



ESG

Annual Report 2023

June 2024

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Notes to ESG report

- This Report (hereinafter referred to as the Report) of JSC Specialized Developer Rublyovo-Arkhangelskoye (hereinafter referred to as the Company) for 2023 contains information on the activities of the Company for the period from January 1 to December 31, 2023
- The information presented in this Report is disclosed on a voluntary basis and includes unaudited data calculated by the Company's employees based on reporting methods adopted in accordance with Russian and international standards, as well as initiatives in the field of sustainable development
- Dynamics in relation to the Annual Report 2022 is shown for corresponding items
- The Report has been prepared in accordance with recommendations of non-financial reporting standards and sustainable development initiatives, including:
 - [UN Global Compact principles](#)
 - [Resolution adopted by the UN General Assembly on September 25, 2015 No. 70/1. Transforming our world: the 2030 Agenda for Sustainable Development](#)
 - [Global Reporting Initiative \(GRI\) standards \(2021\)](#)
 - [methodological recommendations for the preparation of non-financial reporting on sustainable development of the Ministry of Economic Development \(Order of the Ministry of Economic Development No. 764 of November 1, 2023\)](#)
 - [methodological recommendations for the quantification of the amount of greenhouse gas emissions and absorption of greenhouse gases \(Order of the Ministry of Natural Resources No. 371 of May 27, 2022\)](#)
 - [methodological recommendations for the quantification of the amount of indirect energy emissions of greenhouse gases \(Order of the Ministry of Natural Resources No. 330 of June 29, 2017\)](#)

GRI 2-1 GRI 2-6

SberCity in Rublyovo-Arkhangelskoye— new district of Moscow

461 ha

Project area

2032

Scheduled
completion

16

Kindergartens

8

Schools

2

Outpatient
clinics

65,000

Residents

2.4 million m²

Multi-unit housing

93.8 thsd m²

Private housing

70,000

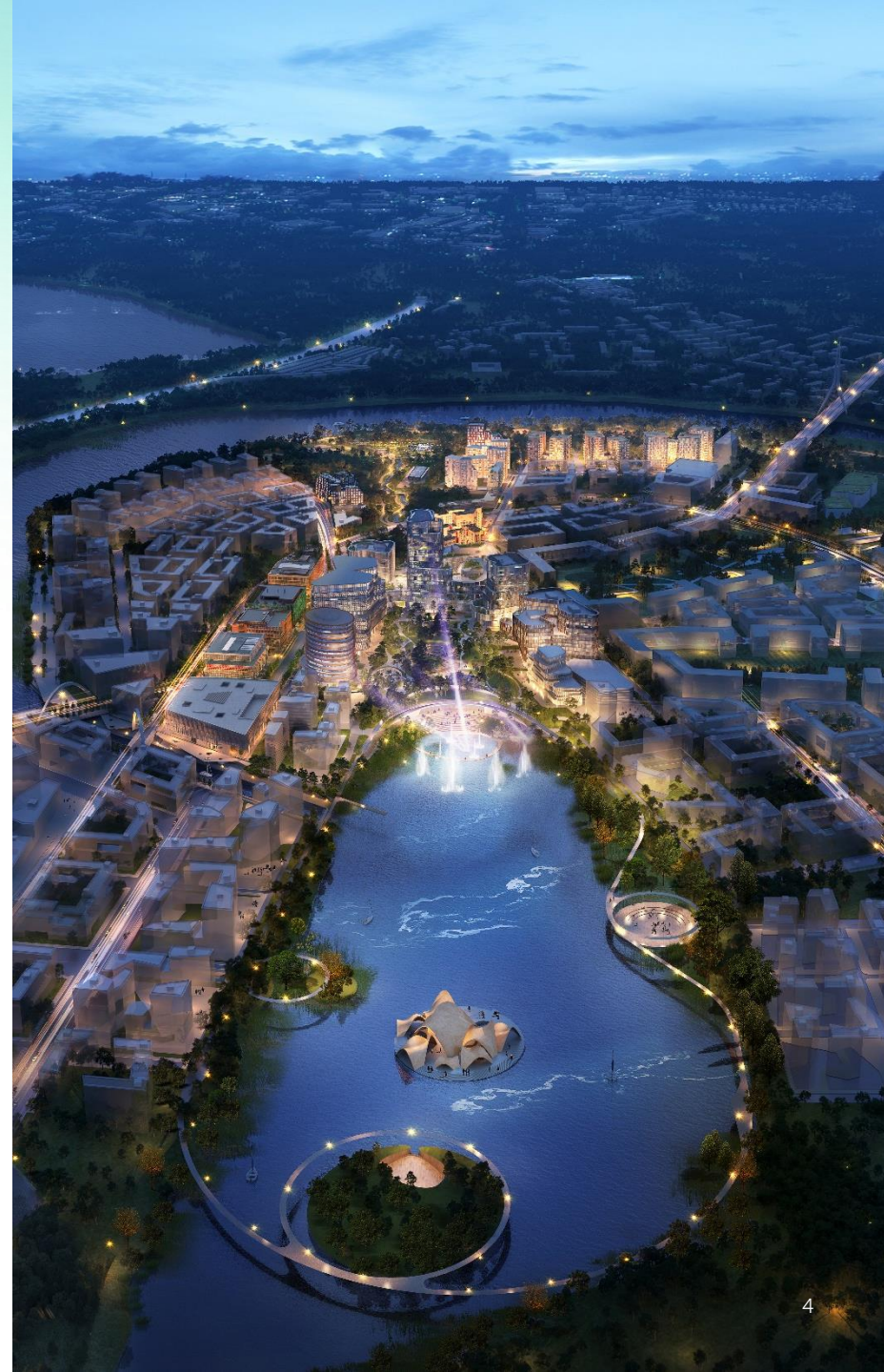
Jobs

806 thsd m²

Office real estate

30%

Green spaces





Key directions of sustainable development *

E

1. Minimizing environmental impact
2. Developing practices for managing climate risks and opportunities

S

1. Creating conditions for effective work and human development
2. Ensuring respect for and protection of human rights, inclusive environments and equal access to products and services
3. Supporting local communities and promoting social development

G

1. Improving corporate governance, security and ESG risk management practices, including in the supply chain
2. Developing responsible financing practices
3. Promoting economic well-being and prosperity for all

1 / 2023 results overview

Environment

0.4¹

ktons CO₂e

indirect greenhouse gas emissions
(scope 1)
2022: 0.1 ktons CO₂e

3.7²

ktons CO₂e

indirect energy greenhouse gas emissions
(scope 2)
2022: 2.3 ktons CO₂e

Employment

357

employees

average number of employees in R-A
2022: 316

59

employees

completed training and skill enhancement programs
2022: 63

Occupational safety

0

accidents

incl. fatalities
2022: 0

Ethics

0

cases

of corruption
2022: 0

0

incidents

with significant environmental consequences
2022: 0

3.7

bn ₺

investments in implementing environmental protection programs
2022: 2.1 bn

1.4

bn ₺

investments in implementing social programs for employees
2022: 0.7 bn

0

injuries

lost time injuries (LTIFR) among employees
2022: 0

1. The calculation for Scope 1 was carried out according to order No. 371 dated May 27, 2022 of the Ministry of Natural Resources. The greenhouse gas taken into account is CO₂. The indicators are calculated without taking into account subsidiaries and affiliates.
2. The calculation for Scope 2 was carried out according to order No. 330 dated June 29, 2017 of the Ministry of Natural Resources. The greenhouse gas taken into account is CO₂. The indicators are calculated without taking into account subsidiaries and affiliates.

2 / Contribution to achieving UN SDGs

Directions

GRI 3-3
Ensuring decent and safe working conditions (occupational health and safety, personnel)

Goals



Targets

GRI 403-7 GRI 403-9
Reducing occupational injuries

GRI 403-7
Safety monitoring

GRI 401-2 GRI 403-6
Ensuring access to quality health care and family planning services

Attracting and retaining employees

GRI 405-1
Development of corporate culture

GRI 406-1
Personnel structure, gender equality

Indicators

Lost time injury frequency rate (LTIFR) among employees
Number of accidents among employees including of fatal accidents among employees

Share of construction sites in R-A that underwent internal inspections in terms of labor protection, industrial and fire safety

Share of employees covered by the corporate voluntary health insurance program

Median salary of employees
Investments in implementing social programs for employees

Number of cases of human rights violations
Share of personnel covered by diversity initiatives

Share of women in the total number of personnel

2022

0
0
0

100%

100%

160 thsd ₺
0.7 bn ₺

0
14%

37%

2023

0
0
0

100%

100%

190 thsd ₺
1.4 bn ₺

0
29%

47%

GRI — key indicators of reporting on sustainable development (GRI international reporting system).
SDGs — UN Sustainable Development Goals.

2 / Contribution to achieving UN SDGs

Directions	Goals	Targets	Indicators	2022	2023
GRI 3-3 Ethics and anti-corruption		GRI 205-3 Prevention of corrupt activities	Number of corruption cases Share and number of employees informed about anti-corruption policies and measures	0 100%	0 100%
		GRI 205-3 Ensuring fair competition among counterparties	Share of standard contracts with counterparties containing anti-corruption clauses	100%	100%
GRI 3-3 Promoting the development of regions of presence	   	GRI 308-2 GRI 414-1 GRI 414-2 Development of a responsible supply chain	Share of construction contracts with requirements for contractors in the field of environmental protection, labor protection, fire and industrial safety	100%	100%
		GRI 204-1 GRI 203-1 Promoting the development of micro, small and medium-sized enterprises	Share of purchases from local suppliers	28%	32%
		GRI 306-1 GRI 306-2 GRI 306-3 GRI 306-5 Significant reduction in amount of waste	Share of waste sent for recycling as part of the Green Office strategy	8%	16%
		Making cities inclusive, safe, resilient, environmentally and economically sustainable	Creation and promotion of quality, reliable, sustainable and resilient infrastructure		

2 / Contribution to achieving UN SDGs

Directions

GRI 3-3
Environmental
protection

Goals



Targets

GRI 304-3
Rational use of natural resources
and minimization of negative
impacts, conservation of
biodiversity

GRI 2-27
Ensuring
environmental safety

Indicators

Area of disturbed land
Share of reclaimed land
Share of renewable energy sources in total
energy consumption

Number of incidents with significant
environmental consequences

2022

2023

85 ha
2.6%
0%

80 ha
3.3%
1%

0
0

GRI 3-3
Strengthening the means
of implementation and
revitalizing the global
partnership for sustainable
development



GRI 2-28
Developing effective public,
public-private and civil
society partnerships

Cooperation with enterprises on
sustainable development issues,
participation in business associations
and unions, in events dedicated to
ESG issues

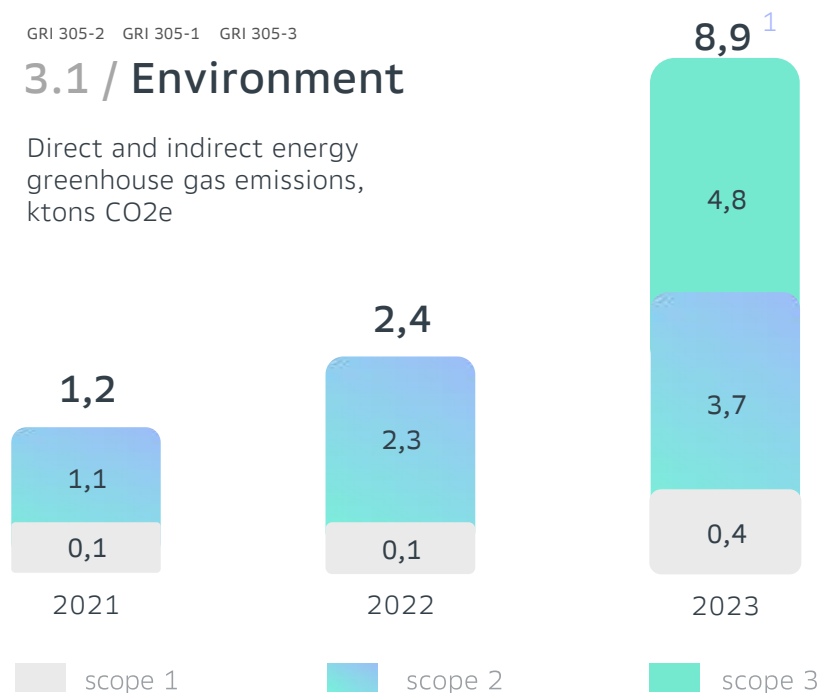
The Company participated
in the Meeting of the
Parties to the United
Nations Framework
Convention on Climate
Change (COP28)

3 / (E) indicators for 2023

GRI 305-2 GRI 305-1 GRI 305-3

3.1 / Environment

Direct and indirect energy greenhouse gas emissions, ktons CO₂e



4,8²

ktons CO₂e

indirect energy greenhouse gas emissions
scope 3

3,7³

ktons CO₂e

indirect energy greenhouse gas emissions
scope 2

0,4⁴

ktons CO₂e

direct greenhouse gas emissions
scope 1

1. The assessment of total greenhouse gas emissions was carried out according to Decree of the Government of the Russian Federation No. 2979-r dated October 22, 2021.

2. In 2023, calculation and recording of greenhouse gas emissions for Scope 3 was introduced. In 2022 and 2021, calculation and recording of emissions for Scope 3 was not carried out.

3. Calculation for Scope 2 was carried out according to Order No. 330 dated June 29, 2017 of the Ministry of Natural Resources. The greenhouse gas taken into account is CO₂. The indicators are calculated without taking into account subsidiaries and affiliates.

4. Calculation for Scope 1 was carried out according to Order No. 371 dated May 27, 2022 of the Ministry of Natural Resources. The greenhouse gas taken into account is CO₂. The indicators are calculated without taking into account subsidiaries and affiliates.



3 / (E) indicators for 2023

GRI 302-1 GRI 302-4

3.2 / Energy consumption and energy efficiency

Consumption of energy resources for own needs and construction

Energy resource	2021	2022	2023
Gaseous fuel (natural gas), thsd m ³	—	—	162.3
Liquid fuel (diesel fuel, gasoline), thsd l.	25.6	135.1	217.7
Electricity, MW*h	3 397.4	6 802.4	10 705.5
Thermal energy, Gcal	—	479	437.7 ↓ (9%)

38.5

thsd GJ
total electricity
consumption

0.3

thsd GJ
own generation from
renewable energy sources

1%

share of electricity from
own renewable energy
sources in total energy
consumption



3 / (E) indicators for 2023

GRI 201-1

3.3 / Environmental protection

3.7

bn ₹

investments in implementing environmental protection programs

2022: 2.1 bn

GRI 306-2 GRI 306-1 GRI 301-3 GRI 306-3 GRI 306-5

3.4 / Waste

16%

waste

sent for recycling as part of the Green Office strategy

2022: 8

0.7

ktons

total waste generation

2022: 0.3

0.0002%

share of hazardous waste in the total waste generation / share of hazardous waste sent for disposal

16%

share of packaging sent for recycling

GRI 303-3 GRI 303-1 GRI 303-5

3.5 / Water consumption

2.3

thsd m³

total water consumption

2022: 0.2

GRI 304-3

3.6 / Land reclamation

80 ha

area of disturbed land

2022: 85

3.3%

share of reclaimed land

2022: 2.6



3 / (E) indicators for 2023

GRI 304-2

3.7 / Conservation of biodiversity

6

mln ₹

investments in conserving
biodiversity

2022: 3

100

thsd pcs

fish fry released into the
Oka waters

In 2023, employees of Rublyovo-
Arkhangelskoye released more than
100,000 sterlet fry into the Oka water
area near Aleksin in the Tula region

The release of juvenile fish is a
compensatory measure for the
conservation of biodiversity and
restoration of aquatic biological
resources, which is part of the works on
cleaning the Moskva River bottom in the
area of Rublyovo-Arkhangelskoye



4 / (S) indicators for 2023

GRI 2-7

4.1 / Personnel structure

357

employees

average number of employees in R-A
2022: 316

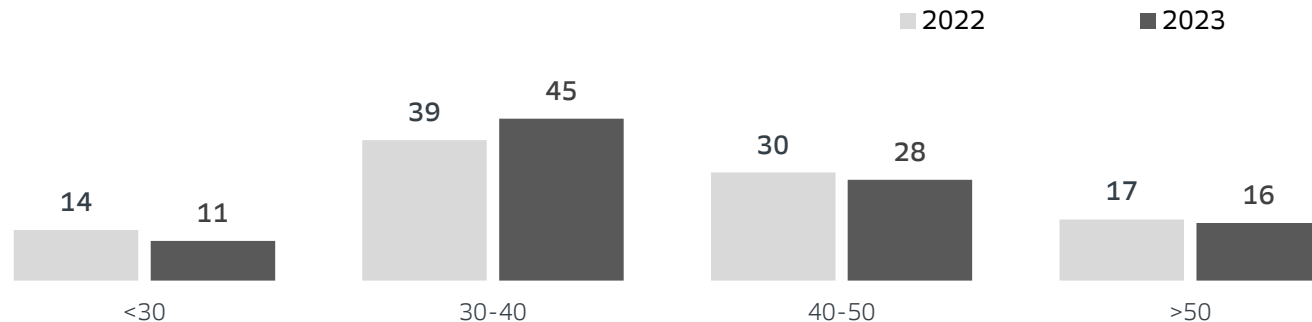
0.8%

employees

with disabilities
2022: 0.9%

GRI 405-1

4.3 / Personnel by age, %



GRI 406-1

4.2 / Personnel by gender

47%

women

from total headcount
2022: 37%

53%

men

from total headcount
2022: 63%



4 / (S) indicators for 2023

GRI 405-1

4.4 / Personnel motivation

190

thsd ₺

median salary
2022: 160

29%

share of personnel covered by
diversity initiatives
2022: 14

GRI 401-1

4.5 / Employee turnover

13.8%

2022: 16.6%



4 / (S) indicators for 2023

GRI 205-2 GRI 404-2 GRI 403-5

4.6 / Personnel training

186

employees

completed training in anti-corruption
2022: 278

59

employees

completed training and skill enhancement programs
2022: 63

156

employees

completed training in labor protection and safety
2022: 89

2

students

completed practical training/internship at the Company
2022: 4

GRI 205-3 GRI 418-1

4.7 / Law, ethics, social projects

0

fines

for labor law infringements
2022: 0

0

cases

of corruption
2022: 0

1.4

bn ₹

investments in implementing social programs for employees
2022: 0.7

GRI 403-7 GRI 403-9

4.8 / Occupational safety

0

accidents

incl. fatalities
2022: 0

0

injuries

lost time injuries (LTIFR) among employees
2022: 0

5 / (G) indicators for 2023

5.1 / Board sessions

28

sessions

of board of directors
in 2023

29

sessions

of board of directors
in 2022

5.2 / Sustainable development

7%

share of issues

on sustainable development
considered at sessions of the
board of directors in 2023

8.8%

share of issues

on sustainable development
considered at sessions of the
board of directors in 2022

5.3 / Female top management

14%

share of women

in top management
2022: 14

GRI 202-2

5.5 / Local managers

100%

2022: 100%

GRI 204-1 GRI 203-1

5.6 / Local suppliers

32%

share of purchases from
local suppliers
2022: 28

GRI 413-1

5.4 / Awards

2 

category (level II)
in ESG Index of Russian
companies
2022: 3 category
(level III)

5.7 / Awareness

100%

employees

familiarized with approved
corporate documents*

GRI 2-23 GRI 3-3

* The Company's strategic documents are available on the corporate website:

- [Anti-corruption policy](#)
- [Company's Charter](#)
- [Company's ESG development policy](#)