

PRESS RELEASE  
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## LUKOIL SWITCHES TO DIGITAL HR DOCUMENT MANAGEMENT SYSTEM

LUKOIL Group became the first oil and gas company in Russia to fully automate its human resources document workflow.

The LUKOIL Group unified corporate system is a unique product of the Company that was created with employment of the best innovative HR solutions. The main goal of the project is to significantly optimize time spent by LUKOIL employees to undergo standard HR procedures. The digitization of the HR process will also enable LUKOIL Group to achieve a holistic environmental effect by greatly decreasing amount of paper, office appliances expendables and electricity used.

The digitization will continue until the end of 2023 in a step-by-step manner.

*Information about company:*

*LUKOIL is one of the largest oil & gas vertical integrated companies in the world accounting for over 2% of crude production and circa 1% of proved hydrocarbon reserves globally. LUKOIL enjoys a full production cycle to control the entire value chain from upstream to downstream. LUKOIL employs over 110 thousand people who join their efforts and talents to secure the Company's market leadership.*