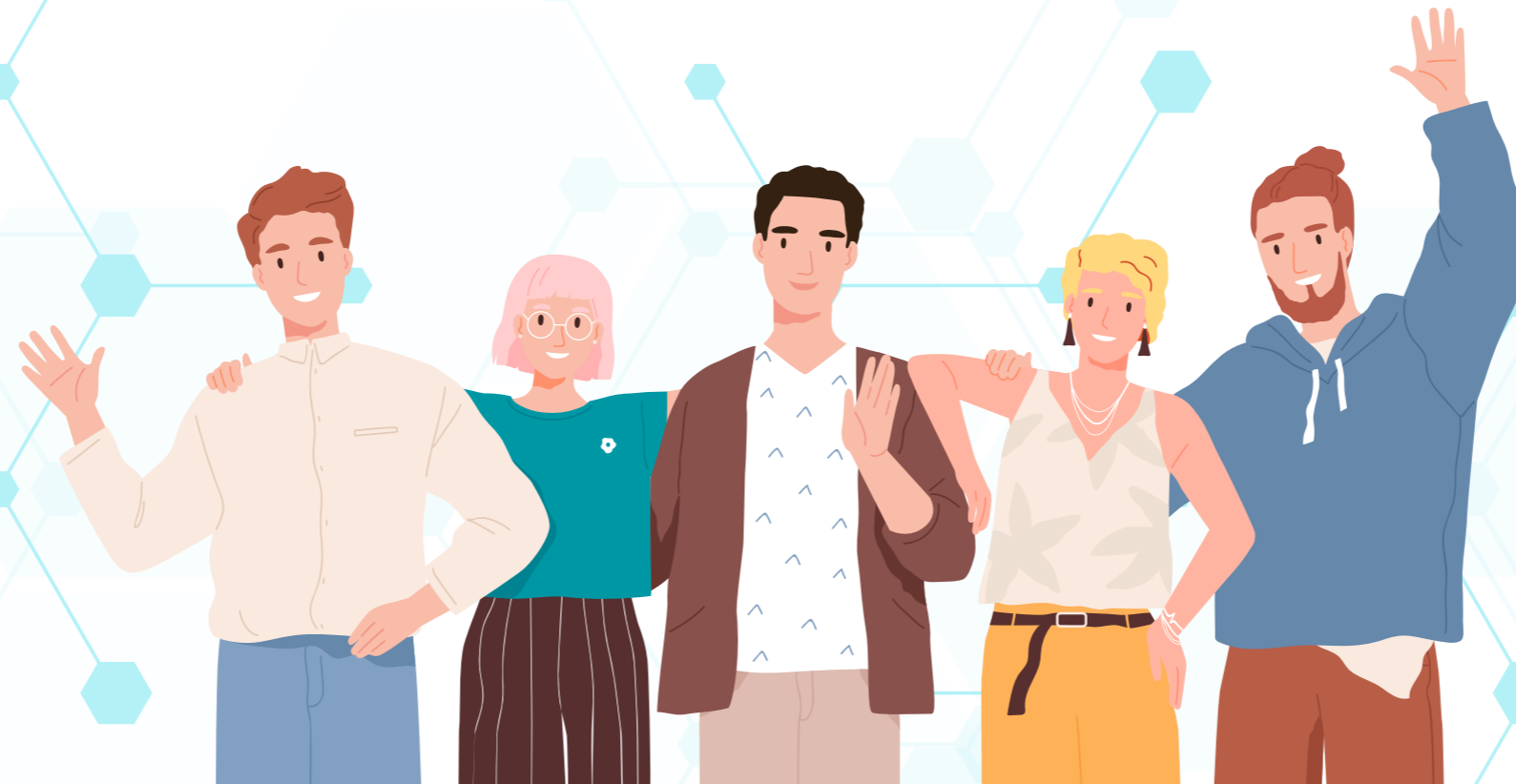


SIBUR



**Russia's SIBUR — your gateway to a rewarding career
in the global petrochemicals industry**

Russia in key points

- The largest country in the world with a population of over 146 million.
- Moscow is the capital of Russia. It has a population of 12.6 million and is the largest European city and one of the largest cities in the world.
- There are 16 Russian cities with a population exceeding 1 million, including Moscow and St. Petersburg.
- The national currency is the Ruble.
- Russia ranks 11th in the world in terms of nominal GDP and 6th in terms of GDP adjusted for purchasing power parity (Ernst & Young, May 2021).



146
MILLION

population



12.6
MILLION

population of Moscow



16
RUSSIAN CITIES

with a population
exceeding 1 million



11th
PLACE

in the world in terms
of nominal GDP



Working in Russia

- Russia's economy has greatly diversified over the last few decades, and there is now a range of attractive industries for expats looking to work in the country.
- As a matter of fact, today, Russia is one of the easiest countries in the world to find a job as an expat. In 2020, US News & World Report ranked Russia the **number one country in the world to start a career.**
- The HSBC Expat Economics Survey 2020** ranked Russia as the 4th globally for disposable income, the 13th for the best career progression opportunities and the 23rd overall, topping US, UK and a number of European countries.

U.S. News
A WORLD REPORT

“Russia
#1 in Start a Career Rankings”



4th
PLACE

globally for disposable
income



13th
PLACE

the best career
progression opportunities



- Russia has some of the lowest income taxes. As a highly qualified specialist, you will be taxed at a rate of 13% if you earn less than RUB 5 million per year (c. USD 70,000) and 15% on any amount above RUB 5 million. The payments are withheld and handled by the employer.
- As an expat in Russia, you will be covered by a social security scheme that covers all the most important aspects, from sickness to work injury and unemployment. What's more, only your employer is required to pay into the various social security

and insurance funds. As an employee, you do not have any responsibility to contribute. In addition, insurance is provided to all members of your family, if they move to Russia with you.

- Working in Russia means more holidays! Full-time workers are entitled to a minimum of 28 days' annual leave. In addition to this, there are also a number of **public holidays in Russia**.
- Moscow and St. Petersburg have large, **vibrant expat communities and expat neighbourhoods**.



3-5
YEARS

visas for highly qualified specialists



13%
TAX

as a highly qualified specialist



28
DAYS

annual leave for full-time workers



Doing business in Russia

According to the World Bank Group's Doing Business 2020 ranking, Russia ranks as the 28th country with some of the most favourable conditions for doing business. Between 2012 and 2019 Russia improved its position in the ranking more than any other surveyed country. In addition, Russia is now ranked among the Top 100 across all 10 categories of the Doing Business ranking.

Many international companies operate in Russia across such industries as oil and gas, chemistry, FMCG, automotive, IT and others. Among them are famous brands like Royal Dutch Shell, Uniper, Cargill, Fortum, Enel, Coca-Cola Hellenic Bottling, Bayer, L'Oréal, Mondi Group, Groupe Renault, Google, Philip Morris International, Leroy Merlin, PepsiCo, Samsung Electronics, Apple, Nestle, Mars, Procter & Gamble and more.

TOP 100

Doing Business ranking



28th
PLACE

favourable conditions
for doing business



About SIBUR

SIBUR is an international petrochemical company headquartered in Russia, and one of the fastest-growing companies in the global petrochemical industry.

SIBUR purchases hydrocarbons and processes them into plastics, rubber and other high value added products to deliver state-of-the-art technological solutions and improve people's lives. Its two key business segments are Olefins & Polyolefins (polypropylene, polyethylene, BOPP films, etc.) and Plastics, Elastomers & Intermediates (synthetic rubber, EPS, PET, etc.).

SIBUR sells its petrochemical products to Russian and international customers engaged in the chemical, fast-moving consumer goods (FMCG), automotive, construction, energy and other industries in 100 countries worldwide.

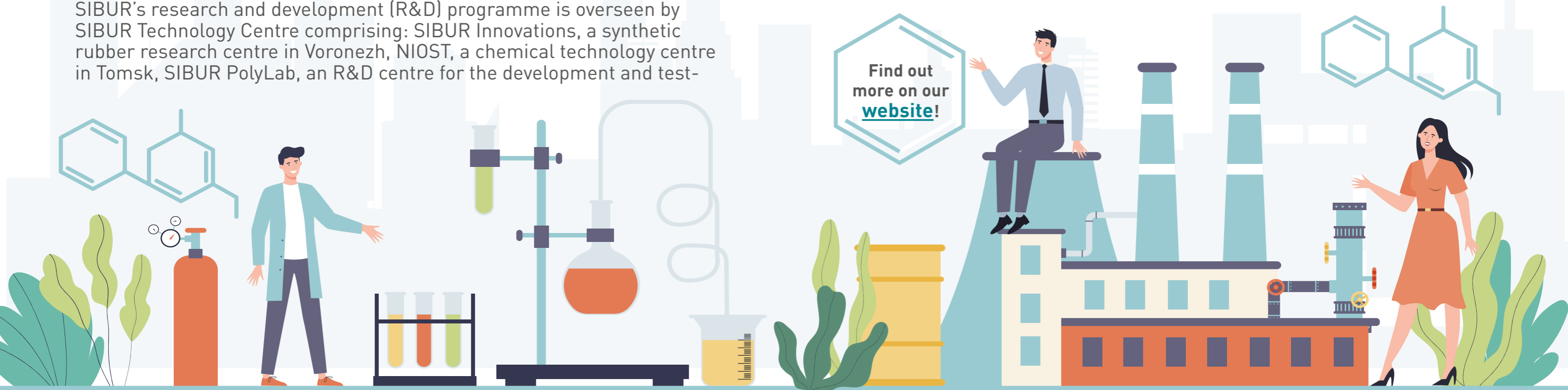
SIBUR's research and development (R&D) programme is overseen by SIBUR Technology Centre comprising: SIBUR Innovations, a synthetic rubber research centre in Voronezh, NIOST, a chemical technology centre in Tomsk, SIBUR PolyLab, an R&D centre for the development and test-

ing of polymer products, and NIPIGAS, an engineering centre for gas processing technology in Krasnodar.

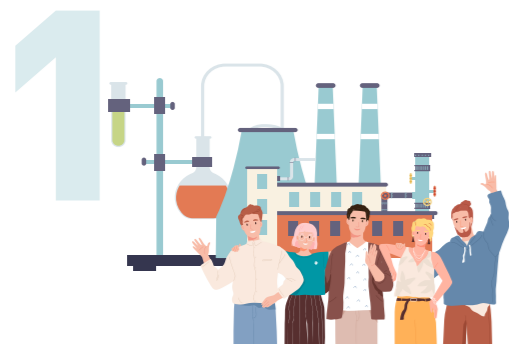
SIBUR has a wide geographic presence with a global reach thanks to key production facilities spread across Russia and international offices located in Vienna, Shanghai, Beijing, Qingdao, Guangzhou and Istanbul. Overall, SIBUR employs over 23,000 people across all its geographies of presence.

Each year SIBUR ranks amongst Russia's top ten employers and is the leader of the Universum World's Most Attractive Employers ranking in the Chemical Production category.

In 2021, SIBUR was recognised by Randstad Job as the best employer in the chemicals industry in Russia for the 8th time. This prestigious HR award is based on the testimonies of over 190,000 respondents from 6,136 employing companies. Workers cited good pay, financial stability, career development, a pleasant work environment, and interesting work as the main criteria for a good employer, and SIBUR stands up to scrutiny across all these criteria.



7 reasons to work at SIBUR



SIBUR is a well-established multinational petrochemicals player offering unique career opportunities. Since 2019, Sibur has been ranked as the best employer in the chemicals industry according to professionals in the [Randstad](#) and [Universum ratings](#).



We create favourable workplace conditions for our people, with spacious offices boasting modern equipment and situated in central locations across all regions of operation.



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 base pay calculation, with total compensation exceeding the benchmark.



We pay special attention to staff training and development, as it is one of the driving forces behind the Company's growth and competitive strength. Our initiatives include individual development plans, regular development sessions covering all business lines, and also soft and hard skills training programmes available to all employees at SIBUR's Corporate University.



Sustainable Development and ESG principles are an integral part of the Company's strategy underpinning its stakeholder relations. We view occupational health, safety, environmental protection and a comfortable social environment as a priority wherever we operate.



Most of SIBUR's existing social programmes focus on protecting the health of our employees, with staff offered a wide range of opportunities to lead a healthy lifestyle. We seek to promote sports and healthy activities among employees and sponsor disease prevention initiatives.



We care not only about our employees, but also about their families. Our social policy seeks to create favourable conditions for all employees and their families, and goes far beyond the statutory programmes required by law.



How to apply to SIBUR



Have you looked through the vacancies posted on our job board website and found one you are interested in? Then contact us directly using the job board platform and a member of our recruitment team will reach out to you for further details.



In case there are no vacancies presented in open sources that might be of potential interest to you, but you would still like to work at SIBUR you can contact us at rabota@sibur.ru.



Send us your CV, cover letter and all the information you want to share with us to make your application stronger. In the cover letter describe your main specialization, professional interests, and vacancies you are searching for. After we consider your application, a member of our recruitment team will contact you with prompt feedback and will try to offer you a suitable job opening.

Our selection process

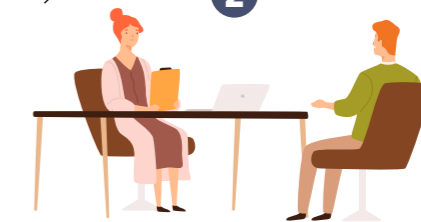


1

Send us your CV. We will process it.

Interview with the recruiter.

2



3

Cognitive assessment test.



Interview with the hiring manager and the senior hiring manager.

4



5

Behavioural assessment (case solving and role play).



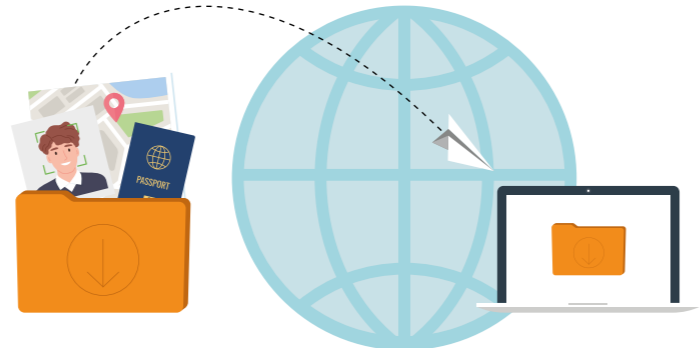
Job offer.

6



After you make the decision to accept a job offer, the HR Manager will contact you to discuss further details

Becoming a member of SIBUR after the selection process



1st Step ----->
1-2 days

2nd Step ----->
3-4 days

3rd Step ----->
2-3 weeks

4th Step ----->
3 weeks – 1,5 month

Job offer

After you consider the terms and accept the job offer, you will need to send us a scanned copy of your signed job offer.

Contract preparation

When we receive a scan of the signed job offer, we will ask you to send us the following documents to prepare the employment contract:

- Scanned copy of passport (all pages containing markings)
- Photo (clear photo, plain background, any size)
- Information about the address of your permanent registration in your country of residence

Keep in mind that if you are considering relocating with family members, we need the same package of documents for each family member.

Contract confirmation

After we receive all the required documents, we will start preparing your employment contract. When the employment contract is ready, we will send you an electronic version of it and ask you to sign and send us the original via any expedited mail service.

Work permit and job invitation

Upon signing the contract, we will start the procedure to get your work permit and prepare a job invitation.

When the job invitation is ready, we will send you an electronic invitation and you will be able to apply for a work visa in the Russian Federation Embassy in your country of residence. You can also apply via a visa centre.

While the process of getting a visa may take a while, we will be happy to assist you with any questions and concerns you might have.

i The entire process will take 2-3 months and you will be supported by the SIBUR team throughout the process



5th Step -----> 2-3 weeks

Country entry

When you receive the work visa, you will need to select the entry date.

From this point, we can provide you access to the system Aeroclub using which you will be able to order tickets and book a hotel.

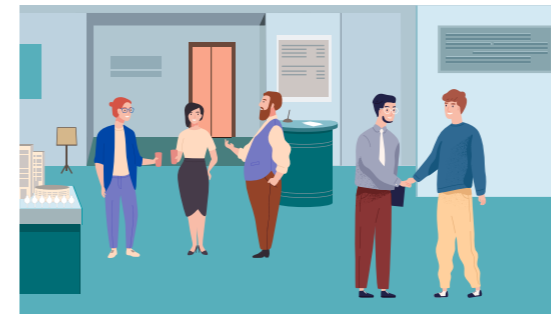
We will ask you to send us details of your baggage transportation (Location: point A and point B, size of baggage etc.).



6th Step -----> 1 day

Work permit

When you arrive in Russia, you will need to apply for a work permit. You will be scheduled for a visit to a Multifunctional Migration Centre in Moscow with our support and there you will receive your work permit. We will assist you in the process.



7th Step

Welcome to Sibur!

Finally, you will visit the SIBUR office to provide the following documents: the original work permit, passport with the work visa and the migration card with the purpose of entry stated as "work".

We are pleased to inform you that the process has been successfully completed!

Settling in

While we do our best to make sure that your transition into a new workplace is as smooth as possible, sometimes it may take a while to get accustomed to a new work environment, lifestyle, and routine, especially in a different country. We understand that and are always there to help. In addition to our intercultural trainings that should give you some basic information about living and working in Russia, we can also assign you a 'buddy', who, just like you, has had to make this transition and is aware of all potential difficulties you might have while settling in.


We are always there for you and strive to make your transition smooth and comfortable. So in case you have any issues, feel free to contact our HR representatives.


SIBUR team and leaders

SIBUR has recently attracted top talent from Fortune 500 companies and continues to attract the world best experts in business growth, technology and innovation. Our recent hires include four international specialists who joined the SIBUR team.

Georg Wiessmeier joined SIBUR as Head of R&D and Innovation. One of Georg's key focus areas is strengthening the professional expertise of the team and building relationships with external industry experts. On top of that, Georg is involved in forming strategic partnerships and developing technological platforms. Before joining SIBUR, Georg spent 25 years in various management positions in international companies focusing on research, technology implementation and innovation, as well as business development (Bayer, Altana, SCR-Sibelco N.V.).

Yves Ramjoie was appointed Head of R&D and Technology for SIBUR's Polyolefin business. Yves is in charge of identifying steps to enhance polymer product and technology development, providing technological support on polymerization to the Company's facilities, and managing the R&D framework and portfolio for polyolefins. Before joining SIBUR, Yves held management positions at Grace, INEOS Technologies, Albemarle, SABIC, and DSM Petrochemicals.

“ For me, working in Russia in a true Russian company is full of surprises and an everyday learning experience, enriching my intercultural and business-cultural experiences even after working for more than 25 years in the chemical industry in many different countries. I am here to shape things and apply my experiences at SIBUR. SIBUR, of course, needs to make the pick. Working with my colleagues is a pleasure. Everyone at SIBUR is very supportive and helps me to overcome issues and challenges that I may face as a foreigner. I very much enjoy learning about this huge, interesting and mysterious country -- the people are really great and welcoming. Just be ready to leave your comfort zone, which will open you up to a rich variety of experiences”.

“ **SIBUR is a very dynamic company where no two days are the same. The journey of growth that the company is on is truly impressive. I've never seen an enterprise where things are changing so rapidly, with such a high level of ambition paired with the financial stability to realize growth. In my very short tenure here at SIBUR, the company has already grown by 20% in my business area alone, and there's much more to come. With regards to its culture, SIBUR has recently attracted top talent from very solid Fortune 500 companies. Consequently, SIBUR's workforce is well educated, truly gifted, highly motivated, and very hardworking. It's thrilling to be able to work in as unique an environment as this. Despite their initial cold appearance, Russian people are really very hearty and caring, and will never let you down once you're in their hearts”.**

Fabrice Bertinchamps serves as SIBUR’s Head of Strategy and Business Development. In his new role, Fabrice develops and oversees the implementation of the Company’s business strategy, including growth in the existing product and industry segments. He also oversees the development of new product lines, and the delivery of a portfolio of sustainable development projects. Prior to joining SIBUR, Fabrice held management positions at SABIC and Total across multiple geographies focusing on business development, portfolio diversification, and building partnerships with industry leaders.

Adam Wielgosz joined SIBUR’s procurement, supply chain and logistics management team as Deputy CEO. His experience has played a role in re-inventing SIBUR’s supply chain management, logistics and procurement practices, building end-to-end processes and transforming the Company’s operating model. Adam is a procurement and supply chain expert with a strong background in finance, business development and commerce. He has successfully led international teams in Europe, the Middle East and Africa for some of the largest FMCG, pharmaceutical and industrial companies, including Danone, PepsiCo, Mars and Colgate.



“SIBUR made sure that my landing in Moscow was as smooth as possible; SIBUR helped me receive all the documents needed to move to Russia, provided me with temporary accommodation and helped me find a conveniently located apartment. While Moscow and other major Russian cities have big expat communities, the support of my SIBUR colleagues and the Russian courses provided by SIBUR were essential in making my settlement in a new culture and a new city a success; I quickly felt at home in Moscow”.



“Since I joined SIBUR, I have had many opportunities to learn new skills and deepen my functional knowledge thanks to the extensive support of fellow employees and the corporate educational programmes that the company offers. Working at SIBUR there’s always the chance to gain new experiences, master new skills and most importantly, the environment is very conducive to transformative learning. I like SIBUR for its unique culture, experienced leadership team and the opportunity to contribute personally to the success of a large-scale business”.

**Become
a team member
of one of the fastest-growing
petrochemical companies in the world!**

