



VESTI

Sakhalin Energy

Highest class A1
in the 2021 Russian Business
Anti-Corruption Rating

JULY 2022

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"We are Consolidating Our Position as an Industry Competence Centre"

With the development of the fuel and energy sector in Russia, competition for the main resource – manpower – has been heating up. Alexander Sheykin, Sakhalin Energy's Human Resources Director, speaks about how Sakhalin Energy ensures employee loyalty, retaining its status of one of the best employers in Russia

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Winners in the Complex

The winners of the WorldSkills Russia regional championship once again have had the opportunity to visit Sakhalin Energy's production facilities. In 2021, the winners in the Oil and Gas Production competence explored the integrated onshore processing facility. This year, top student in five competences* went on a familiarisation trip to the Prigorodnoye production complex

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How to Earn a Million?

Our colleague, Egor Lukin, Technical Interface Manager took part in the super final of the prestigious Leaders of Russia contest

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"The More I Love, the Deeper I Know,"

cites Elena Rashchupkina-Lopukhina, member of the Sakhalin branch of the Russian Geographical Society, and confesses that these rhymes written by Yuri Efremov are a kind of motto for her. Elena agreed to take us on a journey to the past of Korsakov city, Russia's oldest permanent settlement in Sakhalin

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For the
3rd year

Sakhalin Energy is participating in the Best Russian Employers Rating

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DAY OF FAMILY, LOVE AND FIDELITY

Dear Colleagues,

I cordially congratulate you on the Day of Family, Love and Fidelity, one of the most heartfelt all-Russian holidays, which is endowed with a unifying force and is very dear to everyone.

This special day is a wonderful occasion to once again acknowledge one's dear ones warm feelings and say the kind words that serve us a source of strength and inspiration, help us overcome difficulties with dignity and keep peace in our families.

It is in the circle of family and friends that we receive care, support, attention and important instructions: to cherish the memory of our ancestors, to treat those around us with understanding, and to love the motherland. All this is true of our corporate family, where we demonstrate our best qualities: responsibility, loyalty, diligence and a desire to create. We live our common "family business": the Company's goals, for the achievement of which it is very important that the baton of corporate values is not interrupted and remains a reference point for future employees.

Dear friends, on this happy holiday I sincerely wish unity and prosperity to our common corporate family! Please accept my sincere wishes for peace and kindness, warmth and prosperity at home! May your families be happy and surrounded by love!

Roman Dashkov
Chief Executive Officer



CURRENT EVENTS

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June

Sakhalin Energy has won the grand prix at the All-Russian Competition named Leaders of Russian Business: Dynamics and Responsibility - 2021 of the Russian Union of Industrialists and Entrepreneurs (RUIE)

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June

Company employees and their family members took part in events dedicated to the celebration of Russia Day

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June

Sakhalin Energy launched the pit-stop campaign at the Sakhalin-2 integrated gas chain

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June

Company employees took part in the ceremony of lighting candles of memory dedicated to the beginning of the Day of Remembrance and Mourning

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June

The Sakhalin-2 project Supervisory Board and Board of Directors meetings were held to discuss the Company's performance in the first half of 2022

“New Opportunities in a New World” forum

The 25th St. Petersburg International Economic Forum took place from 15 to 18 June. SPIEF 2022 demonstrated that the measures taken by the Russian leadership to improve sustainability in the country’s economic amidst the global turbulence are effective and that the business community is essential in meeting this challenge.



The business programme of the largest discussion platform in Russia to focus on topical issues of business development in the country and worldwide was structured into several thematic tracks covering global and Russian economy issues, social and technological agenda, and human capital development. Russian President Vladimir Putin presented the main topic of the event – “New Opportunities in a New World”.

The plenary session attended by the President was the centerpiece of the forum. The President of the Republic of Kazakhstan Kassym-Jomart Tokayev also attended the session. President of the People’s Republic of China Xi Jinping and President of Egypt Abdel Fattah al-Sisi addressed their video messages to the audience.

In his speech, the Russian leader outlined the core principles of Russia’s economic development. Russia will remain open and it will never follow the self-isolation path, it will rely on private business and economic freedom, balanced macroeconomic policies and social justice. Vladimir Putin noted that the Russian economic is now facing a challenge, with many trade, production and logistics chains being put to new hardships. At the same time, the Russian leader expressed confidence that the current situation offers new opportunities and is an impetus to build an economy with full rather than partial technological, production, human and scientific potential and sovereignty. The President suggested launching an industrial mortgage programme, a fundamentally new tool. It is about preferential long-term loans at a five-percent interest rate. Companies planning to buy new manufacturing space will be eligible for such loans.

“Today, our job is to create conditions for increasing supply in the domestic market, as well as restoring demand and bank financing in the economy commensurately

with the growth in supply,” Vladimir Putin emphasized. According to the President, Russia needs to possess critical technologies in order to be able to move swiftly should we need to start our own production of any product.

Speaking at the introductory strategic session on economic issues, Prime Minister Mikhail Mishustin emphasised that the Government was promptly taking decisions to ensure economic resilience in the face

Over four days SPIEF 2022 hosted more than 14,000 people from 130 countries, almost 700 major agreements were signed for were signed during the four days of the Forum.



of unprecedented external pressures, as instructed by the President.

These efforts helped to mitigate the impact of sanctions. The country is adapting to new challenges in a smooth way, the administrative burden is being gradually reduced and conditions for projects are being



improved. The global goal of working together is to ensure the economic sovereignty of Russia.

In his speech at the session “Global Oil and Gas Market: Then and Now” Deputy Prime Minister of Russia Alexander Novak highlighted that Russian energy resources will keep on being in demand and competitive. Oil refining in Russia in 2022 may reach 250–260 million tonnes, with an optimum capacity of 280 million tonnes. At the same time, Russia has long-term plans for the LNG production. By 2035, Russia can produce from 100 to 140 million tonnes of LNG.

According to the Deputy Prime Minister, although the gas market is now experiencing a number of volatility factors, it remains balanced, while the oil market is facing a challenging period of rebalancing and reallocation of flows: “The most important goal in this situation is to meet the domestic needs to ensure that the economy remains competitive”. Alexander Novak added that the Government does not intend to switch to paying for oil exports in Russian

roubles only, while switching to paying for gas exports in Russian roubles was a necessity.

Alexey Miller, Chairman of Gazprom Management Committee, in his speech focused on the resource markets, experiencing major, tectonic changes.

Alexey Miller stressed that US dollar dominance is passing. National currencies are coming into play, and paradigm shifts are finally taking place. “If we recall the original classic Bretton Woods paradigm of “money – commodity – money-prime”, then an entirely different formula is now coming to the fore: “commodity – money – commodity”. We first sold gas, and then we produced it. It is our commodity and we make the rules. We do not play games that we didn’t make up the rules for,” Alexey Miller concluded.

According to Alexey Miller, we can predict with great confidence that in the short term the demand for LNG in the Asia-Pacific market will grow – last year China and India showed the highest demand for gas: “In the last 10 years China has accounted for 32 percent of the global demand for natural gas. By the end of 2021, China had 8.5 percent gas in its energy balance. Moreover, they have set a goal of 15 percent by 2030. I have no doubt that they will reach the goal.”

The Head of Gazprom noted that the company has successfully navigated a very challenging period from 2018 to 2021, providing a one-third increase in total global gas demand.

Global changes have a positive effect on the domestic Russian market (gas infrastructure development, establishment of gas-intensive industries, production of mineral fertilizers, and development of gas-powered transport). Implementation of the Eastern Gas Program has been accelerated; work on the major projects – “Sakhalin – Khabarovsk – Vladivostok” and “Power of Siberia” is underway. Prices on the domestic market are steady, making the business socially oriented and predictable.

A delegation from the Sakhalin Oblast, headed by Governor Valery Limarenko, also attended SPIEF 2022. The Governor commended Sakhalin Energy’s efforts in terms of climate projects. “The Company is improving energy efficiency in its oil and gas production and pipeline operations while reducing its carbon footprint,” the Governor said.

The Sakhalin Oblast ranked among the top five regions with the National Rating of Investment Attractiveness of the Russian regions, which was presented on the sidelines of SPIEF 2022.

■ Prepared by Olga Moreva

All materials are cited from public sources

“The SIP Project is a Part and Parcel of Our Corporate Responsibility Agenda”

Sakhalin Oblast Governor Valery Limarenko and Sakhalin Energy Chief Executive Officer Roman Dashkov launched the construction of Sakhalin Oil and Gas Industrial Park.



The event held to mark the important milestone for the island took place in Yuzhno-Sakhalinsk.

Sakhalin Oblast Governor Valery Limarenko, Sakhalin Energy Chief Executive Officer Roman Dashkov, Yuzhno-Sakhalinsk Mayor Sergei Nadsadin and Island General Services Chief Executive Officer Sergei Popuev together pushed the on-site start button to launch the construction project. With the construction equipment up and running, the first concrete was poured into the foundation pits of the three administrative and laboratory buildings of the future Sakhalin Oil and Gas Industrial Park.

The park will bring together providers of services to companies in the upstream sector. It will accommodate buildings for offices and laboratories, production support bases and warehouses with a total area of about 89 thousand square metres. The Park's residents will be able to rent floor space fitted out with everything they need to get operations underway; they will also benefit from the preferential treatment offered to them within the Yuzhnaya Territory of Advanced Social-Economic Development.

“Today, most of the services for the oil and gas industry are performed outside the region. The launch of the Park will enable a multifold increase in the number of localised facilities for servicing offshore and other hydrocarbon production projects. This is especially true now, under Western sanctions. What is really important is that the new facilities will create about a thousand new jobs. Such jobs must go to residents of Sakhalin Oblast. That is why we pay so much attention to developing vocational education and further training of specialists. The Park will contribute to the region's economy and the well-being of Sakhalin and Kuril inhabitants. It is quite symbolic that the project is breaking ground on the 75th anniversary of Sakhalin Oblast,” says Governor Valery Limarenko.

The Park will allow more efficient interaction between service customers and contractors.



“Thinking back, I recall us reviewing the concept of the Oil and Gas Industrial Park a few years ago and signing the agreement with the first residents at the Sakhalin Oil and Gas Forum. The agreement is now being implemented. For many years, the Company has been following ESG principles. Our operations are state of the art, safe, and sustainable. We fully honour our commitments to our shareholders, the Russian party, and Sakhalin Oblast. The SIP project is part and parcel of our corporate responsibility agenda,” says Roman Dashkov, the Company's CEO.

Today, 17 companies are residents of the Sakhalin Oil and Gas Industrial Park. Frac-Jet Volga, a market leader in high-tech oilfield services, has recently announced its intention to gain this status. An agreement to that effect was signed on the sidelines of the Saint Petersburg International Economic Forum 2022.

award



DEAR COLLEAGUES,

I am happy to share our new major highlight with you: Sakhalin Energy has won the grand prix at the All-Russian competition named Leaders of Russian Business: Dynamics and Responsibility – 2021 of the Russian Union of Industrialists and Entrepreneurs (RUIE).

Winning one of the most recognised competitions assessing the economic and social development dynamics of domestic companies is a credit to every employee and all of the Company's divisions and assets. To achieve this result, we put our daily hard work, strong commitment to our corporate values, and ability to change and adapt to a new situation, and remained a leader.

The Company demonstrated this approach across all thematic areas of the competition (economic, social and environmental). This means that Sakhalin Energy's performance in these three areas was recognised as the most effective in Russia in 2021. The ultimate rating given by the experts is evidence that we have chosen the right strategy to address both business goals and socially important matters.

Having participated in the competition, we demonstrated our experience in digitalisation and import substitution, highlighted our achievements in HR and HSE development, as well as practices aimed at sustainable development of territories and ensuring the safety of personnel during the COVID-19 pandemic.

Congratulations to all Company employees, contractors and subcontractors! I am truly proud of our joint achievement and of our team who are strong, committed to leadership and success professionals!

■ Andrey Oleinikov
Deputy Chief Executive Officer

“Our Values Remain Unchanged at All Times”

meeting

A scheduled HSE MC Meeting chaired by Deputy CEO Andrey Oleinikov was held on 14 June 2022.



The event began with the HSE CED Award. Oksana Chmylevskaya, Category 1 HSE Engineer (Gazprom Transgaz Tomsk), Dmitry Lushpay, Head of SCM Brownfield Engineering Services and Special Projects (Sakhalin Energy) and Vladimir Polyutov, Security Officer (Vostok Bezopasnost Private Security Company) were honoured with the award.

“Our values remain unchanged at all times. This CED Award designed to recognise the best employees is proof that we are building our safety culture properly. In fact, the award helps save human lives and health. On behalf of the entire Committee of Executive Directors and on my own behalf, I sincerely thank my colleagues for their personal involvement and willingness to actively intervene in unsafe situations,” said Andrey Oleinikov.

Evgeny Kovalyov, HSE General Manager, reported on the HSE scorecard performance, stressing that the current status for each indicator was either “on target” or “above target”.

Alexander Sheykin, HR Director, also noted positive trends in his discipline. At the same time, the Head of the HR Directorate pointed out the need for further improvement: the

total Golden Person indicator as of the beginning of June was 87% (against the targeted 90%), the indicator of compliance with the RF legislation in terms of mandatory training was 93% (while the target was 100% and there were no overdue certifications currently registered).

The CED focused on preparation for the summer turnaround. Alexander Singurov, Head of the Production Directorate, expressed his confidence that the scope would be completed in full, on schedule and in strict compliance with all safety requirements. “I have no doubts about the professionalism of the team who will perform the turnaround scope. Today, we are building a new interaction philosophy, according to which the SEB 2 personnel will move to the production assets for almost entire period of the turnaround,” he stressed.

“I would like to remind you that, in line with our strategic goals and the corporate Journey Book, the Company should become a centre of expertise in key disciplines. This includes HSE. First of all, we must ensure the transfer of knowledge and expertise to newly arriving employees and contractors involved in both the scheduled turnaround and the OPF-C construction,” concluded Andrey Oleinikov.

■ Natalia Gonchar



Starting The Pit-Stop

On 20 June, Sakhalin Energy launched the pit-stop campaign at the Sakhalin-2 integrated gas chain. Denis Smirnov, Deputy Head of Production Directorate on Operations, will tell us more about the summer campaign tasks and key maintenance and repair activities.



– Denis, this year, the turnaround will take place under historically harsh restrictions imposed on the Russian Federation, making this task a true challenge for all business units. What has been done to address it successfully?

– In 2022, the turnaround will be relatively brief, a sort of a pit-stop to last from 20 June to 13 July. Company's approach to its planning and implementation is based on the same principles as before, that is, safety, high quality and effectiveness of activities performed.

The background has changed for sure: before, the highest risks were related to COVID-19, and now the pandemic threat had retreated. We are fully prepared to perform the key tasks in the current geopolitical environment. The Company has the pool of necessary Russian nationals succeeding expatriates.

Furthermore, we are equipped with all critical materials required for maintenance and repair. So, we can affirmatively state that all tasks will be performed in full and on time across the whole integrated gas chain despite any circumstances.

– What will be the key activities within the turnaround?

– The basic scope will be performed at the Prigorodnoye production complex, where blades on the compressor stator of the mixed refrigerant gas turbines will be replaced. That is the heart of the LNG plant, on which the operation of the whole asset depends. It is important to eliminate any risks that could potentially impact equipment opera-

tion. The Company identifies them by reviewing the global experience of operating similar mechanisms. In fact, we act preventatively, we do not wait for the issue to come but proactively eliminate its causes, thus increasing equipment reliability by upgrading it.

No success can justify the loss of health. Company values are invariant in any circumstances!

We will also have to inspect the train 2 main cryogenic heat exchanger from the inside. Before, the task was performed by a foreign contractor, but this year, it will be the first time for us to do it by our own efforts. Our technical specialists have relevant training, all necessary skills and awareness of applicable procedures. So here, everything is also under control.

With regard to OPF, we will focus on the Train 1 pipeline section of the gas compressor. That is an example of how we act "on the spot" when we deliver an additional scope on a tight schedule.

Yet another important step in ensuring stable operations is replacing the BS-2 30" shut-off valve (inlet valve). That would further allow us to repair the gas transfer unit without a global shutdown.

– Is the OPF-C construction site one of the TA assets?

– Sure. OPF-C's safe and timely start-up is this year's top priority. It is planned for the fourth quarter. All ac-

tivities are on track, and during this complex integrated project, we will have to perform a number of tasks required to introduce the OPF-C equipment control and monitoring system.

The point is that the OPF-C equipment will be managed from the OPF central control desk. That requires a set of data to be uploaded to the automatic control system, then this system should be upgraded to further cut on the shutdown time when switching the process chain to start OPF-C by the permanent circuit.

– Isn't there a "break" between the high Sakhalin Energy corporate requirements to safety and newcomers' level of preparedness?

– We call these newcomers "green caps" because that is what they wear. They have either been on Company assets a long time ago or have arrived for the first time. Anyone who arrives to Sakhalin-2 goes through careful shortlisting with their qualification level certified. Then, before the work, all necessary briefings are held for them. And of course, apart from other tasks, looking after the newcomers is the focal point of the asset managers. They are constantly supervised by experienced specialists. The supervision is very strict.

– Denis, would you like to wish anything to the Sakhalin-2 TA team?

– Safe work, first of all, as no success can justify the loss of health. Company values are invariant in any circumstances!

■ Interview by Marina Semitko

Let's Think Lean!



The internal lean manufacturing programme was introduced in 2010, at the initiative of the Technical Directorate management. The programme is still in place and is aimed at continuous improvement of business processes and the promotion of lean thinking. The goals behind the projects of the programme participants are to save time, reduce costs, introduce innovations, and apply best industry practices.



Twice a year, we evaluate the results of implemented initiatives, and at the end of the year, the winning teams make it to the final, where their projects compete for the title of the Best Business Process Optimisation Initiative. On completion of the first round, in which 19 implemented initiatives were evaluated, three projects entered the finals.

1. Wellheads prolongation on the PA-A platform.

Due to the lack of a methodology in Russia that would have specific evaluation criteria for prolongation of well-head equipment, a special programme has been developed that will later be used as the basis of the Standard for Reducing the Cost of Equipment Replacement. Apart from significant cost savings, the result of the work performed was the well-head prolongation by the maximum permitted period of five years.

2. TDW personnel Multiskilling and platform POB reduction.

The contractor skill improvement process gained considerable momentum in 2021, which made it possible to significantly reduce the number of personnel involved in the well construction and completion on the platform. The initiative was implemented without prejudice to the key performance indicators of the well construction. (Read more in the next issue of Vesti).

3. Offshore Wells Lifetime Extension Standard development (Read more in the December 2021 issue of Vesti on page 7).

The analysis of the Russian legislation and guidelines performed by the project team with the involvement of experts has revealed the lack of a methodology for assessing the technical condition and extending the period of safe operation of wells drilled from fixed offshore platforms.

The team had to make a choice: to replace the well equipment or to develop an appropriate methodology. The offshore well integrity monitoring and analysis of the equipment replacement cost showed that the second option was preferable, which determined the relevance of the standard development initiative. As a result, it became possible to avoid costs of the well equipment replacement on the PA-A platform in 2022.

The Technical Directorate management congratulates the winners and expresses gratitude to all participants of the internal business process optimisation programme!

■ Ekaterina Korolkova

“We are Consolidating Our Position as an Industry Competence Centre”

With the development of the fuel and energy sector in Russia, competition for the main resource – manpower – has been heating up. Alexander Sheykin, Sakhalin Energy's Human Resources Director, speaks about how Sakhalin Energy ensures employee loyalty, retaining its status of one of the best employers in Russia.



– Alexander, stable and effective operation is largely related to the need to transform many business processes. Is this relevant for Hr-related issues?

– Adaptability is a key success factor in business. The world is not standing still, it is changing rapidly, and, as Roman Dashkov, Sakhalin Energy's CEO, points out, “on-the-spot” decision making is crucial in such an environment.

It was not so long ago that we were living in the new reality of the COVID-19 pandemic; today we are facing unprecedented sanctions. Certainly, it is only through a unique, cohesive team that Sakhalin Energy is able to successfully adapt its business to the new environment.

In the current external environment, the Company sees as its priority to retain and develop its key competencies. I am sure that in the future the Company will be considered as an industry competence centre for LNG production and sales, offshore development, HSE and other areas. No doubt, the Company's management has always considered personnel development as one of its top priorities. Through many years of dedicated effort in the area alone, we were able to promptly fill over 85 vacancies created suddenly due to the withdrawal of expatriate staff.

The Company has also implemented a number of organisational changes to ensure business continuity and intends to pursue the efforts.

We have to revise our approaches to training with a focus on Russian education provid-

ers while thinking about rebuilding the talent pool.

The decision to give an unplanned pay rise to all employees was one of the Company's response measures to the economic uncertainty that had emerged after the sanctions had come into effect. Then, the Committee of Executive Directors decided to increase the frequency of review of nominations for the CED Award and include a new category, thereby providing additional incentives to earn the prestigious award for new achievements, so much needed and important. Generally speaking, we continue to enhance the corporate value proposition for our employees who always have first priority for the Company. Let me keep the intrigue by saying that these are just some of the ideas, whose implementation has also been unprecedented.

– Has the Company changed its recruitment processes this year?

– Indeed, in 2022 we see differences from previous years when it comes to recruitment. In the light of the intention of one of the foreign shareholders, Shell, to withdraw from the Sakhalin-2 project, the Company needed to maximise its efforts in terms of recruitment not only to directly replace departing personnel, but also to plan chains of command, incorporating new employees as one of the links.

Sakhalin-2 is a state-of-the-art project, which is unique in Russia, therefore we needed to find about 40 candidates within a short period who would meet the strict corporate requirements. To achieve this, the Recruitment Subdivision did a great job. They needed not only to carry out a quick search, but also to negotiate with candidates and discuss a range of issues with the Company's structural units regarding the recruitment of new employees and internal personnel moves.

The position of the Company's management and shareholders, who took unprecedented steps to improve the value proposition for employees, was an important factor in resolving that issue. Our strong brand as an employer was another key factor, which allowed us to attract the best specialists in the industry.

– It is not enough to recruit highly qualified specialists; you also need to retain them. How is the Company addressing the challenge?

– Our strong corporate culture and our unique opportunities for development and fast career advancement are certainly the main retaining factors. Suffice it to say that more than 146 employees have been promoted since the beginning of the year. And of course we offer a competitive value proposition, which provides for salary adjustment mechanisms, a bonus system, a pension scheme and a mortgage scheme. The value proposition also enables us to address issues related to housing or rent payments, covering a range of other important aspects, which makes it very attractive in the labour market.

I should also mention the Comprehensive Succession Development and Retention Programme, which was developed a few years ago in a very short time as a response to actions taken by our rivals in the oil and gas industry to win over our highly skilled employees. It has helped prevent the outflow of key personnel to other oil and gas projects, thereby mitigating not only human resource but also financial and operational risks.

The introduction of advanced forms of labour organisation, in particular the successful use of the hybrid work mode, also contributes to staff retention.

– The development of personnel competences is an important business issue, which, for the most part, is a determining factor in ensuring the safety and efficiency of the Company's operations. Are there any difficulties in this regard?

– People are the heart of our business and our main asset. Considering that some of the employees have been in their positions for less than a year, which means that many of our employees not only have to learn new functions, but also in parallel actively transfer competencies to their newly appointed successors in previous roles.

However, facts are stubborn things, and they prove that Sakhalin Energy employees are viewed as extremely competent and competitive both in the Russian labour market and abroad. This means that the corporate training system based on a competence-based approach confirms its “quality mark”.

For sure, today we are challenged with the task of finding analogues to foreign learning tools and in certain cases developing new programmes, while continuing to fill up and elaborate the succession plans. An absolute priority for us is to ensure the independence of the corporate training system. It does not mean that it must be isolated, it should just be autonomous and self-sufficient to reproduce, retain and extend the competencies that the Company has.

We will also keep using external training resources, while replicating some programmes internally, based on the Company's specifics and best practices, and developing other programmes together with educational and industrial partners, which will enable us to raise the existing standards of the Russian educational system in a broad sense. We are seriously exploring the possibility of obtaining a licence to carry out educational activities, which is a new level of corporate training.

– How is it going with the training of Sakhalin personnel?

– This is one of issues that have been a constant focus for us, and this is where our

Traineeship Programme stands as a benchmark, as I often say. Every year, about two dozen Sakhalin blue collar workers who have completed their training at the corporate Technical Training Centre are employed by the Company or by our contractors.

We are actively elaborating new approaches to working with young people, building a logical flow of activities related to vocational guidance, grants, internships and development programmes for graduates, prioritising quality at every stage.

As I have already mentioned before, the world is not standing still and we are changing with it. The Peak corporate championship has been replaced by the Great FUEL&Co Expedition, announced by the Chief Executive Officer on the Summer Safety Day. You have probably noticed that the Expedition has an extensive module on improving competence, professionalism and leadership.

Year by year, the Company is reinforcing its position as an industry competence centre and will certainly keep moving forward on that path.

– In late June, Russia launched its ranking of the best employers in the country. This is the third year in a row that the Company has been participating in it. What objectives has the Company set this time?

– Participating in the ranking gives us, above all, a chance to assess our attractiveness as an employer, get an overview of the effectiveness of our human resources processes so that we can adjust them, if necessary.

We already ranked among the top 20 major companies in our first year in the ranking and have been among the top five participants in the Energy and Mining Industry for two years in a row now, while last year we hit the top four. Meanwhile, Sakhalin Energy is second among companies with 1001 to 5000 employees. It should be added that the popularity of the ranking grows year by year, together with the number of participants, thereby fostering competition and increasing the value of the final score.

Around 70% of direct hire employees voted for the Company in the 2021 ranking and more than 500 people voted for it in the job seeker opinion survey. This year we have an opportunity to improve our final score, and I encourage all Sakhalin Energy employees to contribute to achieving this goal.

■ Interview by Maria Nikolaeva

Sakhalin Energy encourages all direct hired employees to answer the following question on the HeadHunter website by 28 September: How ready are you to recommend the Company as a place of work to your friends or acquaintances? Use the QR code to complete the survey



Red Day of the Calendar

Sakhalin Energy's traditions of celebrating various holidays and milestones are rooted in our corporate history itself. At different times, they have been harmoniously associated with the values of our shareholders, memorable milestones in the chronicles of the oil and gas industry, the country and the region, and, of course, with the most important achievements of the Company itself.

Sakhalin Energy anniversaries, Oil and Gas Worker Day, New Year – this is by no means a complete list of the “red days” in our corporate calendar that we used to celebrate together.

The “new reality” of the COVID-19 world has made its adjustments to the established social order. Many familiar things have become inaccessible, large-scale restrictions on the part of government agencies have touched

literally all spheres of life. The Company, for its part, was forced to respond to the pandemic challenges in a tough and clear manner, striving to preserve the most precious thing – people and production. Life has proved the correctness of the decisions made, but at the personal level, many had a hard time. The “remote work”, long shifts, the cancellation of all mass corporate events...

At that time, it was more important than ever to maintain a strong morale and corporate culture based on universal human values. It was in the spring of 2020, on the initiative of Roman Dashkov, Sakhalin Energy's Chief Executive Officer, that Victory Day was celebrated for the first time. Yes, laying flowers at the Eternal Flame was limited and subject to anti-epidemic restrictions, but it helped build confidence in the fight against coronavirus infection. The tradition caught on – for the third year now the Company's employees together with their families gather on 9 May on Glory Square in Yuzhno-Sakhalinsk to pay tribute to those who kept our country alive in the “fateful forties”...

June marked another day on the corporate calendar. For the first time, we collec-

tively celebrated Russia Day, which this year celebrates its 30th anniversary. As one of the “youngest” state holidays, it is still shaping the traditions associated with it. But one thing remains unchanged – we gather together, because Russia Day is primarily a symbol of national unity.

By the way, when Sakhalin Energy employees were asked about associations related to Russia and its Day, the word “unity” sounded most often. From other repeated answers – “courage”, “power”, “people” and ... “love”. Love for our loved ones, for the island where we live and (I sincerely believe) for the Company where we work. For these are components of one big concept, which is called Motherland.



On 12 June Sakhalin Energy joined the whole country in celebrating Russia Day. On the occasion of the 30th anniversary, Company employees and their families, members of the Committee of Executive Directors and heads of directorates, led by Deputy CEO Andrey Oleynikov, laid flowers at the Eternal Flame on Glory Square in Yuzhno-Sakhalinsk

“We certainly support the CEO's initiative to regularly visit the memorial complex as a sign of preserving historical memory, national traditions and respect for our ancestors. Thanks to their feat, we have the opportunity to live in peace and develop our homeland. It is extremely important to remember and tell the younger generation about it,” Andrey Oleynikov opened the ceremony



It is no coincidence that another highlight of the holiday program was a visit to the historical park “Russia – My History” and the museum and Victory memorial complex. Rurikovich, the Romanovs, Peter the Great, World War II and the Great Patriotic War – the chronicle of events experienced by the country, as if “the road of memory” led the guests of the museums through numerous thematic expositions devoted to the history of Russia and the Sakhalin Oblast



Russia Day is a great opportunity to remember the rich history of our great country, because knowledge of the past helps us understand what is happening in the present. In this sense, the exhibition about Peter the Great is very revealing, as it allows us to look at the already known facts from a different angle. Much of what we actively use today was once an innovation of the first Russian emperor. We can and should be rightly proud of the history of our state! – Tatiana Darmeshkina, the Head of the Industrial Training Centre a participant of the excursion timed to the 350th anniversary of Peter the Great



The final chord of the holiday was the entertainment program on the territory of the sports and tourist complex Gorny Vozdukh. Performance of creative troupes, hiking along the eco-trail with drawing on the stones, an art class, a bubble show, a softball shooting gallery and a symbolic tricolor daytime fireworks left the most tricolor fireworks left a very pleasant impression on the audience. One of the young participants, Ivan Shamonaev junior said: “I liked the table games, I liked board games, lots of quizzes, tasty treats. But the best thing is that my mom and dad were by my side. I am very happy when we are together!”

Memory Cherished In Hearts

On 22 June, the national Day of Remembrance and Mourning, Sakhalin Energy's managers and employees gathered at the Memorial Complex in the Glory Square in Yuzhno-Sakhalinsk to honour the victims of the Great Patriotic War. After the traditional laying of flowers at the Eternal Flame, participants left "candles of memory" at the bronze sculpture of a soldier. Children attending the corporate children's camp also joined.

"Millions of people died in the Great Patriotic War. Their bodies have remained buried in the soil in Russia, Europe and Asian countries. It was a dreadful war and we should always remember it, because without the past, there is no future. Those who are currently seeking to distort our memory are in fact trying to kill our future. We cannot let that happen. It is extremely important that we tell younger generations, our children, about the great feat," says Evgeny Udovenko, Deputy Head of Production Directorate for Maintenance and Major Overhauls, addressing the ceremony participants.

This is the fifth time that twelve-year-old Vasily Makin has taken part in the corporate ceremony of laying flowers at the Eternal Flame: "For me, it is a big event. I am sure that we must always remember those who fought the Nazis to liberate our country. My great-grandfather, Vasily Kabyzhakov, also participated in the Great Patriotic War. He was a pilot who went through the whole war. I'm very proud of him!"

Visiting the Victory Museum and Memorial Complex on the Day of Remembrance and Grief, where Vasily learned a lot about the events of the Great Patriotic War, was a

vivid experience for him. Adults attending the ceremony could join a guided tour "On the Sidelines of the Nuremberg Tribunal" held in the historical park "Russia is My History". The international trial of war criminals is shown in detail in paintings by Nikolay Zhukov, People's Artist of the USSR, who was present at the trial process in the city of Nuremberg, making sketches at the Palace of Justice.

Yakov Pyak, Head of HR Business Operation, Learning and Development Division,

believes that the graphic works have a strong emotional charge, despite their visual simplicity. "What is truly disturbing is the details of the crimes committed by the Nazis. It is hard to absorb and process negative information. But it must be done nonetheless. So that we understand how important it is to remain human, appreciate and cherish everything we have today and, beyond that, so that a small candle of memory keeps burning in the heart of every citizen of our country," he says.



The “Company’s DNA” is Being Transformed Within the Context of Collective Efficiency and Result Orientation

Timely reaction to external changes and implementation of solutions that improve the efficiency of business processes is the most important asset for any successful company. Currently, the Company is exploring the option to create the Uniform Integration Centre – a core that will be the guarantee of further stable work under any circumstances. Evgeniy Udovenko, Deputy Head of Sakhalin Energy Production Directorate for Maintenance and Major Overhauls shared the details of the concept.

– Evgeniy, let’s start with the reasons for creating the Sakhalin Energy’s Uniform Integration Centre. What was the trigger?

– Due to changes in the geopolitical situation and enhanced sanctions on the Russian Federation we as an oil and gas company faced completely new challenges. It quickly became obvious that it is not possible to work as before: the efficiency of standard processes deteriorated significantly, logistics chains and relationships with suppliers of foreign equipment and services failed. Sakhalin Energy’s reaction was quick as lightning. First of all, the Business Continuity Taskforce was established to mitigate the operational risks, maintain stable and safe operation of equipment as well as to develop an effective maintenance and overhaul system. As part of activities of the Taskforce, we are consistently achieving these goals. All of them are aimed at creating a fundamentally new corporate tool – the Uniform Integration Centre.

In our understanding, it is a tool for assessment and development of personal, management and leadership competencies to ensure business continuity. The centre is expected to operate on the principle of symbiosis of disciplines working in parallel.

– What key resources were required to implement the priority plans?

– First of all, it is internal competencies – the most valuable and at the same time hard-to-find (given the external situation) resource. When one of the shareholders, Shell, announced its intention to leave the Sakhalin-2 project, the Company lost its foreign engineering staff, but managed with this issue. The internal “air bag” allowed to fill the vacant positions with specialists trained under the Russian staff training program in the shortest time.

Have our specialists met new challenges? Without hesitation, I would say yes! We have made it, “rebooted”, became even stronger and are progressing further. Now we have to

ensure back-up resources to be available on a permanent basis.

– Will this require another “reboot” – development of a new corporate training system for specialists?

– You are right. Sakhalin Energy aims to do this based on the methodology tested in the Russian Federation. We expect that this approach will help us improve the competencies that we will not be able to get by having a standard training. Today, the Company pays special attention to this issue and explores several approaches. The first approach involves knowledge transfer from more experienced employees; the second is to establish the expertise centre based at Sakhalin Energy to set-up interaction with a pool of Russian contractors with competencies similar to those of the international level. The third approach aimed at development of our own training facility where the value of gained experience is the most important.

– I believe such training is impossible with theory only – even the most experienced specialist is powerless without practical skills...

– We understand that knowledge alone is not enough for specialists and proper tools are necessary – in our case, this will be provided by a competent service contractor (including proper materials and spare parts). The Company has sufficient equipment in stock to carry out planned overhauls through to 2023 inclusive. Availability of stock of equipment is ensured through the Lean Policy without compromising quality and safety.

We cannot rely on old processes for materials procurement and their delivery from abroad, thus our specialists prepare a complete register of equipment available in the Company – it includes tens of thousands of items! This is required for search of Russian analogues and to establish effective cooperation with domestic contractors. I would like to note that today the share of service contracts with such contractors is about 80%.



– Evgeniy, tell us please about the activities of the Company’s Uniform Integration Centre.

– In our understanding, it is a tool for assessment and development of personal, management and leadership competencies to ensure business continuity. The centre is expected to operate on the principle of symbiosis of disciplines working in parallel. For this purpose it will bring together the contractors (integrators) focused on specific areas. For example, if we talk about procurement of rotating equipment, it should be a company that knows the market and all its potential manufacturers, that knows how to act correctly and prioritise – that is to demonstrate competent strategy with prompt and efficient results.

All such companies will have a close interaction with our engineers to receive from them the focus tasks to be accomplished – in other words, acting as a one-stop shop. All this activities will be based on the Russian Content development. We are actively and deliberately following the collaboration approach utilising the strengths of our team of Sakhalin-2 project.

– How the total amount of orders for domestic manufacturers help to expand the range of potential vendors ready for cooperation?

– Today we are not refusing to work with foreign partners, but our focus is mainly made on Russian companies. We are transferring this process into the systematic technical work with specific goals and deliverables. The key task is to analyse the market in all areas and categories of equipment, find potential efficient companies and set-up further coop-

eration with them. We are ready to make advances and change our specifications without crossing the red lines – In the Russian Federation the regulatory framework is quite strict in the field of industrial safety which ensures a safe operation of equipment, and we have to comply with these rules. In other words, if before we needed a rectangular phone made of plastic with a certain set of characteristics, nothing critical would happen if it was made of metal. The most important for us is to avoid losses in safety and efficiency. Many domestic manufacturers have the capability and, importantly, the interest in such work. Yes, it is necessary to gain experience, but let us not forget who made the first flight to space. Russia has a huge scientific and technical potential.

Have our specialists met new challenges? Without hesitation, I would say yes! We have made it, “rebooted”, became even stronger and are progressing further. Now we have to ensure back-up resources to be available on a permanent basis.

– And the Company has various engineering and economic ideas to implement this...

– Many of us have not yet realised the changes that have taken place, but the world has completely changed. And to fit it, we are rebuilding the “Company’s DNA” in the context of collective efficiency, responsibility and result orientation. We are now looking for leaders who have accepted this philosophy and who are ready to promote it further within their teams – teams of professionals able to work successfully in any circumstances.

■ Interview by Marina Semitko

Last Stand

Many new employees have arrived at the Sakhalin Energy's production facilities to participate in the scheduled shutdown that began on 20 June. The company is doing its best to help employees not only become familiar with the upcoming tasks, but also focus on the crucial topic of safety, including thorough studying of the "last stand" – personal protective equipment (PPE).

"PPE is the final barrier between a hazard and a human, it comes in when an incident cannot be prevented, and serves the key purposes, that is, saving the life of an employee and minimising damage to health. But to enable this, PPE must be used correctly. The key functionality of PPE is to protect us against hazards: extreme temperatures, open flame, chemical and biological risks (insect bites, snake bites), injuries associated with tripping, limb pinching, crushing, falling objects and many other hazards," says Alexey Zasutsky, Deputy Head of the Corporate Safety Division.

All employees at the Sakhalin Energy's production facilities must be aware of the PPE types and purposes, to perform professional tasks, as well as the rules for their use and maintenance. The Company has approved PPE standards for each occupation with a clear description of the period of wearing PPE and a list of necessary protective clothing. This list can be found in the corporate Standard for the provision of PPE to employees.

"The selection of PPE requires a preliminary risk assessment. We should find out what

kind of work an employee has to do and what hazards he or she may be exposed to. Depending on this, we provide the employee with the appropriate protection set," Anastasia Savenko, Lead Specialist of the Health and Safety Subdivision, adds.

Shoes should be in-season and fit. In winter, shoes must be worn together with anti-slipping devices. Tight lacing and double knots provide secure foot holding and reduce the chance of sprains, trips, slips and falling, which are the most common causes of occupational injuries.

Glasses should not have scratches that impair visibility. When using them, you should consider the effect of fogging in winter. When you enter the room from the frost, water vapor from the warm air settles on the surface of the cold lenses in the form of small droplets. To remove the formed condensation you should use special wipes which do not damage the lenses of glasses.

A safety helmet is a must. It should fit tightly to the employee's head, and when working at height, it should be fixed with special chin straps.

Hearing protection will be required for visiting production areas with high noise levels. Such areas are marked on the production sites with special warning signs.

Protective clothing is the main PPE element that protects most of the body. When wearing it, one should remember about hygiene requirements, regularly wash and disinfect it. It is necessary to inspect protective clothing before work and, if any damage is found, contact the supervisor for its rejection and replacement. Timely seasonal replacement is also crucial.

"Monitoring the state of personal protective equipment is one of the duties of an employee. It is he or she who must monitor the state of protective clothing and other PPE elements and timely replace them in accordance with the current standards. There are employees at production facilities responsible for making these standards clear for others," Anastasia Savenko explains.

The PPE kit also includes gloves. Like other personal protective equipment, they must not be removed and are selected according to the task to be performed. At the same time, it is forbidden to work with gloves that are not suitable for the job in question.

"Working without PPE is a flagrant violation of safety rules and, what is worse, a direct threat to human life. If you see that your colleague has a problem with PPE, be sure to intervene. Support and team spirit are an intrinsic part of the corporate culture that Sakhalin Energy is always willing to share with others."

Beware of Bears!

Cases of people encountering brown bears have become more frequent in Sakhalin Oblast. The animals are increasingly observed near Sakhalin Energy's production facilities.

As Timofey Zvezdov, Head of the Environmental Monitoring Subdivision at Sakhalin Energy, reminds, when working at remote sites and beyond, the Company's personnel must necessarily perform risk assessment, taking into account the likelihood of coming across a brown bear.



"The first thing you need to clearly understand is that there is no clear behavioural scenario when encountering this predator, each situation is unique. But there is a set of recommendations that can reduce the risk of unwanted contact," the expert says.

According to Timofey, you should remember that twilight and early morning are the time of increased bear activity, it is better not to go anywhere at that time. You should travel in groups only, make loud sounds: make noise, talk. This scares the bear away. This club-footed animal has an excellent sense of smell, so it is important to avoid eating any food while travelling. Food should be stored in closed containers, and waste should be disposed of carefully. You should also bypass bear trails, dense bushes, or tall grass; try not to approach spawning water bodies, and make rest stops in open areas.

When encountering a bear, do not run away from it, do not make sudden movements and do not turn your back on the beast.

It is recommended that you raise some clothes or a backpack above your head, thus making yourself visually larger in the eyes of the predator, and slowly move away. If the bear continues to approach, use deterrents: a hand flare or light and noise devices.

Experts also strongly advise that employees refrain from feeding or approaching these animals to take photos. Even the best shot is not worth a life. If you want to take photos of a bear, then you must do it from a shelter. For example, from a car towards which you can (and should) retreat in the absence of other alternatives. It is no use trying to save yourself on a tree, as the beast can easily climb it.

"No one can give a 100% guarantee that the bear will not be aggressive towards you. The safest scenario is not to encounter it at all. To make sure it does not happen, one should carefully plan any trip, follow the expert advice and be cautious, watch out," Timofey Zvezdov reminds.

Validated Safety

Sovetskoye, Yasnoye, Nogliki Pipeline Maintenance Depots and Booster Station № 2 were successfully audited under the Maintenance and Technical Integrity Assurance Programme. The assets managed by Alexey Gulyaev, Pipelines Operations Manager, have been proven safe and compliant with the maintenance and integrity assurance standards.



The assets have been prepared for the audit for two years – it was an enormous teamwork with the focus on continuous improvement of maintenance and integrity assurance processes. The key tasks of the PMD and BS №2 teams included lessons learned and better maintenance and integrity assurance performance.

Efficient integrity assurance and maintenance planning, scheduling and delivery processes ensure safe operation and significantly reduces manpower, tools and cost of equipment servicing.

The audit lasted for three weeks, with personal and online interviews with asset representatives and technical authorities, inspection of business processes, documents, databases, and risk assessment. Lead Auditors Alexey Lee and Ruslan Samedov were fully committed to the audit process, meeting the staff and observing maintenance management at work sites.

This year, the principle of unbiased auditing was ensured by auditors Vladimir Bondarenko and Sergey Shishebarov, who are certified in maintenance and integrity assurance, as well as experts from various divisions of the Production Directorate.

During the ceremony of audit certificates issue, the following colleagues were highly recognised for their great contribution to improved maintenance and integrity assurance at the assets: Kirill Doda, Sergey Smolyak (Sovetskoye PMD); Pavel Mokritsky, Igor Tabayev, Viktor Trubnikov (Yasnoye PMD); Anton Badeev, Artem Grachev, Sergey Fomin (Nogliki PMD); Vyacheslav Khon BS № 2; Khotam Bekov (centralised support of all assets).

"While maintaining the highest industry standards, Sakhalin Energy is still searching for further opportunities to improve business processes and ensure reliable and continuous operation of production facilities. This is one of the most important tasks contributed to by the audit – an effective tool for the development and improvement of the Company. As an example, this year, we have been able to optimise the control of procurement and material tracking for maintenance of equipment and have already shared this practice with other divisions and assets," said Denis Belyaev, Deputy Pipelines Operations Manager.

The key to Sakhalin Energy's success is safe and reliable production, proper technical integrity and striving for continuous improvement. The audit deliverables confirm that the staff of onshore pipeline assets observe these priorities.

Teodor Currentzis: to Be Continued

At the end of May, many of us listened to (or rather, “experienced”, as it was impossible otherwise) the works of Strauss and Tchaikovsky in Yuzhno-Sakhalinsk performed by the musicAeterna orchestra conducted by Teodor Currentzis.

Getting to the Teodor Currentzis concert is always a great luck. Tickets for concerts announced six months in advance are sold out in no time in the capitals, no matter the price. An outstanding musician, composer and actor, Teodor Currentzis is in demand in the world’s leading theatres. However, according to Teodor, one of his missions is to provide people who do not have access to quality live music and good concert halls with an opportunity to hear the best world classics performed by professionals. That is why Teodor, together with his orchestra, chooses to perform in remote corners of Russia over a concert in Moscow or Paris without hesitation.

The May concert in Yuzhno-Sakhalinsk was a unique gift for the employees of Sakhalin Energy and Gazprom Dobycha Shelf Yuzhno-Sakhalinsk, who had supported the musicians’ visit to Yuzhno-Sakhalinsk. Teodor Currentzis’ orchestra performed as part

of a tour organised by Gazprom. Over the fortnight, the musicians gave concerts in eight key Russian cities for Gazprom, from Surgut to Yuzhno-Sakhalinsk.

The Company’s employees, who managed to attend the event, were incredibly delighted with the performance. The sounds of the strings of the first violin, the fusion of the double bass, cello and viola took the listeners into the amazing and fascinating world of music.

“In truth, I experienced unique feelings! Conductors and orchestras of this scale rarely come to visit us on the island – the more valuable is the appearance of “eternal music” on the stage of the Chekhov Centre. Let’s say frankly, Teodor Currentzis presented quite complicated classical works to the local audience, especially *Metamorphosen* by Richard Strauss – an extremely expressive work whose trembling and echoing uneasiness sounds un-



believably piercing in our time too, and perhaps even especially in our time. Pyotr Tchaikovsky’s *Serenade* also left the most pleasant impression. There is only one thing I can say about the musicians – they are Virtuosos. Exactly so, with a capital V. And Teodor himself is the epicentre of a small eruption of emotions and passions,” Andrey Makarov, Head of the Translation Subdivision, shared his impressions.

“I have previously attended concerts of famous musical ensembles in Russia and abroad, and now I had a similar incredible experience in my native Yuzhno-Sakhalinsk. It is amazing that an orchestra can play like this! It was talented and original! Pyotr Ilyich Tchaikovsky, I think, would have been pleased! Thank you for the wonderful intellectual free time and organisation of the event!” – Natalia

Ermolenko, Head of Real Estate Subdivision, told about her emotions.

Despite the tight schedule, the musicians use every free minute to get to know the venue. On Sakhalin, they managed to climb the Bolshevik mountain, take a walk across Yuzhno-Sakhalinsk and the seashore in Korsakov, drive to the Prigorodnoye production complex and even explore another kind of music, associated with the centuries-old traditions of the Sakhalin indigenous minorities.

Upon leaving the island, the musicians promised that they would certainly get back, including as tourists. Maestro Currentzis expressed his readiness and hope for a return with a tour around Sakhalin.

■ Evgenia Diamantidi



My Name is PROMT. Nice to Meet You!

The digitalisation at Sakhalin Energy is in full swing – we have now one more virtual assistants available to staff – PROMT neural machine translation solution.



PROMT project team

What is this virtual machine translator? It is time to meet Neural Machine Translation (NMT). Many businesses around the world have already embraced it, and now Sakhalin Energy has joined them too. This is no longer a clumsy translation tool, which used to confuse terms, fail to build phrases and gave rise to the “epic fail” meme 15–20 years ago. Today, it is a real translation expert, though a computer-assisted one.

Currently, about 40% of global world's documents are machine-translated, and this share tends to grow. Analysts believe that “almost perfect quality” awaits us in 2 to 10 years. Yes, “almost”, because machine translation can never exist on its own – in any case, source texts are written by humans, and language is a diachronically changing system.

PROMT Neural Translation Server adopted at Sakhalin Energy translates both text fragments and documents in standard formats from English into Russian.

Our neural system is trainable. This does not mean that it can learn to think about the context or guess what exactly the author wanted to say. However, its embedded operating algorithms help to achieve a nearly accurate result: PROMT memorises and analyses human translation, and builds the most likely target for new texts.

Irina Danchenko, Senior Engineer of IT Portfolio Management Section, has been involved in the project from the very start – her scope of responsibility included the solution development by the IT Department and business-to-suppliers liaisons. Irina told us about the way the tool had been chosen:

“The market offers over a dozen machine translation services, but most of them are just cloud versions. Thus, we did not take them into consideration for data security reasons (even at the start

we rejected the solutions of such industry giants as Amazon, Microsoft, IBM).

We took an interest in two of the companies offering local installation systems: the British SDL and the Russian PROMT. We have launched a pilot project to deploy testing within the corporate network and compare products.

The quality of translations can be different. General or everyday topics can be well tackled by online services and most mobile products. However, business topics are different. It was required for the system to ensure a sufficiently high accuracy and use proper terms. We cannot expect this from a universal translation service.

The model requires training in order to integrate and successfully apply neural networks for translation, which requires a huge parallel text corpus. Fortunately, our Translation Subdivision has one enough. And there was no need to train the neural network from scratch because the software supplier provided the universal model with only extra training required.

Both suppliers trained the models on a small scale so that we could test the products one by one. The systems demonstrated approximately equal results, but taking into account the prices and our priority over domestic products, we chose PROMT Neural Translation Server. This software uses a hybrid technology with both neural network and rule-based machine translation (RBMT).

The choice has been made, then it was time for technical issues. Training a system of our scale required significant computing capacity. While the training at the pilot stage was done by the supplier, now it was our turn (in order to ensure full confidentiality and protect intellectual property rights).

To streamline the process, developers use NVIDIA graphics processing units (GPUs), which are initially optimised for matrix computing algorithms. When we just started to integrate PROMT, we only planned to deploy a virtual farm with GPU, and the Data Processing and Storage Subdivision of the IT Department successfully coped with this non-trivial task. It took several sessions to up-skill the universal translation model and several online meetings with the supplier to develop a translation profile named Sakhalin Energy that takes into account our speech patterns, phrases and terminology.

And there is more to this story. The training process is going to be regular, and our neural machine translation tool will continue improving.”

From the first days of the project, **the contact person from the Translation Subdivision was Konstantin Nikulin**, Junior Specialist, Translation Subdivision. He has been dealt with translation tools for a long time, and this time he was in charge of similar issues: compared systems by translation quality, negotiated with developers at the system selection stage, and, together with the IT Department, ensured PROMT training using translation memories. Here is what Konstantin told us:

“PROMT system hosted on the internal server was trained using translations made by both our subdivision and translation agencies. We used more than 2.5 million human-translated segments. One of the undoubted advantages of the system was the focus on the corporate language.

A simple but illustrative example: for us, LNG Train is a process line, and PROMT recognises it. In contrast, two well-known online translation services translate this combination literally as “поезд СПГ”.

With the evolving Sakhalin-2 project, new terms and phrases will inevitably arise, and PROMT will regularly upgrade itself, while our translation team will carefully analyse any inaccuracies with a view to corrective action.

Another important thing is that PROMT, like any other machine translation service, is extremely sensitive to the quality of the source text. For example, “caterpillar machines” is translated by PROMT literally as “гусеничные машины”, while “Caterpillar machines” – as “машины Caterpillar”. You see it yourself: capitalisation of one letter is sometimes enough for the translation to change.

It is noteworthy that the key purpose of using PROMT is to have quick preliminary access to the translated text. We strongly recommend that you do not use the resulting translation in official documents without further verification.”

Andrey Makarov, Head of Translation Subdivision, shared his impressions of the system integration: “PROMT neural machine translation service is a huge step

towards automation and digitalisation. Perhaps, we had similar emotions six years ago when we put Trados Translation Management System in place. We do not consider the corporate machine translation system as a competitor. On the contrary, we look to work closely with it, improve post-editing and our work performance.

This forward-thinking and cutting-edge solution will save much time and effort on our way to seamless translation. However, please do not think that machines will replace human professionals. Of course, a neural network can do a lot, but only humans are able to analyse the context, take into account language nuances, and recognise errors in written speech. Be extremely cautious with machine translation and do not forget that Sakhalin Energy's Translation Subdivision is always ready to help.”

Dmitry Lazarenko, IT Portfolios and Projects Division Head, noted: “This project is an example of great teamwork of business and IT. We were united by a common goal. However, our tech minds are far from linguistics, we learned translation aspects and linguistic norms, and our colleagues got to know about databases, the principles of neural networks and the use of GPUs. The project allowed all participants to gain considerable experience and made us stronger. Thanks to everyone who helped us in word and deed!”

Vitaly Ampilov, Lead Specialist, Information Security Subdivision, warned: “In 2018, the media reported about the leakage of confidential records translated through a public online service. The fact was confirmed by the organisation mentioned in the publications.

PROMT is hosted on a corporate server, which is much more secure than Google, Yandex and other services. In general, the use of open public online services is a direct breach of Sakhalin Energy's Information Security Policy that entails certain consequences. Only corporate PROMT service is allowed for machine translations!”

The above mentioned was summarised by Igor Baltakov, CEO/CED Division Head: “The corporate machine translation service is not yet perfect, but it is just a driver of further improvements. And here, constant feedback from the business and users is decisive. It is your feedback and proposals that will help us improve PROMT, make it more convenient, with better quality of translation through continuous system training. I am sure that our neural translation service will take its well-deserved place among corporate tools!”

PROMT is available here: <https://prompt.sakhalinenergy.ru/>. Please send your feedback about the system to **Konstantin Nikulin** at: Konstantin.Nikulin@sakhalin2.ru

■ PROMT project team

Winners in Complex

The winners of the WorldSkills Russia regional championship once again have had the opportunity to visit Sakhalin Energy's production facilities. In 2021, the winners in the Oil and Gas Production competence explored the integrated Onshore processing facility. This year, top student in five competences* went on a familiarisation trip to the Prigorodnoye production complex.



The first stop was the laboratory. Pavel Lukmanov, Head of laboratory, told the students about the three areas of its work – oil and gas, water, and oil. “Apart from the current routine analyses, we tackle many non-standard production tasks. We try to act as an expert centre, work out solutions, and take a creative approach to new challenges. The laboratory team consists of professionals in chemistry, physics, and the laboratory itself features modern equipment. All this helps us to provide the necessary support to the production facilities,” says Pavel Lukmanov.

“It was nice to meet a group of students who feel enthusiastic about the plant as a whole and our laboratory. I was really glad to see familiar faces – the students whom I taught the course of metrology and standard-

isation at Sakhalin State University. As for those who I have had the opportunity to meet today, we will see each other at the beginning of the new academic year.”

Andrey Sharipov, Health, Safety, Environment, and Quality Assurance Subdivision Head, took the students around the production premises. They learned about the operation of lines for natural gas processing and liquefaction. The students looked into the process of storing LNG in special tanks circa 100 thousand cubic metre large. Answering the questions, Andrey Sharipov noted: “The LNG plant boasts the best specialists in the industry, true professionals. And each of you has the opportunity to become part of our LNG family after graduation.”

Yury Klishin, Head of Operations Training Subdivision, told the guests about the

importance of establishing industry-specific expert centres based on Sakhalin Energy: “Our employees possess unique experience and advanced technology. They are enthusiastic to share their accumulated knowledge and skills with young talent, helping them to develop expert potential from the school bench. Organising student visits to our production facilities is part of this process.”

At the end of the meeting, Yuriy Klishin gave the guests a piece of advice: “Developing professional competence, initiative, and creative mind when solving problems will help you to be able to contribute to the development of the Company in the face of global insecurity. Often it is these very conditions that open up new horizons. Take a grip of your ability to work on your skills, creative, analytical, and scientific potential, strive to gain industrial experience, and, believe me, you will become a valuable resource for any enterprise.”

Participants of the championship, who took first place, the Company will be waiting for internships.

* In 2021, with the support of the Company, the Oil and Gas Production category was introduced to the championship. This year, four more categories were added: Instrument Metrology, Well Drilling, Oil and Gas Field Works, and Technical English/technical expert with knowledge of English.

■ Alla Priimich



NIKITA DNEPROVSKY, winner in the Well Drilling category (2022):

“Visiting Prigorodnoye production complex was once-in-a-lifetime experience to me. This is a truly unique, one-of-a-kind site. It combines state-of-the-art technology and best practices, expertise, professionalism of the staff and passion for their work.”

NIKITA LAZIN, winner in the Oil and Gas Production category (2022):

“I dreamed of visiting this plant since childhood, and my dream has come true. I was looking forward to a tour about its production premises. Its scale is really impressive. In addition, it was fascinating to get insights into all the processes. Observing the operation of the plant and staff in real time is an invaluable experience. It has boosted my motivation. Thank you for organising the visit. This is a really important step for our further professional growth.”

PAVEL KALASHNIKOV, winner in the Oil and Gas Production category (2021):

“Sakhalin Energy makes an invaluable contribution to the student on-the-job training. This is perfectly confirmed by the visit to the first LNG plant in Russia, where a walking tour was organised specifically for us. We were overwhelmed with positive emotions. I am determined to start my career at Sakhalin Energy.”

Trainees: You and Sakhalin Energy are One



The Traineeship Programme that raises future talent for Sakhalin Energy production facilities was introduced in the Company almost 20 years ago. At the moment, the Company is recruiting trainees for the 2022 Traineeship Programme. For more details, go to www.sakhalinenergy.ru. For further information, please contact the Technical Training Centre: SEIC-Traineeship-Programme@sakhalinenergy.ru.

“To me, this is a chance to become a part of the Sakhalin Energy huge clockwork, an opportunity to dive into work, and learn from experts. It makes you realise that you and your input are valuable to the Company. It gives you understanding that you and Sakhalin Energy are one”... This is how Nikita Tsimbalist, one of the current participants of the corporate Traineeship Programme, has described it.

His group started technical training. On this occasion, the guys were greeted by the leaders of the LNG plant, as well as the Production and Human Resources Directorates.

They have five months of language training as they have attended a course of technical English since the end of 2021. For the next nine months, they will be trained in various disciplines under the guidance of experienced instructors of the Prigorodnoye production complex Technical Training Centre. After that, for another 18 months, the trainees are expected to complete a practical training at



the assets under the supervision of mentors.

We hope that in 2024, the entire group will join the Company as new employees. The Centre is currently providing training for

- 12 Operations Technicians;
- three Process Equipment Technicians;

– two Instrumentation and Control Technicians;

– three Electrical Technicians.

We wish all participants of the 2021 programme success in their training and professional growth!

Cryogenic Perspectives

The fifth package of EU sanctions prohibiting LNG equipment supplies to Russia undermines the upcoming (in terms of commissioning schedule) high-capacity LNG projects of the long-term LNG production expansion programme in the Russian Federation within the framework of the Energy Strategy until 2035 and, thus, its goal achievement on the global market. We have to rely on our own.

However, there is also a positive aspect here. It is quite obvious that LNG production is not a brand new task for the academic science. The technology is well-known, and many domestic manufacturers of gas liquefaction equipment used to complain about the lack of demand. Now, the demand tends to grow, just as the funding to bring the technology to perfection and start mass production of the respective equipment. It is also noteworthy that Russian companies involve European contractors, for example, the British TechnipFMC and the Italian Saipem are part of a joint venture with NIPIGAS that engages in engineering, equipment supplies and construction of the liquefaction facilities for Arctic LNG-2 plant.

Thus, we can conclude that the sanctions will only affect the timing of the upcoming project launches. First of all, these are two new plants purported to add 33.1 million tons of LNG to the overall Russian production figures (Baltic LNG project with 13.3 million and Arctic LNG-2 with 19.8 million). These enterprises were supposed to use imported gas liquefaction equipment. The plants were to be commissioned in 2023–2024 (the first lines), and to reach full capacity by 2025–2026. But if the first stage of the Arctic LNG-2 project, with 6.6 million ton capacity and already 98% completed, is quite certain, the future of the Baltic LNG project, with the construction just started last spring, is vague yet. The third project named Portovaya LNG, with 1.5 million ton capacity, is already being commissioned. Thus, even if the plans have to be modified, the LNG production in Russia, taking into account the launch of Arctic LNG-2 Train 1, is to exceed 37 million tons in 2024.

The segment of small and medium-sized LNG is less dependent on imports, but there are some hurdles here. For example, Train 4 of Yamal LNG with 0.95 million ton capacity (versus 5.5 million tons per each of the first three trains), based on the Russian equipment and Russia's Arctic Cascade Liquefaction Technology, reached its rated capacity with more than one year delay, in mid-2021. Nevertheless, the project has been

implemented, and this technology can be both replicated, improved and upscaled.

Another example is the LNG complex with the annual 40 thousand ton capacity commissioned in Magnitogorsk in 2020. The LNG from the plant with cryogenic equipment of NPO Geliymash is mainly used as natural gas vehicle fuel on the domestic market.

In the situation in hand, besides the questions “how and when to do?” we have just as relevant tasks “of what and on what to do”. The core materials in liquefaction technologies are cryogenic structural steels, aluminium alloys, polymers and their composites. All materials that ensure the robustness and good performance of equipment must guarantee no brittle fractures in structures at cryogenic temperatures (-164°C) typical for LNG. The specific operating conditions also include a wide temperature range (from room temperature to liquid helium), in which the properties change significantly.

Metals used for cryogenic technology must be finely dispersed by structure, highly durable and yielding, completely non-magnetic, workable under the conditions of machine-building production and provide equally strong welds on the base metal. The Russian market has a wide range of domestic structural steels for cryogenic purposes that meet the above conditions.

Aluminium and its alloys are also widely used as materials for cryogenic equipment, as they boast a combination of good process and operational properties and are not as difficult-to-obtain as high-alloy steels. Aluminium alloys serve as reliable substitutes for copper alloys and, in some cases, expensive stainless steels. Unfortunately, they are low tensile and prone to splitting during welding. For cryogenic equipment, Mn- and Mg-doped aluminium alloys are used: AD-1, AMtsS, Amg5, Amg6. The preferred application of aluminium alloys is heat exchangers. It should be noted that the listed alloys are made domestically (and this is not a complete list), and Russia ranks among the world's biggest aluminium producers.



Testing an LNG pump at NIIEFA test facility

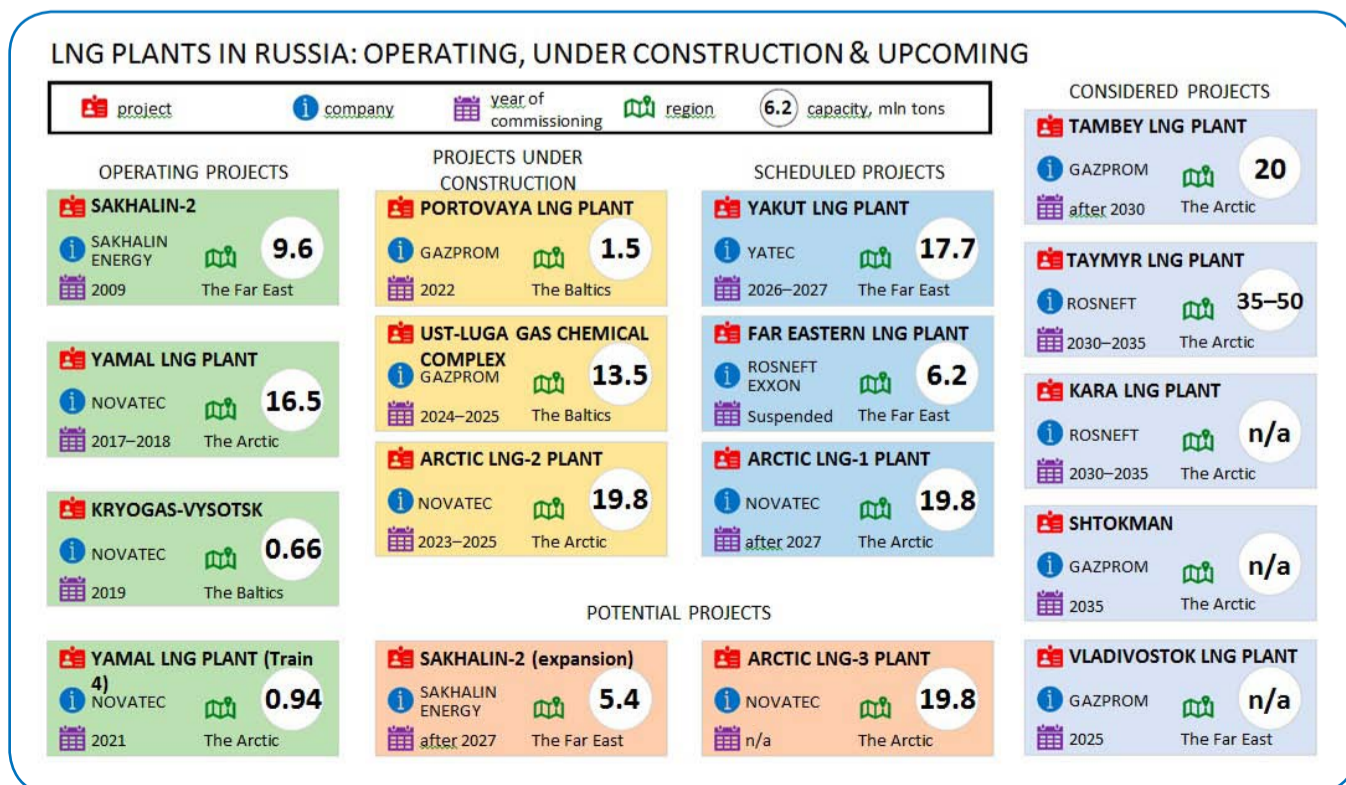
Polymers and their composites are applied in cryogenic equipment for their low thermal conductivity, high strength-to-weight ratio, yielding properties at low temperatures, as well as high adhesion to metals and good anti-friction properties at various temperatures. These materials help to reduce heat inflows along cryogenic tank, flowlines and fittings, make highly tight and reliable valve seals, increase the durability and performance of friction units, etc. Diflon, polyamides, fluoroplastics, epoxy resins, as well as dry lubricants (graphite and boron nitride) are produced in ample volumes by the Russian chemical industry.

Finally, besides materials, domestic manufacturers are already able to offer equipment used in LNG projects. Heat exchangers, including cryogenic ones, are made by Cryogenmash, Atomenergomash, ZiO-Podolsk, compressors, gas compression units (by Kazancompressormash), turbines (by Power Machines), expanders (by the Russian Federal Space Agency (Roscosmos) and Atomenergomash), cryogenic pumps (by Atomenergomash). The country has large-diameter pipe production sites. Pipe manufacturers invested circa. RUB 360 bln in production and state-of-the-art trains in 2000–2012.

In addition, it is now possible to test pumps, expanders and compressors at the Europe's first and only test facility for medium and large-capacity LNG plants. It was built on the premises of Research and Development Institute of Electrophysical Apparatus JSC (NIIEFA, part of the nuclear weapons complex of Rosatom) in St. Petersburg, in 2021.

Of course, there are still many problems: insufficiently diverse range of manufactured equipment, lack of manufacturers of high-capacity turbines and a key production component – the main cryogenic heat exchanger, lack of any Russian LNG storage know-how equal to the Western alternatives by price and quality. Although, the design and development of structures and technologies are in full swing, some suspended projects are brought to life for finalisation, enjoying both steady demand and funding. The localisation of LNG equipment production will take some time, but this process is already underway and destined to be completed.

■ Prepared by Maxim Shubin based on materials rg.ru, nipigas.ru, atomic-energy.ru, plus.rbc.ru



“We Are Committed To Make Our Islands A Tourist Destination”

It is high summer, the season of long-awaited holidays. Time to complete urgent work chores as soon as possible, pack suitcases and head off to sun-kissed destinations. But is it worth leaving Sakhalin for this? Can we indulge in a perfect getaway on the island? We have talked to Artem Lazarev, Minister of Tourism of Sakhalin Oblast.

– **Artem, let us start with “digitalisation” in terms of the region’s attractiveness. How fast is the tourist flow to Sakhalin growing?**

– Last year saw 20% growth versus 2020. The upward trend helped the region, for the first time in history, to tap into the top twenty of the National tourist rating of Russian regions. We have bold plans for the future to drive the fast-paced development of tourism on the islands. Within three years, we seek to welcome 400 thousand tourists annually. This year also promises to be successful.

– **To what extent will the new Russpass national digital platform contribute to this? What are its advantages?**

– The platform helps to quickly and utmost comfortably plan a trip to any region of Russia, depending on the budget, interests and goals of individual tourists. The one stop-shop service enables to build your journey, purchase air and railway tickets, choose sights to see, and organise group or individual tours. Tourist landmarks of Sakhalin and the Kuril Islands have already been included in its database.

No doubt, this aggregator of online services for individual travellers will increase the tourist awareness of our region and, as a result, boost the tourist flow. Now our task is to add the maximum number of offers, including our tour routes and absolutely all hotels that operate in the region. The same applies to other venues more or less connected with tourism: cafes, cinemas and theatres. We expect that, by the end of the year, all key activities (about 500) available on the islands will appear on the platform.

– **The figure is quite impressive, which suggests that one can travel to Sakhalin again and again. Currently, our hot spot is mainly Gorny Vozdukh ski resort. What makes it so popular?**

– Gorny Vozdukh is the anchor of Yuzhno-Sakhalinsk, with its ever-evolving infrastructure. Today, it is a world-class ski resort with modern equipment and well-groomed slopes, right in the city centre. Its signature is that it ticks all the boxes for advanced skiers, beginners, and children alike. In total, there are more than 18 tracks over 35 km long for smart division of skiers on the slopes of Mount Bolshevik and Mount Krasnaya. Everything is compact and convenient: cafes and restaurants to

every taste, shops, hotels (by the way, the construction of two more hotels near the resort starts this year), and even a new water park down the slopes. In general, all necessary tourist infrastructure for full-fledged and high-quality leisure.

But we stay strong in the pursuit of our next goals and seek to make the ski resort an all-season destination, developing summer activities here, including zipline and summer toboggan. It is envisaged that this season guests will be able to enjoy a terrain cure trail, part of Gorny Vozdukh tourism product. This therapeutic activity offers well-measured physical effort of hiking and going up the marked routes – the mix of health and joy. Specialists from the North Caucasus Federal Research and Clinical Centre will visit Sakhalin to assess the landscape and climatic potential of recreational routes. Scientists will tell which path is better to use for this or that pedestrian, depending on personal health and stamina. Until the end of August, the paths should be prepared for therapeutic walking.

– **Let us “go down from the mountains” to the sea. Sakhalin Oblast is the only island in Russia, and cruise tourism must play a special role here, am I right?**

– You are. Cruises from Sakhalin and the Kuril Islands have become part of the federal concept of tourism development, and we place special emphasis on this area. With the demand for voyage tours, work began on the construction of a shipyard in Korsakov in early July with the first tourist motor boats to be launched next year. In addition, a new ship has already arrived at Sakhalin today to organise tourist voyage trips around the island. It boasts a telescopic ramp for safe tourist landing on wild shores.

– **This year, the Kuril Islands hit big with almost all tickets for July and August sold out. What is the reason for this unprecedented spree?**

– First of all, Russian people refocus on the domestic market. In addition, those who have already tried travelling in Russia understand that this is on a par with other countries, especially if we take outdoor activities. Everyone who visited us using charter flights last year was satisfied.

The one-of-a-kind nature and climatic potential of the Kuril Islands should be



affordable to every tourist, and today the question is not even how to get to the islands, but where to stay. The increased tourist flow stimulates investments, with ample projects planned. We are eagerly cooperating with investors for the future so-called “lightweight” pre-fab modular hotels, just as comfortable as ordinary accommodation options. Here, we intend to build lodges with independent energy sources and engineering infrastructure not only on Iturup and Kunashir. In particular, we look to build a tourist cluster on Paramushir Island, which is part of the northern group of the large ridge of the Kuril Islands.

– **Today, the buzz is not just all around the Kuril Islands, but also the magical Moneron Island, which manages to win over avid travellers even at a distance. How accessible is it for mass tourism?**

– I am not surprised as this is a unique island with stunning settings. Its picturesque waters, bird colonies, sea lion rookeries together with diving strike a chord with everyone. Tourists can take kayaks, supboards, or go on tours to observe marine fauna.

The Strait of Tartary is quite unstable, so the best season for visiting Moneron Island is from July to mid-October. Getting to the island takes 2 to 2.5 hours from Nevelsk by a 50-seat catamaran. This is a modern and safe vessel with all amenities, satellite communications and fishing options able to withstand a six-point storm.

Moneron as one of Sakhalin brands will be marketed as early as this year.

– **What is your target tourist? Does Sakhalin have any inexpensive offers?**

– We welcome anyone, but we prefer longer stay rather than the number of

tourists. Realising that this requires proper conditions, we are making every effort to make Sakhalin affordable to as many travellers as possible. No doubt, some exclusive programmes will be affordable only to wealthy buyers, but one can choose other offers as well. For example, an inexpensive tour to Aniva Lighthouse with a transfer to Novikovo and a boat trip to the lighthouse itself will cost 7 thousand roubles, to Moneron Island and back – up to 10 thousand roubles.

Sakhalin is very compact yet able to surprise sophisticated tourists. In a couple of hours, one can see many sights and feel completely different emotions. Skiing and snowboarding, year-round fishing, extreme tourism, gastronomic discoveries, climbing the hills in any season, SUV trips, soaking in hot springs – everyone will find an offer to match their taste and budget. And despite the small size of the island, there is a huge scope for creativity. Or rather, tourism, which we approach accordingly – with a creative twist, including better tourist experience in the hospitality sector. This is critical if we want the islands to get the status of a resort destination.

– **Sakhalin is blessed for all this. Artem, please send some wishes to our readers, each of them is a potential tourist of the island.**

– There are many places on the islands with unique energy to get inspired. They help to plunge in the world of Sakhalin, feel and discover it from a new perspective. Grab this opportunity, spend your weekends outdoors, at one with nature! This habit is the best opportunity to recharge your batteries stepping away from the weekly grind, enjoy “digital detox” and share happy moments with your families.

■ Interview by Marina Semitko

distinguish ours

How to Earn a Million?

Our colleague, Egor Lukin, Technical Interface Manager took part in the super final of the prestigious Leaders of Russia contest.



Egor is one of two participants from Sakhalin who got into the super final of the fourth season of the Leaders of Russia flagship project of the platform Russia is a Country of Opportunities. The contest was held in the Gostiny Dvor in Moscow in the end of May. About three hundred winners of the regional finals and finals of the tracks took part in the contest. Egor Lukin was among them. "It was like a travelling on the step plate of departing train. I took the sixth place in the regional contest and therefore I decided that my game is over. But a week before the final, the facilitators called me and advised that I was included in the finalists." - says Egor.

Statistics: Before the start of face-to-face tests, about three and a half thousand people tried to pass testing and almost three thousand of them successfully completed the task and took part in the finals of the tracks. Managers from 83 regions of Russia became the finalists. After 14 face-to-face tests, about three hundred participants entered the super final of the contest. The majority of super finalists were represented by the Central Federal District; the second place – the Volga Federal District and the third place – the North-Western Federal District.

In the fourth season, the Leaders of Russia contest was split into eight discipline specialties. The tracks Healthcare, Science, IT and Culture brought together participants from all over Russia and were arranged in the federal format, and the tracks State Administration and Business and Industry were held in eight federal districts. Egor Lukin chose the track Business and Industry and the first face-to-face test passed in Vladivostok. Egor advised that he accidentally found information about the contest and decided to try and unexpectedly got to Moscow.

In the super final, the candidates participated in the intensive networking and business games, performed managerial tasks. Egor's team prepared the development plan for the Vologda Oblast. Experts performed the comprehensive assessment of business and personal skills of the participants. At the final stage, assessment of the participants was made on the basis of their skills to interact with each other and solve cases proposed by mentors and facilitators. Basically, this process was arranged in closed format.

"Our team consisted of nine very strong guys and business ladies. In the super final, the winners of different tracks were mixed, so representatives of Science, Culture, Medicine, IT, Public Administration and Business developed joint decisions as a team. Unfortunately, it wasn't possible to become the winner among 106 winners this time, and the second attempt is not allowed because the grant can be issued only once. However, a much more valuable thing is new contacts and business links to be kept even after the end of the contest" – said Egor.

Based on terms of the Leaders of Russia contest, all super finalists shall receive the educational grant in the amount of one million roubles. Egor has not yet decided which additional education discipline to choose from various options. Egor is very happy to get the opportunity to develop his potential.

ABC of Shuttlecock

It is no small task to find a person with no badminton experience at all. A nice alternative to idle moments on the beach, this summer fun is actually one of the toughest Olympic sports. We talked to Natalia Anikina, Chairperson of the Badminton Club, about the growing popularity of this engaging game among the employees of the Company.

– Natalia, you are a new chairperson of the club, how come?

– Indeed, I have led the club for just a few months, the ex-chairperson had left the island and handed over the reins to me. My passion for badminton stems from my international traineeship before the launch of our LNG plant. After a stressful day at work, I needed some exercise, and my colleagues invited me to play badminton. Since then, this game has become a passion for me.

– Love at first sight?

– Rather at the first hit of the racquet.

– What do you think the club needs today?

– New players. The fact is that over the years of its existence, we have a constant team of players. Everyone knows each other and their game style, and learned the techniques of usual opponents. New members will contribute to better sports skills and overall club development. Probably, we will need a coach.

– I have come across the expression "badminton is the junior brother of tennis". The likeness is obvious, but the elder brother is more popular and lucky. Do you agree with it?

– Absolutely not. Badminton, despite its British origin (the name comes from the British city of Badminton, where the game was invented in its current format), now hits big in the Asia-Pacific and Southeast Asia – in such countries as China, Malaysia, Indonesia, Korea, Japan, the Philippines. While our schools practise skiing during physical education classes, Asian kids learn to play badminton. Among European countries, Denmark demonstrates great respect for this sport.

– Is badminton considered a more affordable sport than the aristocratic tennis?

– Yes and no. If we talk about amateur badminton, you can even play on a lawn. A professional version requires a special field, net, racquets and shuttlecocks...

– Quite serious, isn't it?

– Sure, it is ranked as the Olympic Games. This is a sport with its own rules, championships, and high-ranking competitions. Success in badminton is not luck or chance, but long-term training, good physique, well-developed skills and a proven game strategy. The ability to demonstrate trick shots can be decisive to win in the game.

– Chess is an intellectual game. But in my opinion, any game is intellectual. I have recently read a book about boxing and was astonished to learn that it required not only a well-developed strike technique, strength and endurance. A strong and smart opponent wins. What about badminton?

– I will return a question: "Which sports equipment is the fastest?" Someone thinks it's a hockey puck (with up to 190 km/h flight speed). A tennis ball swooshes at circa 200 km/h. There is also a golf ball with 270 km/h. However, the highest speed among all sports equipment accelerated by a human is demonstrated by a shuttlecock: 300 km/h. Here, in its lab and showroom, Yonex (a key Japanese manufacturer of badminton gear) demonstrated 493 km/h blow from one of the athletes.

– It turns out that badminton is aka a cheetah among other sports. I have got it about the speed, but what other qualities does it require?

– High speed requires quick reaction, tactical thinking. You need to make decisions in a split of a second to understand where it is better to hit, where the shuttlecock will fly. In terms

sport



of physical exercise, this is a strenuous sport. Athletes run, according to various estimates, from 6 to 10 km per game. Moreover, it also requires jumping. There is a unique speed and power tandem (accelerations and jerks during shuttlecock hits), which gives an excellent stretch.

– A good stretch translates into health and longevity.

– I would add that playing badminton has a slimming effect and promotes acute eyesight. Often, people seek to regain a good body shape when they are quite mature, and this game is a good alternative to monotonous jogging.

– Can anyone join the club?

– Sure, I offer the Company's employees and their families to embrace badminton. Just notify me and I will help you to join. On Mondays and Thursdays from 7 to 9 pm, a court in Oasis is reserved for a game of badminton. The beginners' field is open every Saturday from 4 to 6 pm.

– Besides a sports suit and footwear, what are other necessities to bring with?

– Racquets and shuttles can be obtained at the recreation centre of Zima Highlands residential complex. But if you feel serious about badminton, it is better to purchase your own gear.

– Have you got a favourite racquet?

– I have some.

– Maybe you gave a name to one of them? Like, for example, Excalibur, the legendary sword of King Arthur.

– I have not thought about it yet, but it is worth it. However, I have always remembered that the legendary badminton player from Malaysia, Lee Chong Wei, played the same racquet as mine.

– What is your goal as a chairperson?

– To unite the interests of all club members, lure new players and make this sport mainstream across the Company.

AMAZING FACTS

By the number of amateurs playing badminton in free time, this sport ranks second in the world after football. Sports historians agree that some kind of badminton game (competition with a shuttlecock) existed in Greece, China, Japan, India and African countries some millennia ago. For example, the Japanese have long enjoyed a game called "oibane".

In 1650, in Stockholm, the capital of Sweden, not far from the royal palace, Queen Christina ordered to organise a "feather ball" field. The queen played it with her courtiers and even with international guests.

There was a similar game in France, where it was called "jeu de paume" (palm game). There were similar games in the medieval England (battledore and shuttlecock), and in the 18th century Russia.

However, badminton in its current format has Indian origins, where this game was called "poona". The shuttlecock game "poona" was brought to England by the military, who served there in the 1860s.

The birthplace of today's badminton is considered to be the Badminton House estate of the Duke of Beaufort in the English county of Gloucestershire. In 1873, the Duke's guests invited their friends to the lawn for a "game of badminton".

In the USSR, badminton became widespread after 1954, when the game was brought from China, where it is well-known as "yu mao qiu".



“I Love And Know, I Know And Love...”

“The more I love, the deeper I know,” cites Elena Rashchupkina-Lopukhina, member of the Sakhalin branch of the Russian Geographical Society, and confesses that these rhymes written by the physico-geographer and poet Yuri Efremov are a kind of motto for her. Elena agreed to take us on a journey to the past of Korsakov city, Russia's oldest permanent settlement in Sakhalin.

CANCELLED ANNIVERSARY CELEBRATION

In the late sixties of the last century, it was resolved to celebrate Korsakov's 100th anniversary. It took tremendous efforts: issue of envelopes with holiday symbols, announced competition for the best badge, dozens of events that have been prepared, hundreds of publications in newspapers and magazines. During 1968 and in early 1969, the entire region (especially museums, schools, cultural facilities) and, of course, the entire city were busy preparing for the celebration. Tellingly, the side of one of new buildings was then decorated with a jubilee mosaic panel 100 Years of Korsakov.

But amidst the pre-holiday fuss, historians explained that 1853, rather than 1869 must be considered the date of the city's foundation. This resembled an abrupt and almost silent scene of the finale of Nikolai Gogol's *The Government Inspector*: with the frozen dead participants and preparations “deflated” like a popped balloon. The stories of old-timers and chronicles, including the building still called the house of Korsakov's 100th anniversary, remain as the memory of the-then events.

Though if you think about it, they could (and perhaps must) have celebrated the 100th anniversary of Korsakov! But with a slight adjustment of the anniversary programme: not for the day of foundation, but to commemorate its first naming.

WHAT IS IN MY NAME?

The name of the city changed several times.

During the expedition of de Vries, on the site of the future Korsakov, there was an Ainu fishing village *Kusunkotan* (*Kusun-kotan* or *Kusyunkotan*), the first documented evidence dating back to the 17th century. The Dutch navigator recorded its local name as *Aniva-Tomari* – the same as that of the neighbouring cape and bay (the variant “*Tomari-Aniva*” became common). The later studies have shown that the toponyms *Tomari-Aniva* and *Kusunkotan* are synonymous.

As a Russian settlement, the future Korsakov appeared as Muravyov post only in 1853. Its residents have always been proud of their city to be the only one on Sakhalin founded personally by Gennady Nevelskoy. The admiral chose the location for the first Russian permanent settlement on Sakhalin himself exactly in the place where the city now stands, and named it in honour of the Governor-General

of Eastern Siberia Nikolai Muravyov, who, at that time, was not yet named Amursky (*N. N. Muravyov was honoured as count with the added “Amursky” to his name by a personal decree of Emperor Alexander II in August 1858*).

Later, Gennady Nevelskoy, in his notes “THE EXPLOITS OF THE RUSSIAN NAVAL OFFICERS IN THE FAR EAST OF RUSSIA IN 1849–1855”, wrote: “After a thorough examination of the eastern hill, I was convinced that it was the area in all respects convenient and safe for the foundation of our post, and therefore I immediately ordered to bring our guns and flag here... I named the post Muravyov, in honour of the main zealot and servant of the Highest Authority in the Far East, Governor-General Nikolay Muravyov (Count Amursky).”

Surprisingly, a rare city (like Korsakov) boasts the most detailed descriptions of its foundation left by its founders Nevelskoy, Busse, Rudanovsky. In particular, Gennady Nevelskoy described how the sloop approached the shore, the sailors saw why this place was chosen for the post, how he negotiated with the Ainu and the Japanese, how the flag was raised. These are the amazing notes that contain a list of what was left for the team's daily routine organisation.

Before proceeding with the history of the names of our city, let us make a small digression.

THREE POSTS

Founded by Nevelskoy on 22 September (4 October) 1853, Muravyov post was evacuated on 30 May 1854, due to the Crimean War against the Russian Empire unleashed by the Great Britain and France, whose warships were cruising the Far Eastern seas with a potential threat to the Russian settlements.

The next permanent Russian post in the south of Sakhalin was founded in 1867 on the shore of Busse Lagoon and was also named Muravyov. According to Second Lieutenant Valery Shvan, the choice of the place was wrong. There is a story that Colonel De Witte pointed on the map at the mouth of the River Sheshkevich and ordered to establish a post there, as, they say, it had water sources nearby. The water turned out to be a swamp, which had to be drained by digging ditches until the closing of the post in 1875.

In 1868, Lieutenant Colonel Nikolai Depreradovich and Lieutenant Shvan reached the first Muravyov post. Its location



was identified only by the grave of a Russian sailor who died in the winter of 1853–1854. They decided to revive the post. Here, there is one peculiar historical twist ... Let us look back at 1853 again.

HOW GENNADY IVANOVICH AND NIKOLAY VASILYEVICH “HAD A ROW”

According to the witnesses, Nevelskoy and Busse disagreed about the location of the future post. Inspecting the coastline from the boat, Gennady Ivanovich pointed to a hill, as he reasoned like a person establishing a new military post: with limited staff left for a long time, thus, the fortifications must be built with a dominant position and a good view so that the team could not be caught off guard.

Supposed to stay, Nikolay Vasilyevich chose a place more convenient for life – in a valley protected from cold winds, next to the river. Of course, the final decision was to be made by the senior officer, both by age, rank and status – Nevelskoy.

By having another read of Busse's diaries and Nevelskoy's notes, much becomes clear. Walking through these places and already knowing which of the posts was established and where, one can try to imagine the direction the founders looked, their thoughts, hopes and expectations. And it seems that history has put an end to it by recognising that both “debaters” were right. When this post was the first and only foothold of Russia – our

claim of rights to the island, then it was necessary to be sensitive, first of all, to military rules and security. When Russia's rights to Sakhalin were regulated by an international treaty and Russia had a legally confirmed opportunity to take part in its development, a more convenient location could be chosen. And the revival of the post at the place chosen by Nevelskoy's expedition, more precisely, in close proximity to it, but already for a more spacious territory for living, became a matter of principle.

Let us embark on a journey back to 31 July (12 August) 1869, the time of the mission by Depreradovich and Shvan, who returned a year after the first inspection and established a post, now at the site proposed earlier by Busse. At that moment, Muravyov-on-Busse post still existed, so the new (revived) post was given the name of the-then Governor-General Mikhail Korsakov, the next after Muravyov (later, different forms of toponyms were used – post Korsakov, Korsakovskiy and Korsakovsk). If it were not for the post on Busse (1867–1875), it is quite possible that our city would have retained its original name Muravyov or Muravyov-Amursky... But history does not tolerate “ifs”.

Now Korsakov date of foundation stirs no doubt. It is generally accepted that if there are several founding points on the territory of the city, then the date of the oldest settlement is chosen. Although this was not always the case. Anton Chekhov drew attention to this



#allsakhalinedup



Bust of Mikhail Semenovich Korsakov, sculptor Vladimir Chebotarev

circumstance. In his book “Sakhalin Island,” he wrote: “The year of Korsakov’s foundation is considered to be 1869, but this is true only in relation to it as the exile colony; in fact, the first Russian post on the shores of Salmon Bay was founded in 1853–1854.”

I want to draw your attention to the age of our city! Korsakov is officially older than Blagoveshchensk (1856), Khabarovsk (1858) and Vladivostok (1860). This, of course, does not affect anything, but I really like the idea that our city is so mature.

RELATIVES

How amazing it is to love and know the history of Sakhalin and to recognise familiar names and facts in it – and be surprised at their interconnection!

For more than a century, the names of three members of the same family have been marked on the maps of Korsakov district – Korsakov (city (post), river), Muravyov-Amursky (posts (village, settlement) and other geographical areas) and Mordvinov (bay)... After all, Mikhail Korsakov and Nikolay Muravyov-Amursky were cousins! The latter’s mother (Ekaterina) was the daughter of the famous statesman Admiral Nikolay Mordvinov, while the father of M. S. Korsakov (Semyon Nikolaevich) was his nephew.

Ivan Kruzenshtern wrote: “This bay, named by me in honour of Admiral Mordvinov, one of the chiefs of this journey...” How accurately this recognition echoes the words said by Nevelskoy about his choice of a name for the first permanent Russian post!

And these names appeared on the map in the order of seniority: first, Mordvinov in 1805, then Muravyov in 1853, later Korsakov since 1869.

By the way, neither Admiral Mordvinov, nor two military governors of the Eastern Siberia, whose names are inscribed on the Sakhalin map – Muravyov and Korsakov, – have ever visited Sakhalin. But the history of the island is impossible to imagine without them. The cousins were not only the Governor Generals of the Eastern Siberia, they contributed much to the Far East settlement by the Russian people and its further development. Muravyov had his own reasons to support Nevelskoy. He was not always doing it willingly, given the quick temper and very assertive nature of the latter, but understood his uniqueness, appreciated his determination, patriotism and self-sacrifice.

The well-known correspondence between Nevelskoy and Korsakov also confirms the shared personal and state interests of these outstanding people connected with the history of our city.

HOW YOUNG THEY WERE!

When naming the pioneers, we are not always aware of their age at which they shaped, in fact,

our common history. Nikolay Busse is often, and not without reason, reproached for some action related to Muravyov post, but he was only 25 when Nevelskoy left him on Sakhalin and officially declared him the head of the island. No roads, no maps, no knowledge of the language. Plus, a personal responsibility for several dozen people entrusted to him and for building, on behalf of Russia(!), relations with the islanders of the foreign origin. Of course, he was terribly worried, afraid to act, very nervous about how well he matched the assigned mission. In addition, his relations with the deputy and double namesake, the brilliant researcher Nikolay Rudanovsky, who was older (34 years old), were not easy. “So, verse and prose, they came together. No ice and flame, no stormy weather.” The former was a supervisor, the latter was his subordinate, one served in the land headquarters as a major, the other was not a young naval officer with the rank of lieutenant.

Rudanovsky spent 140 of 250 days of the post existence in campaigns. He crossed the island whatever the season. He walked hundreds kilometres! He went on expeditions to South Sakhalin on dog sleds, conducted a population census, compiled an Aino-Russian dictionary, drew maps, and assigned names to geographical points. Busse, remaining in the post, carefully observed the life of the Ainu and the Japanese, made sketches of their living, customs and characters. And that was also very crucial. A fun fact: Nikolay Vasilyevich was unexpectedly ashamed to describe in his diaries a Japanese temple which stood not far from the post because it depicted symbols that seemed indecent to the young head of the island.

If on Sakhalin Busse seems rather notorious in people’s recollections, his activity as the first military governor of Amur Krai was assessed as very successful. He died at only 44, with the incredible contribution to the development of the Russian Far East.

Nevelskoy, when he proved that Sakhalin was an island, was even younger than forty. Muravyov-Amursky became Governor-General of the Eastern Siberia at the age of 38.

The bright minds and destinies. No wonder they say that either patriots or adventurers went to the Far East – of course, except for those who were sent here for exile.

JAPANESE NAME

On 23 August (5 September) 1905, a peace treaty was signed between Russia and Japan, and the south of Sakhalin became part of the Japanese Empire. The negotiations on our behalf were led by Sergey Witte, for which he got a count title. He acquired the nickname of Count Polusakhalinsky (Count Half-Sakhalinian).

Korsakov post was passed to the Japanese almost burnt out after the battle with the Russians. It remained the Japanese administrative centre for about two years. The new name Odomari (Oodomari in Japanese) existed until September 1945. In March 1907, Emperor Mutsuhito signed a decree establishing the Karafuto Prefecture. The city of Toyohara (now Yuzhno-Sakhalinsk) became the capital of Karafuto.

Korsakov is the city where on 25 August 1945. But this is another story.

In September 1945 through 5 June 1946, the city was returned to us at the end of the WWII (like all settlements of South Sakhalin and the Kuril Islands before their official entry into the Soviet life) with the Japanese name, but already in the Russian version – Otomari, with an independent toponymic status.

Thus, 5th June is the date the city was given its historical Russian name Korsakov back. Though, in the Soviet era, some were sure that

the city was named after the explorer Voin Rimsky-Korsakov (brother of the outstanding Russian composer Nikolai Rimsky-Korsakov). There were many who thought so, as the topic of General Governor M. S. Korsakov was not popular.

It is worth emphasising that V. A. Rimsky-Korsakov, a remarkable naval officer who contributed a lot to study and secure Russia and the Far Eastern seas, and Sakhalin, was also a relative of Mikhail Korsakov, though a very distant. So...

EVERYTHING IS INTERCONNECTED

Historical intersections, crossed fates in our history are often overwhelming.

Ivan (Johan Hampus) Furuhjelm. How many people know this name today? How is it connected with the history of Korsakov, Sakhalin? He was a 32-year-old captain of the ship “Knyaz Menshikov under the command of Furugelm”, who participated in the evacuation of the Muravyevsky post in May 1854.

Furuhjelm’s biography was rather amazing (even by today’s standards). He happened to become the second chief of Sakhalin Island in 1854 (he did not take office, but the fact itself is important), was in command of ships, the military governor of Primorsky territory, commander of the Siberian Fleet and the ports of the eastern coasts of the Pacific Ocean, the main ruler of the Russian America. He was actively engaged in the settlement of Vladivostok and Primorsky Oblast, construction of Amur telegraph, the dock for the ships of the Siberian fleet and lighthouses. He was a governor of Taganrog, where he founded the first public library visited by the future writer Anton Chekhov. An island in the Peter the Great Gulf, a cape on Sakhalin Island, and a mountain on Baranof Island off the coast of North America are all named after Furuhjelm.

Here is another amazing picture. What and who historically connects Kaliningrad and Sakhalin? The westernmost Kaliningrad Oblast and the only island eastern Sakhalin Oblast were acquired by the Soviet Union after the end of the WWII. On behalf of the government, all issues related to the organisation and registration of the annexation and returns of these lands by the USSR were supervised by Anastas Mikoyan, the-then People’s Commissar for Foreign Trade (he began his political career during the life of Vladimir Lenin and resigned during the office of Leonid Brezhnev, in connection with which the joke “from Ilyich to Ilyich without a heart attack and paralysis” was created). This is how chronologically and historically we ended up with a link with the westernmost point of our country.

There is another name worth reminding. May 2023 marks the 110th anniversary of Yuri Efremov’s birth. It was his rhymes at the beginning of our conversation that became a simple and very fundamental formula for me. This brilliant scientist, geographer, topographer, creator of the Earth Science Museum at

Moscow State University, a zealous researcher of our country, a talented educator, an outstanding person did a lot for different regions of the Soviet Union, including Sakhalin and the Kuril Islands. He was forward-thinking and convincingly defended many of the most important toponymic principles. This helped to preserve the diversity and historical continuity of names during the mass naming and renaming of villages, cities, mountains, lakes and rivers on the returned and acquired lands of our region in 1946–1947. In the Soviet era, many settlements and geographical areas could have lost their historical names, but Yuri Efremov helped to save a lot of the island’s toponyms: Ainu names, names from the times of hard labour in exile, the names of the discoverers, whether Dutch, French and English. Today, these names help to study the history of geography and toponymy not only of the islands, but also of the planet. It is sad but the name of the outstanding geographer, to whom we owe so much, is absent on the map of Sakhalin Oblast. However, his name deserves to be perpetuated! This proposal of mine was supported by the Sakhalin Branch of the Russian Geographical Society. It will be good if we can correct this historical (and geographical) injustice. Hope we can do it.

... I will pass all paths, get involved in all,
Eager to explore the far,

And, shudders, I myself will one day
Be a soul and memory of my beloved land.
Understand its depths and deepen the time,
And, with pride, I will say to my native land:
I love and know. I know and love.

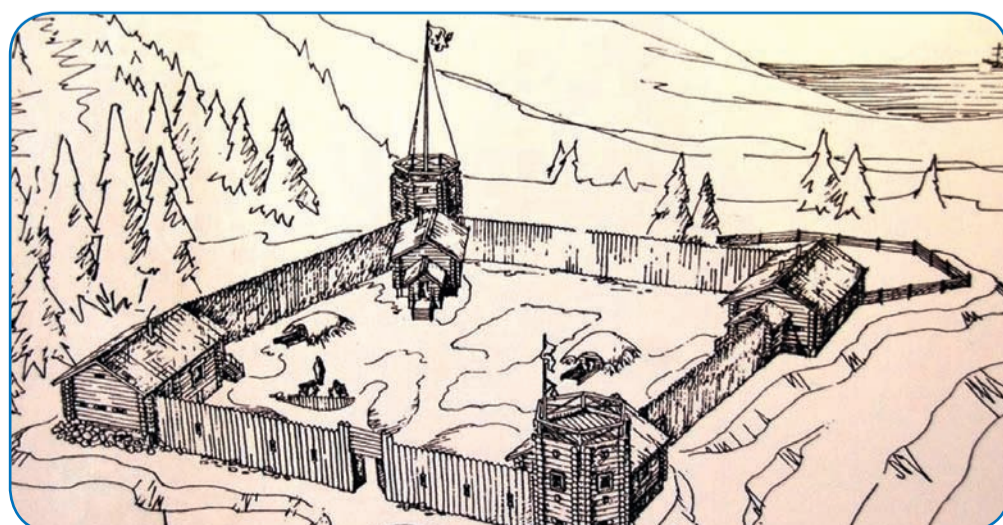
The more I love, the deeper I know.

Many people have visited Sakhalin, Korsakov, whether on duty, at will, for family reasons, driven by some interest, did something for these lands, were surprised by them, fell in love with them, left or stayed. We are connected with almost all cities and communities of the ex-Russian Empire, the Soviet Union, and the whole Russia. Our country is all knit with Sakhalin stories, and Russia is pierced with the entire Sakhalin’s fate. Wherever we are, we always find Sakhalin’s traces. How many dignified people are proud of their good deeds for the glory of Sakhalin!

Korsakov is Sakhalin’s land, our city, we returned its name and must not change it. This is the ground zero of the Russia’s history of the island. It is the city of Korsakov we know, Russia, and the whole world knows. And this place must be preserved as an independent, special, historical landmark. Our city must remain worthy of its history – beautiful, well-groomed, preserving its past, comfortable for residents and open for development. I am sure about this.

P.S. We do not say goodbye to our interlocutor. Stay tuned for our new story of Korsakov in the next Vesti issue!

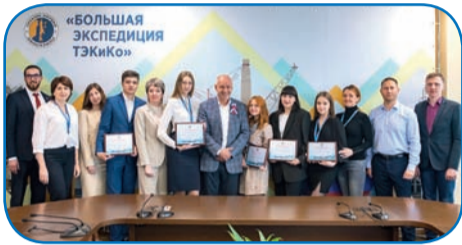
■ Prepared by Elena Gurshal



Post Muravyov

Investment into Future

Sakhalin Energy hosted a solemn certificate award ceremony for the winners of the Scholarship Programme Contest.



This is not the first year that Sakhalin Energy has been implementing programmes that are – nothing short of – investment into the future. A good example is the “school – university – enterprise” strategy, the purpose of which is to train future oil workers from school. The Scholarship Programme bears fruit too. It helps Sakhalin Energy to form an external skill pool of promising youth.

The eighteenth solemn certificate award ceremony for the winners of the contest within the framework of this programme began with a Alexander Sheykin’s speech, HR Director. In his welcoming speech, he emphasised the importance of the success achieved, “Let the scholarship from Sakhalin Energy become your kind of invitation to the future, a major milestone in your career.” In conclusion, he wished the students success in their professional development on the paths they had chosen and in the implementation of all their plans, and also awarded certificates to the short-listed participants.

The best of the best were selected by a committee that included representatives from several directorates: Sergey Shishebarov and Pavel Lukmanov (Production Directorate), Irina Sakharova (Technical Directorate), Vladimir Sergeyev (Executive Office), and Nikolai Nikolayenko (Human Resources Directorate). The winners were identified based on the results of three contest stages: review of submitted documents, a structured interview, and a presentation of an individual project. This year, five graduates of Sakhalin schools became winners of the contest. In just 19 years of the corporate Scholarship Programme, 178 students have won scholarships.

After the official part of the ceremony, a tea party was arranged; graduates and the committee members could communicate informally, exchange questions and answers. The elders gave kindly advice to young people regarding admission to the university and future employment in the company.

Now the university entrance procedures await the contest winners, and they will become full-fledged scholarship recipients afterwards. It will be a good financial support and highlight how serious the partnership between the students and Sakhalin Energy is.

As part of the implementation of the development strategy for young specialists, scholarship winners will subsequently undergo internships at the company’s assets and will be considered as potential candidates for employment.

■ Alyona Olovyanishnikova

The School to Make Children Happy

Starting with September 2022, the polylingual primary school of Zima Highlands Residential Complex will welcome the children of Sakhalin Energy employees.



I believe it is every parent’s dream for their child to go to school with the desire to learn, to be capable of planning their day and do homework on their own, to ask the teachers and know how to build up a proper dialogue, to select studies of liking, to break new grounds, and not to lose heart when something goes wrong. All in all, don’t we all wish our children to do better than us?

We often think: I want my child to attend the same school as I did; I had a strict teacher, so my child should also have a similar one; I learned one foreign language, which is enough for my child as well; I used to spend my break at the desk instead of running down the hall, my child is ought to do the same...

When we hold on to something we already know or accustomed to and reject new things, we shut the door for our children and block opportunities for them. We turn them into passive and “convenient” people like everyone else with our own hands. We prevent them from following their own path, and for some reason forget that our children are not us: they do not have to like what we used to.

And the child’s progress can only be measured when compared to their past: for example, yesterday the child knew two letters and could count to five, and now they know 10 letters and can count to 18. Think about that: when your child was a baby or a toddler, you were overjoyed with every small victory. It means you know how to compare their yesterday’s achievements with the today’s ones. Treasure this skill and learn to search for new paths in the child’s personal development together with the school teachers and tutors.

And speaking of development. I have witnessed a situation in a coffee shop in one of the Yuzhno-Sakhalinsk’s shopping malls. A woman and her five-year old son were sitting at the table waiting for their dinner. To pass some time, the mother was trying to entertain her son, turning upside-down the table number tag with

a red light indicating when the order is ready.

“Look! What is this number?” she asked the boy.

“Nine”, her son answered.

“And now?” the woman turned the tag upside-down.

“Six.”

What does this situation demonstrate? First, that we as parents want our children to develop wherever they are and at all times. Second, we want our children to give right answers. But right answers do not always come from the ability to contemplate.

Teachers of the corporate primary Full Day School will help to explore development methods and opportunities, as they know what tasks (including areas of growth) to offer for the child to take interest in learning and to drive their reasoning mechanism.

Many teachers of state schools complain that the children lack the motivation to learn. In the corporate school, education process in every class will be supervised by a team of teachers: a development teacher who will conduct some lessons in Russian, a teacher who will conduct lessons in English, and a tutor supervising personal development and identity formation of every child. The tutor will monitor when the child loses their motivation, what needs to be done to change that, when is the right moment to create a situation of success and secure positive dynamics.

Curriculum for every class includes standard lessons, polylingual lessons with native speakers, so-called after-school club, and extracurricular activities in clubs and laboratories (theatre, programming, fine arts, media, engineering, design, and others) to be arranged with the help of relevant experts. Teachers plan the activities in a way that every class contains topics from different subjects and gives an opportunity for the children to apply their knowledge gained in one class during another one.

For this purpose, the school incorporates the development and education environment, open and variable education space. It implies assembling or disassembling the furniture when required for design and research activities, shifting the walls to expand or reduce the classroom area, and placing the desks in a convenient way. In other words, the environment itself boosts the child’s creativity, desire to try something new, analyse their actions, and make different choices: what workshop to attend, what task to complete first, what expert to ask, whether to perform the task individually, paired up, or in a group. Apart from that, students can lie down on a sofa or even on the carpet. It is especially important to first-grade pupils who need some time to adapt to school after the kindergarten.

After classes, children put their knowledge into practice during mandatory themed events in the form of a collaborative creative product. It may be an artwork, a video, a play, a musical composition, a poster, a web page, an architecture model, etc. The children generate the ideas, distribute roles, and plan the work stages on their own. Then they demonstrate (or present) the product to their parents and teachers.

The doors of the polylingual primary school are open to all children of Sakhalin Energy employees. You can apply for enrollment of a child and get answers to your questions by contacting the specialists of the Social Guarantees and Benefits Section of the Human Resources Directorate. Attention, the number of places is limited.

By the way, the school is called the Full Day School for a reason. The students will do their homework right then and there; therefore, the parents won’t have to check exercise books until midnight and control that all homework has been done. The teachers’ job is to teach the children how to learn: it is one of the key skills for elementary school children to work on their own, so that later on in middle and high school they could do homework by themselves, monitor and measure their own performance, assess themselves at each stage, and understand what subject needs to be improved if they fall behind or fail to understand a topic. And this, by the way, means that the parents do not have to hire private tutors, which saves family money. An ability to learn is a very useful skill!

But the core mission of the school teachers is to raise a child who is able to find their way in life and self-actualise in a forever changing world. This is what happiness is about. A conscious, constantly learning and developing person just has no time for boredom. And such person is definitely happy. What does your child’s happiness mean to you?

■ Social Guarantees and Benefits Section

Magic of Good

Sakhalin Energy has donated special equipment to a winter sports Olympic reserve school for children with special needs.



Evgenia Diamantidi, Lead Specialist of the Social Performance Subdivision, says that the employees donated over 400 thousand roubles* as part of the charity campaign dedicated to the Company's anniversary.

"It is symbolic that it started with the corporate "Ski for Good Deeds" charity campaign, where we "raced" to help 35 children attending adaptive ski classes. We hope that our sincerity and support will translate into personal victories for each of these little athletes," added Evgenia Diamantidi.

According to Oksana Novik, coach of the adaptive PE sports and therapeutic group, the inversion table that reduces spinal compression has become great support for students with high weight bearing. "Thanks to Sakhalin Energy, regular sessions of inversion therapy have become a must-have "warm-up" component to our skiers. Combined with foot massager, the new equipment supports the physical condition of the children and promotes more confident skiing. I tried hanging upside down on the miracle table, and my back and lower back pain vanished, and my general well-being improved – that's what I call magic!" shared Oksana Novik.

Apart from the inversion table and massagers, Sakhalin Energy has donated 18 sets



of cross-country skis to the sports school, which, according to Oksana Novik, encourages her students even more to win in annual skiing competitions.

* The Company has doubled the amount raised by the employees in the charity campaign, as is stipulated by the corporate Hurry Up for Good Deeds Programme.

■ Marina Semitko

The World Through a Lens 2022

Sakhalin Energy continues accepting applications for The World Through a Lens photo contest, which is celebrating its 15th anniversary this year!

On the occasion of the special birthday, the contest organisers have updated the format, with sub-categories and special categories added.

Now each participant can submit an entry on various topics and in various genres of photography for the contest, by choosing the appropriate category:

- 1. My Company, My Project** with the sub-categories Company's Assets and Portrait, for photos depicting the activities of Sakhalin Energy.
- 2. Life and Breath of the Island** with the sub-categories The Future of the Region, The Island Lifestyle, and The Magic of

Nature, for photos on various topics, in various genres and areas of photography related to Sakhalin Oblast.

3. World Without Borders with the sub-categories Bounties of Nature and Lifestyle, for photos on various topics, in various genres and areas of photography, taken outside Sakhalin Oblast.

Here are a few words about the special categories:

- 1. The Unexplored Russia.** Dedicated to the Year of Folk Art and Intangible Cultural Heritage of the Peoples of Russia (2022).
- 2. Art Workshop.** Photos by participants of the workshops organised by the company as part of The World Through a Lens photo contest are accepted.
- 3. Through the Lens of Future Generations.** This category is for children of the employees of the company, recruitment agencies, and employees of the Company's contractors. There are no limits and restrictions, except for one: the age range of participants must be from 7 to 18 years.

This year, the organisers have restored the Professional and Amateur participant grades for all categories (except for Through the Lens of Future Generations, a special category for children aged 7 to 18).

In the Professional grade, entries are accepted from the participants qualified in photography and prize winners of other photo contests (including previous years' The World Through a Lens). In the Amateur grade, entries are accepted from participants who have never tried their hand at photography before but are willing to start. This approach will allow the contestants to measure their strength with equal opponents and make the competition even more interesting and exciting.

Let us remind that, according to the rules, each participant may submit one to five entries in each category.

We thank everyone who has already applied for participation in the contest, and we are waiting for new participants.

Several topic-based photography competitions are scheduled for July. Follow the news carefully, it will be fun!

■ Dmitriy Demishev



Subarctic

contest

Meeting The Winners

The corporate intellectual game dedicated to the Company's anniversary has come to an end. It is time to announce the winners.

The annual interactive quiz held at Sakhalin Energy for the second time was attended by the company and contractor employees and their family members.

The players had to answer 30 questions in three topic areas: Sakhalin Island, Sakhalin-2 project and General.

More than a hundred people took part in the competition. The first step of the corporate intellectual podium was taken by participants who correctly answered 24 questions: Yuri Fedusenko, Vasily Tarakanov, Evgeny Pak and Sergei Pushkin.

Daniil Omelyan and Maya Koltsova shared the second place – they gave correct answers to 23 questions.

The third place with a score of 22 correct answers was taken by Roman Badretdinov, Artyom Tkachuk, Andrey Sharipov, Anna Sabitova and Vladimir Kolchin.

Thanks to all participants of the intellectual quiz! The winners will receive prizes and presents.

■ Alyona Olovyanishnikova



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