

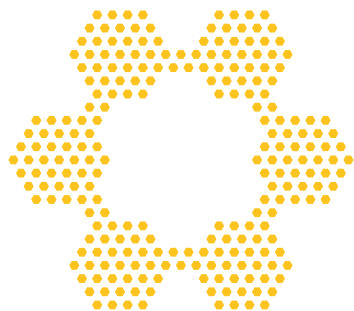


**SIBUR**  
INTERNATIONAL



A PLACE TO GROW

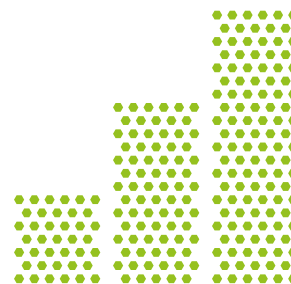
# OUR VALUES



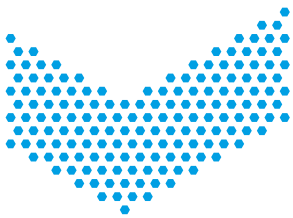
Who we are  
**ONE TEAM**



Our culture  
**MUTUAL  
RESPECT**

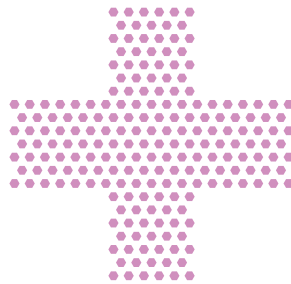


What motivates us  
**CONTINUOUS  
IMPROVEMENT**



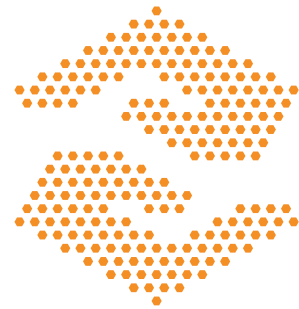
Our approach to business

**SMART  
SOLUTIONS**



How we work with clients

**COOPERATION**



Our priority at work

**UNCOMPROMISING  
SAFETY**

WE ARE PART OF SIBUR, GLOBAL PETROCHEMICAL  
MARKET PLAYER BOASTING THE HIGHEST RETURNS  
AND THE LARGEST GLOBAL INVESTMENT PROJECTS.  
THIS IS THE ADVANTAGE THAT PAVES THE WAY  
FOR FURTHER GROWTH AND CONSOLIDATION  
OF THE MARKET LEADERSHIP.



# SIBUR INTERNATIONAL TEAM

## DEAR JOB APPLICANTS,


Welcome to SIBUR International! Our company offers chance to pursue a successful career and develop your professional skills with a growing leader in the petrochemical industry.

Working at SIBUR is more than just a job, it's a unique opportunity to help us build a leading global company. The ambitious and energetic professionals who come to work at SIBUR are looking to participate in world-class projects in a financially strong company, and to build a brilliant career with opportunities to grow their areas of expertise and responsibilities.

If you are enthusiastic at the prospect of taking on complex and exciting challenges and making the most of changing market trends in this fast-paced world, SIBUR is the perfect match for you.

## SIBUR INTERNATIONAL TEAM

WE LOOK FORWARD TO WELCOMING YOU  
TO OUR TEAM!



\$4.2bln

SIBUR INVESTMENTS  
IN WESTERN SIBERIA  
INFRASTRUCTURE SINCE 2009

# MIDSTREAM BUSINESS

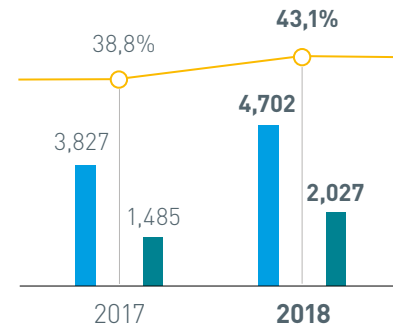
SIBUR OWNS AND OPERATES RUSSIA'S MOST EXTENSIVE APG<sup>1</sup> AND NGL<sup>2</sup> PROCESSING PROCESSING AND TRANSPORTATION INFRASTRUCTURE.

Our Midstream segment comprises:

- 1 sourcing of APG from oil companies and processing it into natural gas and raw NGL at our gas processing plants (GPPs);
- 2 transportation, fractionation and other processing of NGLs produced internally or purchased from third-party suppliers;
- 3 manufacturing of products that are sold externally or used as raw materials by our Olefins & Polyolefins and Plastics, Elastomers and Intermediates segments.

The Midstream segment currently supplies approximately 35% of NGLs available for sale as feedstock for our petrochemicals businesses, with the rest marketed as energy products in domestic and export markets.

## MIDSTREAM FINANCIAL PERFORMANCE



	Gross revenue, USD mln
	EBITDA, USD mln
	EBITDA margin

## MIDSTREAM SEGMENT ASSETS AND INFRASTRUCTURE, as of 31 december 2018



<sup>1</sup>APG - associated petroleum gas,

<sup>2</sup>NGL - natural gas liquids

<sup>3</sup>GFU - gas fractionation unit

SIBUR IS THE LARGEST INTEGRATED MIDSTREAM  
AND PETROCHEMICALS COMPANY IN RUSSIA.

WE PURCHASE HYDROCARBONS AND PROCESS  
THEM INTO PLASTICS, RUBBERS AND OTHER HIGH  
VALUE ADDED PRODUCTS TO DELIVER STATE-OF-  
THE-ART TECHNOLOGICAL SOLUTIONS AND IMPROVE  
PEOPLE'S LIVES.



FEEDSTOCK & ENERGY SEGMENT ASSETS AND INFRASTRUCTURE,  
as of 31 december 2018



3

STEAM  
CRACKER



1

PDH  
FACILITY



4

PLASTIC & ORGANIC  
SYNTHESIS PRODUCTION  
PLANTS



# PETROCHEMICALS BUSINESSES

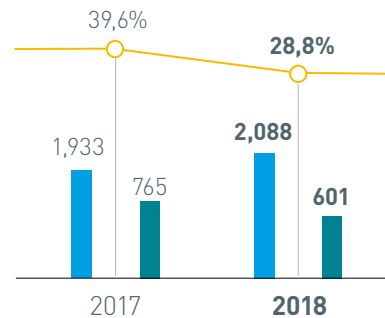
SIBUR operates an extensive petrochemical production base that has been substantially modernised and expanded in recent years, with a sustainable flow of investments slated for the future periods as well. We sell petrochemical products on the Russian and international markets in two business segments:

- 1 Olefins & Polyolefins (polypropylene, polyethylene, BOPP films, etc.)
- 2 Plastics, Elastomers & Intermediates (synthetic rubbers, EPS, PET, etc.).

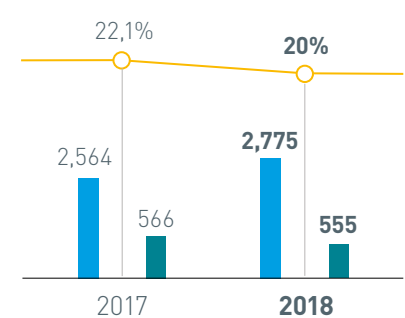
SIBUR's petrochemicals business utilises mainly own feedstock, which is produced by the feedstock and energy segment using by-products purchased from oil and gas companies.

SIBUR OPERATES AN EXTENSIVE PETROCHEMICAL PRODUCTION BASE THAT HAS BEEN SUBSTANTIALLY MODERNISED AND EXPANDED IN RECENT YEARS, WITH A SUSTAINABLE FLOW OF INVESTMENTS SLATED FOR THE FUTURE PERIODS AS WELL.

## O&P FINANCIAL PERFORMANCE



## PE&I FINANCIAL PERFORMANCE



Gross revenue, USD mln

EBITDA, USD mln

EBITDA margin



2 PP & LDPE PRODUCTION PLANTS



3 ELASTOMERS PRODUCTION PLANTS



5 BOPP-FILMS PRODUCTION PLANTS

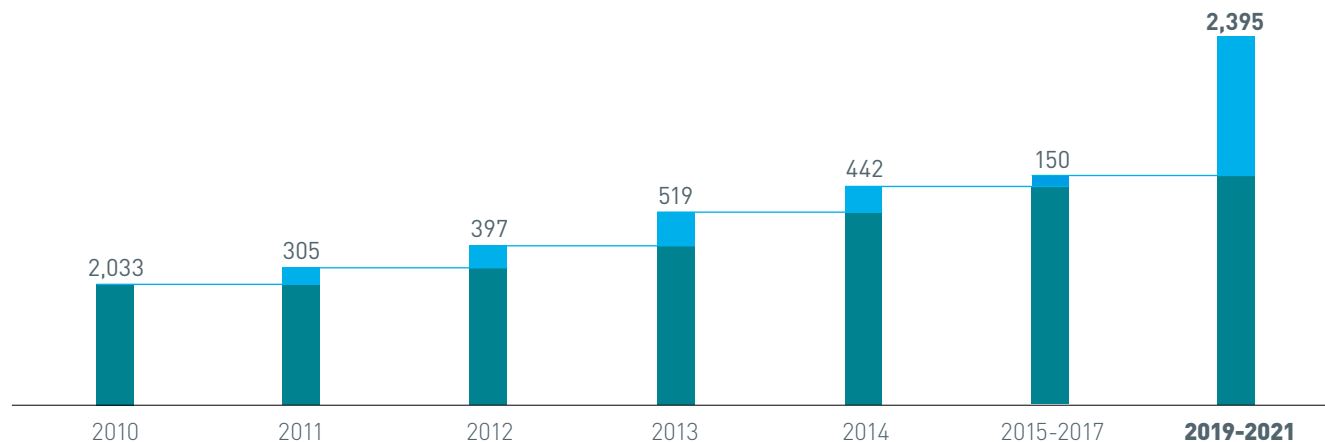
# BUSINESS DEVELOPMENT

We constantly evaluate new investment opportunities: from small debottlenecking projects to world class greenfields. In early 2000s Sibur was primarily a Midstream company with a mix of other chemical-related assets. Since then we have gone through expansion of our midstream base and petchem segment, and divested non-core assets.

This year SIBUR is launching polyolefin complex ZapSib that is among TOP-5 polyolefin projects in the world. The complex will produce 1.5 million tones of polyethylene, 500,000 tonnes of polypropylene and a number of fractions, the so-called "intermediates" or semi-finished products, which can then fit well enough into existing

**IN THE LAST EIGHT YEARS, SIBUR HAS SOLD AROUND 1.8 MT OF PETROCHEMICALS WITH CAPEX OF RUB 678 BN SPENT TO DEVELOP DOWNSTREAM AND MIDSTREAM SEGMENTS**

Capacity, kt

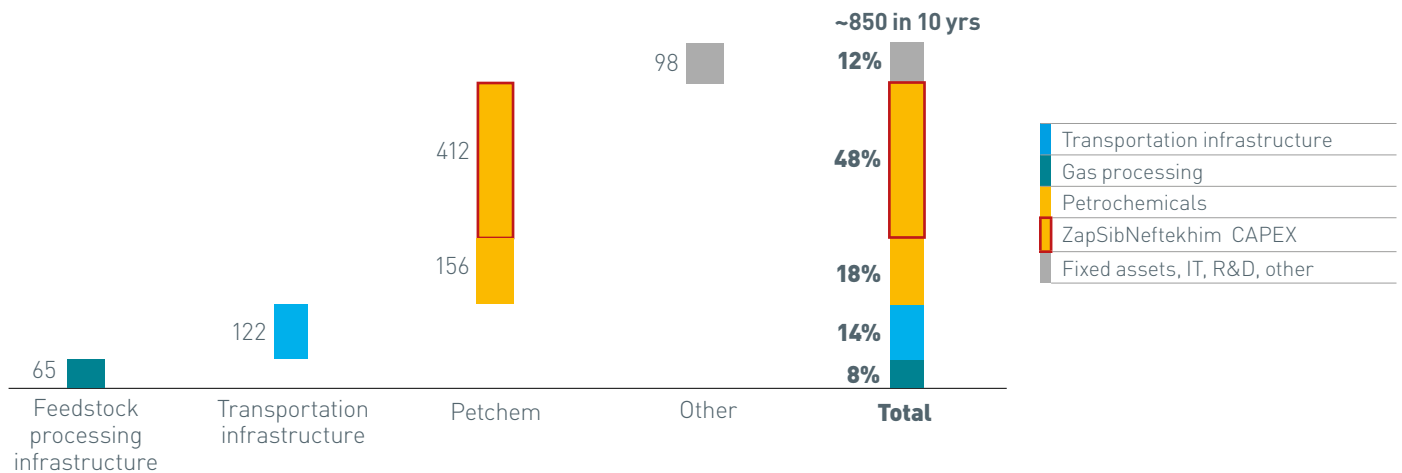


capacities and give impetus to the production of benzole, elastomers and fuel components. Once ZapSib is at its full capacity, we plan to export about 60% of its PP and PE volumes to Europe, Turkey and Asia. Our exports of PE may reach 900,000 metric tonnes/year, and PP exports 300,000 metric tonnes/year.

We are constantly analysing new opportunities in Russia and beyond. We are now considering implementation of Amur project (world scale ethane cracker coupled with polyolefins production located in the Amur region in close proximity to Chinese border).

## PORTFOLIO OF EXECUTED PROJECTS

2010–2018  
RUB bn



# R&D CENTRE TO DRIVE POLYMER PRODUCT INNOVATIONS

SIBUR CREATED AN R&D CENTRE FOR THE DEVELOPMENT OF INNOVATIVE  
POLYMER AND POLYOLEFINS APPLICATIONS AT THE SKOLKOVO  
INNOVATION CENTRE IN MOSCOW.





SIBUR is using this R&D site to develop and test new materials and product solutions, analyse and refine their properties, customise materials to meet customers needs and explore opportunities for enhancing polyolefin processing technologies.



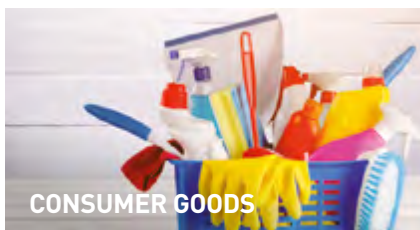
# DIGITALISATION

The large-scale digital transformation going on at SIBUR will take the Company to a completely new level of efficiency, which is being achieved through upgrading production, organisational and business processes, and leveraging the latest gains of the fourth industrial revolution. The transformation encompasses four areas, including advanced analytics (using big data for decision-making), digitalisation of processes (simplifications stemming from the use of mobile apps and devices), industry 4.0 (implementing hardware and software solutions in the manufacturing process), and an innovations laboratory (testing robots, UAVs, exoskeletons and other up-to-the-minute technology). SIBUR also began structuring corporate data and building a data lake to accumulate information for the subsequent use by the Company's employees and IT systems.

THE LARGE-SCALE DIGITAL TRANSFORMATION  
GOING ON AT SIBUR WILL TAKE THE COMPANY  
TO A COMPLETELY NEW LEVEL OF EFFICIENCY



## SIBUR MANUFACTURES A WIDE RANGE OF PETROCHEMICAL PRODUCTS FOR A VARIETY OF INDUSTRIES





## OUR KEY DISTINGUISHING FEATURES





# SUSTAINABILITY

SUSTAINABLE DEVELOPMENT IS AN INTEGRAL PART OF THE COMPANY'S STRATEGY UNDERPINNING ITS INVESTMENT AND PRODUCTION ACTIVITIES AND STAKEHOLDER RELATIONS.

As the largest integrated gas processing and petrochemicals company in Russia, SIBUR believes strongly in being a good corporate citizen that benefits society as a whole. Sustainable development is an integral part of the Company's strategy underpinning its investment and production activities and stakeholder relations. SIBUR's involvement in the primary processing of associated petroleum

gas (APG), which is a by-product of oil production stranded on oil fields, helps to reduce the amount of harmful emissions of APG from flaring. The Company processes these by-products into fuels and petrochemical products including polyolefins, elastomers and plastics which are economically useful and also less harmful to the environment than other industrial materials.

According to experts, flaring of 1 mcm of APG emits 300 tonnes of air pollutants, including nitrogen oxide, soot, carbon monoxide and other toxic substances. In 2018, APG processing at SIBUR enterprises totalled 22.3 billion cubic metres, equivalent to preventing 7 million tonnes of harmful emissions into the atmosphere as well as 72 million tonnes of greenhouse gases in CO<sub>2</sub> equivalent.



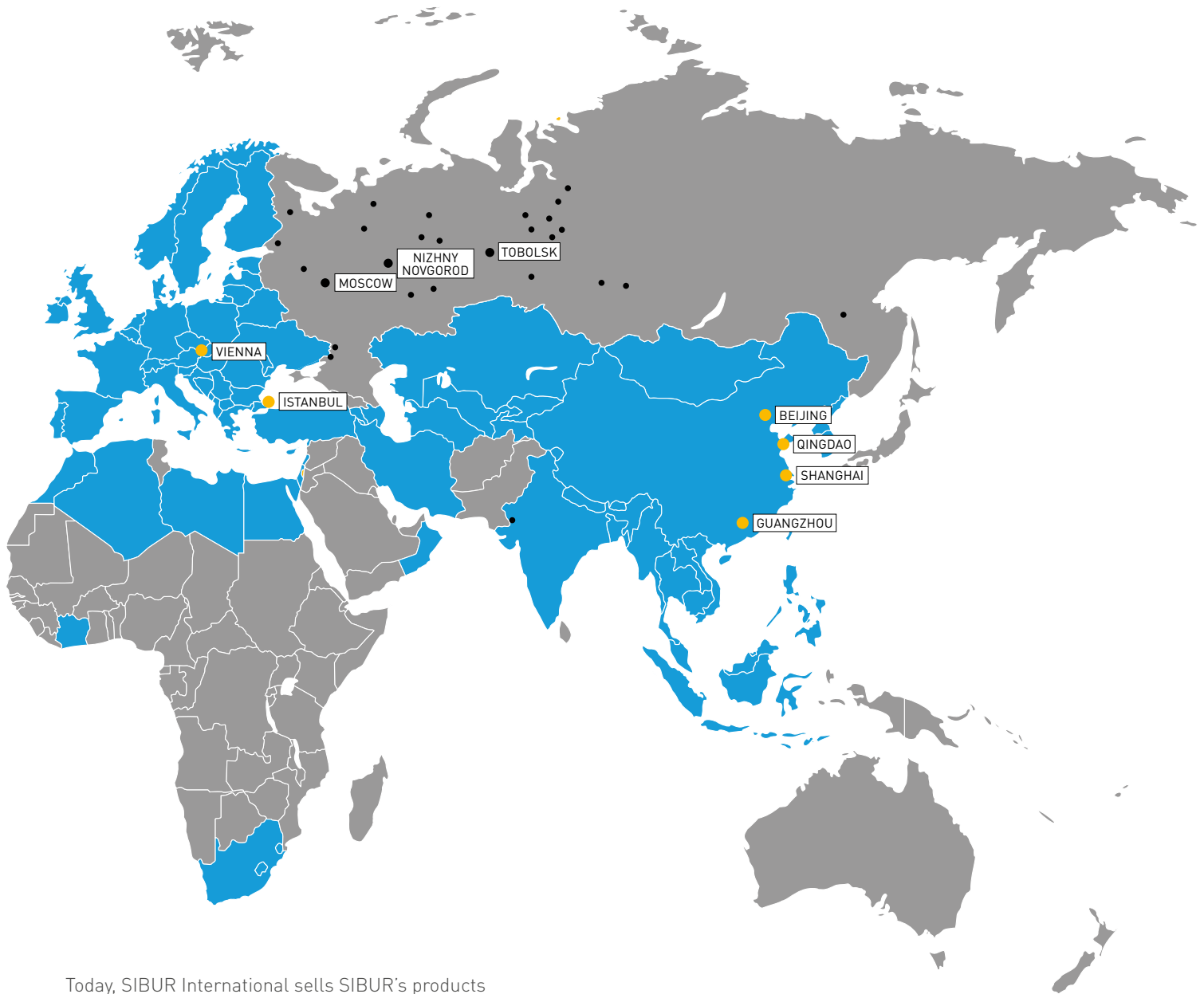
# SIBUR'S EXPORT SALES GEOGRAPHY

Even though SIBUR's exports account for more than 40% of its revenue, the Company has a significant share in the Russian market. We are seeking to achieve globally competitive leadership by leveraging long-term growth opportunities in our target export markets, including China, Turkey and Europe.

Our export trade activities are overseen by SIBUR International GmbH. Looking to expand the available marketing opportunities and be closer to customers in Europe, in 2009 SIBUR purchased the trading company to facilitate its further integration into the SIBUR family.



- – Export Countries
- – SIBUR International Offices
- – SIBUR Production Sites



Today, SIBUR International sells SIBUR's products to approximately 80 countries and has sales and technical support offices in Austria, China and Turkey.

# REASONS TO WORK FOR US:

- 1 **We are part of SIBUR, global petrochemical market player** boasting the highest returns and the largest global investment projects. This is the advantage that paves the way for further growth and consolidation of the market leadership.
- 2 **We enjoy a global presence:** our unique vertically integrated business model allows to create highly competitive products consumed in the chemical, fast moving consumer goods (FMCG), automotive, construction, energy and other industries in **80 countries** worldwide.
- 3 SIBUR is a **five-time leader of Randstad Award** and **winner of the Universum top employers for students rating** in "Chemical production" section.
- 4 We are an international company with a global outreach and offices located in **Vienna, Shanghai, Beijing, Qingdao, Guangzhou** and **Istanbul**. The SIBUR International **team** consists of over 100 people hailing from **16 countries** and speaking **25 languages**.
- 5 Our key competitive edge is a **transparent remuneration system**, with compensation including a fixed base salary and variable performance bonuses. SIBUR's compensation and benefits strategy uses the market median salary as a benchmark for the base pay calculation, with the total compensation exceeding the benchmark.
- 6 We pay special attention to **staff training and development** as one of the driving forces behind the Company's growth and competitive strength. The initiatives include individual development plans, regular development sessions covering all business lines, and also soft and hard skills training programmes available for all employees at SIBUR's Corporate University.
- 7 Most of SIBUR's existing **social programmes** focus on **protecting the health of our employees**, with the staff offered a wide range of opportunities to lead a healthy lifestyle. We seek to promote sports and healthy activities among employees and sponsors disease prevention initiatives.
- 8 We care not only about our employees, but also about their families. Our **social policy** seeks to create favourable conditions **for all employees** of the Company **and their families** and goes far beyond the statutory programmes required by law.
- 9 **Sustainable development is an integral part of the Company's strategy** underpinning its stakeholder relations. SIBUR views occupational health, safety, environmental protection and comfortable social environments as a priority across its footprint.
- 10 We create **favourable workplace conditions** for our people, with spacious offices boasting modern equipment and central location in all regions of operation.

# CORPORATE BUSINESS TRAINING PROGRAMME

SIBUR runs a corporate university providing the Company's employees with training and leadership development programmes, and supporting the Company's innovation projects. The sessions held by both SIBUR's employees and external experts focus on delivering knowledge together with offering hands-on experience. These also include joint programmes with the world's leading universities.

In 2018, the Company launched a corporate business training programme developed by SIBUR's Corporate University in cooperation with the INSEAD international business school. The programme was designed for two tiers of SIBUR's management and is being delivered and further refined on a dual basis. The first programme



A total of 75 employees are now enrolled in both programme modules. The next enrolment is scheduled for the autumn of 2019.

module is intended for the HQ line managers and directors of SIBUR Holding's facilities, while the second one is for the HQ directors and CEOs of SIBUR Holding's facilities. Both programme modules are based on the Fair Leadership concept and focus on finance, marketing, strategy and operational management as primary training domains.

They seek to unlock a new scale of business thinking for SIBUR's managers, while providing an opportunity to study external experience and global trends in various industries.

# HOW TO JOIN OUR TEAM



## SEND CV



Select a vacancy on <http://www.sibur-int.com/> or send your CV to [vacancy@sibur-int.com](mailto:vacancy@sibur-int.com)



## INTERVIEW



Interviews are held with the following Company representatives:

- HR manager
- Line and functional managers



## TESTING



- Verbal elements

Assessment of the ability to understand text fragments and make appropriate conclusions

- Numerical elements

Assessment of the ability to draw conclusions from numerical data presented in tables and graphs

- Other tests and assignments  
(depending on the vacancy)

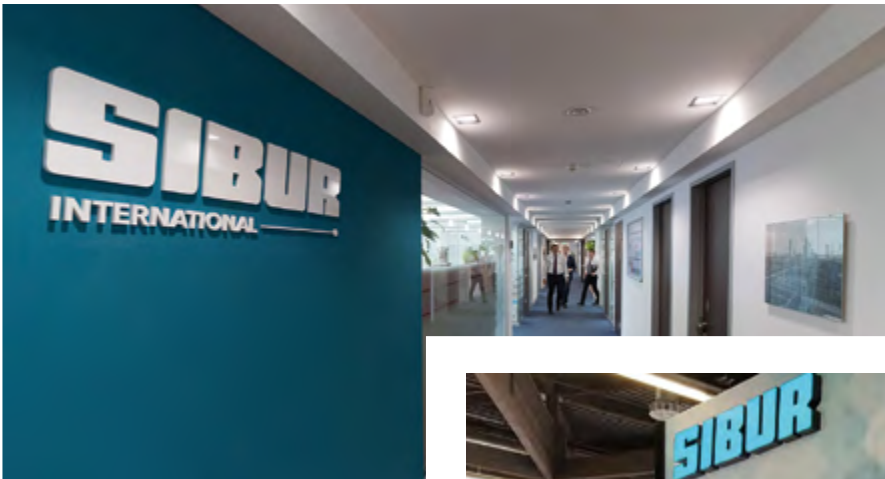


## JOB OFFER



After making the decision, the HR Manager will contact you to discuss further details.





# CAREER STORIES



MARKUS  
HESSE

Head of Business Development  
at SIBUR International

**SIBUR INTERNATIONAL  
IN 3 WORDS:  
MULTICULTURAL,  
FAMILY-FEEL,  
SELF-DEVELOPMENT**

I have over 20 years' experience in the industry and began working in partnership with SIBUR back in 2006, so have known the company for a while. After my former company closed down 21 months ago, Sibur asked me to join the team. I knew the management, how the company works and what to expect, so I was glad to accept the offer immediately.

SIBUR is an international team and what particularly attracted me to the role was the ability to work on all sorts of products, not just one as is usually the way in petrochemical companies. It is also a great honour to be in charge of the development of the European market at one of the largest petrochemical companies in the world.

There is a real family feel within the team at SIBUR International. The team is unified; we all give everything to each task and fully trust that the rest of the team will do the same. What's more, at SI, everyone has the opportunity to develop themselves as individuals, as a company SIBUR is unrivalled in terms of the possibilities

it provides its employees to constantly learn and grow while at work.

As an international company, we benefit from all the different cultures within the team. People with different nationalities bring their own traditions, their own ways of behaving or their own unique charm to the team, this is a huge plus for the company as a whole. I look around and all my colleagues are very happy. We are growing at a quick pace and it is an exciting time to be with the company.

I became a trader three years ago in Paris, where I had been working for a French trading company. What attracted me to SIBUR was that it is pursuing a lot of growth opportunities and investment projects. I like the fast pace and mindset of a company that is very, very dynamic.

At my previous job, I was working for a trading company and not a producer, which is a completely different environment. As a trader, you always have a short-term view of the business, there are no long-term strategic projects or perspectives. SIBUR is a producer, it has a long-term strategy with an impressive long-term vision for its future. The projects that SIBUR is driving right now are very large-scale and transformative.

When I joined SIBUR, I really enjoyed the team. I was surrounded by a lot of very nice and open colleagues who gave me tips and advice about life in Vienna, about SIBUR's projects, or people I should reach out to on one project or another.

I had a lot of colleagues that were ready to help me, my direct supervisor for day-to-day business, frequent trainings with the sales manager, especially on the markets, and technical training sessions to learn about the products themselves.

It took me approximately three months to acclimate myself to the daily tasks of the job. Because there are a lot of new projects coming all the time, we constantly have to be ready to tackle new opportunities. It makes life interesting.

I would definitely recommend SIBUR International to junior specialists. There are a lot of opportunities to get on projects and develop your professional skills and careers.



SOPHIE  
LADIAS

**Junior Trader, Basic Polymers Division**

**SIBUR IS DYNAMIC,  
CHALLENGING.**



MARK  
WINKLER

**Sales Manager, Basic Polymers Division**

**SIBUR IS AN OUTSTANDING  
COMPANY THAT IS  
EXTREMELY GOAL-DRIVEN.**

I joined SIBUR because I believe it will become one of the biggest petrochemical companies in the world. When I saw our senior management, how they are thinking long-term and driving the business – that convinced me that this is a success story that will deliver on its promise.

Before I joined SIBUR in 2013 as Team Leader for Europe for Basic Polymers, I worked at various firms in the industry for 23 years. At many other companies, people are more set in their ways, it takes a long time to come up with new processes or make changes. I can say that SIBUR is different from other companies, particularly in how we work together.

SIBUR has a team dynamic that enables fast decision-making and action. There are lots of highly educated colleagues who are extremely goal-driven, energetic and highly motivated. Another strength is the culture. The spirit at SIBUR is extremely positive, and that is something I really enjoy. It's a very close and international team – and you can form real friendships here.

People at SIBUR feel they are building one of the leading companies in the world. In short, it's a place where big things are happening. Everyone here wants to create something successful.

I started working as a Sales Manager with SIBUR International 2 months and a half months ago. I was attracted to the role at SIBUR International because it is such a multinational company and allows me the opportunity to integrate with people from all sorts of backgrounds and learn from all the various cultures within the team.

I love the size and spread of the team, SIBUR is a truly global company and it's really exciting to be part of that. It feels like a fantastic time to be joining the team, the company is growing fast and I am very excited about SIBUR's new plant in India that will supply the Asia Pacific market. On a personal level, this is the first role I have had where I am responsible for business outside of China and that is a very exciting challenge.

Communication can sometimes be challenging within an international team and it is important to find the best way to deliver a message to your colleagues around the world. SIBUR International helps mitigate these would-be issues with language courses and employee training sessions. Recently, our CEO

invited us to attend a two-day training with colleagues from all around the world, we improved our negotiation skills and also watched presentations from top management about the on-going projects taking place at SIBUR.

In the SIBUR International Shanghai office, we often hold events to celebrate Russian & Chinese public holidays, I think this is a great way to learn about each other's cultures. On top of weekly meetings to help me settle in, I have also enjoyed travelling to the SIBUR headquarters in Moscow and to one of our plant's in Tolyatti to meet my counterparts there – this has been a fantastic experience and really helped me settle in.



REBECCA  
CHEN

**Sales Manager, SIBUR International  
Shanghai Office**

**SIBUR INTERNATIONAL  
IN 3 WORDS: ENERGETIC,  
RESPECTFUL  
& COLLABORATIVE**



TAREK EL  
MESALLAMY

Junior Trader, SIBUR International  
Vienna Office

**SIBUR INTERNATIONAL  
IN 3 WORDS:  
CHALLENGING,  
ENTREPRENEURIAL  
& FULFILLING**

I've been with SIBUR International for three months now, having joined the Vienna office as a Junior Trader. What attracted me to SIBUR International was the active role that they play in the market, it's great to have 'skin in the game' and the opportunity to make an impact on global trade floors.

I've been lucky enough to have plenty of experience of living and working abroad within multicultural teams. I think it is extremely important companies make the shift to become multicultural, otherwise you constrain your ability to do business on a global scale. I am the first person to join my team who

doesn't speak any Russian. Initially this was a bit of a challenge, but my colleagues have been very helpful in that respect. The attitude of the whole team and the support of the HR department have made the integration process at SIBUR International very straightforward.

I have been actively learning on the job and I can't even explain just how much I have learnt over three months. The amount of new knowledge I have acquired here is massive and with this knowledge I've been able to bring my own perspective to the team.

# OUR JOB OPPORTUNITIES

## SALES MANAGER



### JOB DUTIES

- 1 Develop new markets for product sale and maximize netbacks and profits;
- 2 Create strong relationships with new and existing customers;
- 3 Monitoring all operation areas: contracts, logistic, production planning, customer service.

### REQUIREMENTS

- Higher education, preferably in engineering or economics, physics and mathematics;
- Successful experience in direct sales of petrochemical products. At least 3 years of experience of managing relations with key clients;
- Expert knowledge in pricing and logistics, key market drivers;
- Excellent negotiation and communication skills;
- Fluent English + other European languages.

## JUNIOR TRADER



### JOB DUTIES

- 1 **Sales operational support** of Sales Manager;
- 2 **Contracting:** frame contracts + calculation of the monthly formulas;
- 3 **Supply Chain Management:** planning of the stocks together with logistic department;
- 4 **Customs and logistics issues:** Planning of customer schedule and Preparing of transport docs;
- 5 **Customers relationship:** correspondence, checking of the cash flow and payments on time;
- 6 **Market analysis and statistics.**

### REQUIREMENTS

- Technical or economical degree (Bachelor);
- Min. 3 years experiences in customer relationship and international trading and support;
- Ground understanding of logistics (Incoterms, Dangerous goods, transport equipment, overseas and bulk logistics, international regulations);
- Customer oriented thinking. Team player;
- Fluent English + other European languages.



## TECHNICAL SUPPORT MANAGER



### JOB DUTIES

- 1 Work with customers claims on the **quality on SIBUR products** and packaging. Leading the tests of new products at customers' plants. Work together with the SIBUR production plant on the quality of the products;
- 2 Provide **technical consultations** for sales managers and customers (consultations on properties and application of SIBUR products);
- 3 Conduct **technical marketing of new products** for R&D department. Work with customers' requests (new product, advanced properties of the product, new packaging etc.)

### REQUIREMENTS

- High technical education in petrochemistry;
- Experience for more than 5 years in technical expert in petrochemical industry in polymers/rubber/TEP industries;
- Competencies in production and/or methods of processing in polymers/rubber/TEP industries;
- Safe work. Readiness and openness for changes;
- Fluent English + other European languages.

# Contacts

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