

UNCTAD indicator		Page	Disclosure status	Information/comments
C.2 Human capital	C.2.1: average hours of training per year per employee	92	Disclosed	88 hours
	C.2.2: expenditure on employee training per year per employee	93	Disclosed	Expenditure on employee training per year per employee: <ul style="list-style-type: none"> For all employee categories – RUB 16,800 Blue-collar employees – RUB 10,000 Managers – RUB 36,000 White-collar employees – RUB 15,000
	C.2.3: employee wages and benefits with breakdown by employment type and gender	86	Partially disclosed	Data is disclosed on wages and remuneration package (excluding insurance contributions); the data disclosed is broken down by region, gender, category, and age. There is no statistics on wages and benefits broken down by labour contract type or employment type.
C.3 Employee health and safety	C.3.1: expenditures on employee health and safety	134	Disclosed	Expenditures on employee health and safety make up 1.4% of the Group's consolidated revenue.
	C.3.2: frequency/incident rates of occupational injuries	130, 131, 434	Partially disclosed	The Report discloses information about the occupational injury rate and lost day rate in accordance with the GRI requirements.
C.4 Coverage of collective agreements	C.4.1: percentage of employees covered by collective agreements	100	Disclosed	94.02% of the Group's employees are covered by collective bargaining agreements.
D Institutional area				
D.1 Corporate governance disclosures	D.1.1: number of Board meetings and attendance rate	292	Disclosed	Number of Board of Directors meetings – 46 Attendance rate – 100%
	D.1.2: number and percentage of female Board members	292	Disclosed	The proportion of women on the Board of Directors is 31% (4 out of 13 members)
	D.1.3: Board members by age range	292	Disclosed	Disclosed in the 2023 Annual Report
	D.1.4: number of meetings of the audit committee and attendance rate	—	Disclosed	Number of meetings of the Audit Committee – 16 Attendance rate – 100%
	D.1.5: compensation: total compensation per Board member(both executive and non-executive directors)	—	Disclosed	The 2023 Annual Report discloses the total amount of compensations paid to the members of the Board of Directors.
D.2 Anti-corruption practices	D.2.1: amount of fines paid or payable due to settlements	436	Disclosed	–
	D.2.2: average hours of training on anti-corruption issues per year per employee	347	Partially disclosed	No records are kept on the length (in hours) of anti-corruption training. Reporting in the Company is based on the GRI standards; it means the Report discloses the number and proportion of employees trained in anti-corruption policies and practices.

TCFD DISCLOSURES

Section	Disclosure	Page	Assured by the auditor
Governance Describe the Board's oversight of climate-related risks and opportunities	a) Describe the Board's oversight of climate-related risks and opportunities	256	Assured
	b) Describe the management's role in assessing and managing climate-related risks and opportunities	60, 256	Assured
Strategy Disclose the actual and potential impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning	a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term	265	Not assured
	b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning	38, 260, 274	Assured
	c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2 °C or lower scenario	38, 266, 272	Assured
Risk management Describe how the organisation identifies, assesses, and manages climate-related risks	a) Describe the organisation's processes for identifying and assessing climate-related risks	265, 303	Not assured
	b) Describe the organisation's processes for managing climate-related risks	265, 302	Assured
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management	302	Assured
Metrics and targets Disclose the metrics and targets used to assess and manage relevant climate-related risks	a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	44	Assured
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	276, 278	Assured
	c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	44	Assured