsections 10.6, 13.1. for more information.

17.2. PARTICIPATING IN SUSTAINABLE DEVELOPMENT OF THE ENERGY SECTOR

The Company acknowledges the importance of [sustainable development](#) of the global energy sector and responsible behavior of key producers, including sufficient investment volumes to replenish the resource base, timely and efficient development of reserves and ensuring reliable supplies to consumers in developed and developing countries. Given the current challenges, it is unacceptable to create obstacles for producers to participate in the global oil and gas market and to create barriers to investment in effective energy projects.

Rosneft has been taking part in establishing a dialogue focused on sustainable development of the energy sector, including

- changing the regulatory environment, developing fiscal initiatives aiming at improving efficiency of development of the resource base, oil refining and petrochemical industry;
- building up integrated supply chains, developing new technological solutions;

- expanding partnerships with industry members, as well as cooperation in the field of HSE;
- the Company took part in the round table "Clean earth: soils – the basis of ecological systems in Russia" organised by the All-Russian ecological platform "Clean Future", where it shared a whole range of methods and technologies developed by the Company's ecologists to restore biological productivity of soils in the conditions of northern latitudes. Among them are winter reclamation technology, the use of specialised equipment for work in highly marshy areas: amphibious excavators on pontoon-caterpillar chassis, multifunctional snowmobiles of various modifications and small-sized transporters with high maneuverability.
- the Company attended meetings and round tables of the Federation Council Committee on agricultural and food policy and nature management and the Committee on ecology, natural resources and environmental protection of the State Duma of the Russian Federation to discuss issues related to development and implementation of geotechnical monitoring at facilities in the Arctic zone of the Russian Federation.





Since 2013, Rosneft has provided organizational support for holding the Energy panel session as part of the St. Petersburg International Economic Forum.

The Energy panel is a key session of the forum which traditionally brings together leading representatives of the oil and gas industry from around the world for an open exchange of views on topical issues that the international energy community is facing, with due account for transformations that are taking place in the energy sector.



At the SPIEF-2025 Energy Panel, Rosneft's Chief Executive Officer presented a keynote speech entitled "Odyssey Of The Global Economy In Search Of The Golden Fleece". The New Landscape of Global Energy" with a detailed analysis of the situation on the energy market. Special attention in the report was paid to the overdue transformation of the global energy sector. The development of high technologies requires a significant amount of natural resources, including energy resources. Training and use of artificial intelligence on the basis of large data processing centers is a highly energy-intensive process.

The Company continues to enhance international cooperation in the field of education.

At the XXVIII St. Petersburg International Economic Forum, Rosneft concluded a trilateral agreement of cooperation in HR training with Management Development Institute (Gurgaon, Republic of India) and St. Petersburg State University (St. Petersburg State University). The agreement provides for training Rosneft employees on joint programmes of the St. Petersburg State University Graduate School of Management and the Gurgaon Management Development Institute as well as exchanging knowledge and experience in the area of technology development in the oil and gas sector, improving the efficiency of operational management, logistics, artificial intelligence and digitalisation, etc.

In 2024, Rosneft entered into an Agreement with Cuba Petróleo Union (CUPET), Cuba's largest state-owned oil company, on cooperation in education and training. Since 2013, Rosneft and CUPET have been successfully cooperating in the education of Cuban citizens in Russian universities. The new agreement expands cooperation in organising training of CUPET employees in higher education programmes in oil and gas and advanced training. It also provides internships for CUPET employees at Rosneft enterprises.

Within the framework of concluded agreements, cooperation with leading universities of friendly countries, such as China, Qatar, Azerbaijan and Indonesia, is under development.

Together with foreign partners, the Company's employees are trained online and offline in the most relevant and in-demand areas of business.

For more details, see subsections 8.1, 9.2.

17.3. EFFECTIVE PARTNERSHIP WITH GOVERNMENT ORGANIZATIONS, BUSINESSES AND SOCIETY

Rosneft aims for an open constructive dialogue and responsible interaction with governmental organisations, business and society, guided by the norms of applicable legislation and high standards of corporate and business ethics. This expands the Company's opportunities and contributes to the creation of favorable conditions for business development. Key areas of interaction include development and improvement of federal and regional legislation and the regulatory framework for the industry, promotion of key initiatives for sustainable development of the industry and regions.

2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

The Company engages with stakeholders on a systematic basis. In 2024, Rosneft continued to participate in the improvement of regulatory and legal regulation in the environmental sphere; the Company reviewed draft regulatory legal acts and submitted proposals for their improvement. In particular, the work has been carried out on draft regulatory legal acts related to forest legislation, state environmental expertise, air protection, waste management and other issues in the field of environmental protection and mandatory state reporting.

Additionally, see subsections 2.3, 16.3.

Within the framework of small and medium-sized enterprises (SME) The Company cooperates with JSC SME Corporation, including in terms of organising training seminars on the participation of SMEs and self-employed citizens in the procurement of Rosneft and Group companies.

The Company actively promotes participation of SMEs in low-value purchases in the Corporate Online Store Section of JSC TEK-Torg (COS). Participation in procurement in COS provides SMEs with a simplified

registration and application procedure, as well as direct access to low-volume procurement.

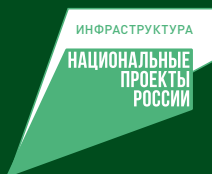
To train new highly qualified personnel and support education in the oil and gas sector, a two-year Master's degree programme is being implemented at the Department of Supply Chain Management in the Oil and Gas Complex of the National University of Oil and Gas "Gubkin University" (established with the support of Rosneft).

In 2024, a two-year Master's in Supply Chain graduation took place. The programme's graduates were 18 masters, eight of whom received a diploma with distinction. Rosneft Procurement Service managers and specialists with extensive experience in procurement, implementation of best practices and international projects, as well as leading industry and international experts took part in the training of master's students. In the autumn of 2024, another class of 28 part-time master's students started.



2025

NO POVERTY



The Company's activities contribute to the stable development of regions, the creation of added value and jobs along the entire value chain, the growth of the population's welfare and the sustainable development of the social sphere.



* Russian national projects: infrastructure, workforce.



ROSNEFT



1.1. CONTRIBUTING TO THE SOCIAL AND ECONOMIC DEVELOPMENT OF THE REGIONS AND BETTER WELL-BEING

“Rosneft is one of the largest publicly traded oil and gas companies in the world in terms of reserves and production as well as a strategic backbone enterprise of the Russian energy industry and the national economy as a whole, accounting for 3.9% of GDP, 3.6% of investments, and making a significant contribution to the country's budget system.

Additionally, see subsections 3.5, 8.1, 8.10.

Rosneft is one of the largest employers in Russia. The average headcount in 2024 amounted to 320,000 people.

1.2. SOCIAL RESPONSIBILITY AND SOCIAL FINANCING

Rosneft, as a socially responsible Company, consistently implements measures contributing to sustainable social and economic development of the regions of Company operations.

Consistent and comprehensive implementation of social and economic programs within the framework of cooperation agreements concluded with regional authorities and individual charitable projects owing to a systematic approach to impact on the social environment, ensures the reduction of social risks, strengthening of social stability and achievement of the main objectives in carrying out charitable activities in traditional areas:

- participation in the integrated socio-economic development of the regions;
- assistance in the realization of state policy in the sphere of education and science;
- development of public health services;
- support for physical training and sports, revitalization of spiritual legacy and cultural heritage, environmental protection, etc.

- support of traditional forms of economic activity of small indigenous minorities of the North.

The Company's support of the social sphere is synchronised with the tasks formulated by the President of the Russian Federation in his Address to the Federal Assembly.

Work is focused on infrastructure development in municipal districts, cities and towns. Streets, roads and territories are being improved, engineering and transportation systems, power and heat supply facilities are being repaired. With the Company's financial support, many projects aimed at construction, reconstruction, major and current repairs, and improvement of the material and technical base of schools, pre-school institutions and orphanages have been implemented.

Rosneft pays special attention to the development of sports, facilitating sports organisations, promoting mass children's sports and constructing sports facilities.

The Company attaches great importance to the encouragement of projects on the revitalisation of historical and cultural heritage sites.



Development and support of the volunteer activities

The Company is successfully implementing the corporate volunteer programme "Platform of Good Deeds". The programme is aimed at involving more employees of the Group's entities in the Company's volunteer movement and serves as a basis for building corporate culture, team spirit, and achieving success through volunteer projects.

In 2024, Rosneft enterprises held over 1,900 volunteer events involving 106,000 employees.

Rosneft enterprises implement the following areas of corporate volunteer projects:

- Social and humanitarian projects: assistance to socially unprotected groups, including the elderly, the disabled, orphans and others;
- Environmental projects: organizing, conducting and participating in nature protection activities, tree planting and many others;
- Other volunteer and corporate activities, including donation, collecting books and, aiding shelters for homeless animals.



Activities to support children

About 31,000 Company volunteers took part in various activities to support children. For example, on Oil and Gas Workers' Day, the Company's employees held campaigns to help schools and kindergartens, helped children from low-income families to get ready for school at the beginning of the school year and organised educational and developmental master classes to familiarise schoolchildren with the oil industry.

More than 23,000 children received various types of assistance. In 2024, Rosneft enterprises held about 460 volunteer corporate events to support children in getting ready for school, to present them with gifts on New Year and Children's Day as well as to provide for trips, excursions, gifts, humanitarian aid, etc.

In different cities of the country, the Company's volunteers provide support to various social service centers for children from large and low-income families, remedial classes of municipal schools as well as and families at risk or in difficult circumstances.

Throughout the year, assistance was provided to over 80 social organisations, in which more than 6,000 children reside.

Company employees not only participate in the collection of gifts and humanitarian aid for children but also personally visit children in family centers and hold events for them.

→ Corporate action "Christmas Tree of Wishes"

More than 50 Group companies organised the "Wish Tree" campaign to collect gifts for children for the New Year.

The campaign resulted in the collection of New Year gifts for 3,500 children from 60 family social centers (children's homes) and children from The Lugansk People's Republic (LNR) and The Donetsk People's Republic (DNR) families. Volunteers from Rosneft's Moscow offices alone prepared presents for more than 600 children.

→ Cooperation with the Movement of the First

Rosneft and Movement of the Firsts implement joint projects and hold events aimed at popularization of oil industry professions among children and young people, education and comprehensive development of students in the field of volunteering and ecology, involvement of children and young people in joint sports events.

In 2024, the Company's entities together with regional branches of the Movement of the First held 208 events and activities for 4,150 children.



Support for veterans

In 2024, Rosneft enterprises carried out about 100 volunteer projects and actions to support veterans of the Great Patriotic War. Assistance was provided to more than 2,000 veterans. More than 1,000 Company volunteers took part in the events.

Employees collected food packages for veterans and humanitarian aid, held "Victory Letter", "Crane of Memory" and other campaigns.

Volunteers of the enterprises routinely put a lot of effort into improving veterans' burial sites and restore memorial plaques on a regular basis.

In 2024, Rosneft enterprises carried out more than 132 volunteer corporate projects and actions to support the elderly and labour veterans, lonely and socially vulnerable people. Targeted aid was provided to about 7,000 elderly people. More than 1,500 volunteers of the Company took part in the events.



Preservation of the multinational culture of the country

The Energy of Talents Corporate Festival annually attracts many participants from among the employees of the Group's Companies and is aimed at realizing creative potential, forming team unity and preserving the multinational culture of our country. The festival is attended not only by employees, but also by their family members, which contributes to the maintenance of family values, moral and cultural education.

In 2024, more than 5,000 people took part in the festival at the level of the Group's Societies, and their performances were seen by more than 13,000 spectators from among the Company's employees, their family members, industry veterans and students of Rosneft classes.

During 2024, the winners and prizewinners of the competition were involved in large-scale creative initiatives of the Company:

- in concerts of the Sretensky Monastery Choir as part of the Songs of Our Parents tour in 6 cities of the Company's presence;
- as part of the cultural programme at the International Exhibition-Forum "Russia" at VDNH in the Rosneft pavilion, more than 70 employees of the Company performed vocal, instrumental and dance performances;
- on tours in 6 cities of the Company's presence with the concert program "Oil as the music of destiny", which was staged by employees of the Company's enterprises.

Donorship

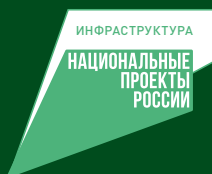
For more than 10 years, the Company has been organising Donor Days. Rosneft employees have a large number of donors. Their blood has repeatedly saved the lives of those in trouble.

During 2024, 135 donor events were held with the participation of almost 9,000 Rosneft volunteers.

Support of environmental initiatives

One of Rosneft's operating principles is careful attitude to natural resources. The Company's employees go out on subbotniks, collect waste paper, used batteries and plastics for recycling, plant thousands of tree seedlings, release fry into rivers, clean the banks of water bodies and springs. During 2024, more than 600 volunteer environmental campaigns and events were organised, involving more than 44,000 Company's volunteers.

ZERO HUNGER



Rosneft ensures equal access to energy resources, which contributes, among other things, to the uninterrupted functioning of transportation and agriculture, supplies remote regions and promotes social and economic development.



* Russian national projects: infrastructure, family and transport.



ROSNEFT



2.1. MEETING THE ENERGY DEMAND

Responsible business conduct is a priority for the Company, including equal access to products of guaranteed quality and at a fair market price.

Rosneft's petroleum product supply enterprises supply fuel of guaranteed quality and fair market price to consumers in the domestic market of the Russian Federation, which is necessary for uninterrupted operation and balanced development of industry, transportation and agriculture, especially during peak periods of demand during sowing and harvesting operations.

Rosneft consistently develops infrastructure to engage with:

- with the population by selling petroleum products and related products through a network of filling stations;
- with the business segment through the network of filling stations and cashless payment service for legal entities using virtual and plastic fuel cards;
- with producers and independent networks through wholesale sales of petroleum products from tank farms.



Due to the active development of the road network in the Russian Federation, 14 new highway complexes are planned to be built in a renewed concept in order to create a comfortable environment for full-fledged recreation while on the road. In addition to a restaurant or a cafe, the filling stations will have separate fuel zones for cars and trucks, rest areas for drivers, playgrounds for children and electric charging stations. The development of a network of highway-format filling stations orientates itself towards key federal highways in central Russia, the new M-11 Neva highway, the Central Ring Road, the M-4 highway in the Voronezh region and the M-12 Vostok highway in the Krasnoyarsk region.

One of Rosneft's activities is petroleum product supply across the Russian Federation. The geography of the Company's retail business is extensive. As of the end of 2024, it includes retail sites and petroleum depots in 61 Russian regions.

Please see subsection 7.3. for more information.



2.2. SUPPLYING REMOTE REGIONS AND PROMOTING INFRASTRUCTURE SHARING

In the course of its operation, the Company-created infrastructure contributes to the improvement of living standards and socio-economic development, which is especially important for remote regions of the country.

The Company's enterprises participate in the supply of petroleum products for the northern importation.

Further development of cooperation with regional producers of related products continues.

In 2024, about 28,000 units of products from the lists of socially important and essential goods were sold at filling stations located in remote areas. The pilot project involved 48 sites in 16 Group Subsidiaries, where the range of groceries, gastronomy and non-food products at affordable prices was expanded. On average, 20-35 commodity items, including canned food, groceries, bakery products, hygiene products and household goods, are sold in a Group Subsidiaries OG NPO in the framework of the Minimarket project.

Rosneft supports local producers in all regions of operation and includes local brand products in the assortment matrix of stores and cafes at filling stations. At least 20% is made up of products from regional producers based on demand-driven sales analysis. This approach allows the Company to create a balanced competitive retail offer to the users of the Company's filling station network.

2.3. SUPPORTING INDIGENOUS PEOPLES OF THE NORTH AND LOCAL COMMUNITIES

Preservation of traditions, culture and spiritual heritage is one of the important aspects of the Company's social policy. Oilfield workers consider it their duty

to take an active part in the life of the indigenous minorities of the North (hereinafter referred to as the IMN) and make it more comfortable for the local population by carefully utilising and replenishing the territory's natural resources. The Company successfully cooperates with the indigenous minorities of the North and provides them with comprehensive support. Due to this cooperation with oil companies, indigenous people are able to maintain their traditional way of life.

Assistance to the indigenous minorities of the North has always been an important part of Rosneft's charitable activities. The Company traditionally allocates funds to support traditional lifestyles and economic activities and improve living conditions of the IMN. The Company improves the infrastructure of settlements, purchases equipment for commercial activities, fuel and lubricants, implements summer recreation programmes, finances participation in exhibitions, contests, competitions, and other cultural and sports events with national themes and provides significant assistance in the participation of indigenous children in various educational (including student tuition fees) and recreational programmes.





2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

In March 2024, the IX professional skills competition among reindeer herders of Ugra for the Cup of the Governor of the region was held in Khanty-Mansiysk with the support of Samotlorneftegaz. The event united more than a thousand people and was attended by 30 ethnic athletes from Beloyarsk, Beryozovsky, Surgut, Nizhnevartovsk and Khanty-Mansiysk districts.

The winners of the contest in the "Absolute Champion" nomination were awarded snowmobiles. The prize fund also included power plants, chainsaws, motor-drills and motor pumps.

In 2024, the International exhibition-fair "Treasures of the North. Masters and Artists of Russia" was held on VDNH premises in Moscow. This event plays an important role in the life of the indigenous peoples of the North, Siberia and the Far East of the Russian Federation, allowing to:

- demonstrate the achievements and products of traditional economic activities (reindeer breeding, hunting, fishing, wild fruits) of the Khanty-Mansi Autonomous Area – Yugra, folk arts and crafted products;

- broadcast the autonomous area's folk craftsmen's work and achievements in the development of ecological (indigenous) tourism as a form of sustainable development of indigenous peoples of the North;
- form and strengthen economic ties of communities and organizations of indigenous peoples of the North with trade and industrial Russian companies and foreign countries;
- promote the products of traditional industries on the Russian market.

There continues the implementation of the IT-stable project in order to provide indigenous minorities living in hard-to-reach territories in a traditional way of life with access to modern information and communication technologies in Yugra.

Internet access allows the indigenous peoples of the North to receive public services on the State Services portal without leaving the territories of their traditional way of life. It enables them to participate in the social and political life of the district, provides access to information resources of scientific, cultural, educational and library institutions and granted an opportunity to remotely communicate with friends and relatives.

As of 2024, the coverage of the project amounted to 3,650 people living in 177 territories of traditional nature management. For this purpose, access points were installed at 88 sites.

Due to the project, digital education has become available to children of the most distant territories of traditional way of life. Nowadays, there are nine campground schools, in which 50 children aged 3 to 7 years old are educated.

In 2024, the 7th ECOARCTICA environmental forum was held in Taymyr by RN-Vankor, an operator of the Vankor cluster field development, and in the Nenets Autonomous Area by RN-Shelf-Arctic LLC.

ECOARCTICA is an open platform for productive dialog with representatives of the authorities, local population and the scientific community on the issues of preserving fragile Arctic ecosystems and supporting the traditional way of life of the indigenous peoples of Taymyr.

Biologists from the Arctic Research and Design Center for Shelf Developments told the forum participants about the implementation of a comprehensive Ecology programme in collaboration with the Russian Ministry of Natural Resources. He also mentioned new areas of Rosneft's biomonitoring in the north of the Krasnoyarsk Territory. Representatives of RN-Shelf-Arctic, a subsidiary of the Company, shared best practices in preserving northern flora contained in the Red List of Threatened Species of the Russian Federation and the Nenets Autonomous Area.

For centuries, the northern regions of Krasnoyarsk Territory have been home to indigenous peoples who preserve their traditional way of life, economic activities and crafts as independent ethnic communities.



Resettlement of indigenous minorities of the North from the emergency housing stock located in the Taimyrsky Dolgano-Nenets Municipal District makes a significant contribution to the social and economic development of the Far North. With the Company's support, modern houses have been built for the Karaul settlement residents.

Preserving the national culture of the indigenous peoples of the North and their traditional way of life is one of the essential areas of Rosneft's social policy. The Company's enterprises implement a number social projects in the regions of operation, develop the infrastructure of northern settlements, aid reindeer herding families and improve the material and technical base of educational institutions and social and medical facilities in the areas of indigenous peoples' original habitation.

Rosneft supports communities in holding ethnic festivals that play an important social and cultural role in the life of indigenous peoples. Thousands of participants of ethnic festivals in different parts of the country get acquainted with the unique culture of northern peoples through the pieces of national art, folklore and sports competitions.

RN-Vankor supports the preservation of national culture and traditions of the indigenous peoples of the Taymyr Peninsula in the Vostok Oil project area. The oilfield workers developed and presented interactive audio speakers with national folklore to local schools and kindergartens. The speakers were made in the form of dolls of five ethnic groups inhabiting the peninsula, namely the Dolgan, the Nenets, the Nganasans, the Evenks and the Enets. Apart from that, with the support of oilfield workers, unique Russian-Dolgan and Russian-Nenets alphabet books with drawings by young residents of the Taymyr illustrating the phenomena of nature, animals and everyday life of the peoples of the North were published. In Taymyr, RN-Vankor oilmen held an ethnographic dictation, an educational event. Everyone could test their knowledge of national chronology, names of dishes and specialties of northern cuisine, ceremonial dances, clothing items and musical instruments of local ethnic groups.



In the Tyumen Region, RN-Uvatneftegaz supports the annual "The Wealth of the Uvat Taiga" Festival of Indigenous Peoples' Culture and the Raven's Day, a national festival of the coming of spring. Festive events and excursions were held on the territory of the "Uvas Mir Khot" ("House of Northern People") ethno-cultural center which was created and is under development with the help of the enterprise. The center hosts year-round Khanty national holidays, cultural events, concerts, interactive excursions, lessons in local history and native language as well as and workshops.

Samotlorneftegaz in the Khanty-Mansi Autonomous Area – Yugra provided assistance in holding the scientific and practical Indigenous Peoples. Environment. Oil. Law conference, a professional skills competition among reindeer breeders for the Yugra Governor's Cup, and the Festival of Ethnic Culture of Indigenous Peoples of Yugra. Representatives of indigenous peoples also had an opportunity to take part in the International "Treasures of the North. Masters and Artists of Russia" exhibition-fair in Moscow.

The Company has created a unique digital education platform called "Camp school-kindergarden". The digital infrastructure is now functioning in six such institutions. Modern technologies have improved the quality of distance learning for nomadic children without disconnecting them from their families living in remote areas.

In 2024, Vostsibneftegaz celebrated the 10th anniversary of the grant programme. During this time, the oilfield workers supported 29 ecological and ethnographic scientific works, including projects to study the population of wild reindeer which serves as the basis of the ecosystem and management of indigenous peoples, Siberian sable and rare piskulka geese. Furthermore, these projects aim to study the ecosystems of the Tunguska Reserve and provide scientific and practical justification for the production of bread for northerners from topinambur and others. In 2024, scientists also continued studying the musk deer as well as rare species of animals and birds of the Evenki district of the Krasnoyarsk Territory, backed by the East Siberian Oil and Gas Company's grants. Vostsibneftegaz assists in the development of a new set of teaching materials on the Evenki language. Moreover, the company supported the publication of the "Evenkia: from A to Z" ABC book, the "New Projects for the Revival of Evenki Language and Culture" monography, a musical album of the "Togokon" ("Ogonyok") folk ensemble and a digital "Evedy-Luchady Tureruk" Evenki-Russian dictionary.

Verkhnechonskneftegaz supported the publication of a Russian-Evenki thematic dictionary which is intended to preserve the endangered dialect of the Verkhneleika Evenks who live in the Kachugsky District of the Irkutsk Region. It has not been studied by linguists before. At the IX regional "The Best Book of the Year" contest the dictionary was awarded a special prize "For the preservation of linguistic traditions of indigenous peoples of Siberia" in the nomination "Traditional Culture of Indigenous Peoples of Eastern Siberia".



With the support of Taas-Yuryakh Neftegazodobycha, a book dedicated to the anniversary of the establishment and the early days of Taas-Yuryakh village as a territory compactly inhabited by indigenous peoples of the Mirny District of Yakutia was published. Earlier, a sports stadium had been built and an assembly hall reconstructed for the village school attended, among others, by the children of the IMN.

In the Purovsky District, Kharampurneftegaz participated in the Fisherman's Day. "SevComNeftegaz annually congratulates children of the Dyanki Koi community on the National New Year.

With the help of RN-Purneftegaz oilfield workers, the Kharampurovskaya agricultural community purchased equipment for new fish breeding lines. The residents of Kharampurovskaya started breeding whitefish at the new fish farm. The release of fry into the vast water area of the Pur River will make a significant contribution to providing the forest Nenets with muksun, chekur and other fish species that form the basis of their diet. Apart from that, the Society supported the compilation of methodological materials titled "Trends in Nomadic Education" which includes developmental programmes in the Nenets language, unique practices and class outlines for pre-school training of children from nomadic groups of northern peoples. Training was organised for educators working in nomadic kindergartens in the district.



RN-Yuganskneftegaz, RN-Uvatneftegaz, Taas-Yuryakh Neftegazodobycha and other enterprises of the Company provide financial support to indigenous communities and families. The enterprises offer assistance to the territories of the traditional way of life with fuel and lubricants, construction materials, equipment, snowmobiles, boats and other necessities. Over the past few years, RN-Uvatneftegaz oilfield workers have contributed more than 140 units of various equipment to indigenous families in the Uvat District, which makes it easier to manage in the harsh conditions of the North.

Rosneft enterprises in Siberia and the Far East provide indigenous people with access to winter roads and ice crossings for production needs. Oil companies support research and social and charitable projects that help preserve the traditional way of life and unique culture of indigenous peoples.



2025

QUALITY EDUCATION



«Rosneft has built a unified corporate system of continuous education which supports secondary and higher professional education in the country.



* Russian national projects: workforce, youth and children and data economy.



ROSNEFT



4.1. CORPORATE SYSTEM OF CONTINUOUS EMPLOYEE EDUCATION

The Rosneft-2030 Strategy provides for the continued implementation of corporate and social programmes that ensure human resources potential development and make a significant contribution to the achievement of the national priorities of the Russian Federation.

A professional, highly qualified team is Rosneft's main asset and the key to its sustainable development. The Company has built a unified corporate system of continuous education covering all business areas and personnel categories and available to more than 320,000 employees.

Rosneft has adopted "Organization of Personnel Training" and "[Personnel Assessment and Development by Competencies](#)" Standards. Corporate and managerial competencies are estimated based on the Rosneft Corporate and Managerial Competencies Model approved by the Chief Executive Officer. The Model reflects the Company's culture and values and contains a description of managers' competencies. In 2024, 60,000 people were assessed using the Model.

In 2024, as part of the corporate system of continuous education of employees:

- the Company's education and training base was represented by 47 corporate training centers, with the annual volume of training based on the centers exceeding 500,000 man-courses. An internal training system is being developed to ensure the preservation and transfer of knowledge within the Company. Internal resources such as in-house training centers, trainers, experts and mentors at production facilities account for 72% of the total training volume which amounts to 934,200 man-courses per year;
- Rosneft organised 1.3 million man-courses of compulsory, vocational and managerial training, with internship and experience exchange programmes in collaboration with international partner companies being implemented;
- training under MBA and EMBA programmes and "Leaders of the Future" programmes are implemented to develop managerial skills.



The development of professional competencies is facilitated by more than 300 specialised corporate vocational training programmes.

The Company applies the latest digital technologies to the educational process and actively uses the blended learning format which implies that training is attended partly in person and partly online. Simultaneously, some modules/individual programme units can be delivered in person while the other part is held in a distant and online format.

Such a flexible approach allows effectively implementing training plans for the Company's employees in various regions and time zones.

The corporate distance-learning catalog includes more than 480 courses in all business areas providing more than 40% of the total training volume, or more than 500,000 man-courses.

An active introduction of innovative educational technologies, including artificial intelligence and virtual reality is a promising direction in the development of the corporate training system. The volume of courses conducted using virtual and augmented reality (VR/AR) technology exceeded 1,000 man–courses.

“Rosneft Classes are the initial stage of the corporate system of continuous “school – college/university – enterprise” education which is aimed at providing schoolchildren with quality general secondary education so that they continue their studies at university or college in engineering specialties and training areas and subsequently become employed in the Company.



4.2. SUPPORTING FOR SECONDARY AND HIGHER PROFESSIONAL EDUCATION

The Company cooperates with educational organisations in Russia and abroad to create new training programmes, form an advanced educational community and train highly qualified personnel.

As part of its support of secondary and higher professional education, the Company:

- provided systemic aid to 65 SVE organisations. Starting from 2022, with Rosneft's participation, six clusters of the federal Professionalism project were created to ensure training and an inflow of young workers and technical specialists to the Company, namely:
 - a shipbuilding cluster based at the Far Eastern Shipbuilding College in Bolshoi Kamen;
 - a mechanical Engineering cluster based in Ryazan College of Electronics in Ryazan;
 - the Fuel and Energy Complex Cluster based in Buguruslan Oil College in Buguruslan;
 - a Transport and Logistics Cluster based in Krasnoyarsk College of Transport and Service in Krasnoyarsk;
 - a Fuel and Energy Complex Cluster based in Primorsky College of Energy and Communications in Vladivostok;
 - a Fuel and Energy Complex Cluster based in Krasnoyarsk College of Welding Technologies and Power Engineering in Krasnoyarsk.
- In 2024, cooperation with 82 Russian and foreign universities, 30 of which are Rosneft's partner universities, was fostered on the basis of cooperation agreements;
- 35 base departments are operating, and over 220 employees of the Company are involved in scientific and pedagogical activities in higher education institutions.

Agreements with universities allow the Company to actively develop cooperation in the field of personnel training and retraining, scientific and innovative activities, improve the scientific and educational infrastructure of universities to train highly qualified specialists to meet the current business needs.

2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

As part of the implementation of Cooperation Agreements with universities in 2024:

- The implementation of unique master's degree programmes "Genomics and Human Health" at Lomonosov Moscow State University and "Algorithmic Biology" at the Moscow Institute of Physics and Technology continued (National Research Institute).
- During the World Economic Forum 2024, the Rosneft Competence Center at the Far Eastern Federal University was inaugurated and Rosneft Engineering Classes, the second module⁷ of the Center, put into operation. The module includes Laser Optics, Marine Robotics and Ship Modelling and Computer Modelling and Design laboratories which provide in-depth training and additional education for students of Rosneft Engineering Classes in shipbuilding in the Primorsky Territory.
- The Tyumen Industrial University is implementing a project to create and equip the Company's Center of Competence for Onshore Drilling. The goal of the project is to establish an educational center in Western Siberia that meets all modern requirements and is fitted with a full-scale training complex simulating real drilling and workover processes.



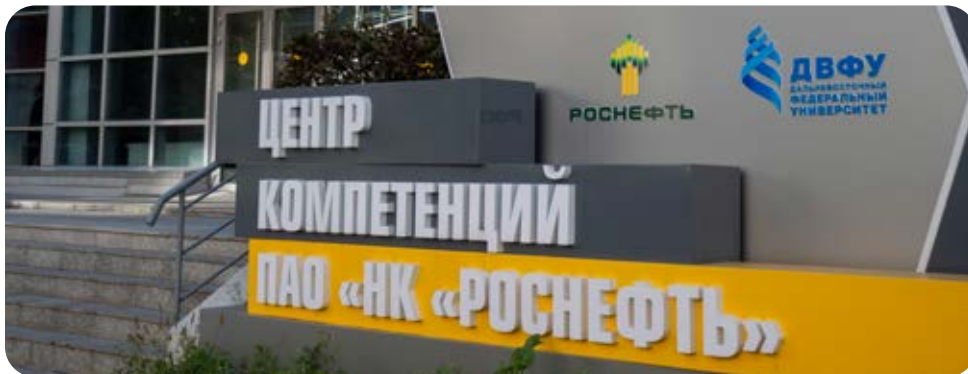
Within the framework of cooperation with higher education institutions, the funds of charitable assistance are directed:

- to improve and develop the material and technical, educational and methodological base of educational organizations;
- to support the activities of basic departments and master's degree programmes of partner universities to meet the needs of the Company's strategic projects; to support the implementation of educational programmes in a network form;
- to develop targeted training and support for students motivated for professional activity within Rosneft's perimeter, undergraduates undergoing internship in Rosneft's structural subdivisions, as well as promising teachers through corporate scholarships and grants.

In 2024, 747 corporate scholarships and 264 corporate grants were awarded, including 168 grants to conduct exploratory research on topics approved by Rosneft's Scientific and Technical Council⁸.

⁷ The first module of the Center, Engineering Rosneft-classes, was launched in 2023.

⁸ In 2024, 22 partner universities participated in the implementation of exploratory research with the grant support of PJSC Rosneft, which conducted exploratory research on 42 topics.



4.3. EDUCATION AS A MEANS OF INTEGRATING YOUNG PEOPLE INTO THE ENERGY SECTOR

Please see subsection 8.7. for more information.

Designated Rosneft Classes are created in the regions of the Company's operations on the basis of the best general education organizations. Starting from 2024, the Rosneft Classes project has been incorporated on the base of the 9th grade. They are aimed at enrollment of graduates both in specialised universities and colleges of oil and gas as well as shipbuilding specialties.



Rosneft takes a comprehensive approach to improving the social welfare of indigenous minorities in the regions of operation.

The Company is implementing the Affordable Internet Project with the aim of creating equal digital opportunities for residents of large cities and hard-to-reach settlements. As part of the implementation of the "IT Camp. Camp school-kindergarden" project, indigenous children aged 3 to 7 years have an opportunity to receive primary education. Over 2018-2024, 88 communication stations were installed with Rosneft's support, which made it possible to provide internet access to 3,600 residents of tribal lands in the Khanty-Mansi Autonomous Area – Yugra.

Rosneft: contributing to implementation of the UN Sustainable Development Goals

GENDER EQUALITY



Rosneft provides equal opportunities for employees' professional growth and development, implements talent pool programmes and supports employees' families.



* Russian national projects: workforce and family.



ROSNEFT



5.1. ENHANCING HUMAN CAPITAL AND PROVIDING EQUAL OPPORTUNITIES FOR PROFESSIONAL GROWTH AND DEVELOPMENT

The Company creates conditions for comfortable work and the realization of each employee's potential acting in accordance with the Social Charter of Russian Business and the Universal Declaration of Human Rights.



Observance of the rights and freedoms proclaimed in these documents is guaranteed to each person. Rosneft applies unified transparent approaches to remuneration, assessment, motivation and promotion of employees.

The Company provides equal opportunities for their professional growth and development. The share of women among the Company's employees remained practically unchanged and amounted to 33.3%. The share of women among managers at the end of 2024 was at the level of 23.4%, while the share of women among top managers and senior executives of Group companies was 18.9%.

Taking into account global trends in HR management, Rosneft has introduced an improved methodology for selecting candidates and building a high-quality talent pool. The assessment of personnel potential is conducted following a unified format and a set of criteria.

Individual development plans are formed for all reserve personnel, including workshops, distance learning, the implementation of business-critical projects and mentoring. Top managers are assigned to high-potential reservists as mentors, and the opportunity to study at corporate MBA and Leaders of the Future programmes is provided. In 2024, 291 people were trained.

The talent pool system and mentoring are important measures to support gender equality in the Company, including the management team. In 2024, the Company approved more than 900 succession pool members for top-level managerial positions, with women accounting for 25%. Of the total number, 355 were high-potential succession pool members.

5.2. SUPPORTING FOR FAMILY AND CHILDHOOD

Please see subsection 8.4. for more information.



Rosneft: contributing to implementation of the UN Sustainable Development Goals

CLEAN WATER AND SANITATION

ЭКОЛОГИЧЕСКОЕ
БЛАГОПОЛУЧИЕ
НАЦИОНАЛЬНЫЕ
ПРОЕКТЫ
РОССИИ

Rosneft sustainably uses water resources within the scope of its operations and takes measures to protect and replenish them.



* Russian national projects:
environmental well-being



ROSNEFT



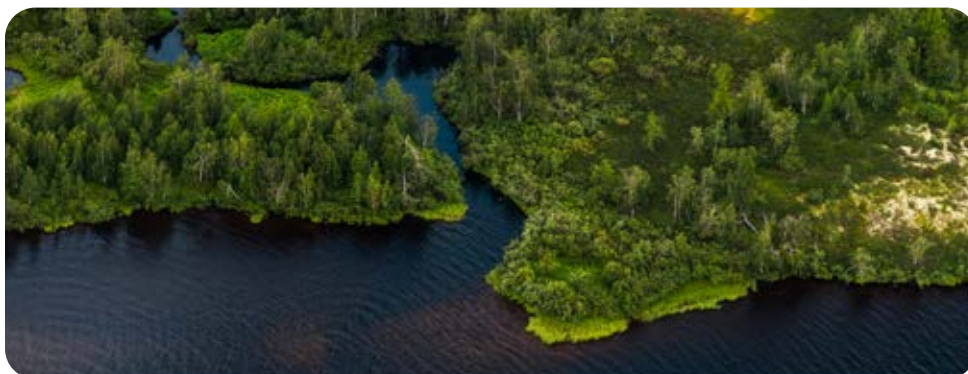
6.1. WATER MANAGEMENT

Access to water resources and sensible management of clean water ecosystems are critical for human health, environmental conservation and sustainable development.

The Company aims at rational use of water resources within the framework of its operation and takes measures to protect and replenish them.

At all stages of the production cycle, the Company works to ensure responsible use of water resources. The corporate Environmental Efficiency Improvement Programme and plans to modernise production facilities include reducing water withdrawal from natural sources, increasing the share of recycled and reused water, environmentally safe handling of produced water and the introduction of modern wastewater treatment systems.

Wherever possible, the technology of laying pipelines under the seabed when constructing water crossings is utilised in new projects. Should this not be possible, all necessary measures are taken to prevent negative impact on water resources.



In accordance with Rosneft's Environmental Development Concept, the maximisation of water reuse is applied to new projects.



2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

In 2024, current costs aimed at wastewater management activities, including reception, treatment, transportation and disposal of wastewater, maintenance and operation of treatment facilities, etc., amounted to around RUB 12 bln.

The share of recycled and reused water in 2024 amounted to 93.7% of the total volume of water used for production needs.

This allows reducing the volume of clean water withdrawn from the external environment.

Pursuant to the In accordance with Federal Law No. 219-FZ of July 21, 2014, legal entities engaged in economic and (or) other activities at Category I facilities are obliged to obtain a comprehensive environmental permit (hereinafter referred to as CEP). In 2024, the Group Subsidiaries of the Company's Oil Refining and Petrochemicals Block acquired 26 CEPs.



6.2. WATER TREATMENT AND RECYCLING PROGRAMMES

The implementation of major environmental projects helps the Company improve water management efficiency at production facilities and water quality in the water supply system of cities and towns in the regions of operation. Construction and reconstruction of water treatment facilities constitute an important part of a large-scale programme to maintain the refinery.

2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

The environmental programme in the field of oil refining and petrochemistry for 2024–2028 provides for measures to reduce total water consumption.

Currently, work is underway to reconstruct treatment facilities at a number of the Company's refineries (including the Syzran, Kuibyshev, Novokuibyshevsk, Komsomolsk, Achinsk, Tuapse Refineries as well as the enterprises of the Ryazan Refinery).

6.3. INNOVATIVE ACTIVITIES

Rosneft holds patents for strains of pure cultures of microorganisms and microbial preparations for cleaning water areas and shorelines of the northern seas.

The Company is implementing innovative projects aimed at the development of technologies for the utilization of drilling waste, oil sludge, hydrocarbon pollution of seas, oil spill response and clearing of soils from oil and petroleum products.

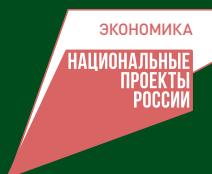


In 2024:

- The advancement of an integrated, scalable drilling waste utilization technology continued. Studies of utilization products were conducted, and minimum technical requirements for drilling waste products developed.
- The assessment of the possibilities of implementing natural CO₂ absorption projects was initiated. As part of the R&D work, the natural potential of greenhouse gas absorption in various ecosystems is under study. The possibilities of implementing climatic natural absorption projects in the regions of presence in the Russian Federation are being assessed, considering the established regulatory and methodological framework in Russia and international experience.

Rosneft: contributing to implementation of the UN Sustainable Development Goals

INDUSTRY, INNOVATION AND INFRASTRUCTURE



The Company's investment programme and anchor orders have a significant impact on the development of the industry, related sectors and the national economy as a whole, as well as ensure growth in the level of industrialization and introduction of new technological solutions. The implementation of the Company's oil and gas projects ensures the formation of new oil producing provinces and the development of regions, including through the creation of infrastructure required for industry participants and the oilfield service sector.



ROSNEFT

* Russian national projects:
economy and data economy.



9.1. PROMOTING DEVELOPMENT OF INFRASTRUCTURE, RELATED SECTORS AND INDUSTRIAL COMPLEXES

The Company's investment portfolio and anchor orders form the basis for the creation, re-equipment and expansion of enterprises in various industries.

The Company's activities contribute to the formation of infrastructure for new projects in remote regions and Eastern Siberia, the production of oilfield service equipment and the development of related industries, including metallurgy, chemical industry, instrument engineering and electronics.

9.2. CREATING ECONOMIC VALUE

The Company's reserves continue to grow steadily due to the introduction of advanced technologies and scientific developments on promising and mature fields.

The Company's integrated business model ensures business sustainability and aims to capitalize on opportunities arising from changes in the global energy balance, structural transformation of commodity markets and technology development. This approach, along with effective management of the investment portfolio, corporate management system and building partnerships with stakeholders, contributes to the growth of business profitability, value creation along the entire value chain and the fullest development of resource potential, taking into account the trends in global energy development, including the exploitation of new categories of reserves and production regions.

A key example of economic value creation in 2024 is the Company's EBITDA growth by 30% compared to 2021⁹ while maintaining leadership in terms of unit production costs amounting to \$2.9BOE. Net income attributable to shareholders exceeded RUB 1 trillion.

Rosneft implements a large-scale investment programme placing orders to Russian contractors in related industries, including Siberia, the Far East and the Far North regions. The Company's capital expenditures in 2024 increased by 11% and amounted to over RUB 1.4 trillion.

Please see subsections 8.8, 11.1, 12.3 for more information.

The Rosneft-2030 Strategy defines strategic goals and priorities for all business segments. Profitability growth and an increase in payments to Rosneft shareholders are among the key strategic goals of the Company.



⁹ 2021 is the base year of the strategy for this indicator.

9.3. INNOVATIVE ACTIVITIES

Please see subsection 7.4.

9.4. ENSURING SUSTAINABLE FUNCTIONING OF THE INFRASTRUCTURE

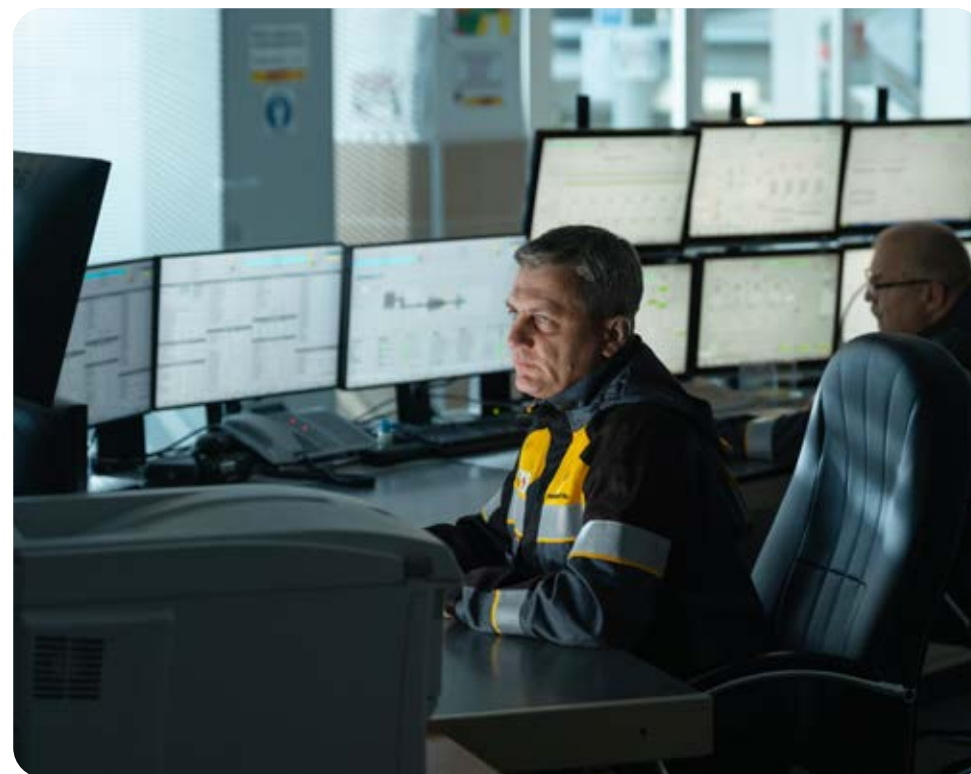
Compliance with communication rules and information [security requirements](#) is an indispensable element of corporate culture and an important condition for daily activities, including joint work with business partners. At the same time, special attention is paid to the convenience of communications and the development of new types of services, taking into account the increased mobility of employees and access to corporate information resources and systems.

Rosneft's information security guidelines remain unchanged and are aimed at ensuring a secure information environment, sustainable digital development, the centralization of the information security function and the enhancement of employees' awareness of information security threats and the skills of prompt response to possible incidents related to them. This is of particular importance in the context of active development of the Company's infrastructure solutions, such as regional processing centers, regional information security systems.

The Company continuously monitors compliance with the requirements of the Russian legislation on critical information infrastructure (hereinafter referred to as CII) security in the Group's entities. 149 Group Companies are implementing the Action Lists for 2022–2025 to fulfill the requirements of the Decree of the President of the Russian Federation No. 250 dated 01.05.2022 "On Additional Measures to Ensure Information Security of the Russian Federation".

In order to improve the efficiency of response and minimize the consequences of computer attacks on ITI facilities, training sessions are held to respond to computer incidents and take measures to eliminate the consequences of computer attacks. In 2024, 55 training exercises were conducted.

In 2024, 42 DDoS¹⁰ attacks on the Company's resources were recorded, 2.5 million network attacks blocked, and more than 150,000 malicious and phishing emails detected and neutralized.



¹⁰ DDoS (Distributed Denial of Service) is an overload of an information system with an excessive number of requests, blocking the processing of requests.

2025

REDUCED INEQUALITIES



Rosneft makes a significant contribution to the stability of the budget system and contributes to Russia's social and economic development. The Company adheres to the principles of high social responsibility and ensuring a decent standard of living for its employees.



* Russian national projects: family and workforce.



ROSNEFT





In 2024, Rosneft followed the [Key Tax Principles](#) which enshrine unconditional and timely fulfillment of legal requirements as the basis for the Company's tax activities. Published by the Company in 2019 as the first among the largest companies in the Russian oil and gas sector, the document reflects the key principles and objectives in the field of taxation, among which the formation of a sustainable tax environment is highlighted, and sets the standard for responsible tax behavior based on the principles of openness and transparency in the tax sphere.

Please see subsection 1.1 for more information.

10.3. DEVELOPING HUMAN TALENT AND PROVIDING EQUAL OPPORTUNITIES FOR PROFESSIONAL GROWTH AND DEVELOPMENT

Please see subsection 5.1.

10.1. PARTNERSHIPS AND SOCIAL INVESTMENTS IN THE REGIONS OF OPERATIONS

Please see subsection 1.2. for more information.

10.2. FISCAL STABILITY AND BUDGET REVENUES ASSURANCE

The country's largest taxpayer for many years, the Company has made a significant contribution to the stability of the budget system and contributes to Russia's socio-economic development. In 2024, the total amount of paid taxes and other payments made by the Company to the consolidated budget of the Russian Federation exceeded RUB 6.1 trillion¹¹ which is record high both for the Company and for the entire Russian market.



¹¹ Excluding the reimbursement of the excise tax on crude oil, which is compensation for the losses of oil companies from restraining domestic prices for motor fuels and the cost of upgrading refineries.

10.4. SOCIAL POLICY

Rosneft adheres to the principles of high social responsibility and ensuring a decent standard of living for its employees.

The Company strives to maintain labour remuneration at a level higher than the average salary in the regions of operation by indexing it annually.

A collective bargaining agreement template is in place with a list of benefits, guarantees and compensations that provide additional social security for employees to the maximum extent possible.

In 2024, 108 Group companies remained parties to the Industry Agreement on Organizations of Oil and Gas Industries and Construction of Oil and Gas Facilities of the Russian Federation for 2023–2025. All obligations assumed by the subsidiaries are completely fulfilled.

Please see subsection 3.5. for more information. .



10.5. SUPPORTING INDIGENOUS PEOPLES OF THE NORTH AND LOCAL COMMUNITIES

Please see subsection 2.3.



10.6. COMPLIANCE AND COMBATting CORRUPTION

The Company adheres to the principle of rejection of corporate fraud and corruption of any kind.

Rosneft follows the principles of responsible business conduct of the UN Global Compact and is committed to the principles reflected in the Social Charter of Russian Business. The Company has been supporting the Anti-Corruption Charter of Russian Business since 2013.



The Company's principles and approaches are enshrined in local regulatory documents:

- **Policy on Combating Corporate Fraud and Involvement in Corruption Activities;**
- "Organization of the Process of Counteracting Corporate Fraud and Corruption" Standard;
- Rosneft's **Code of Business and Corporate Ethics;**
- **"Internal Control Rules for Prevention, Detection and Suppression of Illegal Use of Rosneft Insider Information and (or) Market Manipulation" Standard;**
- Regulations on the Business Process "Implementation of Measures to Meet the Requirements of the Legislation of the Russian Federation on Combating Illegal Use of Insider Information and Market Manipulation";
- Methodological Guidelines "Circulation of Rosneft insider information in Rosneft's information systems and resources";
- Conflict of Interest Management Regulations;
- Regulations on the Procedure for Exchange of Business Gifts and Signs of Business Hospitality;
- Regulations on the Procedure for Charitable Activities of Rosneft and the Group Companies;
- Procedure for Providing Sponsorship Assistance Regulations.

This work was carried out in accordance with the Decree of the President of the Russian Federation No. 478 dated 16.08.2021 "On the National Anti-Corruption Plan for 2021-2024".

The anti-corruption procedures implemented were developed in accordance with the requirements of applicable international anti-corruption legislation, Federal Law No. 273-FZ dated 25.12.2008 "On Combating Corruption", Rosimushchestvo Order No. 80 dated 02.03.2016 "On Approval of Methodological Recommendations on Organization of Risk Management and Internal Control in the Field of Prevention and Combating Corruption"¹² and Methodological Recommendations on Development and Adoption of Measures by Organizations to Prevent and Combat Corruption" of the Ministry of Labor of the Russian Federation and Rosimushchestvo.

The Board of Directors of Rosneft (Audit Committee of the Board of Directors) adopted strategic documents¹³ and principles for such work, regularly assesses the effectiveness of such work, and reviewed and approved¹⁴ the results of the audit of the risk management and internal control process in the area of preventing and combating corruption.

The Chief Executive Officer of Rosneft ensures implementation of the Company's Policy on Combating Corporate Fraud and Involvement in Corruption Activities and approves local regulations on these issues.

In accordance with the Decree of the President of the Russian Federation dated 16.08.2021, No. 478 "On the National Anti-Corruption Plan for 2021-2024" (instruction of the Government of the Russian Federation dated 06.09.2021, No. MMP17-12165) (Instruction of the Government of the Russian Federation No. MMP17-12165 dated 06.09.2021), the Comprehensive Programme for Prevention and Counteraction of Corporate Fraud and Corruption in Rosneft for 2021-2024 was developed and approved.

¹² Approved on November 8, 2013.

¹³ The Company's policy in the field of countering corporate fraud and involvement in corrupt activities was approved by the decision of the Board of Directors of PJSC NK Rosneft (Minutes No. 19 dated 05/21/2018), in 2021 the Policy was updated (Minutes No. 21 dated 04/05/2021).

¹⁴ The results for 2023 were reviewed and approved by the Board of Directors of PJSC NK Rosneft" (Protocol No. 16 dated 03/29/2024).

2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

In the reporting period:

- information on typical violations related to corporate fraud and corruption, including conflict of interest management, was sent to the Company's employees;
- informing of specialized structural units about adopted regulations and initiatives of governmental authorities were carried out on an ongoing basis to combat corruption;
- quarterly assessment/reassessment of the risk of corporate fraud and corruption was performed in accordance with the approved methodology;
- anti-corruption expertise of draft local regulatory documents was conducted on an ongoing basis.

The Company is implementing a set of measures to utilize transparent mechanisms and introduce efficient procurement procedures. Rosneft expects counterparties to adhere to the Company's Policy "On Combating Corporate Fraud and Involvement in Corruption Activities" and to implement the Code of Suppliers of Goods, Works and Services.



The Company manages conflicts of interest. The rules for the prevention and avoidance of conflicts of interest are stipulated in the **Code of Corporate Governance, the Code of Business and Corporate Ethics, the Company's Policy on Combating Corporate Fraud and Involvement in Corrupt Activities, and the Company's Regulation on Conflict of Interest Management.**

The Regulations define the classification of conflicts of interest, including those of shareholders and members of the Company's management bodies (e.g., adoption by the Company's management bodies of decisions that may lead to the deterioration of the Company's financial and economic performance; the Company's failure to disclose information in accordance with the law or provision of incomplete information by persons who are members of the Company's management bodies on positions held in the management bodies of other organizations, on ownership of shares (stocks) in other organizations; the Company's failure to disclose information in accordance with the law or provision of incomplete information.

Special duties of a member of the Rosneft Board of Directors on disclosure of information on conflict of interest are stipulated in the Rosneft Regulation "On Ownership by Members of the Rosneft Board of Directors of Rosneft of Rosneft shares, shares and participatory interests in the authorized capitals of the Group Companies".





In addition, the Company annually collects declarations on property and property obligations of officials and employees, as well as on income, property and property obligations of their spouses and underaged children who are included in the list of persons obliged to submit such declarations. An annual campaign to collect ethical declarations of the Company's officials and employees is undertaken to monitor their compliance with the restrictions, prohibitions and requirements of anti-corruption legislation. When appointing employees to new positions, an anticorruption clause is signed, which is included in the employment contract, including regarding compliance with restrictions, prohibitions and requirements in order to prevent conflicts of interest. All Rosneft Group Subsidiaries have established and operate commissions to resolve conflicts of interest.

The Audit Committee of the Rosneft Board of Directors approved a report on the results of work on conflict of interest management in the Company for the previous period¹⁵.

The Company has been consistently carrying out education programmes in countering corporate fraud and combatting corruption for employees responsible for anti-corruption activities and new hires.

The Company has organised a Security Hotline to receive reports on suspicions, facts and signs of corporate fraud, corruption and conflict of interest around the clock.



¹⁵ Protocol No. 4 dated November 7, 2024.



The volume of detected and prevented damage amounted to RUB 720.2 million. labour contracts with 55 employees were terminated, disciplinary penalties imposed on 217 employees. Materials of 28 inspections were sent to law enforcement agencies.

Quarterly information on the operation of the Security Hotline is submitted to the Audit Committee of the Rosneft Board of Directors.

Rosneft's security hotline is 8 (800) 500–25–45

The Company regularly interacts and exchanges information with state controlling and supervisory authorities.

The following information is available on the Company's official website in the "[Anti-Corruption](#)" subsection:

- The Company's statement on its non-acceptance of corruption;
- The applicable anti-corruption legislation;
- The Company's main local regulatory documents on anti-corruption;
- The contacts of the [Security Hotline](#), etc.

Please see subsection 12.3 for more information.



10.7. CREATING FAVORABLE SOCIAL ENVIRONMENT

Please see subsection 3.5. for more information.

Rosneft: contributing to implementation of the UN Sustainable Development Goals

SUSTAINABLE CITIES AND COMMUNITIES

СЕМЬЯ

НАЦИОНАЛЬНЫЕ
ПРОЕКТЫ
РОССИИ

ЭКОЛОГИЧЕСКОЕ
БЛАГОПОЛУЧИЕ

НАЦИОНАЛЬНЫЕ
ПРОЕКТЫ
РОССИИ

ТУРИЗМ

НАЦИОНАЛЬНЫЕ
ПРОЕКТЫ
РОССИИ

ИНФРАСТРУКТУРА

НАЦИОНАЛЬНЫЕ
ПРОЕКТЫ
РОССИИ

The Company's activities contribute to improving the quality of life in cities and other settlements ensuring environmental sustainability and reducing environmental impact. Rosneft supports projects in the field of cultural and heritage preservation.

11 SUSTAINABLE CITIES
AND COMMUNITIES



ROSNEFT

* Russian national projects:
family, environmental well-being,
tourism and infrastructure.



11.1. MEETING THE GROWING DEMAND FOR ENERGY RESOURCES

Rosneft has a unique position in the supply of hydrocarbons with a low carbon footprint, is one of the world's energy leaders, has an extensive and efficient resource base and holds a strategic position in the hydrocarbon market.



The Company recognizes that oil and gas will retain an important role in the global energy mix in the long run, while the share of gas as a clean fuel will increase. As a responsible producer, Rosneft is constantly improving the efficiency of hydrocarbon production.

The Rosneft-2030 Strategy provides for:

- a production target of 330 million tons of oil equivalent;
- maintaining leadership in terms of unit production costs;
- ensuring that gas accounts for $\geq 25\%$ of the Company's hydrocarbon production.

2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

The Company's hydrocarbon production in 2024 amounted to 255.9 million toe.

Gas production amounted to 87.5 billion cubic m¹⁶ and exceeded the strategic target of over 25% of the Company's total production.

A reliable supplier of fuel to consumers, the Company upgraded 236 of its filling stations in 2024.

Due to effective management decisions the unit cost of hydrocarbon production in 2024 amounted to \$2.9 per barrel of oil equivalent.

¹⁶ Excluding gas used for other technological needs.

11.2. IMPROVING LIVING STANDARDS IN CITIES AND OTHER RESIDENTIAL AREAS

The Company's activities contribute to improving the quality of life, ensuring environmental sustainability and reducing the environmental impact of road transportation.

Rosneft continuously improves the performance of its motor fuels and expands the geography of supply and the range of available products and additional services at filling stations, including non-fuel business.

2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

In 2024, the Company continued selling fuels with improved environmental and operational characteristics such as Pulsar branded fuel and gasoline Euro-6.



Rosneft's retail network of filling stations develops charging infrastructure for electric vehicles as part of cooperation with Russia's largest electric power companies. Rosneft retail sites have installed and are operating charging stations for electric vehicles as well as fast charging stations.

The development of gas filling infrastructure in Russia is one of Rosneft's priorities in retail business. Using gas as a motor fuel makes it possible to improve efficiency of vehicle operations by reducing the cost of transportation and lessening the negative impact of motor transport on the environment.

The Company takes care of every guest by shaping a cafe offer to meet different needs, that is for a quick snack, "on the go" format, as well as the possibility of having a proper breakfast or lunch with hot dogs, pastries, confectionery products and ready to eat hot dishes. At the end of 2024, about 1,000 retail sites provided a full-fledged range of meals on the road such as coffee, pastries, hot dogs, burgers and sandwiches. In collaboration with its partners, the Company implements services programmes. Several filling stations are equipped with car washes and service centers. Pharmacies are also in place. The programme of installing food trucks in different locations is expanding.

Please see subsection 3.2. for more information.



11.3. ENVIRONMENTAL POLICY AND COMMITMENTS

Rosneft's HSE Policy lays down a strategic goal to achieve global leadership in the field of accident-free operations and safe working conditions for the Company's employees and to minimize environmental footprint in the regions of operation. The Policy also defines the Company's commitments, with the environmental ones being:

- rational use of natural resources in the course of the Company's business activities, implementation of measures for their protection, restoration and remediation of disturbed areas;
- reduction of the environmental footprint of the Company's business activities;
- adoption of measures aimed at preserving ecosystems and biodiversity, among other things, when implementing offshore projects and projects in specially protected natural areas.

The Company strives to minimise the environmental footprint of its operations, monitors compliance with the requirements of environmental protection legislation, develops corporate programmes, organises employees' participation in voluntary environmental campaigns.



The Environmental Development Concept for the period until 2035 sets the following environmental indicators:

- reclamation of 100% of contaminated legacy lands;
- elimination of 100% of legacy oily waste;
- reduction of fresh water consumption by 10% by 2030;
- 15% reduction in total non-greenhouse gas emissions;
- 15% reduction of sulfur dioxide and nitrogen oxide emissions.

Through the mechanism of socio-economic cooperation agreements, regions receive additional budgetary funds necessary for the development of territories and conducting environmental protection activities (please see subsection 1.2. for more information).

In 2024, the Company's "green" investments amounted to almost RUB 74 bln.

11.4. SUPPORTING INDIGENOUS PEOPLE OF THE NORTH AND LOCAL COMMUNITIES

Please see subsection 2.3. for more information.



11.5. CULTURE AND HERITAGE

The Company respects the cultural heritage, traditions, and rights of peoples and supports cultural heritage projects.

2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

From November 4, 2023 to July 8, 2024, Rosneft participated in the international "Russia" exhibition and forum organized on VDNH premises by decree of the President of the Russian Federation Vladimir Putin.

In 2024, the Company actively held events in its own pavilion at the exhibition.

The Rosneft exposition has become one of the centers attracting VDNH guests, with over 1.02 million people having visited the pavilion during its operation.



Weekly thematic events were held in the Rosneft pavilion dedicated to the Company's activities, its work in the regions of the Russian Federation, environmental and scientific projects, cultural and geographical diversity of the country, the dates of federal significance and professional holidays. During the eight-month exhibition, Rosneft organized 138 thematic weeks and days, during which over 70 different performances and presentations and 159 lectures took place.

Various workshops, quizzes, cultural and entertainment events happened daily at the Company's exposition. In total, about 2,000 events were held at the Rosneft Pavilion since its opening.

The Company's subsidiaries from 27 regions launched over 450 scientific, educational, entertainment and cultural events.

During the exhibition, Rosneft organized over 30 discussions and meetings with scientists, artists and athletes in its pavilion.



In 2024, Rosneft continued its cooperation with the State Hermitage Museum in St. Petersburg where, in addition to the three halls opened with the Company's support in 2023, four more halls of the renovated "Culture and Art of China" exhibition dedicated to the Qing period of the XVII-XIX centuries opened their doors to visitors. The exhibition is located in the Main Museum Complex.

The Company was the general sponsor of the children's "White Steamboat" musical project. With Rosneft's support, regular gala concerts of the 19th All-Russian Children's "White Steamboat" musical festival were held in Moscow and St. Petersburg, in which 110 gifted children with disabilities, children from orphanages, single-parent, low-income and large families representing 43 subjects of the Russian Federation, including from the Kuril Islands, from Donbass, as well as from Belarus and Abkhazia, participated.

Due to the support of Rosneft, the Sretensky Monastery Choir's "Songs of Our Parents" tour took place. Concerts were held in 16 Russian cities.



In October 2024, with the support of Rosneft, a tour of Tatiana Navka's "Scheherazade's Love Story" ice show took place in Ahmedabad, India. It was the first time an ice performance had ever been held in India. The audience specifically traveled from New Delhi, Mumbai and other cities of the country to see the ice show in Ahmedabad. It was also attended by Indian politicians and representatives of the business community, which indicates a keen interest of Indian residents in Russian art and culture.

Rosneft also supported two of Tatiana Navka's ice shows - "Evenings on a Farm" and "The Nutcracker".

In 2024, with the sponsorship of the Company, the exhibitions "Joseph Brodsky. The place is no worse than any" and "Lyuba, Lyubochka. Lyubov Sergeevna Popova. 1889-1924" at the Jewish Museum and Tolerance Center.

Please refer to Section 1.2 for more details.

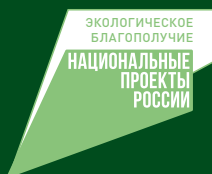
11.6. CREATING FAVOURABLE SOCIAL ENVIRONMENT

Please see subsection 3.5. for more details.



Rosneft: contributing to implementation of the UN Sustainable Development Goals

RESPONSIBLE CONSUMPTION AND PRODUCTION



Seeking to prevent possible negative impact, the Company takes all necessary actions to ensure environmental protection, conservation and restoration of natural resources, including continuous improvement of products, production processes as well as working conditions of the Company's employees and partners.



* Russian national projects:
environmental well-being and economy.



ROSNEFT



12.1. ENVIRONMENTAL POLICY AND COMMITMENTS

Environmental responsibility is an integral part of the Company's corporate culture which ensures its sustainable development.

The Company takes all necessary actions with a view to protecting the environment, preserving and recovering natural resources, including by continuous improvement of the products, processes and working environment for the Company employees and partners.

Please see subsection 11.3 for more information.

12.2. SUSTAINABLE DEVELOPMENT AND EFFICIENT USE OF NATURAL RESOURCES

The Company is committed to the principles of environmental management and efficient use of natural resources while implementing the following initiatives:

2024 **PROGRESS TOWARDS THE GOALS ACHIEVEMENT**

- extending the life of field development and increasing the oil recovery factor in particular by introducing modern enhanced oil recovery techniques, implementing well intervention programmes and increasing the share of highly productive horizontal and multilateral wells¹⁷;
- shared use of infrastructure within cluster field development to ensure lower environmental footprint;



- effective utilization of associated petroleum gas and other byproducts of crude oil and gas production;
- transitioning to more sustainable production by improving refinery yields, undertaking refinery upgrades, and changing the product mix because of incremental environmental requirements;
- applying new technologies and technological solutions in order to expand sustainable production methods and reduce the level of losses along the entire value chain. Responsible operation and preservation of the environment is an integral part of the Company's corporate culture.

Please see subsections 7.4, 13.5, 14.3 for more details.

¹⁷ In 2024, the number of newly commissioned wells exceeded 3,000, and the share of the most efficient new horizontal wells amounted to 72%.

12.3. EFFICIENT SUPPLY CHAIN

The Company is developing an effective supply chain based on the principles of competitiveness, validity, and effectiveness.

2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

In total, more than 970,000 suppliers have been registered on the TEK-Torg platform.¹⁸

The Company assessed potential suppliers for compliance with the qualification requirements in the field of industrial safety, labour and environmental protection (HSE).

Such requirements are mandatory for procurement of operations and services associated with a high risk of accidents. In accordance with international best practices, the following parameters were assessed:

- availability of a labour safety management system;
- availability of specialised services or divisions;
- provision of personal protective equipment to employees involved in the fulfillment of contracts.

The Company applies the same requirements to contractors in the field of HSE. All standard agreements include provisions on the necessity to follow the Company's HSE rules.

In relation to oilfield activities (in particular drilling), a typical contract contains a separate appendix on the contractors' management of drilling waste, subject to the requirements of applicable legislation, including environmental requirements.

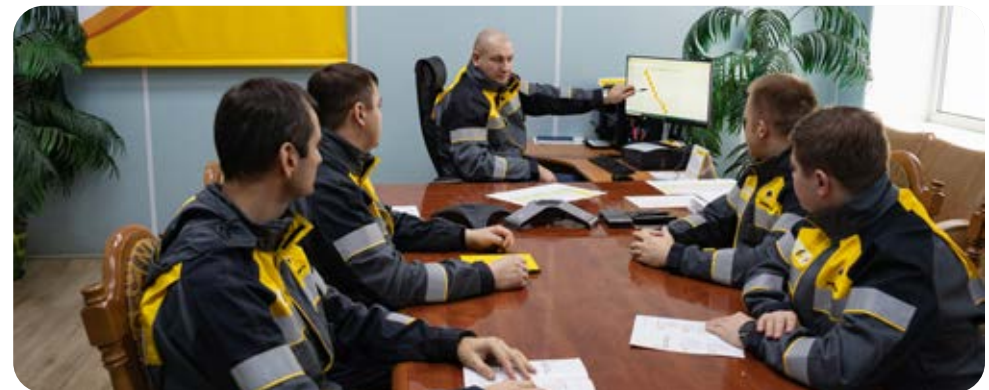
Individual standard qualification criteria are applied when conducting procurement procedures for operations and services of environmental nature. These criteria take into account specifics of the subject of procurement (the availability of necessary permits, licences, rights to use technologies, certificates pursuant to the environmental legislation of the

Russian Federation or applicable law, the availability of qualified and experienced personnel, the sufficiency and availability of the necessary material and technical resources, and other criteria).

In 2024, five information seminars were organized and held to attract new Russian suppliers and contractors in the Orenburg, Voronezh and Tyumen Regions, the Krasnoyarsk Territory and the Republic of Mordovia. The purpose of these events was to raise awareness and interest of suppliers and contractors (including SMEs) to participate in the Company's procurement procedure.

Employees of Rosneft and Group Subsidiaries took part in face-to-face and online workshops organized by SME Corporation. The former workshops were held in St. Petersburg, cities of the Republic of Bashkortostan, the Republic of Sakha (Yakutia), the Udmurt and the Chechen Republic, the Krasnoyarsk, the Altai, Primorsky, Stavropol, Khabarovsk Territories, the Irkutsk, Sakhalin, Tyumen, Kurgan, Orenburg, Tomsk, Ulyanovsk, Sverdlovsk regions. Online workshops were hosted for representatives of all regions of the Russian Federation.

See Section 16.1 "Human rights and freedoms" for more details.



¹⁸ Net total since the start of operation of the electronic trading platform of TEK-Torg JS.

PRESERVING MARINE ECOSYSTEMS

ЭКОЛОГИЧЕСКОЕ
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НАЦИОНАЛЬНЫЕ
ПРОЕКТЫ
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Environmental protection is an integral part of the Company's corporate culture and social care. Rosneft pays special attention to ensuring environmental safety, conservation and restoration of natural resources in all regions of its operation.

One of the Company's strategic initiatives is to achieve a net positive impact on ecosystems through the application of conceptual approaches to biodiversity conservation and implementation of relevant programmes.

14 LIFE
BELOW WATER



* Russian national projects:
environmental well-being.



ROSNEFT



14.1. **BIODIVERSITY OF MARINE ECOSYSTEMS**

Rosneft follows the principle of maintaining favourable environment and biological diversity in all regions of Company operation.

The Company's biodiversity conservation activities are based on the following principles:

- excluding any business activity and any negative impact on specially protected natural areas, namely protected areas of categories 1a and 1b according to the International Union for Conservation of Nature (IUCN) classification, as well as UNESCO World Heritage sites, when fulfilling the existing and planning new projects in all regions of its operations;
- designing new facilities is based on the principle of environmental safety and absence of negative impact on ecosystems, which is ensured by implementation of the best available technologies, monitoring and comparison with background indicators of environmental components
- providing for compliance with the principle of net positive impact on biodiversity in accordance with the best practices of the International Union for Conservation of Nature (IUCN) when implementing projects

Rosneft pays special attention to the conservation of Arctic marine ecosystems. Since 2012, the Company has organised more than 50 large-scale integrated marine expeditions dedicated to the comprehensive exploration of the region. The Company focuses on rare and protected species, including those listed in the Russian Red Data Book, regional Red Data Books and the Red List of the International Union for Conservation of Nature.

In June 2024, at the XXVII St. Petersburg International Economic Forum, Rosneft and the Russian Ministry of Natural Resources and Environment signed an agreement to implement a number of activities of the "Conservation of Biological Diversity and Development of Ecological Tourism" federal project in 2024-2027. It provides for research in the north of the Krasnoyarsk Territory and the Kara Sea area related to the study of the polar bear and its habitat, assessment of the state of the wild reindeer population and valuable species

of biological resources of the basin of the mouth of the Yenisei River, as well as assessment of the state of wetlands of international importance and protected by the Ramsar Convention.

The document was prepared in continuation of the corporate programme for diversity conservation carried out within the framework of the national Ecology project¹⁹ since 2020 and successfully completed in 2023. During this time, Rosneft implemented the targeted innovative "Assessment of the sustainability of Arctic ecosystems based on a study of the dynamics of the state of key species" project to study and monitor bioindicator species of Arctic ecosystems, such as the polar bear, the Atlantic walrus, the wild reindeer and the white gull. The high scientific value of the operations performed with the participation of the country's leading research institutions was noted by the Ministry of Natural Resources of Russia, Rosrybolovstvo and the scientific community. The data obtained is also the basis for planning the Company's environmental protection activities in the Far North regions.



¹⁹ On January 1, 2025, the implementation of the new "Ecological Wellbeing" national project began in Russia as a continuation of the Ecology project.

The new programme for the conservation of biological diversity has received its own name, Tamura.

In the field season of 2024, within the framework of the Tamura Program, the first expedition to the specially protected natural areas of the Brekhov Islands took place. During the field work, surveys of the shores, boat surveys of birds, a targeted search for nests, and information collection at bird gathering sites were carried out.

Full-scale aerial surveys of the distribution and abundance of bears on land during the difficult ice-free period were also conducted. The islands of Dixon, Sibiryakova, Morzhovo, Rastorguyeva, Vostochny and Zapadny Kamennye Islands, as well as the coast of the Yenisei Bay and the Taimyr Peninsula were surveyed. For the first time in Russia, researchers have installed ear satellite tags on males and put regular collars on five females. In the future, scientists will monitor how these bears move across the Arctic, identify the main areas of their feeding and the places where the females arrange ancestral dens.



As part of the Rosneft-2030 Strategy and Rosneft's Environmental Development Concept, future projects should comply with the principle of "cumulative positive impact" on biodiversity.

In 2024, Rosneft continued comprehensive research in cooperation with the Non-Governmental Development Institute Innopraktika to assess the impact of global climatic and local anthropogenic factors on the state of ecosystems in the Arctic seas. As part of the project, it is planned to repeat the studies of the White Sea area conducted in 1922–1923 by the famous Soviet hydrobiologist K. Deryugin in order to compare the results of a century ago with current data and assess the changes in natural processes and biological diversity that have occurred in the White Sea over 100 years. The Belomorskaya Biological Station of Lomonosov Moscow State University became the base for the project implementation. In 2024, using modern research methods and equipment, scientists examined the seabed using remote-controlled underwater vehicles and conducted a molecular genetic analysis of the detected organisms. The primary data allow us to conclude that despite the presence of anthropogenic pressure, there have been no significant changes in the dominant groups of bottom organisms in the White Sea over the past 100 years.

As a result of joint Rosneft and Innopraktika project, an extensive database of scientific data will be created. The methodological basis for monitoring the environmental conditions of the seas of the western Arctic will also be developed with the aid of up-to-date technologies. This information and tools are necessary for long-term planning of sustainable development of the Russian Arctic.

Research activities were also continued as part of the development of the biodiversity conservation programme in the regions where Rosneft operates. The results of long-term monitoring and biodiversity conservation by all the Group Subsidiaries of the Company were compiled and analysed. A list of bioindicator species was compiled based on scientifically substantiated criteria to assess the state of ecosystems in the regions of Rosneft's presence, including more than a hundred species. As a result of this work, key and flagship bioindicator species were identified in relation to specific biomes. The lists of bioindicator species were approved by the HSE Council and will be further used in the development of biodiversity conservation programmes in the regions where the Company operates in the Russian Federation.



2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

In 2024, the Company launched a new environmental initiative, a project to create a database of genomic data of living organisms in the Russian Arctic. Together with specialists from the Innopraktika non-governmental Development Institute and the Biotechnological Campus Center for Genome-wide Sequencing, scientists from a number of leading research institutes in the country are forming a list of Arctic organisms, the complete genome of which will be collected and analysed during the project. The first in the list is the highest quality at the moment is the assembly of the polar bear genome which will be unveiled by experts in 2025. Using the latest technologies, scientists will study the peculiarities of animals' adaptation to harsh natural conditions, clarify the taxonomic status of individual species, and develop additional recommendations for monitoring the state of biodiversity in Arctic ecosystems.



14.2. ENVIRONMENTAL POLICY AND COMMITMENTS

The Company ensures that action plans are in place to protect ecosystems and biodiversity at all stages of project development.

The key elements underlying Rosneft's project development are environmental impact assessment and interaction as part of stakeholder public discussions during project implementation.



When carrying out work in offshore areas, the Company follows the provisions of international conventions such as the **International Convention for the Prevention of Pollution from Ships (MARPOL)** and the **Convention on the protection of the Black Sea against Pollution**. Rosneft is also governed by the requirements of the national legislation on the continental shelf of the Russian Federation; on the exceptional economic zone of the Russian Federation; and on inland waters, the territorial seas and adjacent zones of the Russian Federation. Ships used by the Company comply with the MARPOL provisions.

All fieldwork carried out with the help of chartered vessels is allowed only after the technical audit aimed at establishing compliance with the Company's requirements.

Offshore exploration work, as well as construction of wells, is carried out upon availability of all necessary approvals and permits from authorized bodies, including approval of the state environmental experts as well as approval of the Company's business activities by the public.

In accordance with the Russian environmental legislation, when implementing business activities, the Company conducts mandatory public discussions both in the form of face-to-face events (public hearings) and remote surveys.



14.3. INNOVATION ACTIVITIES

Within its Innovation programme, the Company continues the creation of a new biological product based on psychrophilic microorganisms for the purpose of an effective cleanup of waters and coastline of high latitude seas from pollution.

The Arctic Scientific Centre continues cooperation with Innopraktika, a non-governmental development institute, supporting scientific project-based activities of students, doctoral candidates and young scientists, with a view to create hydrocarbon degrading bacteria for decontamination of hydrocarbon polluted water surface and coastal zones of the Northern Seas. Currently, the parties have completed the development of the microbial prototype of the product and its technology pattern.

2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

In 2024, specialists from the Rosneft Arctic Research Center and the Innopraktika non-governmental Development Institute completed tests of the OCEANIDA microbial preparation, which provides a high degree of hydrocarbon utilization in the marine environment and cold climate on the basis of the Belomorskaya Biological Station of Lomonosov Moscow State University. The objective of the tests was to verify all the characteristics of the microbial product, develop regulations for its use and prepare a conclusion on the effectiveness of the pilot forms. At the same time, studies on hygienic standardisation of the product have been completed: experts have already proved that its components are safe for humans, warm-blooded animals and communities of marine ecosystems. Earlier, the microbial product showed high efficiency under laboratory conditions during experiments at low temperature and high salinity.

The developed standards for the maximum permissible concentrations of the drug in the water of fisheries are recommended for inclusion in the draft updated Order of the Ministry of Agriculture No. 552. The environmental impact assessment of the microbial preparation has been completed. A draft technical documentation for the new substance has been prepared, and the procedure for public discussions has been completed in 25 municipalities in seven subjects of the Russian Federation.

By the end of 2025, it is planned to receive the conclusion of the state environmental assessment for OCEANIDA microbial preparations and finalize the development of industrial technology for preparation of the microbial product, taking into account all the necessary regulatory and technical documentation for its production and use. Implementation of the development within the Company's perimeter will make it possible to optimise and improve the quality of operations and reduce the risks of emergencies at the Company's license areas in the Arctic.

As part of the implementation of a comprehensive forest climate project in the Krasnoyarsk Territory, together with the Government of the Krasnoyarsk Territory, active cooperation is being carried out with leading universities in the field of forestry – St. Petersburg State Technical University named after S.M.Kirov and Siberian Federal University. Thanks to this interaction, the domestic and foreign experience in implementing forest-climatic projects has been analysed in detail, proposals have been prepared to create a legal framework for the implementation of such projects, which are reflected in the amendments to the Forest Code adopted in 2024, and approaches have been developed to select projects for implementation based on carbon and economic efficiency. Other natural absorption projects in Russia are being studied.

In 2024, a publication prepared jointly with the Siberian Federal University "Everything you need to know about climate projects from A to Z" was published, which describes in popular scientific language the features of forest-climatic projects and makes recommendations for practical implementation using the example of the Krasnoyarsk Territory.



LIFE ON LAND

ЭКОЛОГИЧЕСКОЕ
БЛАГОПОЛУЧИЕ
НАЦИОНАЛЬНЫЕ
ПРОЕКТЫ
РОССИИ

The Company acknowledges the necessity to promote ecosystem sustainability in the regions of operation by minimising impacts on vulnerable ecosystems, biodiversity, or critical components of natural ecosystems through monitoring and assessing environmental baselines.

15 LIFE
ON LAND



* Russian national projects:
environmental well-being.



ROSNEFT



15.1. BIODIVERSITY OF ECOSYSTEMS

Rosneft is committed to taking action with a view of protecting ecosystems and biodiversity.

When implementing corporate strategic initiatives to ensure a net positive impact on ecosystems, the Company pays special attention to measures aimed at preserving biodiversity onshore ecosystems.

The Company has developed lists of indicator species that should be targeted for biodiversity conservation and monitoring in all regions of its presence. The approach to biodiversity conservation compared with previously implemented measures within the framework of environmental legislation requirements (compensatory reforestation, renewal of fish resources through the release of fry) and initiative measures for the study of rare species on the Arctic shelf was complemented by the actualization of the element of Biodiversity conservation in terms of avoiding activities in specially protected natural areas of categories 1a and 1B according to the classification of the International Union for Conservation of Nature (IUCN).



Rosneft has also developed a new program for the study and conservation of bioindicator species in the Arctic region. Information about animal populations will allow scientists to draw conclusions about the state of their habitat and develop measures to preserve the biodiversity of the Arctic region.

Rosneft gives priority to implementation of measures aimed at preserving ecosystems and biodiversity.

15.2. SUSTAINABLE MANAGEMENT OF NATURAL RESOURCES AND MINIMIZED ENVIRONMENTAL FOOTPRINT

The Company is committed to the prudent use of the natural resources (including increased recycling) and gives consideration to the environmental impact of Company facilities.

Particular attention is paid to the environmental aspect: preserving the integrity of natural environment during implementation of projects in environmentally sensitive areas.

A separate focus area is reduction of the environmental footprint through preventive and other measures.

Rosneft is executing a number of programmes and projects, which minimize its environmental footprint, including:

- gas investment programme for increasing the beneficial use of the associated petroleum gas at both existing and new fields (see Section 13.4);
- wide range of environment protection projects with the goal of reducing the consumption of fresh water;
- processing and safe disposal of wastes, such as drilling waste re-injection;
- Energy efficiency programme aimed at improving the efficient use of fuel and energy resources while maintaining the target production level, and refining and sales volumes of hydrocarbons (please see subsection 7.1. for more information).



15.3. PROMOTING ECOSYSTEMS SUSTAINABILITY IN THE REGIONS OF COMPANY OPERATIONS

In accordance with the Company's Environmental Development Concept until 2035, Rosneft will take all possible steps aimed at avoiding any activity or any impact on protected territories during the planning of new projects in all regions of operation. Particular attention will be paid to the UNESCO world heritage sites. All new facilities will have to be designed based on the principle of environmental safety and zero environmental impact, which should be ensured through the introduction of environmentally friendly best available technologies (BAT), constant monitoring and comparative analysis with scientifically based basic parameters.

2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

The Center of Competence for Green Design established on the basis of the Company's research institute in Samara continued its work in order to comply with the principle of environmental safety.

The following works were completed in 2024:

- measures have been taken to reduce direct greenhouse gas emissions at the production facilities of JSC NK Kondaneft;
- a conceptual project "Strategy for the development of the gas infrastructure of the Orenburg region" has been developed, which includes additional options for APG disposal that are not covered by the investment gas program at the production facilities of Orenburgneft JSC;
- a technical and economic feasibility study of increasing the useful use of APG at the facility of JSC RN-Nyaganneftegaz has been developed;
- technical solutions have been developed to reduce methane emissions from dispersion candles and buffer tanks at the first 4 (out of 25) sites of the Cenomanian Water Pipeline LLC RN-Yuganskneftegaz.

Conservation of biological diversity and ecosystems in the regions of operation is one of the priorities of the Company's strategy until 2030. For more than 10 years, Rosneft's subsidiaries have been working to replenish aquatic biological resources and increase the population of valuable fish species.

In 2024, about 24 million of fry of valuable and commercial fish species were released in the regions of operation as part of artificial reproduction of aquatic biological resources.

More than 1.5 million Siberian sturgeon fry were released by RN-Yuganskneftegaz into reservoirs, Rospan International released more than 4 million muksun fry, Kynsko-Chaselskoye Neftegaz released more than 2.44 million muksun and Krasnoknizhnaya nelma fry, Kharampurneftegaz released more than 663,000 chir fry, SevKomNeftegaz and RN-Purneftegaz" a total of 144,000 nelma fry, RN-Uvatneftegaz - more than 2,000 muksun fingerlings, the Syzran Refinery during this period released about a million individuals of valuable and commercial breeds into the Volga, of which 40,000 sterlet fry and 72,500 carp. In three years, RN-Vankor has released more than 2 million red-listed fish species into the Yenisei River. The environmental campaign was traditionally attended by Taas-Yuryakh Neftegazodobycha specialists, who released more than 1 million pelage fry into the Akhtaranda River tributary in the Republic of Sakha (Yakutia).

Under the grant program of RN-Purneftegaz, the Kharampurovskaya agricultural community has started breeding and rearing whitefish on a new fish farm. The release of reared fry into the reservoirs of the Pur-Taz river basin will increase the number of valuable commercial fish that play an important role in maintaining the traditional way of management of the indigenous peoples of Yamal.



In addition, in support of scientific research of applied importance for the Taimyr Dolgano-Nenetsky district of the Krasnoyarsk Territory and its indigenous population, oil companies supported projects to assess the state of populations of the main commercial fish in the Taimyr reservoirs, as well as to study the fish of the Yenisei Bay of the Kara Sea. With the support of RN-Vankor, scientists of the Central Siberian State Natural Biosphere Reserve assessed the state of populations of the main commercial fish living in the rivers of the Taimyr Peninsula in the north of the Krasnoyarsk Territory as part of the pomegranate project.

Studies of the most common fish species – common pike, burbot and chira, which are objects of fishing for the indigenous peoples of the North, were conducted in the basins of the Yenisei, Pyasina, Kheta and Agapa estuary rivers. Burbot turned out to be the most stable and resistant to changes in environmental conditions.

The study of commercial fish populations is of great importance, including for the indigenous peoples of the North, for whom fishing is an integral part of their traditional way of life. In addition, within the framework of the grant, the scientists conducted a survey of residents of the village of Volochanka and representatives of the KOU-KYUN family community. The survey results showed that the quantity of fish caught, as well as its quality, remained unchanged and fully meet the needs of local residents.



Also, with the support of RN-Vankor, a grant project was implemented to study the fish of the Yenisei Bay of the Kara Sea. Scientists have established that the Yenisei Bay of the Kara Sea is home to 13 passing and semi-passing fish, as well as 18 species of marine fish that occur constantly or sporadically. The surveyed reservoirs are inhabited mainly by economically valuable whitefish, which include whitefish, pelad, grouse, muksun, tugun, chir and nelma. Other species periodically enter the river mouth from adjacent areas of the Kara Sea (flounder, pink salmon) or from tributaries flowing into the bay (char, grayling, chir, whitefish, pike, burbot). Whitefish and smelt are of the greatest commercial importance among them.

Based on the data obtained during the research, scientists have developed specific proposals for the introduction of environmental regulations, the possibility of creating special territories for natural feeding and spawning of fish, as well as the development of fish farming in Taimyr.

Employees of the Saratov Oil Refinery participate in the environmental campaign "Waterweed over and done with!". Plastic caps collected during the event are exchanged for fry of herbivorous fish, which clean the Volga from excess vegetation.



Employees of Group Subsidiaries together with students of Rosneft specialised classes took part in environmental protection events.

Over the past four years, the Company's enterprises have planted a total of about 37 million seedlings and saplings of trees, making a significant contribution to the conservation of nature and biological diversity of the Russian Federation.

In 2024, more than 30 subsidiaries planted seedlings in various regions of the country, including the Khanty-Mansi Autonomous Area – Yugra, the Yamal-Nenets Autonomous Area and the Nenets Autonomous Area, the Republic of Sakha (Yakutia), the Krasnoyarsk and Stavropol Territories, the Tyumen, Saratov, Samara, Sakhalin regions, as well as in Bashkiria and the city of Moscow. The work was carried out both as part of reforestation and voluntary actions – "Green Spring", "Forest Planting Day", "Save the Forest" and the International action "Garden of Memory" dedicated to the memory of those who died in the Great Patriotic War.

The largest contribution to reforestation in 2024 was made by RN-Yuganskneftegaz, RN-Purneftegaz, East Siberian Oil and Gas Company, Bashneft, RN-Vankor and Samotlorneftegaz.

Employees of RN-Yuganskneftegaz, Rosneft's largest oil producing asset, planted more than 4.8 million coniferous seedlings in the 2024 growing season. This is 41% more than last year. The area of landscaping was about 1300 hectares.

Over the past three years, RN-Purneftegaz has planted more than 1.2 million pine seedlings on an area of 340 hectares in Yamal.



The East Siberian Oil and Gas Company has completed reforestation work in the Achinsk and Karatuzsky forestry districts of the Krasnoyarsk Territory. Oil workers planted 940,000 seedlings of forest crops on an area of 300 hectares. The territories of forestry have grown by 820,000 seedlings of Siberian spruce, 70,000 seedlings of Siberian cedar pine and almost 50,000 seedlings of Scots pine.

In 2024, Bashneft planted 748,000 trees on an area of more than 200 hectares. This is 45% more than the same indicator last year. Landings took place in the Republic of Bashkortostan, the Khanty-Mansi Autonomous Area – Yugra and the Nenets Autonomous Area. Employees of the Company's enterprises and their family members participate in various environmental campaigns: "Green Spring", "Forest Planting Day", "Save the Forest", conduct clean-up and cleaning of river banks and territories adjacent to reservoirs and springs, support the Green Office project and help botanical gardens and zoos.



RN-Vankor employees have planted about 400,000 pine seedlings on an area of 182 hectares in the Krasnoyarsk Territory. During the growing season, the seedlings were transported to the forestry in special containers that protect future trees from damage and drying out of the roots. Pine was chosen for reforestation as one of the forest-forming species – these trees are among the most resistant to winds and adverse conditions, and their root system strengthens the soil. Pine trees grow rapidly and are able to create significant woodlands in a short time, which become a habitat for many species of animals and birds, which is of great importance for restoring the natural balance of the taiga.

In 2024, Samotlorneftegaz employees planted more than 390,000 pine seedlings on more than 107 hectares. Large-scale restoration of coniferous forests was started in 2008. In 17 years, the district's forest fund has increased by 2 million trees, which is more than 700 hectares.



15.4. ENHANCED PIPELINE RELIABILITY AND LAND REMEDIATION

Consistent with the goals of The Rosneft-2030 Strategy in the field of environmental protection, the Company intends to reduce to zero generation of contaminated land resulting from spills on pipelines by 2035.

To achieve this strategic goal, twenty of Rosneft's oil and gas production subsidiaries are implementing the Pipeline reliability improvement programme. The Pipeline reliability improvement programme for 2025-2029 envisages replacement of about 12,700 km of field pipelines under reconstruction plans, overhauls and running repairs.

The implementation of the Pipeline Reliability Improvement Programme for 2025-2029 will ensure the average annual pipeline replacement under reconstruction, capital and maintenance programs at the level necessary to achieve strategic targets of the Company to reduce the formation of polluted lands from spills in pipeline transport.



To minimise the impact on land, the Company has introduced and is implementing the Standard for reclamation of contaminated land, as well as the Standard requirements for control over environmental remediation works.

Rosneft builds and reconstructs landfills for industrial waste management, equips facilities with state-of-the-art machinery and equipment for oil sludge treatment.

The Rosneft–2030 Strategy envisages 100% utilisation of oily waste and legacy land remediation as well as active implementation of circular economy principles.

2024

PROGRESS TOWARDS THE GOALS ACHIEVEMENT

In order to expand the implementation of circular economy principles in the Company, an Action Plan was developed in 2023 and implemented in 2024. At the same time, the Company's plan was not limited to practical measures only as it included provisions on the development of competencies and awareness of the Company's employees on the implementation of the principles of the closed-loop economy. To achieve this goal, the Company developed a training course in 2024 and started employee training.

Given that the issues of introducing circular economy as a regulatory factor and using the latest environmental technologies and best practices in waste management in the Company are traditionally of particular interest, a separate session was devoted to the closed-loop economy at the 10th Anniversary Congress of the Company's Environmentalists in September 2024, which was held with the participation of representatives of relevant government authorities and the expert community.

In 2024, the Company continued implementation of measures under the Programme for elimination of environmental legacy, which provides for complete elimination of contaminated land resulting from industrial activities of the Soviet period and actions of previous owners before integration of the assets into Rosneft's perimeter.

As a result of the aforementioned Programme implementation, more than 280 hectares of contaminated of legacy lands have been remediated since 2022, of which more than 45 hectares were remediated in 2024. More than 90% of remediation works on legacy lands are performed by the Company's own ecoservice, environmental remediation workshops established at the Company's key subsidiaries (including Samotlorneftegas and RN-Yuganskneftegas in the Khanty–Mansi Autonomous Area – Yugra).

Please see subsections 3.1, 3.2, 4.1, 9.2, 11.1, 13.1. for more information on the Rosneft–2030 Strategy.



As part of achieving the strategic goal, and namely: striving to zero in generation of contaminated land caused by pipeline spills by the end of 2035, the Company has developed a target programme for establishing its own professional emergency response teams at the Group's subsidiaries to prevent, localize and respond to oil and petroleum product spills. At the first stage of the programme, the Company is implementing a business project to create and equip its own professional emergency rescue team at RN-Yuganskneftegas, which includes purchase of additional oil spill response equipment and machinery.

As part of the development of the layered response principle, in 2024, agreements were concluded between the four Companies of the Company's Group to assist in the localization and elimination of oil and petroleum product spills, providing for the provision of technical means from the reserves of other Companies of the Group to carry out spill response work if their own technical means are insufficient.

The Company's prompt response to incidents is ensured by the involvement of its own emergency rescue services (formations), or contractor professional emergency rescue formations. In addition, the Group's Companies regularly certify and recertify their own emergency services (formations) and rescuers.

In order to increase the effectiveness of cooperation between the Company and the branch commission of the Ministry of Energy of the Russian Federation for the certification of emergency rescue services (formations) and rescuers, the branch commission of the Ministry of Energy of the Russian Federation for the certification of emergency rescue services and rescuers of the oil and gas industry, as well as other branches of the fuel and energy complex included authorized representatives of PJSC NK Rosneft and organized the process of control over the creation of emergency rescue services (formations) and rescuers of the oil and gas industry, as well as other branches of the fuel and energy complex. As part of the ongoing joint work, the industry commission of the Ministry of Energy of the Russian Federation certified 1,617 rescuers and 11 emergency rescue services (formations) of the Company in 2024.

The Group's Companies have developed more than 500 oil and petroleum product spill prevention and response plans, of which more than 80 were approved in 2024. Prior to the approval of plans, comprehensive exercises were conducted at the subsidiaries to confirm readiness for oil spill containment and response with the participation of representatives of federal executive authorities, state authorities of the constituent entities of the Russian Federation and local governments, as well as representatives of emergency rescue units.

In 2024, as part of the Pipeline Reliability Improvement program, the following activities were carried out: reconstruction and repair of 1,910 km of field pipelines, internal mechanical cleaning of more than 10,800 km of pipelines, diagnostics and industrial safety expertise for 21,700 km of field pipelines, corrosion inhibitor protection of more than 21,000 km of field pipelines.



PEACE, JUSTICE AND STRONG INSTITUTIONS



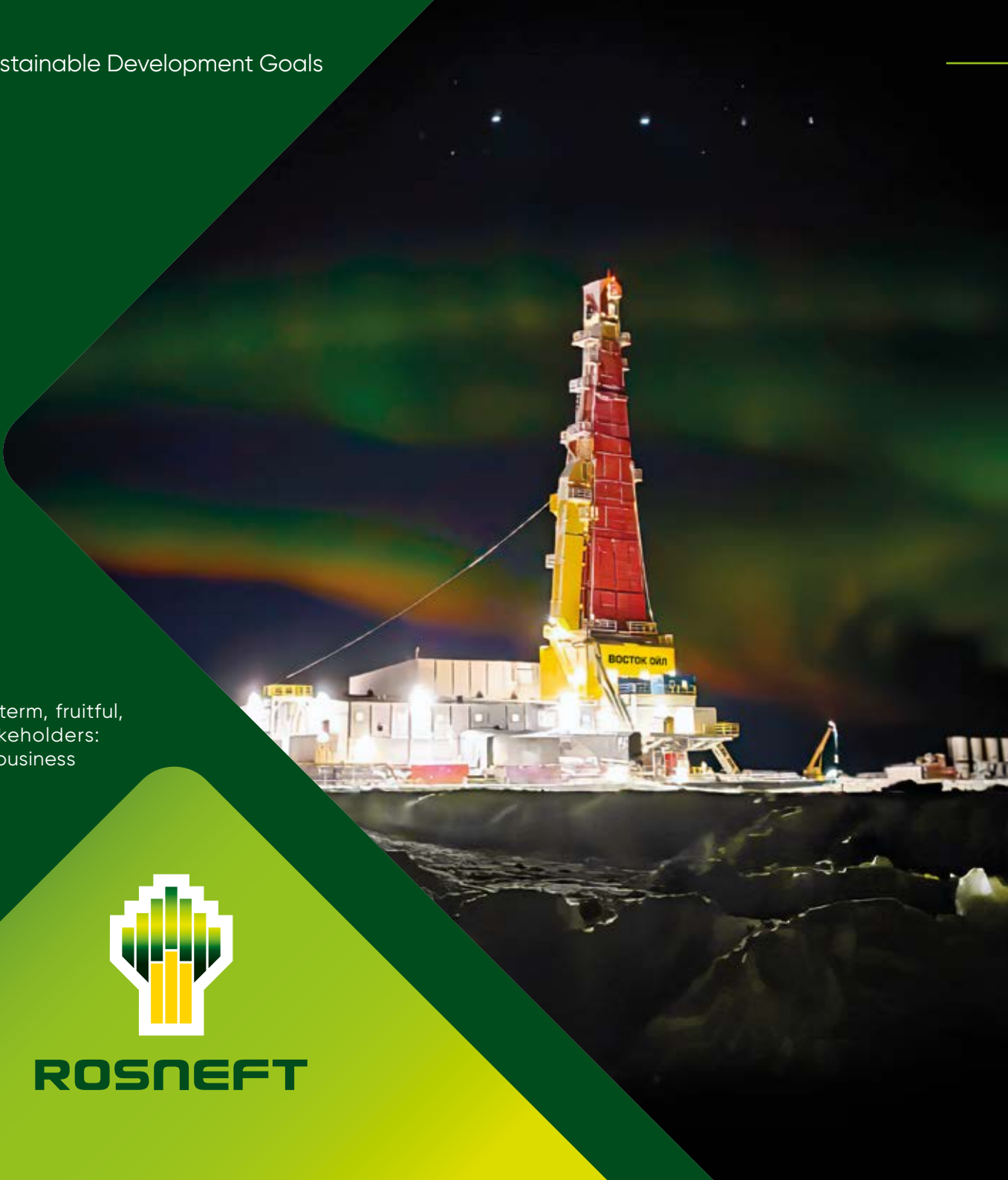
The Company is committed to building partnership, long-term, fruitful, trusting and mutually beneficial relationships with stakeholders: shareholders, investors, consumers, authorities, public and business community.



* Russian national projects: economy.



ROSNEFT



16.1. HUMAN RIGHTS AND FREEDOMS

The Company operates in strict compliance with the Social Charter of Russian Business and the Universal Declaration of Human Rights. We acknowledge the importance and value of fundamental human rights and freedoms proclaimed by the United Nations, including the freedom of association, the right to conclude collective agreements, labour rights, the right to favourable environment and health protection and the rights of indigenous people.

Rosneft shares the principles anchored in the UN Global Compact.

[The Company's commitment to human rights](#) is reflected in the Rosneft Code of Business and Corporate Ethics, as well as in the internal policies and local regulatory documents that are applicable to all subsidiaries, in which the Company possesses a majority of votes. Main mechanisms for monitoring and assessing activities in the area of [human rights](#) are also indicated.

Within the framework of compliance with legal obligations to ensure the internationally recognised rights and freedoms of individuals and groups of people, in 2020, the Company developed and published the [Declaration of PJSC Rosneft in the field of human rights when interacting with suppliers of goods, works and services](#) on the official corporate website. When submitting an application for participation in a procurement, each supplier/contractor confirms that they have read the declaration, as well as their readiness to comply with all the principles set out in it.

The Company developed a "[Code of Suppliers of goods, works and services of PJSC Rosneft in the field of human rights](#)". The Code is aimed at forming a strong business relationship between PJSC Rosneft and its suppliers. By adopting the Code, suppliers support the Company's position in the field of human rights and undertake to extend the Code's provisions to the entire supply chain of goods, works and services.

The Company acts in strict compliance with the Social Charter of the Russian business and the Universal Declaration on Human Rights. Around 70% of Rosneft employees are covered by collective employment agreements.

16.2. ESTABLISHING SUSTAINABLE PROCUREMENT SYSTEM ALONG THE ENTIRE VALUE CHAIN

Please see subsection 12.3. for more information.

16.3. DEVELOPING STAKEHOLDER ENGAGEMENT

The established system of effective communications based on the principles of openness, mutual respect and responsible attitude contributes to the further development of the Company's business stream.

16.4. COMPLIANCE AND COMBATTING CORRUPTION

Please see subsection 10.6. for more information.



ROSNEFT: PRINCIPLES OF SUSTAINABLE DEVELOPMENT

List – index of relevance of topics as per the UN Sustainable Development Goals

PRINCIPLES	IMPLEMENTATION TOOLS AND APPROACHES	SECTIONS INDEX
Maximum adaptability of the business model in the transition period to a low-carbon economy	<ul style="list-style-type: none"> → Flexible business model → Balanced investment portfolio → High results and value creation despite the cyclical nature of the oil business → Energy security and energy access 	2.1, 3.2, 7.1, 7.2, 7.3, 7.4, 8.6, 8.8, 8.9, 9.1, 9.2, 9.3, 11.1, 12.2, 13.1, 13.2, 13.3, 13.4, 16.2, 17.2
Caring for people, the environment and moral values	<ul style="list-style-type: none"> → Safety culture and performance → Working environment and benefits for employees → Security for people, business and assets 	3.1, 3.3, 3.4, 3.5, 3.6, 7.2, 8.2, 8.3, 9.4, 10.4, 10.6, 10.7, 11.6, 12.3, 13.4, 16.2, 16.4, 17.2, 17.3
Doing business the right and responsible way	<ul style="list-style-type: none"> → Integrity across all business units and operations → Transparency and reporting → Respect of human rights → Ethics, compliance and anti-corruption → Risk management 	2.1, 3.1, 3.2, 3.3, 3.5, 4.1, 4.3, 5.1, 5.2, 7.3, 8.2, 8.3, 8.4, 8.5, 8.6, 8.7, 8.10, 9.4, 10.2, 10.3, 10.4, 10.6, 10.7, 11.6, 12.3, 13.1, 16.1, 16.3, 16.4, 17.1, 17.2, 17.3
Enhancing further economic and social development	<ul style="list-style-type: none"> → Direct and indirect economic contribution → Supply chain and related industries development → Employment and workforce training → Industrial and social infrastructure → Energy access, new products and solutions 	1.1, 1.2, 2.1, 2.2, 2.3, 3.5, 3.6, 4.1, 4.2, 4.3, 5.1, 5.2, 7.2, 7.4, 8.1, 8.3, 8.4, 8.7, 8.8, 8.10, 9.1, 9.2, 9.3, 10.1, 10.2, 10.3, 10.4, 10.5, 10.7, 11.1, 11.2, 11.4, 11.5, 11.6, 12.3, 16.2
Addressing threats of climate change	<ul style="list-style-type: none"> → Climate-related governance → Emissions reduction → Energy intensity of the Company's industrial operations → Use of the Company's products 	3.2, 6.1, 6.2, 7.1, 7.2, 8.9, 11.2, 12.1, 12.2, 13.1, 13.2, 13.3, 13.4, 13.5, 14.1, 14.2, 14.3, 15.1, 15.2
Efficiently managing our environmental impact	<ul style="list-style-type: none"> → Environmental stewardship → Water management → Ecosystems and biodiversity 	3.2, 6.1, 6.2, 11.3, 12.1, 12.2, 12.3, 13.1, 13.4, 14.1, 14.2, 14.3, 15.1, 15.2, 15.3, 15.4
Partnering with our stakeholders	<ul style="list-style-type: none"> → Efficient partnerships → Respect of human rights → Labour rights, comfortable working conditions and social protection for our employees → Company's values across our supply chain 	1.2, 3.5, 3.6, 4.1, 4.2, 5.1, 5.2, 6.2, 7.2, 8.1, 8.3, 8.4, 8.5, 8.8, 9.2, 10.1, 10.3, 10.4, 10.7, 11.5, 11.6, 12.3, 16.1, 16.2, 16.3, 17.1, 17.2, 17.3



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