



NEW HORIZONS

SALYM PETROLEUM DEVELOPMENT N.V.

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SALYM PETROLEUM



SIMON DURKIN IS SPD CEO

ON SEPTEMBER 14, 2009 SIMON DURKIN TOOK THE POSITION OF SALYM PETROLEUM DEVELOPMENT CHIEF EXECUTIVE OFFICER.

In June 2009 SPD Supervisory Board approved a nominee of Simon Durkin as a Chief Executive Officer of SPD. Three months later, he officially took the office. Simon Durkin succeeded Harry Brekelmans, who was taking the role of Executive Vice President Strategy & Planning for Royal Dutch Shell.

Leaving the company Harry Brekelmans expressed his confidence in the successful development of SalyM Petroleum Development led by Simon Durkin who had a huge professional experience worldwide. He had worked in different Shell projects in Europe, Middle East, and South East Asia.

First 27 years of his life Simon Durkin had been living in his native country, in England. He was born on August 23, 1959 in the town of Stockton-on-Tees on the northwest of England. The first railway in the world was constructed namely there and then the first passenger train with a steam engine had started its first journey there. Thanks to it the town grew into a big seaport and a metallurgical centre.

Simon Durkin got education in one of the biggest and oldest universities of Great Britain — the University of Edinburgh. In the past famous historical persons studied there, including the founder of the economic theory Adam Smith, the founder of the evo-

lutionary theory of origin of species Charles Darwin and prime minister of Great Britain John Russell. Simon Durkin finished the University with honours, getting the degree of the bachelor of Engineering Science (Mechanical).

In 1982 Simon joined Shell as a Structural Research Engineer in Shell Research centre in Rijswijk, the Netherlands. He was working on offshore structures research projects and service work.

Three years later Simon Durkin came to Norway, where he participated in the development of the large sub-sea Draugen field. In December 1989 he moved to Brunei. In South-East Asia Simon Durkin managed design, construction and commissioning of facilities for the offshore platforms in the Ampa, Fairley, Gannet and Fairley Baram fields. In April 1993 he was appointed as a Technical Liaison for Shell's business in Syria and 4 years later he became the Leader of a team of consultants at the global level of Shell in the Netherlands.

In June 2001 Simon Durkin came back to the South-East Asia. He took the position of Development Manager of 28 oil and gas fields in Sarawak and then he became a Regional Supply Chain Manager for Shell Exploration and Production in Asia.

In May 2005 Simon Durkin became the Managing Director of Shell Exploration and Production in China. The goal was set for the company to begin the development of the large field of Changbei on a tight schedule. The first gas supplies took place in less than half a year after the decision on investment and in March 2007 the commercial production was already started. By the opening of the Olympic Games in Beijing the project reached the maximum production of 300 MMscf/d, two years ahead of the Chinese government approved development plan.

In September 2009 Simon Durkin took the post of SPD Chief Executive Officer. "SalyM fields development is a unique project", he remarks. "I am proud to work with such a magnificent team, which has in a short time period built a world class oil production facility in Western Siberia. SPD has great achievements to its credit, and I am confident it will continue to meet new challenges to become the best operator in Western Siberia."

Simon Durkin is a person of many hobbies. He likes swimming, mountain climbing and he is fond of kayaking and hiking. Simon Durkin participated in the trip on kayaks at the Grand Canyon and he also took part in the expedition to conquer peaks in Greenland and the Himalayas.

SPD SUCCESS IN YUGRA BLACK GOLD CONTEST

On September 11, 2009 the Black Gold of Yugra Contest was concluded in Khanty-Mansiysk. SalyM Petroleum Development N.V. (SPD) has won in the category "The most dynamic enterprise", and SPD employee Denis Guzayev has been granted an award as the Best Oil and Gas Operator. "Winning in the competition is the result of SPD team top level performance, including our staff and contractors in 2008, a proof of the Company's dynamic development and our commitment to social responsibility and partnership, — SPD CEO Simon Durkin said. — I'm very happy that apart from our company the jury granted an award to our employee. SPD magnificent and professional team consists of such specialists. Recognition of SPD performance is our further step to our goal to become the best operator in Western Siberia". SalyM Petroleum Development has been taking part in the regional contest among oil and gas companies of Khanty-Mansiysk Autonomous Okrug since 2005 and annually wins in different categories. SPD is the winner in the category "The most dynamic enterprise" for five years, including 2009.



EXCELLENCE IN PROJECT INTEGRATION

International Petroleum Technology Conference (IPTC) Awards Committee announced that Salym Petroleum Development N.V. (SPD) has become the bronze winner of 2009 IPTC "Excellence in Project Integration" Award. The awarding ceremony took place on December 7-9, 2009 in Doha, Qatar. "It is a tremendous achievement for all the SPD team. Through this award SPD is recognized on a global scale as a company that made significant and unique achievements in managing and directing an integrated oil project from discovery to delivery," — said Simon Durkin, SPD CEO. — "This award highlights the spirit of partnership provided by our shareholders and the hard work of our employees engaged in the Salym project since its start in 2003. This award confirms that SPD is moving to its goal to become the Best Operator in Western Siberia". "The Salym project started with 15 people in 2003. During the next two years SPD constructed key facilities bringing the oil fields on stream," — commented Koos Koole, SPD Technical Manager, who received the award in Doha. — "As early as in summer of 2006 SPD joined the ranks of Russian oil companies with the annual production exceeding one million tonnes. I'd like to thank all people that worked with us shoulder to shoulder. Many of them are now working in different projects around the globe, but their contribution to the Salym project implementation has not been forgotten. It's our common award!" SPD was short-listed with the other two projects: Qatargas 2, an LNG facility and the Dolphin Gas Project in the United Arab Emirates.



OUTSTANDING SAFETY PERFORMANCE

On October 15, 2009 SPD Well Services team of hoist No 1 achieved an outstanding safety result of 5 years of operations without a single occupational injury! During the 1825 days the crew performed 250 workovers, an average of one per week, installing about 1500 kilometers of production casing and 1000 km of wireline. SPD Well Engineering Manager Peter van Welsen congratulated the team with its outstanding safety performance, noting that the crew of hoist No 1 had been providing quality and reliable service since its first day at the Salym group of oil fields. The team's safety record is a great example for other SPD and contractor employees.



IN HARMONY WITH NATURE

AS THE SCALE OF OIL PRODUCTION OPERATIONS AT THE SALYM FIELDS IS INCREASING, SO IS THE POTENTIAL THREAT OF NEGATIVE IMPACTS ON THE ENVIRONMENT, MAKING ENVIRONMENTAL PROTECTION AN IMPORTANT PRIORITY FOR SPD.



SPD is driven by the goal of becoming the best operator in Western Siberia, and being an industry leader implies more than just producing millions of tons of oil, but doing it safely, with no harm to people and the environment, as it is spelt out in its Goal Zero initiative. The company has everything in place to make the goal achievable. "SPD has developed an HSSE system, which relies on advanced and proven technologies in environmental protection and work safety", says Elena Kompasenko, SPD HSSE Manager. All environmental programmes and projects of the company are based on Russian ecological laws and the environmental standards of Shell.

One of the main environmental projects of SPD has been the construction and operation of a gas turbine power plant (PGP) in West Salym to utilize associated petroleum gas, which will be used as fuel to generate electricity. The PGP has considerably reduced the amount of power purchased from Tyumenenergo, improving the energy efficiency of our business, and lowered carbon dioxide emissions. The PGP has allowed SPD to utilize 30-35% of its associated petroleum gas. To reach the target of 95% gas utilization by 2012, SPD has joined forces with Russ-Neft and Monolit companies in a project to build a gas processing plant.

Prevention and elimination of oil spills is another important focus area for SPD. An emergency response team based on the ZAO "Zashita Yugry" contractor company has been set up and equipped with the required technology. New equipment and machinery is being procured on a regular basis. There are exercises and drills to ensure that all teams perform smoothly in an emergency to contain and collect oil spills.

An integrated security system has been established for the process facilities of the 90-km export pipeline. Perimeter security systems and video surveillance cameras have been installed along the pipeline, and some valve stations have been equipped with access control systems. All incoming information is transmitted to the monitors of the central security control station 24 hours a day, enabling quick response where there is a risk of environmental pollution. Corrosion inhibitors are used to ensure the integrity and safety of tanks, separators, oil gathering networks on well pads, infield pipelines and the export pipeline. To ensure the best effect the corrosion inhibitor systems are installed at the same time when a well is put into production. In addition to that, cathodic protection stations for production pipelines have been designed and put in place.

Assuring proper waste disposal is another important dimension of SPD natural

protection programme. The company has implemented a system of separate collection of different types of solid domestic and industrial waste. In 2007 SPD commissioned the first stage of a polygon to store and utilize industrial and domestic waste. In 2008 it started the construction of a second stage of this facility, which will include the Tourmaline unit, a facility for thermal utilization of oil waste with a capacity of more than 12,000 tonnes of oil-containing and domestic waste per year. The unit will allow the company to reduce the amount of waste by 85%.



In June 2009 SPD received a license to collect, use, decontaminate and dispose of waste, which will allow the company to receive waste from third parties for disposal at the polygon. Under its waste management programme, SPD is implementing a project to reclaim mud pits. In 2008-2009 the company restored 15 mud pits and reclaimed 238.8 hectares of disturbed land, handing it over to the Salym forestry and the forestry agency of KHMAO-Yugra.

The quality of air and soil, surface water and river bed deposits on the territory of the Salym fields and along the export pipeline are monitored on a regular basis, and the results are checked against normal background levels. The main purpose of this activity is to make sure that production operations do not impair the condition of the environment.

Many unique animal and plant species thrive in the clean rivers and pristine land around Salym. One of them, Lobaria pulmonaria, is a rare species of lichen that signals the condition of the environment. The plant is very sensitive to air pollution and has been put on the Red Book of endangered species of Russia and the Tyumen region. There are 275 plants and about 70 species of moss and lichen on the territory of the Salym fields. According to a study conducted by researchers

from the Surgut University, the territory is inhabited by 40 species of mammals, more than 20 species of birds and 13 fish species. To preserve the richness of plant and animal life on its territory, SPD has committed to progressively improve the environmental dimension of its production operations and gradually reduce the impact on the environment. Delivering on this commitment is an obligation of every employee of the company and its contractors, and SPD maintains continuous dialog with them on natural conservation issues.

Every quarter the company hosts meetings with managers of contractor companies on matters related to safety, health, environment and security. "The purpose of the meetings is to maintain a bilateral dialog between SPD and all our contractors and build efficient communication channels between the management of such companies and personnel immediately involved in field operations in Salym", says Irina Cherepanova, SPD Environmental Team Leader. SPD's environmental achievements have been recognized by regional environmental authorities and independent auditors. SPD won the Best Subsurface User okrug-wide contest for maintaining high quality standards in its land permitting activity and good partner relations in 2008. The company

has won a third place in the Best Environmental Company of Khanty-Mansiysk Autonomous Okrug-Yugra competition among oil production companies. In November 2009 SPD successfully passed an audit of its integrated management system and received an ISO 14001:2004 Environmental Management Certificate and an OHSAS 18001:2007 Safety and Health Management Certificate. The company intends to build on these successes and continue with its leadership environmental performance.



SMART FIELDS

IN THE EARLY FALL OF 2009, SALYM PETROLEUM DEVELOPMENT COMPLETED A THIRD PHASE OF ITS SMART FIELD PROJECT, WHICH WILL CREATE MANY ADVANTAGES FOR THE COMPANY.

Oil operators in the Salym fields jokingly say that soon they will be working in tuxedos and bow ties. Today, an oil operator makes regular visits to well pads and has an average 15 to 20 wells under his control, but in a few years from now they will spend most of their time in office, controlling 40 to 50 wells each. The implementation of the smart field project will not only reduce the number of visits to well sites, but will also allow a quicker response to changes in the behavior of downhole equipment, which will improve planning and production performance.

The Smart Field project is an important theme in SPD's Well and Reservoir Management Must Win, aimed at the development of a systemic approach and promoting sustainable development of the company's reserves. What is called a "smart field" is a set of innovative technologies allowing real-time transfer of data from the well pads to the control room. Once implemented, the technology will help the company to better manage its growing well stock, optimize water injection patterns, enhance production, increase reserves, and reduce operating costs.

SPD started with a pilot project in 2008 by installing smart field technology on two well pads in West Salym, which

produced very encouraging results. The project allowed well data to be available at the Central Processing Facility (CPF) in real time, reducing the time required to manually collect and input data. The pilot also resulted in fewer electrical submersible pump (ESP) failures, increasing their mean time between failures (MTBF) and achieving incremental production of 50.3 tonnes per day.

SPD continued with the project in 2009 and completed the fourth implementation phase of the Smart Field project in December. The engineers of the project team successfully installed Fieldware Water Injection System technology on all injection and production wells to control the processes of water intake, injection and treatment. Now every employee of SPD who has access to the Smart Field system domain can monitor and change the characteristics and levels of water injection and intake, the operation of water injection pumps and pressure. The system is accessible both in SPD's Moscow office and field stations in Salym.

A similar technology has been implemented at 20 well pads of the West Salym field and all pads of the Upper Salym and Vadelyp fields. The 219 production wells equipped with the technology account for more than 87% of all production in Salym.

A suite of new technologies, including Salym Fieldware Production Universe, Fieldware Well Test and Fieldware ESP, allows to remotely control and monitor the operation of ESPs, measure well flow in real time with confirmation of measurement results and receive real-time warnings where the flow deviates from a range of normal operational parameters.

The Smart Field team has successfully implemented an Integrated Production System Modeling technology for the reservoir pressure maintenance system in West Salym and Vadelyp fields covering all water intake and injection systems, and production wells at three pads of the West Salym field.

The project scope also includes the development and implementation of Andon information system to provide real-time warnings to operators of deviations from planned well performance using color indicators. The system will immediately warn operators of any problems to quickly work out corrective measures and eventually improve the water injection process.

The Smart Field project is nearing its final phase, which will be completed at the beginning of 2010, and will make an important contribution to the success of the whole well and reservoir management project.

COOPERATION AGREEMENT

On October 23, 2009 SPD signed the Cooperation Agreement for 2010-2012 with the Nefteyugansk District Administration of Khanty-Mansi Autonomous Okrug. The Head of Nefteyugansk District Vladimir Semyonov and SPD CEO Simon Durkin signed the Agreement. This document is aimed to achieve stable and harmonious development of the Nefteyugansk District, in particular, the territories that SPD borders with in its area of operation. Salym Petroleum is one of the most responsible corporate citizens in the region. Its commitment to be a good neighbour is an excellent example for other companies, — commented Vladimir Semyonov, Head of Nefteyugansk District. — From the very first days of Salym project implementation SPD actively participated in social and economic development of the region. Signing of a new Cooperation Agreement is one more important step in consolidating and further developing of our partnership". This document will replace the current three-year agreement that expires by this year end.



MEDIA LUNCH

On October 14, 2009 SPD CEO Simon Durkin met with Russian and world media reporters. Sixteen journalists from leading Russian and world newspapers, business wires, oil & gas magazines such as Reuters, Dow Jones, Interfax, RBC, Upstream Magazine, Oil of Russia Magazine, as well as the representatives of SPD shareholders. Simon Durkin told about SPD activity production rates, HSSE performance, drilling operations. SPD CEO commented on new projects implementing in Salym Petroleum: Well and Reservoir Management, Data Quality Management/Enterprise Architecture Planning, Lean and Smart Fields. He pointed out that these projects would enable SPD to remain profitable and efficient company even when oil production went down. At the end of the meeting media representatives thanked SPD CEO for the provided opportunity to talk with the head of oil company directly and expressed hope that such meetings would be held regularly.



IN ALL SINCERITY

GIFTS ARE ALWAYS APPRECIATED. A GIFT FROM A STRANGER FOR A CHILD IN A DIFFICULT LIFE SITUATION IS EQUAL TO A MIRACLE. THE SPD MOSCOW OFFICE EMPLOYEES BRIGHTEN THE LIVES OF LONELY AND SICK CHILDREN PARTICIPATING IN CHARITABLE ACTIONS.

A year ago SPD workers of the Moscow office had an opportunity to help those in need without leaving the office. The first charitable action of the employees started on the eve of 2009. The survey carried out prior to the action demonstrated that the overwhelming majority of employees preferred to help children, seriously ill children. Responding to the survey, Tatyana Pronina, a procurement specialist of our company, suggested to support a group of people, who rendered assistance to the Regional Cancer Hospital in Balashikha, an orphanage in Fryazino and a shelter "Care" in Korolev. All institutions are located in the Moscow region. They sent us their wish lists that specified the toys and things required for everyday life and treatment of children. The company offered the employees to fulfill these wishes.

The employees donated more than 10 boxes of New Year gifts during the action, which our colleagues delivered to the childcare institutions. "The children ran a show for us." — Gustavo Penas, SPD Financial and Commercial Director, says about his trip. "It was fantastic though the children had mental and motion problems. We distributed some of the toys, played and interacted with them. I was delighted to see how warm, enthusiastic, kind, naive and sincere the children were. They hugged us, played with us. After the children home we went further to the hospital. It was different. The children there had serious diseases like cancer, leukemia, etc. and we didn't have the chance to interact with them. We gave medicine for the children who were undergoing medical treatment at the hospital. It was a fantastic experience

for me." The encyclopedias on technical science and space studies, contributed by SPD employees, as well as the donated telescope helped the shelter "Care" to organize an event for children devoted to the Day of Astronautics.

The first charitable effort was really successful, the employees continued to bring gifts even when the action was officially over, and many insisted on repeating the action in the nearest future. For that reason the second action was arranged later in the year linked with the beginning of the next school season. The list of recipient organizations expanded to include the Russian Centre for Assistance to HIV+ Pregnant Women and Children located in St. Petersburg. During the second action we collected 40,730 rubles — twice as much as in the New Year action. The donated money was used to purchase medicine, hygienic products and infant food. The volunteers of our company delivered all contributions including school utensils, activity sets and other gifts to children. "During the action, when you bring a gift for a kid, you understand that there are deprived, unhappy children, that they need help, but they are somewhere far away, — Marina Verstakova, Supply Chain Manager, shares her impressions. — "While on the trip you see what it means to be ill, to live without parents, how much these kids lack the warmth and care, and then you wish to help them even more».

Some teams purchased gifts collectively. It made it possible to furnish the center in Korolev with a microwave oven, a vacuum cleaner, desk lamps for all children, and air humidifiers, and to donate bright schoolbags to small patients at the HIV-Center in St.Petersburg. Andrey



Govorukhin, the Head of Legal, noted after his visit to the orphanage in Frjazino and the hospital in Balashikha: "I thank all employees who participated in the action. The personal involvement is the key. It is important to collect gifts, yet it is more important to participate in their delivery. We cannot change the destiny of these children, but we can bring joy to their lives."

On the New Year eve, Salym Petroleum employees again have an opportunity to provide charitable support and care to the children in need. No doubt, the action will be successful.

Use the link to the SPD forum to see the details of the action and photos: <http://sw.shell.com/russia/forum>.

CARING ABOUT LIFE AND HEALTH

SalyM Petroleum took into account the difficult situation in Khanty-Mansi Autonomous Okrug developed due to the slump of budget revenues and overviewed Social Investment Plan for 2009 cutting the number of programmes that didn't meet the priority tasks for the region in the crisis. According to the proposal of Alexander Filipenko, KHMAO Governor, SPD addressed its social investment to save lives of ill children. Thanks to financial support of the Company insulin pumps were purchased for disabled children suffering from diabetes mellitus in Okrug's Child Health Clinic. Another part of investment was transferred to German Fund of Stefan Morsch "Help to ill people suffering from leukaemia and tumors», that started searching for bone marrow donors to help five young residents of Khanty-Mansi Autonomous Okrug, suffering from heavy oncological diseases. Consistently realizing its policy to help severely ill children, the Company participated in the programme "Charity instead of souvenirs" and granted money, budgeted for the purchase of new year gifts, to the Fund "Give a life" with the goal to purchase modern equipment for the laboratory on cytogenetic research.



NEW INITIATIVES

At the end of each year, SPD offers contest-based financing for social and other projects in the villages of SalyM and Sentyabrsky. Over the years, winning projects included road safety training grounds in secondary schools, the Raduga (Rainbow) summer camp for children from poor families, a programme to preserve the traditional culture of the northern ethnic groups, a school archeological expedition, a school forestry project, and others. To support the contest, in September 2009 the company arranged training for village organizations called Developing Your Territory: Innovative Thinking. The training focused on how to address problems in a new way and there were practical exercises to apply new methods. As a result, the villagers submitted a record twenty eight applications for the contest of social projects in October 2009! The winners have not been selected yet, but there is little doubt that the new initiatives will contribute to a safer environment in the villages and a better social infrastructure, and the social life of SalyM area will be enriched by new cultural and sporting events.



COMPANY AND PEOPLE

ON SEPTEMBER 11, 2009 THE BLACK GOLD OF YUGRA CONTEST WAS CONCLUDED IN KHANTY-MANSIYSK. THIS YEAR SALYM PETROLEUM DEVELOPMENT BECAME THE WINNER IN THE CATEGORY "THE MOST DYNAMIC ENTERPRISE" FOR THE FIFTH TIME. FOR THE FIRST TIME SPD WAS AWARDED ALSO IN INDIVIDUAL CATEGORY. "THE BEST OIL AND GAS OPERATOR" AWARD WAS GRANTED BY THE CONTEST ORGANIZERS TO OUR EMPLOYEE AND THE HEREDITARY OILMAN — DENIS GUZYAEV. TODAY HE IS THE GUEST OF OUR REGULAR COMPANY AND PEOPLE COLUMN.

YEAR OF BIRTH: 1979
EDUCATION: higher, graduated from the Tyumen Oil and Gas University
FAMILY: single
HOBBY: fishing



– **What does the award you received in Khanty-Mansiysk mean to you?**

– It is always pleasant to receive awards, especially pleasant, when the award is for hard work of the oilman. I'd like to say many thanks to all the people I work with. Without their support I would not achieve such results. It is largely our general award.

– **Why and when did you select this particular profession?**

– I was born in the town of Grozny, one of the centers of an oil industry of our country. My grandfather worked for the enterprise "Grozneft" as an oil and gas operator, and since my childhood I listened to his stories about how to produce "black gold" in our oil region. When I was 14 years old, my family moved to Western Siberia, to the city of Nefteyugansk. The company "Yuganskneftegaz" was a local economic mainstay, and there were not only worthy salaries, but also quite good career prospects for young specialists for those times. Probably, these factors and also fascinating stories of my grandfather have helped me to make this choice — to become a worker in oil and gas industry.

– **What did you do after you graduated from university?**

– In 1994 having finished the school I entered the Nefteyugansk industrial technical college for a specialty "Machine and oil industry equipment". In 1998 I graduated from the college and got a job in "Yuganskneftegaz". At first I worked on the position of engineer in the research-and-production association, and in 2000 I got to work on the development of the South Surgut field as an oil and gas opera-

tor. At that time I simultaneously studied by correspondence at the Tyumen Oil and Gas University on a specialty "Development of oil and gas fields". In 2003 I graduated from the university and soon I moved from "Yuganskneftegaz" to the Joint-Stock Company "Manoil", where oil company "YUKOS" and Administration of Khanty-Mansi Autonomous Okrug-Yugra were among its founders. New prospects opened for me there, as the company was working on a new field development and as the oil and gas operator I could get valuable experience. During my work in "Manoil" I gained many practical on-the-job skills, that appeared to be extremely useful for me in my further career.

– **How did you join the SalyM project?**

– I knew about SPD from chats with my friends. They were complimentary about the joint venture of "Shell" and "Sibir Energy"; they told me that there were professional foreign and Russian specialists in the Company. I liked that the company had a very good reputation among workers and I wanted to work for SPD and to become a part of its team. I sent my CV to SPD HR Department and then received the invitation for the personal meeting. Having passed an interview successfully, in January 2006 I got a job in SPD. I think I was very lucky.

– **What positive features do you find in SPD?**

– First of all, I would like to note absolutely different relation of the Company to health, safety, security and environment. SPD is a very responsible company in this area, not only in words, but also in practice. It is good for me to realize that the company cares about health of its employees.

Another positive feature of SPD, in my opinion, is a favorable atmosphere in relations between colleagues, management staff and employees. Ordinary employees can openly express their opinion, and managers always listen and take it into consideration.

I also like that SPD has a well-developed system of personnel motivation.

And I mean not only the system of payment, but also granting SPD employees of insurance coverage, refunding of charge for sports and health life style activity, as well as dynamic corporate policy on learning and development.

– **What would you tell people who recently joined SPD?**

I would address to them with following words: "Colleagues! You are lucky — you join one of the best companies. Here you have all opportunities to become the top-class specialists, to gain advanced experience and get acquainted with the state-of-the-art technologies and business approaches. But many things depend on you, from your diligence and aspiration to study new things".

– **Tell about the most memorable event happened during your work in the SalyM project.**

– There is no specific case in my mind, but I'd like to note kind and trusted relations between people in the whole company and also with employees of the contractor organizations, working at the project. For me it is the most memorable moment in the work for SPD. I have a working experience in other companies and I can compare lots of things. And, probably, other specialists working at the SalyM project feel the same.

– **Where do you prefer to spend your vacations?**

– I prefer to spend my vacations with my girlfriend. We travel in Russia and abroad as well. Basically we try to choose warm places near the sea.

In Russia during my free time I like fishing. It is so wonderful to spend a day on the open air, enjoying fine panoramas of Siberian lakes and rivers.

– **What is your understanding of success? What is your recipe for success?**

– In my opinion, the success is an achievement of the purposes that you set for yourself. However, it is impossible to reach any purpose without diligence. Namely diligence for me is the recipe for success.



"SalyM Petroleum New Horizons"

SalyM Petroleum Development N.V.

Moscow representative office:
 31, Novinsky Blvd., Moscow, 123242, Russian Federation
 tel. (+7 495) 518 9720,
 fax (+7 495) 518 9722

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 Design: VIM Division

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