

Index	Indicator	Section and page of the Report	Boundaries of topics and indicators
GRI 419. Socioeconomic Compliance 2016			
103-1, 103-2, 103-3	Management approaches Regulations: Anti-monopoly Policy. Department responsible: Legal Support Department of PJSC LUKOIL	Ethics and human rights, p. 33	LUKOIL Group
419-1	Significant fines and non-financial sanctions for non-compliance with laws and regulations in the social and economic area	Statutory compliance, p. 35 Appendix 3	LUKOIL Group

Appendix 5. Individual GRI indicators

GRI 102 General information

102-13 Membership of associations

PJSC LUKOIL and LUKOIL Group entities participate in a number of national trade and professional associations.

Russia

The National Council for Professional Qualifications under the President of the Russian Federation: PJSC LUKOIL is a member of the Council

The Council for Professional Qualifications in the Oil and Gas Industry of Russia: PJSC LUKOIL is a member of the Council

Russian Union of Industrialists and Entrepreneurs (RSPP): PJSC LUKOIL is a member of the Union

The Airport Civil Aviation Association: LUKOIL-AERO is a member

Europe

Belgium. The Belgian Petroleum Federation and BUSINESSEUROPE: LUKOIL Belgium N.V. is a member of these organizations

Bulgaria. The Bulgarian Oil and Gas Association and the BULGARIAN ECONOMIC FORUM: LUKOIL-BULGARIA

EOOD seats on the governing bodies of these organizations and is also a member of the Donor Assembly of the Energy Efficiency And Renewable Sources Fund

Croatia. Croatian Energy Regulatory Agency (Hrvatska energetska regulatorna agencija) and Croatian National Tourism Board (Hrvatska turistička zajednica): LUKOIL Croatia Ltd. is a member of these organizations (membership is mandatory), as well as a member of the Croatian Chamber of Commerce and Industry (Hrvatska gospodarska komora)

Italy. UNEM Unione Energie per la Mobilità: LUKOIL Italia Srl is a member

Macedonia. The Macedonian-Russian Chamber of Commerce and Industry: LUKOIL MACEDONIA LTD Skopje is a member

Montenegro. The Association of Oil and Petroleum Product Distributors of Montenegro and the Chamber of Commerce of Montenegro: LUKOIL MONTENEGRO DOO is a member of these organizations, while a representative of LUKOIL MONTENEGRO DOO is also a member

of the Management Board of the Union of Energy and Extractive Industry of Montenegro

Netherlands. Netherlands Organisation for the Energy sector: LUKOIL Netherlands B.V. is a member

Republic of Moldova. The Chamber of Commerce and Industry of the Republic of Moldova: LUKOIL-Moldova SRL is a member and participates in its projects

Serbia. The National Petroleum Committee of Serbia (a member of WPC, the World Petroleum Council) and the Association of Oil Companies of Serbia (Udruženje Naftnih Kompanija Srbije): LUKOIL SERBIA PLC Belgrade sits on the governing bodies of these organizations and takes an active part in their initiatives

Asia

Georgia. Georgian Business Associations: LUKOIL-Georgia Ltd. is a member

Turkey. The Turkish LPG Association (Türkiye LPG Derneği), LNG and CNG Companies Association (Sıvılaştırılmış

ve Sıkıştırılmış Doğalgazcılar Derneği) and the Union of Chambers and Commodity Exchanges of Turkey (TOBB): Akpet GAZ A.S seats on the governing bodies and actively participates in discussions of practical issues related to the development of the Turkish gas market

The Association of Fuel Distribution Companies of Turkey (ADER): Akpet Akaryakit Dağıtım A.S. seats on the governing bodies

402-1 Minimum notice periods regarding operational changes

Region	Minimum notice period
Belgium	3 months
Russia, Azerbaijan, Bulgaria, Moldova, Serbia, and Uzbekistan	2 months
Austria	6 weeks
Germany, Switzerland, Italy, Macedonia, Norway	1 months
Romania	For specialists 20 days; for executives 45 days.
Finland, Turkey	14 days
Kazakhstan	15 business days or 1 month
Belarus	7 days (2 months in the event of staff reductions or the liquidation of the enterprise)
Egypt	1 week
Georgia	3 days
Iraq, Montenegro, Mexico	No notice period is established for employees
The USA	No universal period has been established for substantial changes to working conditions. Under certain circumstances, state or federal law may prescribe certain recommendations or procedures.

404-2 Programs for upgrading employee skills and transition assistance programs

Programs for upgrading employee skills

Type of training	Training programs and courses
In-house training courses	DLS: over 300 educational courses on the following topics: Quality Management and Lean Manufacturing, Organizational Change Management, Project Management, Management, Personal Effectiveness, Foreign Languages, Corporate Spirit, IT Courses (Outlook, Excel, PowerPoint), Public Speaking and Presentations, People Management, Human Resources Management, Effective Negotiations, Production Orientation, Oil Product Supply, Risk Management, IT Security, Civil Defense and Emergency Protection, Industrial Safety, Occupational Safety, Fire Safety.
External training or education	Professional retraining, education in MBA, EMBA, DBA programs. The Company pays 50 percent of the cost of employee education. If the employee receives an additional professional education, including a postgraduate degree, where the employer is not the initiator, then educational leave is granted, and the respective employee receives a guarantee that they will not lose their positions while studying.

Appendix 6.

References: acronyms and abbreviations, definitions and calculation formulas

Names of LUKOIL Group entities

Nizhny Novgorod oil refinery — LLC LUKOIL-Nizhegorodnefteorgsintez	Oil refinery in Bulgaria — LUKOIL Neftochim Burgas AD
Ploesti oil refinery, oil refinery in Romania — PETROTEL-LUKOIL S.A.	Perm oil refinery — LLC LUKOIL-Permnefteorgsintez Oil refinery in Italy, ISAB — ISAB S.r.l.
Ukhta oil refinery — LLC Ukhtaneftepererabotka	

Abbreviations

AMS — automated management systems	EIA — environmental impact assessment
APG — associated petroleum gas	ERU — emergency rescue divisions and units
BEPS — base erosion and profit shifting	ESG — environmental, social and governance
CF — charity fund	ESP — Environmental Safety Program
CHPP — combined heat and power plant	FEC — fuel and energy complex
DLS — distance learning system	FFS — fuel filling station
EBITDA — earnings before interest, taxation, depreciation & amortization	FPM — formation pressure maintenance
EE — emergency event	FS — feasibility study