



**ROSNEFT**

**3** GOOD HEALTH  
AND WELL-BEING



**COMBATTING COVID-19  
INCLUSIVE APPROACH OF  
ROSNEFT OIL COMPANY**

## COMBATTING COVID-19



Igor Ivanovich Sechin  
Chairman of the Management Board,  
Chief Executive Officer of Rosneft Oil  
Company

"As ever, my number one priority is protecting the life and health of personnel of the Company and contractor organizations working in offices and at operations sites.

We have developed and introduced several mandatory requirements aimed at minimization of people's risk of catching coronavirus and the risk of potential spreading of new coronavirus infection.

I encourage the leaders of all levels to make sure that the requirements are met. I hope that today you are taking care of yourselves, your colleagues, relatives and friends".

At the very early stages of the virus's penetration into the territory of our country, the Company took proactive action. The Board of Directors approved a **priority action plan to ensure sustainable operations of the Company**. Rosneft's inclusive approach takes into consideration recommendations of the Federal Service for Supervision in the Area of Consumer Rights Protections and People's Well-Being (Rospotrebnadzor), as well as Russian and international best practice for combatting COVID-19.

The Company set up an Emergency Response Team and has applied an integrated pandemic threat response since February 2020.

**Emergency Response Teams for the monitoring and combatting the virus spread operate in 284 Group Subsidiaries.**

**The Company has ensured business continuity** and maintained the performance of its core operations despite most of Rosneft employees having moved to a remote working mode. This result was achieved due to an effective IT support by modern means of communication, and compliance with confidential information protection standards.

**The enhanced epidemiological alert mode was introduced at all operational sites and living quarters of the Company's employees.**





Protection of people's health and safety is Rosneft's overriding priority. Epidemiological situation is **monitored daily** across all businesses including contractor companies working at Rosneft assets.

## TAKING CARE OF OUR PEOPLE'S HEALTH

Rosneft has ample supplies of personal protective equipment (PPE); all key work and office premises are treated with special disinfectants, which are constantly replenished (as of the end of October, the Company had purchased **5.2 million liters of disinfectants**, and over **600 thousand liters of hand disinfectants**).

Large-scale testing of employees for COVID-19 is underway (**over 560 thousand tests were conducted**), inter alia, using the voluntary medical insurance mechanism.

Operating sites are provided with the necessary equipment and means of protection. The Company has purchased **over 29.3 million of PPE units**, including masks, respirators, goggles, gowns, gloves.

Rosneft introduced the epidemiological alert mode in **117 field camps and 230 shift camps**, where **23.3 thousand of the Company's employees and 20.5 thousand of contractors' employees are staying**. Inter-shift intervals were increased in core operating subsidiaries from 30 up to 90 days. **263 observation units** for arriving shift employees and **398 isolation units** (including 185 isolation units in Group Subsidiaries operating on a shift basis, and 213 isolation units in other Group Subsidiaries) for people with symptoms of the acute respiratory infection were set up and staffed with medical support and strict sanitary and anti-epidemic controls.

**The Company makes an emphasis on strict compliance with sanitary and hygienic requirements (for example, disinfection of premises, common areas, canteens and vehicles is carried out daily).**



The Support Hotline with professional medical advice has been set up with a view to maintaining employees' mental health.

## TAKING CARE OF SAFETY AND WELL-BEING

The **Business Continuity Plan** provides for measures aimed at ensuring the safety of employees and customers at corporate retail sites:

- Staff location during work shifts is optimized.
- Contactless payment services are provided at the Company's retail sites.
- Staff at the retail sites are provided with disinfectants, gloves and masks.
- Staff at the retail sites make sure the social distancing of 1.5 m between customers is observed, and information about the need to keep social distancing is placed on monitors, in cash desk areas, at the entrance and in the display areas, with stickers placed on the floor.
- Every day, before the shift starts, employees have their body temperature measured. Additionally, employees must measure their body temperature before leaving for work.
- Premises of the retail sites are regularly cleaned and treated with disinfectants.
- The retail sites have posters with information about the coronavirus infection and preventive measures approved by the Ministry of Public Health of the Russian Federation. Participants of the Company's loyalty programs have received sms, e-mails and push notifications about the COVID-19 preventive measures taken at retail sites.
- The Company has made arrangements to sell solely takeaway food in line with Regulation № 726-r of the Government of the Russian Federation dated 27.03.2020. Cafes at the retail sites sell only takeaway food and observe the safety standards concerning food products and social distancing during taking and delivering orders with an option of a contactless takeaway food sale. The takeaway menu includes a proprietary "Cook at Home" frozen hot-dog set.
- Convenience stores at the Company's retail sites have launched a new line of goods, "Products for Your Health" (including antiseptic solutions and antibacterial wipes).

The Company takes care of its employees and their professional development, with online training gaining momentum.



The Company's facilities produce and sell domestically products aimed at combatting the coronavirus.

## TAKING CARE OF PEOPLE

The Company produces two types of products that are used for manufacturing antiseptics for combatting the coronavirus – ethanol and acetone (potential feedstock for producing isopropyl alcohol).

The Company's share is **66%** and **12%** in Russia's acetone and ethanol markets correspondingly. Since the beginning of the pandemic, **32.3 thousand tons** of acetone and **2.7 thousand tons** of ethanol have been sold in Russia.



PCK Raffinerie GmbH in Germany supported the request of the Brandenburg government to provide support in combatting the coronavirus infection and produced **1,000 litres of disinfectant** that was supplied to the regional authorities for distribution to more than 60 companies and organizations of vital importance. The refinery has also voluntarily supplied FFP2 masks for regional distribution.

The Company organizes testing for its employees, and provides personal protective equipment to retail and food businesses and medical institutions, while taking care of its people and continuity of its operations in the pandemic.



The Company provides medical institutions with means of personal protection and equipment.

## PROVIDING SUPPORT TO HEALTH CARE WORKERS

Providing support to medical institutions is an important aspect of the Company's social responsibility, for example:

- **Medical workers received cards for the amount of 2 million rubles with an option to fill personal vehicles and/or buy goods at the Company's retail sites.**
- **5,600 protection overalls** were provided to medical institutions of the city of Ryazan as part of combatting COVID-19.
- The Company assisted in supplying medical institutions of KhMAO-YUGRA with personal protection and equipment.
- Funds were allocated for purchasing stationary oxygen concentrators 50 l/min to complete the intensive care units equipment in the Sakha Republic (Yakutia), and mobile medical complexes of computed tomography to enhance capabilities of the healthcare institutions in the Krasnoyarsk region.

## VOLUNTEERING

The Company's employees take a pro-active approach to combatting the coronavirus pandemic. Young members of the Rosneft team and caring employees in general become volunteers in order to provide assistance to veterans and older people, as well as to other high-risk groups in self-isolation, by delivering the necessary food products and other essential goods.

As an example, the shift leader of the engineering and dispatch service of Sibneftegaz printed on a 3D printer over **400 visors-protection masks for the medical staff combatting coronavirus** and handed them over to infectious disease departments of the Nenets Autonomous Region and the emergency ward of the city of Novy Urengoy.



**Volunteer teams operate in more than 60 Group Subsidiaries.**