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DEAR LADIES!

On behalf of all the men of Sakhalin Energy and in my personal capacity, I would like to express our heartiest congratulations on the first spring holiday, International Women's Day!

To every man, a woman is his muse who inspires his ideas and gives him confidence in achieving great feats and scaling new heights! Your care fills our hearts with warmth and a genuine desire to keep our love for you strong and protect our families from danger and adversity.

No doubt, you stand shoulder to shoulder with us, accomplishing the most difficult tasks. But that's not what's most important to us. We will do our best not to let you down, to keep your love and affection going, and to safeguard all the things you have helped us create over the years!

Dear ladies! May you always stay loved and full of charm!

■ Roman Dashkov,
Chief Executive Officer



DEAR LADIES!

I would like to extend my sincere congratulations on International Women's Day! You fill the world with beauty and love, generously sharing your warmth and cherishing traditions to pass them on to the younger generations. Besides, you are successful in unlocking your professional potential, while contributing greatly to the development of our region and the entire country through your diligent and responsible work.

The example of the Sakhalin-2 project demonstrates that women are able to succeed in the most difficult disciplines, working on an equal footing with men at remote production sites, and implementing innovative solutions in the oil and gas industry. I suppose, there are hardly any occupations left today where women would not be able to find fulfillment.

Each of you has something unique: talent, ideas, physical and spiritual beauty. It seems like you all embody the amazing nature of Sakhalin, with its fascinating mysteries, genuine attraction and incredible riches. No doubt, you are the region's greatest treasure!

May compliments and good wishes be sent your way as often as possible, not just on this day, but on any other day. May you all be blessed with prosperity, health and love! Congratulations, dear ladies!

■ Valery Limarenko
Governor of Sakhalin Oblast

Sakhalin Energy
ranked among Russia's
Top 5
employers
in the energy sector
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CURRENT EVENTS

1 February	3 February	8 February	10 February	14 February	17 February
The Company has announced another contest under the Scholarship Programme (read more on page 13)	Sakhalin Energy ranked among Russia's top 5 employers in the energy sector (read more on page 8)	Sakhalin Energy launched a project aimed at providing career guidance for Sakhalin school students (read more on page 13)	Sakhalin Energy launched its annual conflict of interest declaration process	Public meetings were completed in the areas of traditional residence of indigenous peoples of the Sakhalin Oblast with the participation of representatives of the Company	Sakhalin Energy held an open dialogue with the public as part of the preparation of the 2022 Sustainable Development Report

march 2023

VLADIMIR PUTIN CONGRATULATED GAZPROM ON ITS 30TH ANNIVERSARY



Russian President Vladimir Putin took part in Gazprom's 30th anniversary event.

The President, via videoconference, conveyed his best wishes to Gazprom staff members, who are almost half a million-strong: workers, engineers, geologists, drillers, construction workers, and people representing dozens of other crafts and trades. The President noted that they are all top professionals, and the whole country is proud of them.

"Of course, today we must send our warmest greetings and best wishes to the Russian gas industry veterans. They were the ones who laid the foundations and started developing vast and unique deposits, built entire cities and towns, and laid energy supply routes of international significance," the President said.

According to the President, Gazprom remains a responsible, efficient and sustainable business. Gazprom is moving forward and launching new projects, including by carrying out geological prospecting surveys, producing gas and ensuring its advanced processing, creating orders for Russian high-tech businesses, and investing substantial funds in the comprehensive development of our cities, rural areas and regions.

"Gazprom's specific goals and new projects are based on detailed expert analysis and projected changes and trends in global markets. According to those forecasts and opinions, natural gas will remain an extremely valuable natural resource, a true asset it has been for years, and the demand for it will only grow," the President continued.

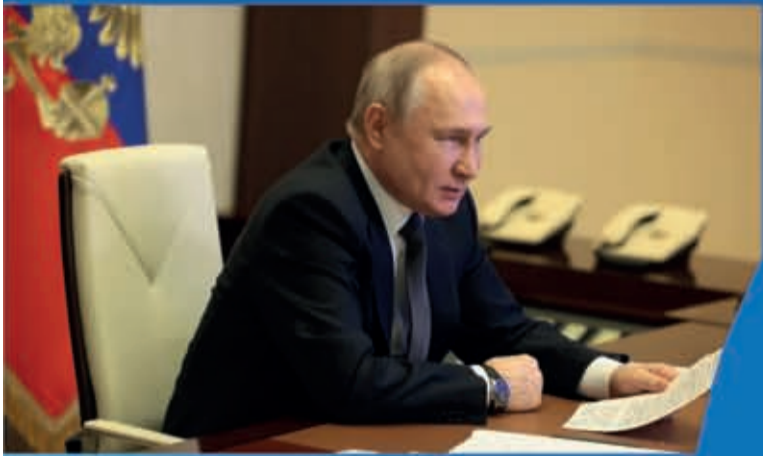
The Russian leader noted that over the past 30 years, global natural gas consumption has almost doubled; in the next 20 years, according to expert estimates, it will add at least another 20 percent, and maybe more. "In the so-called transition period, the demand will be enormous. Moreover, the Asia-Pacific region will account for more than half of projected growth. ...In this context, the further development of the huge gas industry network created in the east of our country is becoming strategically important for Russia," the President added.

According to Vladimir Putin's assessment, Gazprom's perspective plans always look ahead and are designed for years and even decades to come, "...which fully meets our national interests, and the goals and priorities of Russia as a major power and a sovereign centre of the multipolar world."

"As far as international cooperation and export contracts are concerned, Gazprom is facing monumental challenges, having to rearrange its logistics routes and gain a foothold in new markets," said Vladimir Putin.

The President emphasised that no matter how important international trade is, what matters the most to us is promoting our national development, providing for reliable, steady economic growth, shielding the national economy from any threats, and ensuring uninterrupted supplies for our enterprises and regions, including improvement of quality of life for people.

In closing, Vladimir Putin thanked Gazprom's employees for their great work for the benefit of people and our vast country and wished them every success in their undertakings.





DEAR COLLEAGUES AND FRIENDS!

Please accept my heartfelt congratulations on the 30th anniversary of Gazprom!

We have done a tremendous amount of work over the past years, and we can be rightfully proud of the results. Unique, state-of-the-art projects have been implemented. Hundreds of new fields and deposits have been discovered. New high-capacity production hubs have been established in the Arctic, Eastern Siberia, and the Russian Far East. The geography of the gas transmission system – the longest and most reliable in the world – has been expanded. By doing so, we have significantly strengthened Russia's energy security. On top of that, we have done a lot for social development. For example, we have built modern, premium-class sports facilities throughout the country, so that children can grow up to become healthy, strong, and well-rounded individuals.

All that we have created and continue to create will benefit Russian people for decades to come, keeping their homes warm and comfortable in any weather, giving them confidence in the future, and helping them make their dreams come true.

Dear colleagues,

Gazprom is known all over the world as an ambitious company. We set ourselves great goals and unflinchingly achieve the desired re-

sults, doing things that others cannot do. Every single employee of our nearly half a million strong team has contributed to such achievements.

Thank you for your tireless, heroic work. You are true professionals who honour glorious traditions and are committed to the common cause.

Special words of gratitude and appreciation to our longest-serving employees!

Dear friends,

Gazprom still faces many demanding projects that are of great importance to our people and to the country. Our first priority is to supply gas to as many consumers across Russia as is technically feasible. There is no doubt that the company's team will, just as in previous years, deliver all the tasks in an excellent and highest-quality manner.

I wish you and your loved ones the best of health, happiness, prosperity, and every success. And, of course, I wish all Gazprom employees new victories and achievements!

Have a joyous celebration! Happy anniversary!

■ Alexey Miller

Chairman of Gazprom's Management Committee

spotlight interview



“We Have a Lot of Work to Do, with a Considerable Head Start for Gazprom's Anniversary”



In an interview* for the *Gazovaya Promyshlennost* Journal, Vitaly Markelov, Deputy Chairman of Gazprom's Management Committee, speaks about the highlights of the past year and shares plans for 2023, Gazprom's anniversary year.

– Looking back on the past year, could you please tell us about the main challenges faced by the production subdivisions and Gazprom as a whole and the achievements it had made before entering its anniversary year?

– Gazprom's number-one mission is to supply gas to consumers in Russia, and it has of course remained the same through 2022. Traditionally, Gazprom faces the important task of replenishing the gas withdrawn from its underground storage facilities in the preceding season to cover the coming autumn and winter. As always, we lived up to the task and provided the required stock for the winter of 2022-2023.

Gazprom places great emphasis on developing projects in the east of the country. Last year, Gazprom continued its preparations to bring the Chayandinskoye Oil and Gas Condensate Field in the Republic of Sakha (Yakutia) up to design capacity. The Kovyktinskoye Field in Irkutsk Oblast coming on stream, with its deposits being unique in terms of geological complexity and reserves volume, was a momentous event for Gazprom in 2022. Both the Kovyktinskoye and Chayandinskoye Fields are the resource base for supplying the required volumes of gas through the Power of Siberia pipeline to Russian consumers in the east of the country and to China under an existing contract.

Gazprom's key objective is to expand its mineral resource base and carry out exploration activities: from the Kara Sea to Kamchatka Krai. We have a lot of work to do, with a considerable head start for Gazprom's anniversary.

– Gas supplies to China via the Power of Siberia pipeline hit new all-time highs during the past year, including December. How is the Far Eastern Route gas supply project coming along?

– In 2022, Gazprom and the China National Petroleum Corporation signed a long-term sales and purchase agreement to supply natural gas via the Far Eastern Route, which will increase the gas volumes supplied by Gazprom to the PRC by 10 bcm/a. I assume that, under the new agreement, gas

will not only go to the energy market in Beijing and Shanghai, but will also be actively consumed along the route of the Far Eastern Gas Pipeline in China's north-eastern regions, with a gradual conversion of thermal power plants and boiler houses from coal to natural gas in order for China to reach its carbon neutrality targets. The demand for gas is estimated to be high, as demonstrated by the current supplies through the Power of Siberia gas pipeline regularly exceeding the daily contract quantities.

Besides, the Soyuz Vostok gas pipeline is in the engineering phase. It will be an extension of the Power of Siberia-2 gas pipeline into Mongolia. We are talking about yet another route for Russian pipeline gas to reach China. The design capacity of the Soyuz Vostok gas pipeline is 50 bcm/a gas.

– Gazprom is scaling up its operations in the Russian Far East. Could you tell us about the priorities for this part of our country and the outlook for its development through the prism of Gazprom's projects?

– Russian President Vladimir Putin has set the task of accelerating the expansion of gas supply infrastructure across the Russian Far East. We have a colossal amount of work to do in a short period of time. The Eastern Gas Programme was originally designed to lay the energy 'foundation' for the further economic and social development of Eastern Siberia and the Russian Far East. Gas supply and infrastructure expansion programmes are currently underway in the Far Eastern and Siberian Federal Districts covering Amur, Irkutsk, and Sakhalin oblasts, the Republic of Sakha (Yakutia), Khabarovsk Krai, and Primorsky Krai.



– How is Gazprom's downstream sector developing in the new environment?

– Gazprom has prepared an Integrated Action Plan for the development of its downstream business. As far as greenfield projects are concerned, we delivered a very important project in the northwest of the country in September 2022: to enhance the energy security of Kaliningrad Oblast and diversify marketing outlets in this part of Russia, Gazprom launched an LNG production, storage, and shipment complex (LNGC) near the Portovaya compressor station. The design capacity of its two LNG trains is 1.5 MMtpa LNG.

– You have mentioned that this year Gazprom has significantly increased the amount of equipment and materials it purchases from regional industrial clusters. How much has the scope of cooperation increased?

– By maintaining a steady demand for Russian-made machinery and equipment, Gazprom has indeed been involving increasingly more Russian companies in the creation of equipment and technologies, including those not previously applied in Russia. In its core operations, Gazprom is currently fully reliant on domestic technology. In its interaction with equipment manufacturers, specifically on matters of import substitution, Gazprom enjoys the support of regional authorities. To attract the industrial potential of the regions, Gazprom has signed 19 roadmaps with RF constituent entities.

– When it comes to technology development in general, what are Gazprom's priorities at the moment?

– Our consistent work in the field of import substitution has made it possible to more than halve the number of items on the List of Critical Items subject to import substitution and production localisation. And these are not just some list items – it's all about finding solutions to real-life challenges thus contributing to ramping up LNG production, which is of great importance to the country and to Gazprom.

– We can see that Gazprom has stepped up its engagement with state corporations. What are the prospects for such engagements?

– We have been extensively enlisting the services of state corporations to set up the manufacture and supply of high-tech equipment. One of last year's highlights was the Mi-171A3, Russia's first offshore helicopter, custom-made for Gazprom by Russian Helicopters, a Rostec State Corporation company. Gazprom will use the Mi-171A3 helicopters to carry cargoes and passengers to and from its offshore fields or, if required, to conduct search and rescue operations.

Last year, another important project was implemented for Gazprom: the bespoke KAMAZ-6250 all-terrain bus for the transport of our shift crews. It is a brand new type of bus. The first prototype showcased at SPIGF is equipped with a cryogenic fuel system running on LNG. Its additional features include enhanced heat insulation for operation in the Extreme North.

– The scope of targets laid down by the President for the expansion of the gas supply network across regions throughout Russia has substantially widened by the end of 2022: socially important programmes such as supplying cost-effective fuel to hospitals and schools are no longer limited by a fixed deadline. How ready is Gazprom to make adjustments to the changing environment?

– Gazprom is currently implementing its gas supply network expansion and infrastructure development programmes in 72 constituent entities of the Russian Federation. In 2022 alone, we built about 200 inter-settlement gas pipelines and set up the infrastructure to supply gas to more than 450 settlements. Gazprom's socially oriented household connection projects are implemented in line with the schedules signed by the heads of respective regions. The approved schedules provide for connecting more than a million additional Russian households to the existing grid by 2024.

* Read the full interview in the *Gazovaya Promyshlennost* Journal, Issue 1, 2023.

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event



Happy Birthday, Prigorodnoye!

On 18 February, we celebrated the 14th birthday of the largest production facility of the Sakhalin-2 project. The celebration, which took place in the cultural and sports areas, was attended by company's employees and their family members.

THE POWER OF ENERGIES EXHIBITION

On 17 February, the visitors of the Sakhalin Regional Art Museum were the first to see the Power of Energies exhibition. The exhibition includes works by Sakhalin artists united by a common theme – the Prigorodnoye production complex. This project was made possible due to joint efforts of the local art community, Sakhalin Energy, and Sakhalin Oblast Government.

Year before, Sakhalin artists attended Prigorodnoye production complex for a plein-air event. They were given a tour of the production area so they could take a deep dive into the complex operations. Inspired by a unique atmosphere of the high-tech production, the artists channeled their creativity to give life to this remarkable in its emotional impact project.

“This event is to celebrate contemporary art, and not just to admire, but also to demonstrate that the cultural life in our region is dynamically evolving. It is important for people on the island region to have a chance to implement their creativity, so exhibitions are of great importance for that. It is quite natural for us to combine our efforts with business and implement new, truly unique projects. Surely, the power of our creative energy will continue to amaze us,” Valery Limarenko, Governor of the Sakhalin Region, opened the exhibition.

In his welcoming speech, the Mayor of Yuzhno-Sakhalinsk, Sergei Nadsadin, emphasised that at present, it is more important than ever to maintain the unity of purpose and love of beauty, which has always been successfully fulfilled by the cultural sector. And thanks to one of its most unconventional areas, the regional capital's public not only gets to discover new facets of art, but also improves the daily cultural comfort of the city's residents.

“The role of culture in shaping the image of the region is hard to overestimate. In many ways, it helps to preserve the region identity while helping to pass on traditional values and knowledge to younger generations, which includes the industrial legacy of the region. Projects like Power of Energies play an important educational role, both for the creative community and for all visitors to the exhibition, educating them about Russia's first LNG plant,” Roman Dashkov, Sakhalin Energy's CEO, pointed out.

“In Tune with the Nature,” “Gas Giant,” “Human Energy,” “Sakhalin. Prigorodnoye. Transfiguration,” “Let it Burn”... – the exhibition brought

together the works of 27 Sakhalin artists, who ‘integrated’ the engineering concept in their art. Various styles are represented (painting, graphics, digital graphics, ceramics, installation), as well as schools and even generations of amateurs and professionals. The central piece of the exhibition, the figure of the grandfather of Sakhalin, created by Sergey Splavinov, is surrounded by light columns, symbolising water, air, earth and fire. ‘Interacting’ with the four natural elements, the guardian of the Sakhalin people appears to be performing an enchanting ritual to bring prosperity to the island. The patterns of his clothes feature ancient indigenous ornaments intertwined with shapes of modern gas carriers and pipelines.

The paintings on display are not just a literal ‘photographic’ reflection of the interior of the production facility, but rather an artistic philosophical ‘inquiry’. An example of this is one of the most unorthodox interpretations in the painting “LNG” by Konstantin Kolupaev, where the plant has a human face and appears both as a recognisable and yet a fantastic ‘creature’. The graphics in the artist's pieces represent the natural gas processing cycle: vertical lines stand for the gaseous state of the substance, intricate weaves in the center represent the transformation process, and horizontal patterns are for the liquid, which the gas becomes after processing. Another ‘interpretation’ of the plant is presented by Natalia Kiryukhina. In her “Temple of Art and Science. Symphony of Creation,” the pipes, tanks, and structures of the facility are transformed into musical instruments, with rivets and nuts appearing as musical symbols. All together, they make some kind of an ‘orchestra’, directed into harmonious tuning by a man.

All masterpieces are brought together with a touch of a ‘production atmosphere’. The LNG flare, the largest installation of the exhibition, is the centerpiece of this. Another feature is that the exhibition stands are covered in fabric featuring large-scale images of the paintings. This unconventional approach helps you feel immersed in the ‘artistic’ dimension, flavored with a tune ‘woven from the notes’ of the Sakhalin land: indigenous music, rumble of waves, squawks of seagulls, and the humming of the plant...

This ‘Power of Energies’ can be experienced at the exhibition through 17 March. For a month, the exhibition will include tours and lectures on the production complex and the Sakhalin-2 project at large.

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(Beginning on page 4)



SKI FOR GOOD DEEDS CHARITY EVENT AND SKI RACE

Another project we celebrated the LNG plant's birthday with was the traditional Ski for Good Deeds joint event. This year, Sakhalin Energy and Gazprom Dobycha Shelf Yuzhno-Sakhalinsk employees were joined by colleagues and friends from various Gazprom Group companies operating in the island region.

Valery Guryanov, General Director of Gazprom Dobycha Shelf Yuzhno-Sakhalinsk, and Andrey Oleynikov,

Managing Director of Sakhalin Energy, gave a start to the competition at the Triumph ski and biathlon complex in Yuzhno-Sakhalinsk on 18 February. They wished the participants sports success and good spirit.

The athletes had the opportunity to show their skills and endurance in men's and women's races, as well as in the four-stage relay, including the mixed competition. "Birthdays are usually celebrated with family members. We celebrate Prigorodnoye festive occasion together with the plant and corporate family and, of course, our friends from sister companies. We are glad that today's race turned out to be a championship," said Ivan Shamonaev, Head of the Prigorodnoye Production Complex, as he climbed the podium at the end of the men's race and mixed relay.

In addition to the traditional race of champions, team relay and snow racer sleds race, the programme included a laser

gun competition and interactive activities for children. The youngest children were entertained by animators, while the older ones had the chance to compete for the prize of Octaman, the new corporate mascot. His main power is the ability to create energy, which came in handy for all the young participants to cope with the superhero's tasks. "At such events it is very important that dad and mum are around, that you can run and play, and new friends just magically appear," said 9-year-old Azamat Zainullin.

The competitions were not only an incentive for employees to maintain a healthy lifestyle and strengthen team spirit, but also an opportunity to take part in the traditional charity event.

According to the organiser of the event, Evgenia Diamantidi, Lead Specialist of the Social Performance Section, Ski for Good Deeds launched a fundraising campaign for the SAMI Centre for Employment of Disabled People. By creating conditions

for the professional adaptation of young people with disabilities, the Centre gives them stable employment and helps them in self-fulfilment. The Centre already has printing and sewing workshops, and there are plans to open a studio for making gift candles. The project requires equipment and consumables for which the company's staff raised funds. "Supporting the professional development of people with disabilities significantly increases their opportunities for social adaptation. This is a step forward for us," added Evgenia Diamantidi.

Fund raising campaign will continue until 17 March. You can deposit donations in special boxes located in the company's offices or transfer them to the Fund's account (for more information please contact Evgenia Diamantidi).

**The list of winners of the Ski for Good Deeds corporate race is published on the company's internal company website.*

■ Prepared by Marina Semitko



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Open Dialogue

A visit of Mitsui and Mitsubishi representatives to the Sakhalin Energy assets located in the north and south of Sakhalin was the highlight of the February corporate agenda.

When at the OPF booster station, the Japanese delegation visited the FAR, the control room, the gas compressor units, and the inlet separators site. During the tour around the production area, the relevant SMEs updated the visitors on the project implementation:

construction and installation works for the main process equipment and gas compressor units were complete, with the equipment having been integrated into the overall OPF control system. The asset was found to be ready for commissioning.



visit

The visitors then went to the Prigorodnoye production complex, where they were briefed on the key performance results of the Sakhalin-2 largest production asset in 2022 and its plans for 2023. The key focus was on safety, efficiency and business continuity.

Besides the production area, the visitors also had a chance to see the central control room, where operators monitor in real time all the processes taking place at the LNG plant and the Oil Export Terminal. The delegation also saw the improved computer simulation training unit that was used to train operators

in the skills they needed. The visit ended with a tour of the LNG jetty.

“We have always maintained an open dialogue with the Company Members who have an abiding interest in ensuring steady and safe operations under the Sakhalin-2 project, which has been confirmed through the visit. And of course, we will be happy to welcome visitors again at any time”, said Ivan Shamonaev, Prigorodnoye production complex Manager.

■ Pavel Ryabchikov

For Professionalism and Hard Work

award

Sakhalin Energy held a ceremony to give the Company’s Business and Operations (BOC) award for Q4 2022. The event was attended by Roman Dashkov, Chief Executive Officer of Sakhalin Energy, as part of the BOC meeting.

“In undertaking the Great FUEL&Co Expedition, we continue to move ahead in the face of political and economic discord. Moreover, the Sakhalin Energy staff has been able to maintain its leadership positions and ensure sustainable production, primarily thanks to its teamwork and out-of-the-box process solutions. We have what it takes to achieve this: professionalism, diligence, and a creative approach, which are all powerful tools to make a project competitive under any circumstances,” said Roman Dashkov in his welcoming remarks before handing out certificates to the initiators of the winning projects.

By a vote of the BOC members, the award was given to projects in two categories:

● **Transfer of rights and obligations of Sakhalin Energy Investment Company Ltd. to Sakhalin Energy LLC, Shell’s exit from the project, sanctions and geopolitical environment.** Following the announcement of the intention to exit the Sakhalin-2

project by one of the shareholders, the challenge was to ensure business continuity, with remote production facilities being supplied with everything they needed, and the hydrocarbon supply schedule being met. The effective interaction of cross-functional expert teams at all levels – from specialists to managers – allowed the Company to complete its “transition” from foreign to Russian jurisdiction in an extremely short time in compliance with the Presidential Decree and the Russian Government Executive Order. Legal support and continuity of production, HR, financial, and commercial operations, from hydrocarbon production to sales, were delivered in a safe and compliant manner. As a result, the Company proved to be a reliable legal successor of Sakhalin Energy Investment Company Ltd. and proceeded with all its previous obligations to supply energy resources to customers in Russia and Asia-Pacific countries.



● **Investment projects and other technical solutions to ensure continuity and reliability.** Amid unprecedented economic constraints, the Production Directorate has successfully completed a number of technical operations, including those critical to continuous production and hydrocarbon export. We have seen an integrated approach to problem solving and excellent teamwork in repairing the main cryogenic heat exchangers, installing equip-

ment at the oil export terminal site, modifying the turbine inlet guide vanes drive on the Piltun-Astokhskoye-A platform, and in other projects. Timely action and a high degree of expertise have resulted in a sustainable operation under sanctions constraints.

Our congratulations to all those involved in the projects on their deserved win and our best wishes for their future success!

■ Marina Semitko



Russia's Military Glory Day

On Defender of the Fatherland Day, Sakhalin Energy employees laid flowers at the Eternal Flame.



The ceremony was attended by Roman Dashkov, Chief Executive Officer, company managers and employees and their family members. In his welcoming speech, the head of the company warmly congratulated the audience on one of the most important national holidays, which marks the victories of the Russian troops and represents the Day of Military Glory of Russia. "This holiday has changed its name several times but its meaning and spirit remain the same, as always throughout our country's long history: to faithfully serve the Motherland, protect our people and families, and defend the sovereignty of the Russian Federation! It is very important that our children take part in corporate patriotic events, this way we give them the right upbringing, understanding of national history and pride in our homeland. In these difficult times for our country, each of us must treat ourselves with the utmost self-demand and with full commitment to our common cause, fulfilling our professional duty in the workplace or wherever our knowledge and experience will be required for the benefit of future generations," said Roman Dashkov in his address to the audience



This year, Sakhalin Energy has prepared a series of events dedicated to the Defender of the Fatherland Day. On 23 February, the winners of the corporate themed children's drawing competition were awarded in the Sakhalin Regional Art Museum. A creative workshop dedicated to Vasilii Tyorkin poem by Alexander Tvardovsky was held at the Museum of Anton Chekhov's Book Sakhalin Island. An on-line quiz about the great battles, glorious victories and deeds of heroes of various times has started for employees of remote assets working shifts during holidays



A concert by the famous Russian musician, poet and composer Vitaly Aksyonov was the final chord of the corporate holiday programme. "General", "My Friends", "Bridge", "Conversation" – the composer's works run through the themes of patriotism and courage, strength of spirit, friendship and loyalty. Landmarks that form the basis of our life values... Which must be upheld and cherished – by our deeds, our actions, our daily selfless labour

Supporting Women

Russia's Prime Minister Mikhail Mishustin has approved a new edition of the National Action Strategy for Women, to unfold until 2030. The key purpose of the updated document is "to ensure equal rights and freedoms for men and women and create equal opportunities for their implementation".

GLASS CEILING AND STEM LEARNING

It is expected that the strategy will reflect the priority areas for action for women in the medium term and will be a response to current problems. The document is to include ten areas, the main ones being as follows.

● New employment opportunities for women.

This direction implies, among other things, overcoming the barriers to women's employment – the so-called "glass ceiling" and "sticky floor". The first one means invisible and not formally designated boundaries that impede women's careers, and the second means women's career lasting plateau in the lower positions. "For example, women in the government, civil, and municipal services account for more than 70%. However, this share is small among top leaders", cite the materials. According to Rosstat, women's salaries in Russia on average were only 72.5% of men's salaries in 2021. The smallest salary gap is in education – 98.1%.

● Expanded women's entrepreneurship.

This direction involves measures to integrate women into promising creative areas (IT, media, etc.), as well as campaigns in favour of small, medium, social, and family businesses run by women. The Ministry of Labour also advocates for expanded women's access to financial resources. The share of women entrepreneurs in Russian small businesses is 40%, as reported by the Federal Tax Service in March 2021.

● Conditions for high-quality education.

The Ministry of Labour considers it necessary to adopt STEM (Science, Technology, Engineering, Mathematics) learning – an educational model that combines natural sciences and engineering subjects in one system – for girls and women in secondary schools and vocational educational organisations.

Apart from that, it is necessary to create conditions for women to get education in advanced areas of economics, which provide ample opportunities for employment in high-paying jobs, reports the ministry.

● Promoting women's leadership.

This area of the strategy involves overcoming stereotypes about the social roles of men and women, as well as popularising the image of women leaders, "successfully implementing their business skills and creative potential in all public domains". The main step here is raising awareness. This could be done, for example, by sharing among girls success cases of Russian women leaders, entrepreneurs, scientists, by highlighting their positive impact in the media, as well as by creating an online information space for women's organisations.

WORK/LIFE/HEALTH BALANCE

Some areas of the strategy address health and social well-being of Russian women.

● Creating conditions for preserving women's health.

The Ministry of Labour points out the need for access to high-quality healthcare regardless of place of residence; the importance of developing a system of reproductive health care; and developing programmes aimed at providing medical services to Russian women with special needs. Russia has one of the highest life expectancy gaps in the world between men and women: 74.5 years for women and 65.5 years for men as of the end of 2021. Nevertheless, the coronavirus pandemic has affected more women if we look at the life expectancy: for women, it has decreased by 3.66 years since 2019, while for men – by 2.73 years, according to Rosstat.

● Preventing women's social setback.

The area anticipates better support of Russian women in overcoming

economic woes and assistance to non-profit organisations helping women in hardship.

● Work/life balance.

The Ministry of Labour proposes to develop a system of government support for families with children, even distribution of household chores between men and women, expansion of child care infrastructure, as well as care services for family members with completely or partially lost physical self-maintenance abilities.

HIGH EMPLOYMENT AND LOW WAGES

Women's share in employment is high in Russia (34.4 million working Russian women make up 48.7% of the employed population), the Ministry of Labour cites. Women represent the majority among those employed in education (82%), healthcare and social services (80%), HoReCA (74%), finances and insurance (69%), commerce (62%). Circa 30% SMEs are led by Russian women, which amounts to over 1.7 million businesses.

"Most women are focused on full-time employment, climbing career ladder alongside household chores and bringing up children," the agency said in a statement.

According to the Ministry of Labour, women also take an active part in the social and political domains, act in legislative and executive authorities at all levels. The share of women in the State Duma has grown from 15.6% to 19.3% since 2016, and in the Federation Council – from 17% to 19.4%. The positive changes, among other things, are due to almost 100% availability of pre-school organisations for children aged three to seven. There are nurseries available for 96% of children aged two months to three years, states the Ministry of Labour.

However, there are still many challenges to overcome. For example, there is a conscious and unconscious bias making men prefer to recruit men rather than women. And despite the same advanced qualifications, women's salary is lower than men's. "The wage gap between women and men is not getting smaller and remains high (almost 28%), which largely surpasses the global average," notes the Ministry of Labour.

The strategy will be rolled out in two stages with the first one in 2023–2026 and the second in 2027–2030. The roadmap of the strategy will be presented soon.

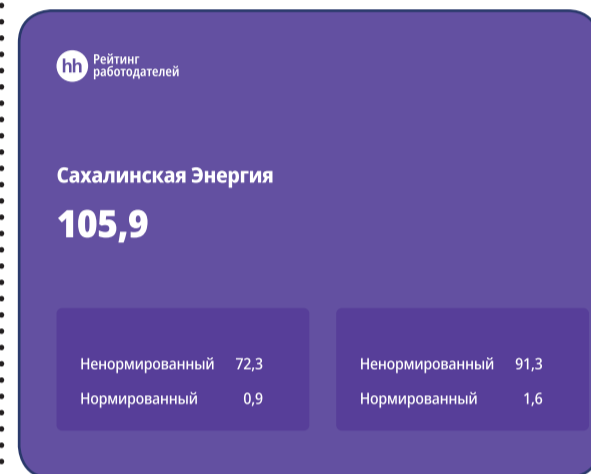
■ Prepared by Olga Moreva based on open sources

achievement

The Valuable Asset

Sakhalin energy ranks among Russia's top 5 employers in the energy sector.

The HeadHunter Group has presented its Russian Employer Ranking for 2022. The operator of the Sakhalin-2 project ranks second among large companies in the 'Energy, Upstream, and Downstream' category and fourth overall in the industry. Sakhalin Energy is among the five finalists alongside such companies in the oil and gas sector as Gazprom Neft, SIBUR, and Gazprom Nedra.



The organisers say that competition among the ranking participants intensified significantly in 2022, with the final list of the best employers according to hh.ru having expanded by 28% over the year. At the same time, the number of oil and gas majors, among which the company ranks second, has risen by 46%.

The overall standings were based on the outcomes of three contest rounds. Round one involved completing an HR questionnaire to assess how effective an entrant's HR processes were and how they stacked up against those of their competitors across the industry. During the second round, the participants were asked to conduct online opinion surveys among their employees. This provided an objective assessment of employees' perceptions of their respective employers, employee loyalty levels, and their willingness to recommend their companies to their acquaintances as potential workplaces. During round three of the contest, external respondents, namely job seekers from the hh.ru portal, provided employer brand feedback.

"People are the fundamental, most valuable asset of Sakhalin Energy." In an increasingly competitive labour market, the company believes that retaining key personnel and creating the right conditions for attracting new talent is its number one priority. Meeting this challenge is instrumental in mitigating HR, financial, and operational risks. In this context, the increase in the employee loyalty score is an especially valuable result of the ranking for us. It has increased from 56 to 72.3 since 2021, which is a clear indication of the effectiveness of the measures that the company is taking to make its business sustainable and boost its attractiveness as an employer," commented Alexander Sheykin, Sakhalin Energy's HR Director, on the ranking results.

The company has participated in the ranking for the third consecutive year and has all along been among the leading companies in the fuel and energy sector, demonstrating stable performance. By analysing the data collected in the course of the contest, Sakhalin Energy can assess, over time, the level of personnel involvement in the company's activities and make timely decisions related to managing personnel turnover and developing staff capabilities.

■ Pavel Ryabchikov



Spring Heyday

Spring heralds one of the most beautiful and famous dates on the world's festive calendar: International Women's Day (8 March). Nations celebrate it in different ways. Traditionally, IWD is associated not only with the triumph of beauty, femininity and spring, but also with the fight for women's rights.

According to the United Nations Organisation (UN), International Women's Day originates in the USA: the Socialist Party of America invaded the streets in 1909 to honour seamstresses who had protested against inhumane working conditions a year earlier. Russia officially adopted IWD on 8 March, 1914.

Much later, in 1975, the UN also secured its status as an official international holiday, and, thus, it became known around the world as a way to express appreciation for women. Today, IWD remains the most significant holiday bringing together women around the world.

The UN includes 193 countries, and its General Assembly announces such memorable dates to encourage all members to take more interest in women's rights. However, not all countries of the world recognise 8 March at the national level, and in some states the holiday is still associated with the struggle for full gender equality rather than flowers, gifts, good vibes and smiles.

Today, International Women's Day, according to the UN, is officially celebrated in more than 40 countries (15% of all countries). These countries account for about 30% of the world population.

Most countries that officially recognise IWD (about 70%) as a public holiday in contrast to some nations where 8 March is a usual working day.



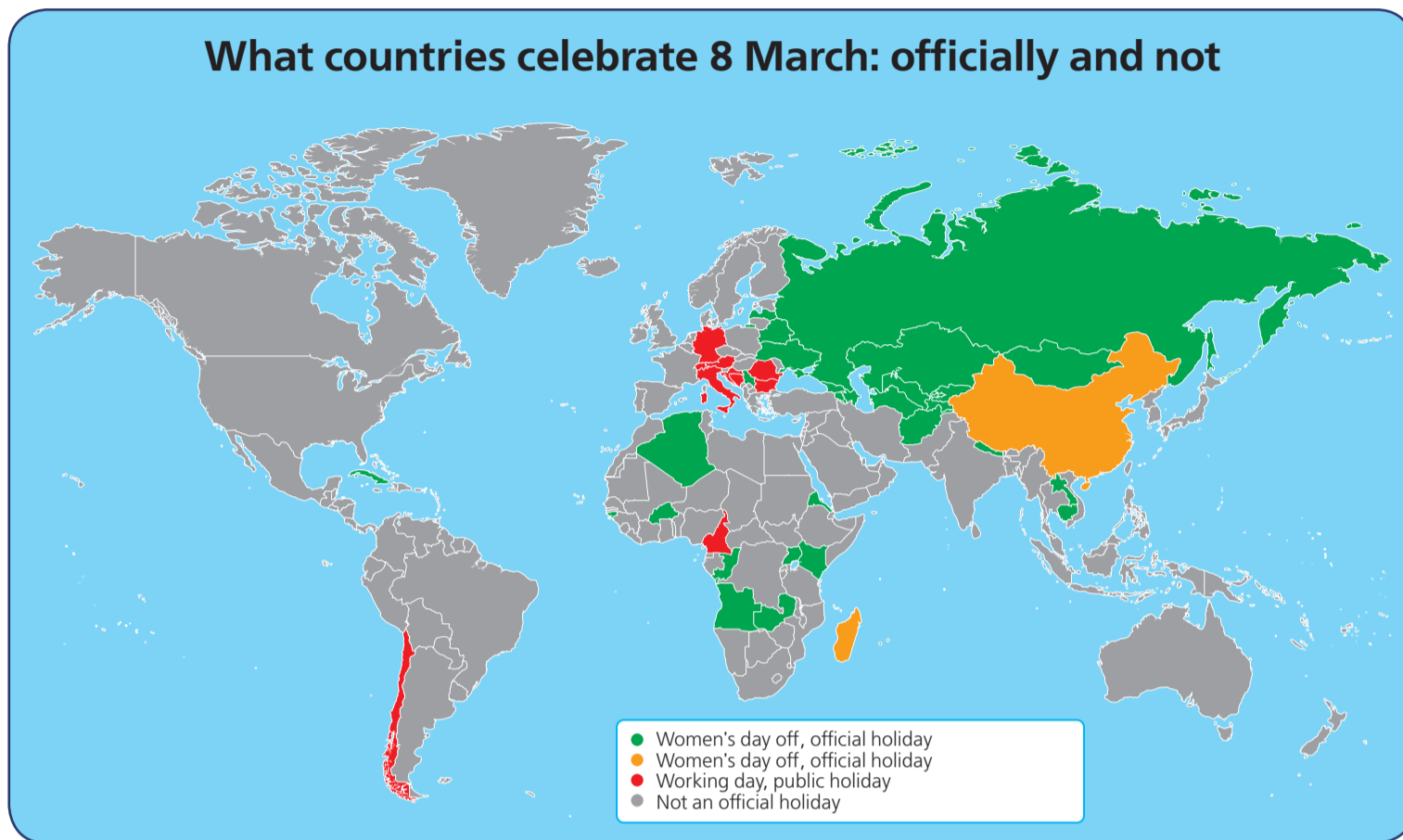
CHINA

Many still perceive China as a country with its own rich culture, authentic and one-of-a-kind in many aspects. Yet, the Chinese have joined the trend in celebrating world holidays, including IWD, in sync with the entire planet. 8 March is a day off for women in China, a tradition firmly supported both by citizens and the government. Almost all employers grant their female employees a day off or at least provide some work-free time. In families, men and boys take on all the chores, giving women and girls the time to unwind.



ITALY

In this country, IWD is not considered a day off, so celebrations can start only after work. Ladies celebrate it without men, meeting in restaurants or cafes.



CUBA

Cuba fills this day with a special meaning: the spirit of revolution and freedom. Here, people honour traditions and truly embrace IWD with a revolutionary zest and on a grand scale. Cubans arrange carnivals, feasts, ball dancing, organise exhibitions to honour women. Of course, flowers are popular gifts.



BELARUS

According to Belarusians, the holiday begins on the evening of the seventh of March. Ladies are waiting for bouquets and, of course, congratulations. International Women's Day here is a public holiday. You can congratulate on IWD in the Belarusian language like this: *Віншую з жаночым днём!*



KAZAKHSTAN

8 March is a day off, and men prepare for it thoroughly. IWD is mostly associated with Mother's Day here, because mothers are given top priority when preparing gifts. All organisations run parties, honour business women at the state level, and hold festivities for women having many children.



JAPAN

In Japan, women celebrate two holidays in March. The first is Hinamatsuri aka Girls' Day, a festivity of peach blossom celebrated on March 3. The second is on March 14, it is named White Day and also considered a women's holiday (men give presents in response to women's attention on February 14).



VIETNAM

Two thousand years ago, people in Vietnam celebrated the Day of Remembrance of the Ching sisters, who courageously defended their homeland. That is why they approach this holiday very seriously. The festivity is on 8 March.



RUSSIA

In our country, 8 March is a holiday and day off, including in 2023. Ladies are given flowers. The holiday is jam-packed with concerts, congratulations and awards for the best employees, gifts from friends and family. Kids prepare presents for mums, sisters, and grannies. Corporate gifts include flowers and chocolate. In brief, to Russian women this is a beautiful spring holiday without social implications.



UK

This country does not celebrate International Women's Day, but holds a number of events in the format of discussions and seminars on women's rights. The event is seen as an opportunity to raise awareness among women of their rights in the fight against gender discrimination.



MEXICO

On this day, millions of women in Mexico stand up for their rights. They go out to protest against violence and unfair treatment by men.

* * *

So, we see that the post-Soviet states, due to established traditions, take a solemn approach to International Women's Day. In other countries, the holiday is often

DID YOU KNOW THAT...

- Every year the UN announces the theme of International Women's Day. For example, in 2021 this was "Women in leadership: Achieving an equal future in a COVID-19 world", while in 2022, it was "Gender equality today for a sustainable tomorrow". IWD in 2023 will be held under the motto "DigitALL: Innovation and technology for gender equality". In this way, the United Nations recognises and honours women who stand up for the advancement of technology and digital learning.
- Purple (magenta), green, and white are the colours of International Women's Day. Purple signifies justice and dignity. Green symbolises hope. White stands for purity.
- In Russia, the holiday is primarily associated with mimosa flowers. The tradition of giving a bouquet of these fragrant and frost-resistant flowers dates back to 1960s. Another floral symbol of IWD is tulips with their truly touching beauty that gives a feeling of spring awakening. Tulips continue growing in a vase, symbolising growth and confidence in the future.

perceived as one of the tools to fight for women equality in a political and social environment.

At first glance, it seems that the definition "international" stirs doubt. However, every country in the world has a holiday that honours women, no matter how it is called. The more important thing is that at least once a year men of the planet honour mothers, sisters, daughters, and beloved ones. After all, attention is the best gift for all women!

■ Prepared by Maxim Bakulin based on open sources

Just the Beginning of a New Journey

Our interview is released just before International Women's Day, and our heroine today is Olga Vertinskaya. It was she, as her colleagues Pavel Denshchikov and Pavel Deryabin say, who saved the world. Although this world narrows down to equipment integrity management, it plays an important role in Sakhalin Energy's operations.

PREAMBLE

– Pavel Nikolaevich (*P. Denshchikov, Head of Mechanical, Materials, and Integrity Division*), you are our first interlocutor. Could you please share what the problem was?

– We can't proceed without a preamble here. The production chain of Sakhalin-2 project includes ample static equipment. Its operability and integrity are ensured by our managers, more specifically – Subdivision of Inspection of Onshore and Offshore Assets and the LNG plant. One of its tools is RBI (risk-based inspection). The method is designed to determine the best schedule and scope of inspections.

– Haven't got it, what does it have to do with optimisation?

– A lot, actually. To inspect, for example, a pressure vessel, it is necessary at least to have it shut off from the line, make preparations (depressurising, drainage, isolation from the process, etc.), and only then check its condition. This requires human effort and financial costs. You see, if the equipment functions in a stable way as set, its wear and tear turns out lower. Any stop adds an uncertainty factor in transient modes of operation. To inspect all this, the company applies RBI. It has proven to be effective in optimising operating expenses, while ensuring high integrity and operability, as well as lower risks associated with confined spaces.

– You mean that for each piece of equipment, an array of data is collected and analysed to schedule a future inspection. How is it technically analysed? This is not guesswork or fortune-telling, is it? Pavel (*P. G. Deryabin, Head of Onshore and Offshore Asset Inspections and Industrial Control Subdivision*), could you please help us sort it out? As far as I know, you were a pioneer of the RBI method implementation by Sakhalin Energy.

– For a big picture, let me start, like Pavel, with some historical remarks. One of the most crucial tools ensuring mechanical integrity of static equipment is inspection, i.e. a set of measures aimed to identify its actual condition and, as a result, ensure trouble-free operation of the whole enterprise.

The approach regulated in the Russian Federation is to carry out inspections based on the requirements of legal acts and original manuals that prescribe the frequency and scope of inspection. According to the regulations, pressure vessels must be opened and internally inspected every two years and hydrotested every eight years.

Many countries have used the RBI method since 1990s. It is based on risk assessment, monitoring technical condition and key operational parameters, and determining the maximum inspection

interval for each equipment unit based on this assessment. Our Company was a pioneer of this technique in Russia back in 2010, and we have been working in this format for more than a decade since then. The applied method has proven to be effective in reducing operating costs, while maintaining high equipment integrity and operability.

– Pavel, give an example, how the methodology works in practice?

– Let's simplify the idea as much as we can. If we pump dry air, this is not at all the same as, say, pumping hydrogen sulphide-rich gas. Though in both cases pipes, vessels, pumps and the like are used, the risk of materials degradation and severity of consequences in the first case is much lower than in the second one. The method factors in all these parameters. All things considered, one pressure vessel needs to be inspected, say, once every ten years,



and the other – once every four years.

– Pavel Gennadievich, your turn to speak.

– The inspection interval depends on the criticality of the equipment, taking into account the assessment of health risks, environmental safety, and economic losses. The RBI method was adopted across the Company as a software product of Shell (w-IMS). After it announced an intention exit from Sakhalin-2 project, we can no longer use S-RBI (w-IMS). The question was how we would support this process later on. There is no similar Russian software, but we had to ensure database management, safe equipment operation, and at the same time optimise all inspection intervals.

STORYLINE

– You were at a loss, weren't you?

– What made it difficult is that the method and the software itself are one-of-a-kind in Russia. It was 100% applied only by our Company. The integrity department has qualified and trained staff with many years of experience in applying

the risk-based approach methods, but we had to find a software solution to keep it going.

However, Olga, together with her colleagues from the Inspection Subdivision and Information Technology and Information Management Department, did their best to build the new "rails" – new software – to continue the journey!

– Olga (*O. Vertinskaya, Category I Inspection Engineer*), how did the impossible become possible?

– The core problem was that a huge set of data (about two tens of thousands of separate files) had to be brought together into one consolidated and updatable database. We started by sorting and organising files by facilities. This process alone took several months. Simultaneously, we reached out to the IT department asking for help in

equipment to be inspected in a timely manner, ensures data safety and security by restricting access to unauthorised persons, and provides the ability to track the history of changes made. The main advantage of our initiative is that we will be able to transfer our scripts to other software, including Russian-made software.

– Pavel, what do you think about this solution?

– If I were a school teacher, I would give it A+. Olga's idea has helped us to organise fast and comprehensive software-based analysis, that processes a huge amount of data without significant human resources. Engineers, technicians, inspectors would have to collect information about all pieces of equipment at all facilities, "process" endless reports, and so on. But Olga helped us, first, to keep on track of schedules, second, to adhere to the report schedule, and third and most important, ensure equipment integrity. This was done promptly, and we managed to find a replacement for a seemingly irreplaceable product.

– Pavel, what is your opinion?

– I totally agree. It was hard to find a full-fledged alternative to the previously used software. Let me add that our decision helped us to submit all necessary information and reports to inspection authorities on time. It also provides us with planning horizons.

– Olga, why do you call your decision temporary?

– As they say, the finish line is only the beginning of a new race. We are finalising the solution as a basis for the future integrated software in order to use it as a permanent one together with a third-party developer contractor. In the long run, it is planned to shift this approach to Russian software. I'd like to add that our development was registered as an improvement proposal under the continuous improvement programme, and scooped a prize among initiatives aimed to cut operational expenses.

AFTERWORD

– Our newspaper is released on the eve of International Women's Day. This is a perfect chance to congratulate our heroine. Pavel Nikolaevich, the stage is yours.

– Olga saved our isolated, yet deeply integrated in the company, world of inspections, and this is truly admirable! Women are able to steer men, act quickly in the face of challenges, help and inspire us. And we are to support them, keep the momentum going and, of course, express our gratitude and admiration.

■ Interview by Elena Gurshal



How to Reduce Uncertainties?

“A single mud circulation system for wells with sand screens on the Piltun-Astokh oil field” * was recognised as the Best Business Process Optimisation Project of 2022 in the Technical Directorate. One of its originators, Lead Production Technologist Sergey Kolodiy, gave us the details.

– **Sergey, what was the background to the initiative?**

– Long before the project, the following issue was discussed: “Why is water-based mud not used in the Astokh area of the Piltun-Astokhskoye field?” The answer appeared to be obvious – for the uncertainties related to the content of the swelling clays in the reservoir. If water-based drilling mud is used, it can lead to clay swelling, which in turn will cause a number of complications. Among other things, the stability of the well walls may be compromised or tools may be damaged, etc. In other words, there are many advantages to water-based fluids, but one big disadvantage is the hydration of the clays.

– **What do you mean by uncertainties?**

– When drilling wells in the Astokh area, initial studies showed the presence of clay rocks, but their quantity in different reservoirs varied – these are the uncertainties. We needed to reduce them, to do some more in-depth studies, which is what we finally did. We have proved that a water-based mud can be used.

– **Did I understand correctly that oil-based drilling mud has been used in the Astokh field so far? What is wrong with it?**

– Such fluids can offer advantages compared to their water-based analogues: they do little to disperse drilled rock, prevent hydration of clay layers and so on. However, honey is thickly mixed with tar in this “barrel”. Firstly, it is a hydrocarbon composition, consisting mainly of mineral oil and other chemicals. The fluid particles penetrating the reservoir cause plugging of the rock, leading to risks of wellbore damage and reduced production. Secondly, the oil mixture is prepared in a two-phase scheme: The first phase takes place onshore and the second one on the platform, requiring various chemicals, mud weighting agents and the like to be brought to the offshore facility. Thirdly, the use of oil-based muds requires acid (to be

stored on the platform) to dissolve the filtration crust produced during drilling operations. Finally, they are almost four times more expensive than water-based fluids. I would like to emphasise that this figure relates to offshore drilling.

– **I have heard that the use of oil-based drilling fluids has to do with acid. And what is the process involved when using water-based mud?**

– In this case, a different solvent is used, which only becomes acidic after it has been injected into the well. In addition, these solutions contain much less solids that damage the reservoir and reduce production.

Notably the aqueous solution itself is heavy, which means that less weighting agents and various salts are needed to mix it, which reduces the amount of material that needs to be placed on the platform (the solution is already delivered to the offshore facility in ready-to-use form).

– **Going back to the project, your team was faced with an almost Hamletian question: oil or water? And this time the clays didn’t get in the way. What has changed?**

– Despite the difficulty and resource-intensiveness of coring production wells due to complex trajectories, core samples have been taken in two production wells in the Astokh area over the past few years. The core laboratory analysis programme focused on a comprehensive study of the sampled material and included a full range of studies, including quantification of clay minerals and their types.

Next, my colleagues and I analysed a large amount of material, scientific articles published in various publications, and compared it with our readings. The high-tech research we carried out made it possible to reduce to a minimum the uncertainty in the content of clay minerals in the rocks of the Astokh area. All this made it possible to reconsider the principle that had previously guided us.



This work has once again confirmed the high value of core material as a primary source of information on the geological and geophysical properties of rocks. Today, the Geology and Field Development Department is exploring the possibility of core sampling in poorly explored areas of the fields and in the lower prospective horizons as part of geological exploration work.

– **What came next?**

– After having proved that it was possible to use a water-based mud, we set about implementing the project. The proposed approach resulted in lower costs and reduced drilling time (reduced by about five days). Later, the mud will be used for similar work on all wells in the Piltun-Astokh field.

– **So it is my understanding that this project was originally intended to improve production and then turned into a competitive initiative?**

– That is right – by submitting a project for the Technical Directorate contest, I made it a surprise for the team. That is why our victory was completely unexpected for our colleagues. They were very happy.

**The project was jointly implemented by the Field Development Department and the Well Design, Construction and Maintenance Department.*

■ Interview by Elena Gurshal

[russian content](#)

The Synergy of Partnership

In November 2022, the machine-building division of Rosatom State-Owned Corporation and Sakhalin Energy signed a Memorandum of Cooperation in the field of substitution of imported equipment for large-capacity LNG production. Oleg Shumakov, Gas-Petrochemicals Director, shared the plans for further cooperation between Atomenergomash and Sakhalin Energy.



– **Oleg, apart from signing the Memorandum of Cooperation, you and Sakhalin Energy developed a roadmap during the visit – what is it about?**

– We have planned to address a number of practical questions and specific issues broken down by types of equipment. Our

main goal is to conclude contracts for the supply and maintenance of equipment in order to assure its accident-free operation. To this end, we intend to apply our competencies and implement a strategy that will allow us to become a reliable partner for the Sakhalin-2 project operator.

– **What is the roadmap focused on?**

– We have commenced the work in the sphere of pumping and expander equipment long ago – this is, certainly, one of the main areas of cooperation between us. We have brought a team of subject matter specialists, and we see that Sakhalin Energy is interested in this cooperation.

Another area where we have some ready-made solutions and competencies is related to shut-off and control valves. Additionally to this work spectrum, we paid some attention to the issue of heat exchange: now we are growing competencies in this area, developing calculation methods and gaining experience. I believe that our knowledge and skills will prove to be useful for the Sakhalin-2 project.

– **Rosatom is aggressively strengthening its stand in such areas as petrochemicals and thermal power. What are the prospects for the division’s development in these areas?**

– Rosatom is an entire industry, an organisation with a huge scientific and technical potential, which is applicable in spheres wider than the nuclear industry. Today, the country has a large number of machine-building companies that can produce certain types of equipment for petroleum chemistry. And we want to choose something unique, which, on the one hand, has the potential to sell, and, on the other hand, is quite complex in terms of manufacturing. With the large scientific, design and engineering capacities available to us, we, first of all, try to utilise them to meet ambitious challenges that no one else can handle.

– **What are the upsides of cooperation with Sakhalin Energy for Atomenergomash?**

– First of all, the wider utilisation of technologies and the groundwork done by our company in the selected strategic area. I would like to note that the Russian market is not so large, and every project, every customer, is unique for us. Thus, we value any opportunity to apply our knowledge.

As for the strategic goal of cooperation with the Sakhalin-2 project operator, it is contribution to the technological sovereignty of the Russian Federation. We plan to develop technologies that will not only ensure the country’s independence from

foreign supplies, but will also be “translated” to friendly countries. In turn, they may become points of application of those competencies, which we are developing in the Russian market today.

– **How efficient, in your opinion, is cooperation through the Single Integration Centre of the Sakhalin-2 project operator?**

– Sakhalin Energy serves as an example of an entity with the utmost efficient corporate governance. And, for sure, the creation of the Single Integration Centre within its framework is an absolutely correct and comfortable solution for us. This is a universal tool that allows not only putting many of the company’s business processes together, but also bringing them to a common denominator and translating them into the “language” of partners and contractors. That is why we consider the decision to establish a Single Integration Centre to be a highly efficient one.

– **This is your first trip to Sakhalin and your first visit to the LNG plant – what are your impressions.**

– Thank you for inviting me, I really like Sakhalin. As for the visit to the Sakhalin Energy’s production facility, this is one of the key sites where we can use our competencies. It was back in 2017 that we decided to develop the LNG equipment discipline and this is an important strategic task for Rosatom.

■ Interview by Ekaterina Butovskaya



«БОЛЬШАЯ ЭКСПЕДИЦИЯ ТЭЖиКо»



I-Healthy Tips

Здоров'я

Sakhalin Energy continues to implement the corporate I-Healthy strategy aimed at developing a healthy culture among the Company's employees and their families. One of the features of the project is the Health Days – short video reports are offered to those who were not able to attend a meeting. They are available on the page of the Great FUEL&Co Expedition, under which the strategy is being implemented. But there's more! We will be reporting on the most important expert recommendations in Vesti. So, let's take a deep breath and begin...

BREATHING CORRECTLY

"It is proper breathing that underpins a person's well-being and enables them to improve their exercise performance," says Konstantin Kokorin, Head of Corporate Health Section. At the first Health Day, he told us that there was no secret here: the more gas exchange takes place in the body (oxygen is delivered and carbon dioxide is removed from the tissues), the more efficiently proteins, fats and carbohydrates are processed, energy is released, muscles grow and fatigue disappears. There is an important nuance: you should breathe correctly, including all parts of the lungs as much as possible.

This breathing is called diaphragmal (abdominal) breathing. It is practised by yogis, singers, athletes and... infants. Yes, we all breathe with our diaphragms when we are born, but we usually switch to thoracic breathing when we breathe in and out using the muscles in the thorax. This type of breathing also allows you to oxygenate your body, but it is markedly inferior to diaphragmatic breathing, which fills your lungs completely with air.

ATTENTION TO THE ABDOMEN

To regain the skill of diaphragmatic breathing, there are several steps to be taken:

- lie on your back or sit in a chair with a backrest and close your eyes;
- put one hand on your stomach and the other on your chest;
- inhale slowly and deeply through the nose (the upper chest should remain still and relaxed (do not move the hand on the chest) – only the stomach expands!);
- hold your breath;
- exhale slowly, while breathing out deliberately pulling your belly in.

As Konstantin Kokorin advises, this breathing can be thought of as moving along a square, each side of which is equal to four seconds: slow breathing in for four seconds, breath holding, exhaling and holding – for four seconds each. Repeat the cycle at least 10 times.

If you feel dizzy, do not panic. This natural state occurs when the body is saturated with oxygen. Find the best pace for you. For example, you can reduce the pause to two or three seconds and gradually increase it. With practice, you will gradually achieve the desired result, and you may be

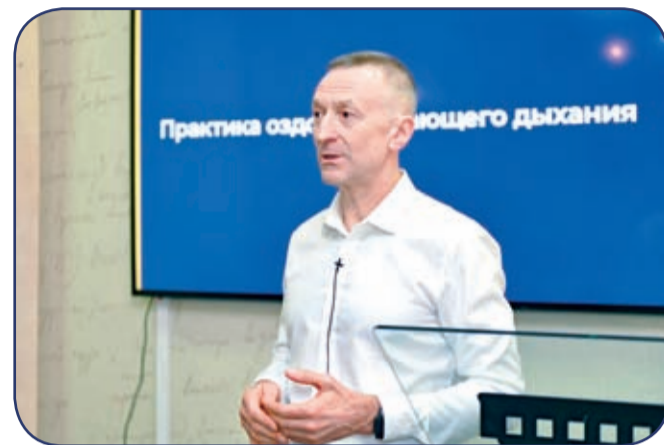
DIAPHRAGMAL BREATHING:

- massages the internal organs, improving blood circulation and vascular tone;
- improves digestion, bowel function and general gastrointestinal function, and helps with chronic constipation;
- improves ventilation of the lungs, whose working volume can increase by 10-30% (the lungs are cleared of mucus);
- with its calming effect, it relieves muscular tension;
- fills the mind, body and consciousness with energy;
- stimulates brain chemistry by producing happiness hormones, which helps you cope with stress and enables you to manage your negative feelings and emotions;
- strengthens the heart muscle and develops endurance.

ready to increase the length of the 'side of the square' to eight seconds or more.

OFFICE EXERCISES

At the first corporate Health Day, the question was raised by



office staff as to how to keep fit if there is no time to go to the gym regularly.

According to Konstantin Kokorin, a light workout is quite possible even while in the office. For example, use the stairs instead of the elevator. Going up to the fifth or sixth floor and then down every day will tone up your leg muscles, heart and lungs and make you more resilient. Of course, beginners should limit the number of storeys and frequency of exercises, guided by their own sensations. There is no need to set records or push yourself too hard – you must always be in moderation.

An area of wall free of furniture is all you need to do the 'chair' exercise. Lean your back against the wall and sit on an imaginary chair. Freeze in this 'sitting' position for four to five minutes. There's no need to chase records – choose the best time for you to feel slightly tired. 'The chair' is an easy and effective way to work your abs, gluteus and thigh muscles.

In general, try not to spend too much time at the computer. Take short breaks, with physical activity every hour, and go for walks after work or at lunchtime. And of course, don't forget that many of the exercises you can't do in the office can always be done at home.

We wish you all a happy spring mood and good health!

■ Pavel Ryabchikov

Let's Do Away With Plastic: Everybody, Today, Here

environment

You may already know that Gazprom has decided to stop using disposable plastic products, including utensils, in the offices of both the parent company and its subsidiaries. Plastic phase-out plan was approved by Alexey Miller, Chairman of the Management Committee.

The holding company will first analyse: how many and from which materials disposable products are purchased each year by the group's companies, the amount of waste after use and the methods of disposal. At the same time, all Gazprom's companies will be organising separate collection of plastic waste. For this purpose, special containers will be installed in office buildings and contracts will be made with organisations for the removal and recycling of recyclable plastic. A similar practice is followed by Sakhalin Energy.

The Company's production facilities have solved the issues of minimising the use of disposable plastic items and separate collection of production and consumption waste. All accumulated plastic is compressed by compactors (manual or electric) and mandatorily handed over for recycling. This is a credit to site managers and environmentalists, as well as to the IEC Subdivision, which monitors compliance

with the Company's Waste Management Standard. Our experience in waste minimisation at the sites can also be useful to members of the Company.

A lot is being done in offices to ensure that all office workers develop habits that help save natural resources. Awareness-building effort has been going on for several years – letters are sent, articles are published on the intranet and in Vesti, and presentations are made by specialists of the IEC Subdivision and the Facilities Management and Development Department.

We are talking about very simple things that you can start doing today:



- stop taking food out of the canteen in plastic containers – use a reusable container;
- stop taking a few bottles of water – replace them with fruit;
- stop using the individual waste bin – use a common bin in the office or open area;
- stop tossing out water bottles, paper and cardboard in waste bins – use special bins in coffee rooms and printer rooms.

All tips are posted on the Intranet on the Waste Minimisation page – please read and follow them. The amount of waste can be reduced both by avoiding the use of disposable items and by separate collection of waste, which is subsequently disposed of in landfill.

Every resident of Russia produces more than a kilogram of waste every day – that is 440-450 kilograms a year! If, after reading this, you've decided that you will give up your individual waste bin and disposable tableware today, and take a canvas bag and glass food container from home tomorrow, then we have taken another step in the right direction together.

■ Elena Kurochkina

A Superhero for a Future Profession

Sakhalin Energy launched a project aimed at providing career guidance for Sakhalin school students. The project was first presented during the Adventures of Octaman. Destroil's Trap game, which attracted more than 1,000 students of grades 3–5 from Yuzhno-Sakhalinsk schools.

Through the game, with the Sakhalin-2 project being used as an example, the children learned a lot about the oil and gas complex (one of the leading economic sectors in the region), professions in the industry, and realised that working in oil and gas industry is not only honourable, but also interesting.

During the game, they were helped by Octaman, a new corporate hero whose main power is the ability to create energy. According to the game's plot, he was kidnapped by Destroil, a villain whose dream is to destroy oil and gas fields and stop the human progress. To free the captive and save the modern civilization, the children were offered to complete a quest and tackle curious challenges.

Natalia Pakholkova, First Deputy Minister of Tourism of the Sakhalin Oblast: "Together with the regional Ministry of Tourism and other regional enterprises, Sakhalin Energy participates in the All-Russian project, Industrial Tourism Accelerator. One of its tasks is early career guidance. With our interdisciplinary team colleagues in the industry, we have been working on various excursion options for children, and it's great that Sakhalin Energy already has its own project – it's amazing. The highlight of it is an immersive format that gets schoolchildren immersed in the basics of oil and gas professions. During the intellectual quest they not only broaden their horizons, but also become direct participants in the production process, understanding "from the inside" how oil and gas are produced on the island. Amazingly, even we, the adults, want to be part of this fascinating quest when we observe it from the outside. A great example of career guidance work for other companies in the region!"

As noted by Tatyana Derivedmid, Deputy Head of the Sakhalin Energy Corporate Affairs Division, the purpose of the new project, with Octaman as its face, is to train the personnel required for the industry and Sakhalin-2 project from an early age – literally, from the school bench: "In fact, we are giving the children the key that opens the way to their future profession, and we will be happy to see them joining our team in a couple of years."

During the game, the students got immersed into the reality of oil and gas industry: they learned the industry terminology, selected the right points for drilling a well on the map of the Sakhalin Oblast, reconstructed a pipeline and built a drilling rig, learned about the operation of power plants and measuring instruments. On their fascinating journey, they were accompanied by subject matter experts: a process unit operator, a driller,

a seismic interpreter, an environmental specialist, and a group of engineers. The experts not only supervised the performance of the tasks, but also gave the children helpful advice.

"Turns out, there are so many different professions behind the words 'oilfield worker', and I've learned a lot about them. On the one hand, by choosing one of them, you open the way to discoveries, because deep in earth's womb, there are still so many mysteries and unexplored horizons. On the other hand, it is a promising and important job, which is essential for human life today. I personally want to become a driller and, like my father, work on an offshore platform," shared her impressions Elena Shmakova, a student of the fifth grade.

Along with the corporate mechanisms to support schoolchildren, students and young specialists who are the closing link of the Company's career guidance chain, Sakhalin Energy actively cooperates with the regional partners in education: Sakhalin State University including the Polytechnic College, and the Agency for Human Capital Development.

"Sakhalin Energy has come up with a fascinating story, allowing us to tell children in understandable terms not only about the Company itself and individual professions, but also about the qualities required for oil and gas industry specialists. It is important that in the future it will help children be more conscious in choosing their professional path. I would like to see such characters as Octaman appear in the other basic industries of the region's economy," says Anastasia Kozhepenko, Director General of the Sakhalin Oblast Agency for Human Capital Development.

An opportunity to take part in an exciting game with the brave Octaman is not the only present the Company has given to Sakhalin's children. A special book has been prepared to take children on a journey with the superhero through the world of oil and gas professions and teach them how to "recognise" their own superpowers and use them in their studies and everyday life. Along with the book, the children will find an amazing wandering game with interesting tasks and awards, which can be played with friends. The book will soon be distributed to Sakhalin schools for preparing teaching aids and arranging extracurricular activities related to early vocational guidance.

■ Pavel Ryabchikov



A Ticket to Life

Sakhalin Energy has announced another contest under the Scholarship Programme. Sakhalin residents attending secondary general and vocational schools who are going to graduate in 2023 are welcome to enter the contest. For detailed information about the participation criteria, the paperwork to be presented, and the scope and timeline of the contest, please refer to the Educational Grants page at the Jobs and Career section of the corporate website.

ЦЕЛЬ ПРОГРАММЫ

Оказание финансовой поддержки талантливой сахалинской молодежи, желающей получить образование в российских высших учебных заведениях, осуществляющих подготовку инженерно-технических специалистов для нефтегазовой промышленности и смежных с ней отраслей.

ФОРМА ОБРАЗОВАТЕЛЬНОГО ГРАНТА

Выплата стипендии при поступлении финалиста конкурса в вуз на очное обучение.

ЭТАПЫ КОНКУРСА

- 1 Конкурс документов
- 2 Написание эссе и участие в собеседовании
- 3 Защита проекта
- 4 Тестирование на знание английского языка
- 5 Подведение итогов

КРИТЕРИИ УЧАСТИЯ В КОНКУРСЕ

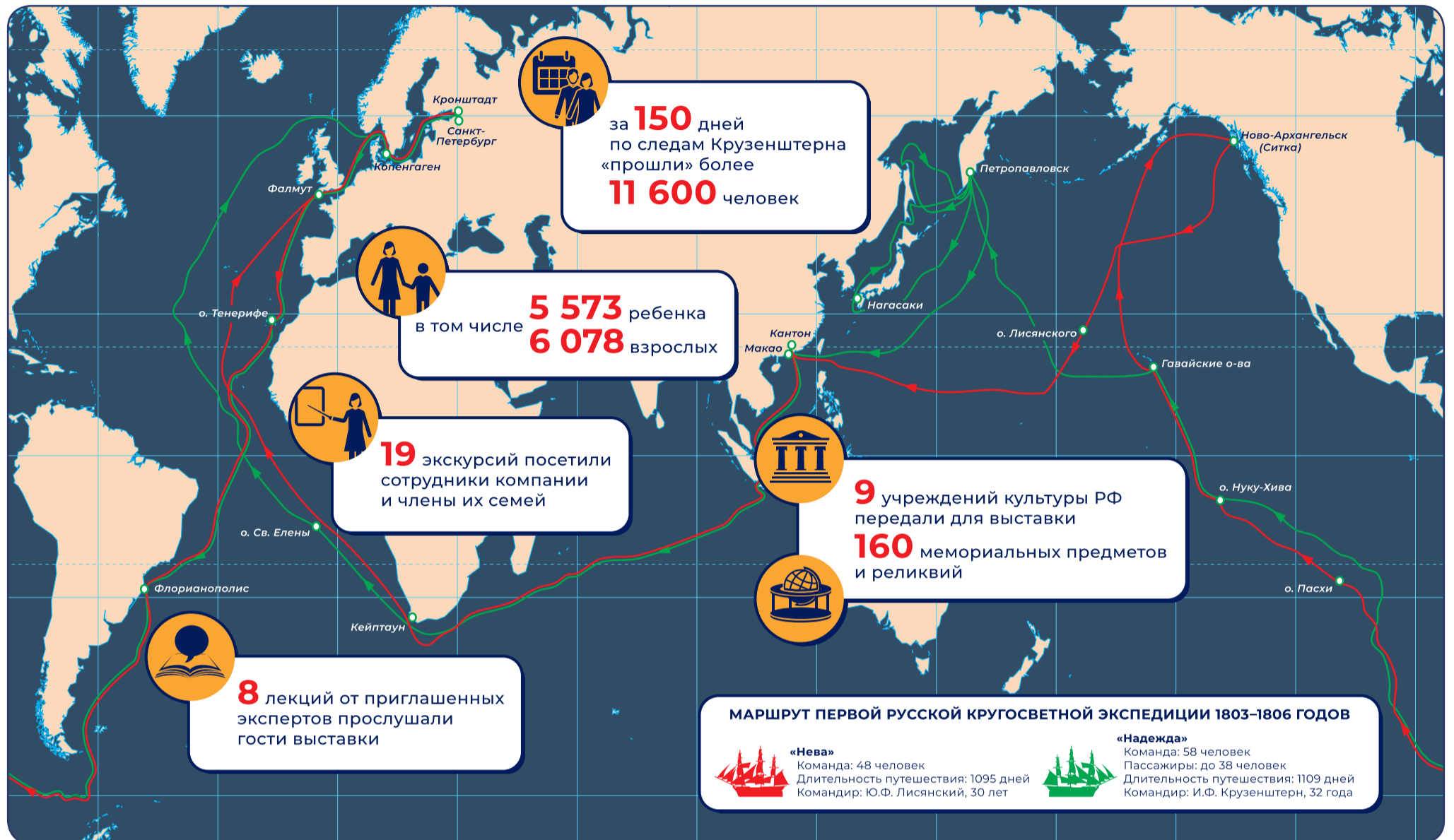
1. Гражданство Российской Федерации.
2. Статус жителя Сахалинской области.
3. Средний балл успеваемости по результатам двух последних лет учебы:
 - для учащихся средних общеобразовательных учреждений или организаций среднего профессионального образования — не ниже 4,5;
 - для учащихся специализированных средних общеобразовательных учреждений с углубленным изучением отдельных предметов (химия, математика, физика) — не ниже 4,0 (при этом оценка по профильным предметам — не ниже 4,0).
4. Желание получить инженерно-техническое образование в одном из рекомендованных ООО «Сахалинская Энергия» вузов.
5. Намерение работать в ООО «Сахалинская Энергия» после окончания вуза.

ЧТО ПОЛУЧАЕТ УЧАСТНИК ПРОГРАММЫ

1. Стипендию.
2. Компенсацию стоимости проезда от места проживания к месту обучения (после поступления в вуз, по окончании вуза).
3. Возможность прохождения студенческой практики в ООО «Сахалинская Энергия» на приоритетной основе.
4. Компенсацию стоимости проезда от места обучения к месту прохождения производственной/преддипломной практики и обратно (в случае, если практика проходит на одном из производственных объектов или в офисах ООО «Сахалинская Энергия»).
5. По окончании вуза участник программы рассматривается как потенциальный кандидат на замещение вакансии для молодых специалистов.

“Krusenstern. Around the World” History in Numbers

A unique exhibition dedicated to Ivan Krusenstern, an eminent Russian navigator and discoverer, has come to an end at the Literary and Art Museum of Chekhov’s Book “Sakhalin Island”. This large-scale educational project dedicated to the 75th anniversary of the Sakhalin region was implemented with the support of Sakhalin Energy.



We Can Do It Ourselves

[hurry up for good deeds](#)

Three wards of the SAMI Centre for Employment and Recreation of Young People with Disabilities are enthusiastic about mastering the modern sewing and knitting equipment, which was made available to the autonomous non-profit organisation with the support of Sakhalin Energy. Company employees and their families took part in the charity event dedicated to Oil and Gas Workers’ Day.

It is no coincidence that I used the word ‘enthusiasm’: if you had visited the Centre, you would have realised how important it is for people with disabilities to feel needed. Today the facility is attended by about forty people aged 20 to 42 with congenital or acquired disabilities. They can get together, learn a trade, and earn – however little – money. This is one way of social adaptation.

“The world of many of our wards was limited to the walls of their flats,” says Elena Zhuravleva, director of the non-profit organisation SAMI. “We went with them to libraries, took walks in the park and attended various events. They were surprised to get to know the city and learn to deal with the day-to-day issues of life on their own.”

The Centre started out as a small print shop, where girls learned to make notebooks and other simple products. Then came a knitting shop, a small jewellery shop, where one could learn the technique of fusing (sintering coloured glass in a furnace). After that, it was time for a sewing workshop. Or rather, it was already in operation, but with the new equipment, it would expand considerably. Three of the girls have been so far mastering the modern machines. They graduated from the Sakhalin Service College as seamstresses – they can sew bed linen, curtains, souvenirs and

other plain items, but can only work with a tutor, which this is a sought-after profession. A person who interacts with special people must have empathy, psychological support skills and a great deal of patience.

“When we unpacked the equipment,” said Evgenia Diamantidi, Lead Specialist of the Social Performance Section, “I was confused as it was so multifunctional and it was hard to know how to use it in practice. However, the Centre’s staff assured that the girls would do well. Indeed, the next time we met, they had already made curtains for the workshop and were learning other sewing machine features.”

The main funds for this charity project were raised at the Oil and Gas Workers’ Day celebrations in September 2022. In addition, during the event, the staff of the Centre sold souvenirs made by the wards, and the guests were happy to “buy” them through a donation. This is not the first year that Sakhalin Energy has been helped by the Joy of Life Foundation in fundraising. It has proven to be a reliable partner. Traditionally, special boxes were installed in Sakhalin Energy offices and facilities. The company managed to collect over 300,000 roubles, which was doubled as per the Hurry Up For Good Deeds corporate programme



under which the charity event took place. The funds were used to buy sewing and knitting machines, fabric, accessories and much more that the Centre needed to expand its sewing workshop.

“This campaign is a new experience for Sakhalin Energy,” said Evgeniya Diamantidi. “Perhaps for the first time, we support the professional development of people with disabilities, which significantly increases their opportunities for social adjustment. This is a step forward for us.”

Later, during a phone conversation, the Centre’s director, Elena Zhuravleva, said that the desire of the wards to work on the new equipment was growing by leaps and bounds. They keep asking: “When are we going to the new workshop? We want to learn to sew and knit too.” The Centre is a window to the world for them, and Sakhalin Energy has helped to open it wider.

■ Elena Gurshal



The Way of Dragons, or How to Celebrate the Chinese New Year

IN LIEU OF A PREFACE

It would be wrong to think that multilingual education is limited to learning a foreign language. The educational process becomes effective if children's ideas about the cultural traditions and values of various nations are shaped through vivid emotions, try-outs and events in play activities. This is why teachers at the Children's Centre and corporate school organise educational activities with the intention to immerse students and pupils into a particular cultural event: create a colourful atmosphere, give meaning to practical activities, and evoke the joy of creating and interacting together.

There are never too many holidays...

The opportunity to celebrate another New Year – the Chinese – was welcomed with great inspiration by the pupils at the Children's Centre and the school. In 2023, the Chinese New Year, 4721, took place on the night of 22 January and celebration continued for two weeks. Chinese Spring Festival, Chunjie, has long been the major and longest-lasting event not only in China, but also in other East Asian countries.

For a fortnight, children at the Eureka Education Centre learnt about Chinese New Year traditions, decorating halls and classrooms with lanterns, and doors – with paired signs – “couplets” with wishes for goodness and happiness. Each group found opportunities to hold the children's interest. The young children went on a long “journey”, for which they got “foreign passports”, tickets, a runway, “planes” and a control panel.

DUMPLINGS, ALMOST A REAL THEATRE AND MINI-RESEARCH

The pre-school children were introduced to the national cuisine, and played as cooks. They prepared multi-coloured Chinese dumplings. In the process, the children were surprised to find out how to make a natural dye... from an ordinary red cabbage. And not just one colour, but three: pink, purple and blue. The older children shared impressions of their trips to the Celestial Kingdom, showed pictures and original souvenirs, and cooked Chinese noodles. In some of the groups, the pupils put on a real theatre. To do this, they

read the legends, prepared the necessary decorations and attributes, learned the dances and outlined roles...

Schoolchildren were immersed in oriental culture at Chinese lessons, where they learned the history of New Year celebrations and new hieroglyphs. The characters drawn on red paper immediately became an ornamentation of the school. At music lessons, children learned traditional melodies and dances, and tried to emulate them; at creative lessons, they created three-dimensional dragons – the symbol of the country, paper soldiers – terracotta warriors, and were introduced to Buddhist symbols. An entire gallery of the panda appeared in the school. The most inquiring students initiated mini-studies, presenting interesting facts about Chinese art and architecture to their classes. In short, it was entertaining and fascinating.



CHINESE FOOTBALL, THE EVIL NIAN (NOT TO BE CONFUSED WITH THE GOOD NANNY) AND GIFTS FROM THE RABBIT

No wonder they say that culture is an interaction of different ages and generations. The corporate school students helped the pupils of the Children's Centre decorate the playground and played fun games with them during their walks. Chinese football was especially popular. There was a lot of excitement about painting on the snow with coloured water; it's a pity the paint ran out quickly. Interesting activities

were also taking place inside the Children's Centre: The schoolchildren invited the younger children to make dragons from salty dough together. The parents' help was also very useful, as they enjoyed making lantern houses and tangerine trees.

One holiday Friday (no, not the 13th!) – 3 February – children from the Children's Centre took part in a big performance. In the morning the children discovered that one of the symbols, the Rabbit, had disappeared from the oriental calendar. What could have happened? It must be the shenanigans of the evil monster from Chinese legends – Nian. Indeed, when the children went out for a walk, Nian appeared. The children knew that, according to legend, it could be chased away by noise, red colour and dragons – just the kind they made with the teachers. Nian did not expect such a number of huge dragons that hidden the children of the group – he retreated and turned to smoke. To the cheers of the children the Rabbit appeared. To make the days run smoothly, the children found all the symbols of the oriental calendar and put them in the right order. The festival ended with a merry dance and gifts from the Rabbit – brightly coloured tangerines, symbols of prosperity for the coming year.

MEANWHILE, AT THE SCHOOL...

At the school, Friday began with news of Nian's shenanigans. To defeat the mythical creature, the children had to solve several tasks during the day. But the cunning Nian put them together in such a way that each team needed peers from different classes to find the answer. Through challenges, the children learnt about Chinese culture, immersed themselves in the language, and eventually found a way to defeat the villain – they made an elemental dragon!

In fairy tales, good always triumphs over evil. Now the pupils of the Eureka Education Centre know: to win, you have to have a goal and put in the effort to achieve it. But most importantly, a great team of like-minded people. You cannot do without it!

■ Victoria Dumcheva, Head of Corporate School;
Inessa Kochubey, Methodologist at the Children's Centre

There Is No Way to Remain Indifferent!

Kindness, compassion, and a willingness to help... Every parent would like to see these traits in their child. Charity work is a way of fostering these qualities.

Every autumn, charity fairs are held at the Children's Centre and now also at the corporate school. Last year, one of these events was about October holidays – there are more than 400 remarkable dates in October! When children and their teachers found out about this variety of events, they organised a fair in the form of themed holiday centres. Groups of children and parents joined together according to their interests and chose the holidays that like: “A day of Inhalation of Autumn Air”, “Dessert Day”, “World Smile Day” and other unusual occasions that allowed children to take the initiative in collaborative, productive activities. More than 150 people took part in the event.

The children themselves decided that the money raised was primarily for those who cannot take care of themselves – our dumb animals. An initiative group of the company's employees has offered to take over several facilities for helping homeless animals. Under

the terms of the charity event, the funds raised were doubled by the company.

At the beginning of the year, the children had a great time choosing vitally important food for the shelter animals, and they decided to make the pets happy with treats and special toys. The dads helped with the loading and transporting of so many items. Parents are the first role models for children. The opportunity to devote the Sabbath day to a common good deed, to demonstrate the unanimity of values between teachers and parents gives the children an invaluable experience.

Interestingly, in charity, joy and gratitude are not just experienced by those who receive the support, but also by those who give it. This could be felt in the children's happy eyes, and in the words of the parents who were with the children: “Such a happiness! Thank you! I wish events like this were now part of our lives!”, “Charity fairs are a good tradition of



ours. Hope to visit the fluffy animals again”, “The child is impressed. A very heart-warming visit!”.

Personal contact with pets who are in great need of help, affection and care does not allow us to remain indifferent to the problems of animals; it fosters a sense of compassion

and makes us kinder. The teachers and pupils at the Children's Centre and corporate school intend to keep up the charity work, so that the friendship with the animal welfare organisations will become even stronger.

■ Inessa Kochubey,
Methodologist at the Children's Centre

