



ESG

Annual Report 2025

August 2026

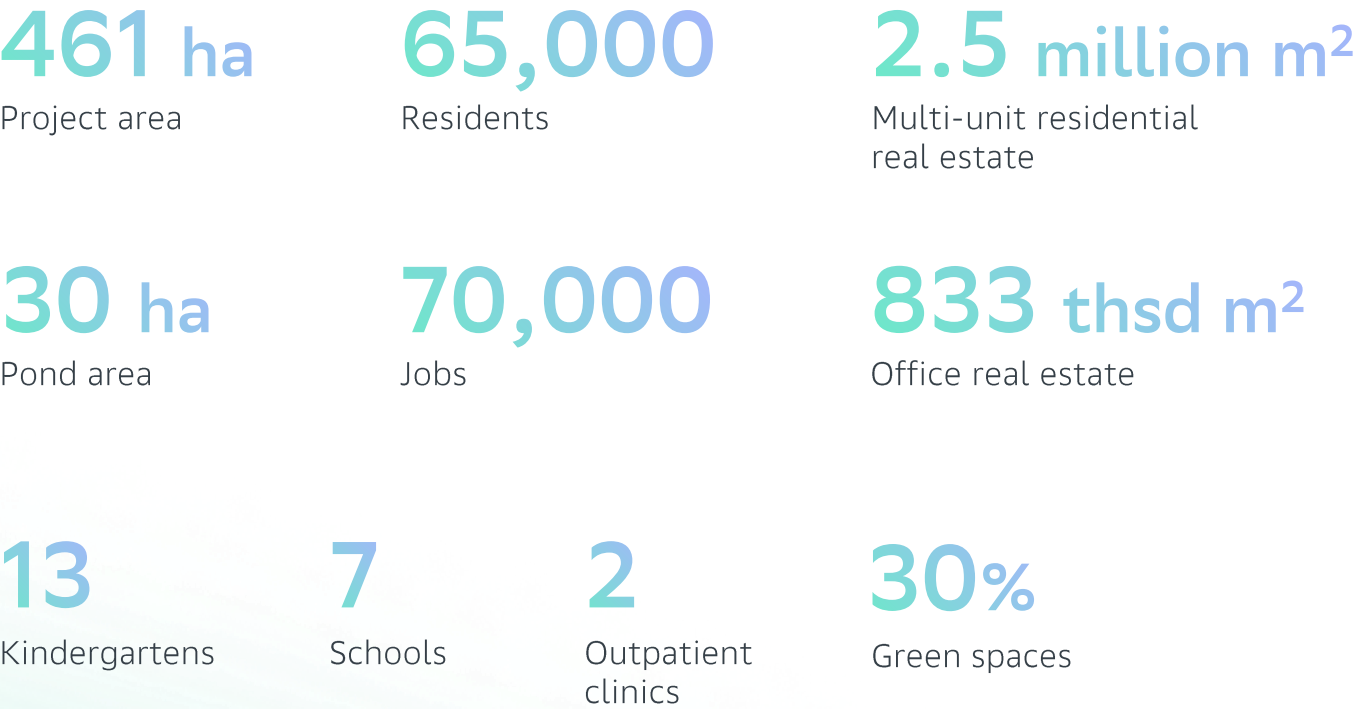
Notes to ESG report	<u>3</u>	4.2. Personnel by gender	<u>15</u>
Informaton about the Project	<u>4</u>	4.3. Personnel by age	<u>15</u>
Key directions of sustainable development	<u>5</u>	4.4. Personnel motivation	<u>16</u>
1. 2025 results overview	<u>6</u>	4.5. Employee turnover	<u>16</u>
2. Contribution to achieving UN SDGs	<u>7-9</u>	4.6. Personnel training	<u>17</u>
3. (E) indicators for 2025	<u>10</u>	4.7. Law, ethics, social projects	<u>17</u>
3.1. Environment	<u>10</u>	4.8. Occupational safety	<u>17</u>
3.2. Energy consumption and energy efficiency	<u>11</u>	5. (G) indicators for 2025	<u>18</u>
3.3. Environmental protection	<u>12</u>	5.1. Board sessions	<u>18</u>
3.4. Waste	<u>12</u>	5.2. Share of issues on sustainable development considered at sessions of the board of directors	<u>18</u>
3.5. Water consumption	<u>12</u>	5.3. Female top management	<u>18</u>
3.6. Land reclamation	<u>12</u>	5.5. Local managers	<u>18</u>
3.7. SberCity climate projects	<u>13</u>	5.6. Local suppliers	<u>18</u>
3.8. Green certification of SberCity office buildings	<u>14</u>	5.7. Awareness	<u>18</u>
4. (S) indicators for 2025	<u>15</u>	5.7. Awards and achievements	<u>19</u>
4.1. Personnel structure	<u>15</u>		

Notes to ESG report

- Report (hereinafter referred to as the Report) of JSC SberCity (hereinafter referred to as the Company) for 2025 contains information on the activities of the Company for the period from January 1 to December 31, 2025.
- 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 2024 is shown for corresponding items.
- This 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 \(2021\)](#)
 - [order of the Government of the Russian Federation dated May 5, 2017 No. 876-r "On approval of the Concept for the Development of Public Non-Financial Reporting and the action plan for the implementation of the Concept for the Development of Public Non-Financial Reporting"](#)
 - [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 — a new district of Moscow



Key directions of sustainable development*

E

1. Minimizing environmental impact
2. Developing practices for managing climate risks and opportunities
3. Improving resource and energy efficiency

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

* Directions approved by the ESG Policy of the Company

1 / 2025 results overview

Environment

4.9¹

ktons CO₂e

direct greenhouse gas emissions
(scope 1)
2024: 1.5

10.4²

ktons CO₂e

indirect energy greenhouse gas emissions
(scope 2)
2024: 6.7

0

incidents

with significant environmental consequences
2024: 0

7.7

bn ₺

investments in implementing environmental protection programs
2024: 6.7

Employment

623

employees

average number of employees in SberCity
2024: 472

43

employees

completed training and skill enhancement programs
2024: 68

4.6

bn ₺

investments in implementing social programs for employees
2024: 3.6

Occupational safety

0

accidents

incl. fatalities
2024: 0

0

injuries

lost time injuries (LTIFR) among employees
2024: 0

Ethics

0

cases

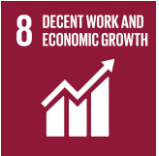
of corruption
2024: 0

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	Goals	Targets	Indicators	2024	2025
GRI 3-3 Ensuring decent and safe working conditions (occupational health and safety, personnel) 1 NO POVERTY 5 GENDER EQUALITY 3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH 4 QUALITY EDUCATION 10 REDUCED INEQUALITIES MED — indicator of key reporting values of the Ministry of Economic Development of the Russian Federation. GRI — indicator of the list of reporting values of the GRI international system. SDGs — UN Sustainable Development Goals.		MED 29 GRI 403-7 GRI 403-9 Reducing occupational injuries	Number of accidents among employees including of fatal accidents among employees	0 0	0 0
		GRI 403-7 Safety monitoring	Share of construction sites that underwent internal inspections in terms of labor protection, industrial and fire safety	100%	100%
		GRI 401-2 GRI 403-6 Ensuring access to quality health care and family planning services	Share of employees covered by the corporate voluntary health insurance program	100%	100%
		MED 28 Attracting and retaining employees	Investments in implementing social programs for employees	3.6 bn ₺	4.6 bn ₺
		GRI 405-1 Development of corporate culture	Number of cases of human rights violations Share of personnel covered by diversity initiatives	0 29%	0 30%
		GRI 406-1 Personnel structure, gender equality	Share of women in the total number of personnel	38%	40%

2 / Contribution to achieving UN SDGs

Directions	Goals	Targets	Indicators	2024	2025
GRI 3-3 Ethics and anti-corruption		MED-43 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 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%
		MED-34 GRI 204-1 MED-8 GRI 203-1 Promoting the development of micro, small and medium-sized enterprises	Share of purchases from local suppliers	34%	35%
GRI 3-3 Promoting the development of regions of presence	   	GRI 306-1 GRI 306-2 MED-17 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	12%	14%
		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	Goals	Targets	Indicators	2024	2025
GRI 3-3 Environmental protection	6 CLEAN WATER AND SANITATION  13 CLIMATE ACTION  7 AFFORDABLE AND CLEAN ENERGY  15 LIFE ON LAND  12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	GRI 304-3MED-22 Rational use of natural resources and minimization of negative impacts, conservation of biodiversity GRI 2-27 Ensuring environmental safety	Area of disturbed land* Share of reclaimed land* Share of renewable energy sources in total energy consumption Number of incidents with significant environmental consequences	140 ha 35% 0.4% 0	99 ha 63% 0.2% 0
GRI 3-3 Strengthening the means of implementation and revitalizing the global partnership for sustainable development	17 PARTNERSHIPS FOR THE GOALS 	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	Participation in SO.ZNANIE international ESG forum	

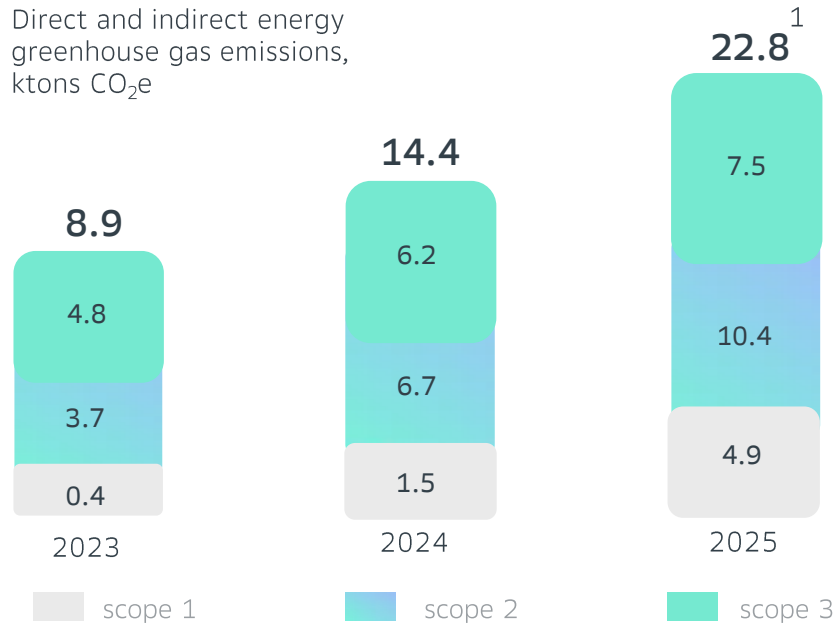
* Data for the last 3 years

3 / (E) indicators for 2025

GRI 305-2 GRI 305-1 GRI 305-3 MED-20 GRI 3-3

3.1 / Environment

Direct and indirect energy greenhouse gas emissions, ktons CO₂e



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 Scope 3, emissions from construction machinery, cleaning equipment and mobile boiler plants was taken into account.

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.

7.5²

ktons CO₂e

indirect energy greenhouse gas emissions
scope 3

10.4³

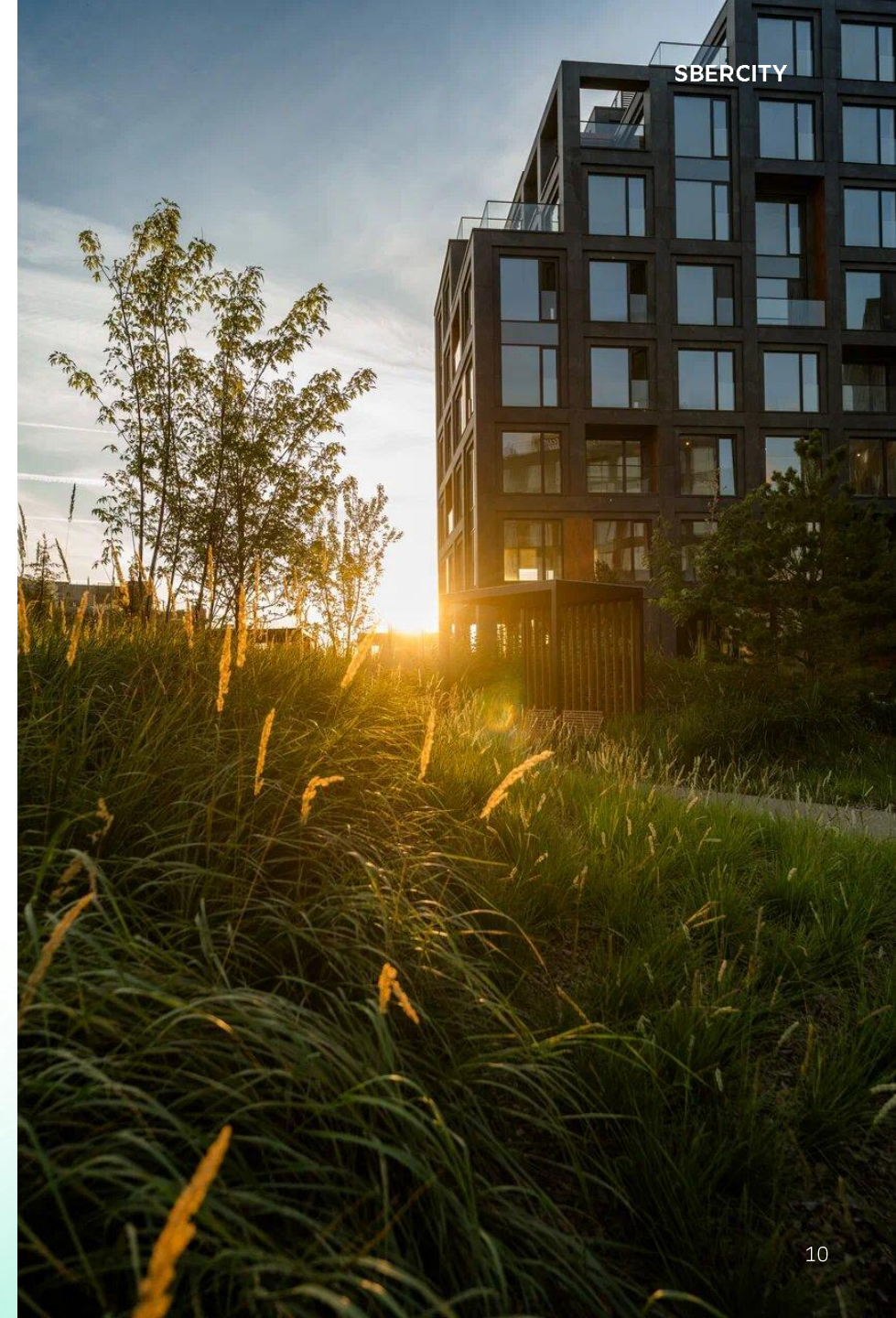
ktons CO₂e

indirect energy greenhouse gas emissions
scope 2

4.9⁴

ktons CO₂e

direct greenhouse gas emissions
scope 1



3 / (E) indicators for 2025

GRI 302-1 GRI 302-4 MED-22

3.2 / Energy consumption and energy efficiency

Consumption of energy resources for own needs and construction*

Energy resource	2023	2024	2025
Gaseous fuel (natural gas), thsd m³	162.3	829.5	2,738.6
Liquid fuel (diesel fuel, gasoline), million l	2.0	2.3	2.9
Electricity, MW*h	10,705.5	19,893	31,041
Thermal energy, Gcal	437.7	347.7	297 ↓ (14%)

111.7

thsd GJ
total electricity
consumption

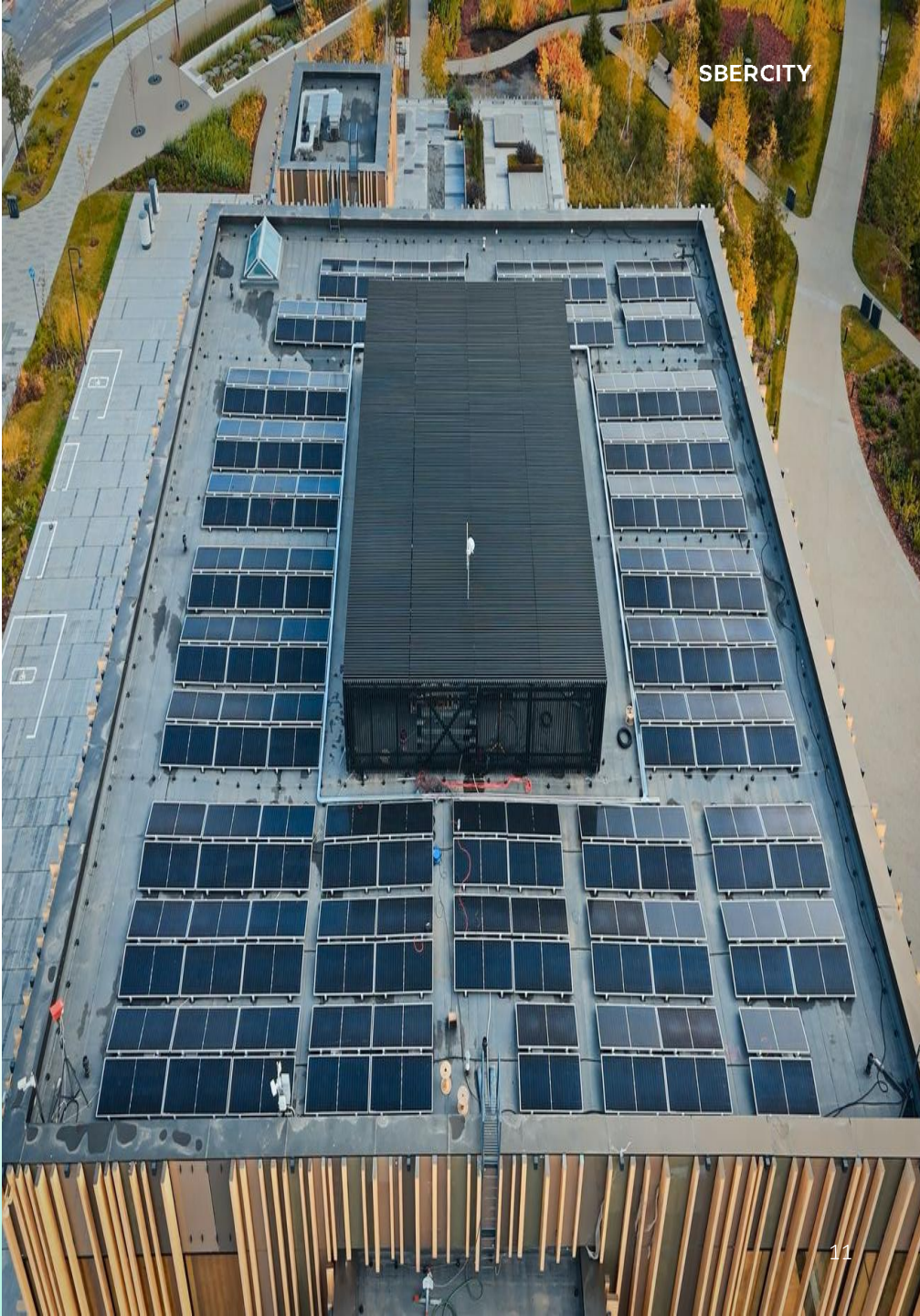
0.3

thsd GJ
own generation from
renewable energy sources

0.2%

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

* Scopes 1, 2, 3



3 / (E) indicators for 2025

GRI 201-1 MED-10 MED-21 GRI 3-3

3.3 / Environmental protection

7.7 bn ₺

investments in implementing environmental protection programs
2024: 6.7

GRI 306-2 GRI 306-1 GRI 301-3 GRI 306-3 MED-17 MED-18 GRI 306-5 GRI 3-3

3.4 / Waste

14%

waste
sent for recycling as part of the Green Office strategy
2024: 12

0.1

ktons
total waste generation
2024: 0.1

0.00001%

share of hazardous waste in the total waste generation / of hazardous waste sent for disposal
2024: 0.0001

14%

share of packaging sent for recycling
2024: 12

GRI 303-3 GRI 303-1 GRI 303-5 MED-13 GRI 3-3

3.5 / Water consumption

17.7 thsd m³

total water consumption
2024: 11.1

GRI 304-3 GRI 3-3

3.6 / Land reclamation

99 ha

area of disturbed land
2024: 140

63%

share of reclaimed land
2024: 35



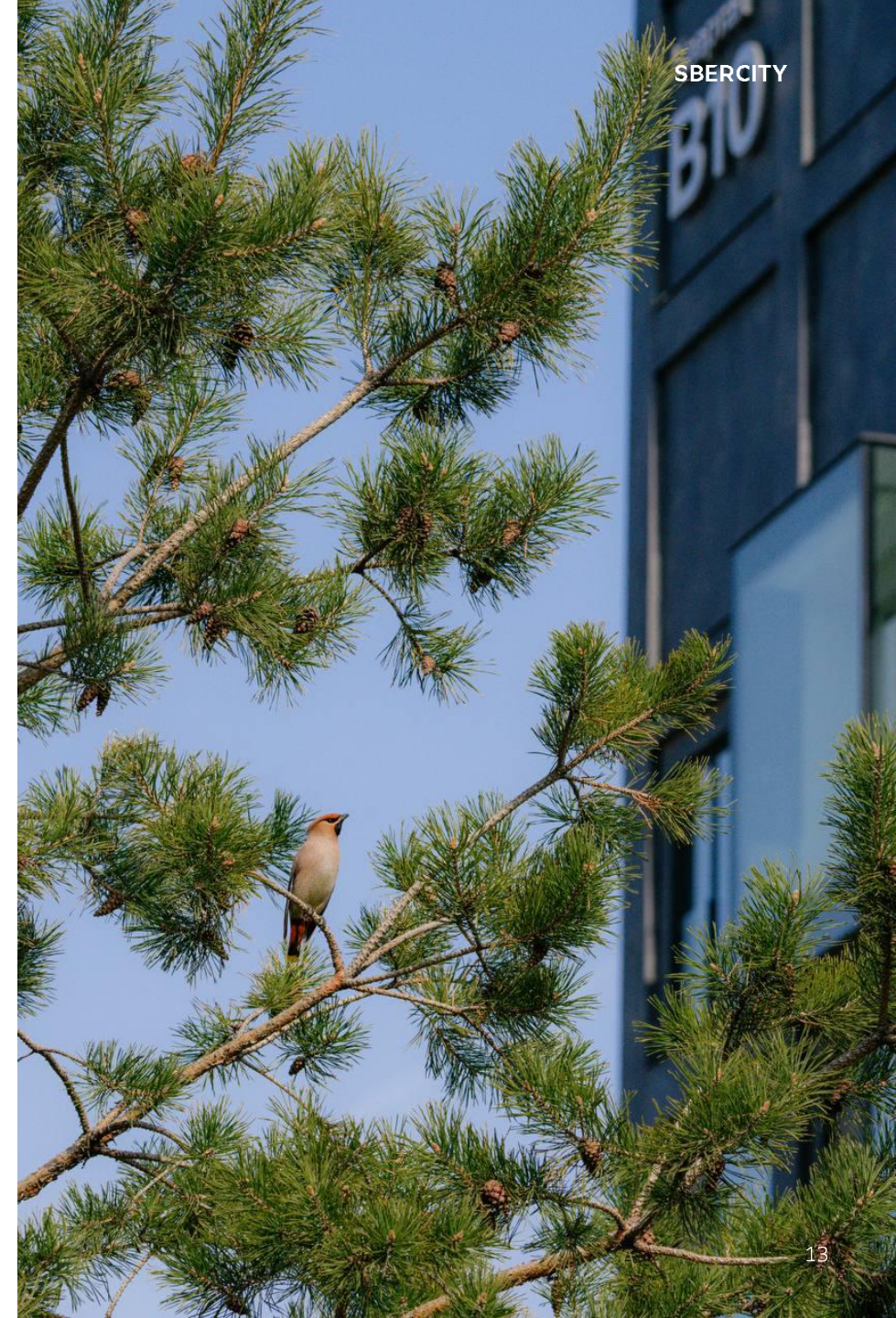
3 / (E) indicators for 2025

SberCity climate projects

SberCity has registered 3 climate projects, which include a range of engineering solutions for energy supply and responsible energy consumption, and was the first in the construction sector to issue 1,997 carbon units equivalent to greenhouse gas emission reduction (CO₂-equivalent).

These are the first climate projects in the construction sector registered in Russia, in the Russian Carbon Units Registry. The projects were validated in 2025 by an accredited body in accordance with the Russian Law.

The total expected greenhouse gas emission reduction from the phased implementation of the climate project package over the period from 2024 to 2040 will amount to over 1.4 million tons of CO₂-equivalent (carbon units).



3 / (E) indicators for 2025

GRI 3-3

Buildings A22 and A23 received Platinum level CLEVER certificates

Buildings of SberCity office blocks A22 and A23 received Platinum certificates from the CLEVER building assessment and certification system.

Certification was conducted across 10 categories: energy efficiency, biodiversity and site, water consumption, materials, waste, pollution, communities, health and comfort, transportation, and management. The buildings received ratings of 80.4% and 80.8%, respectively.



4 / (S) indicators for 2025

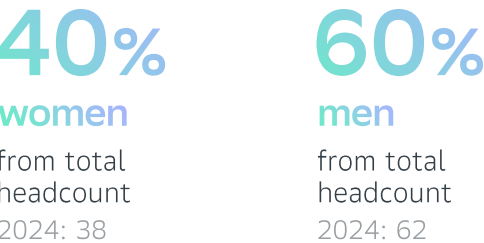
MED-25 GRI 2-7

4.1 / Personnel structure



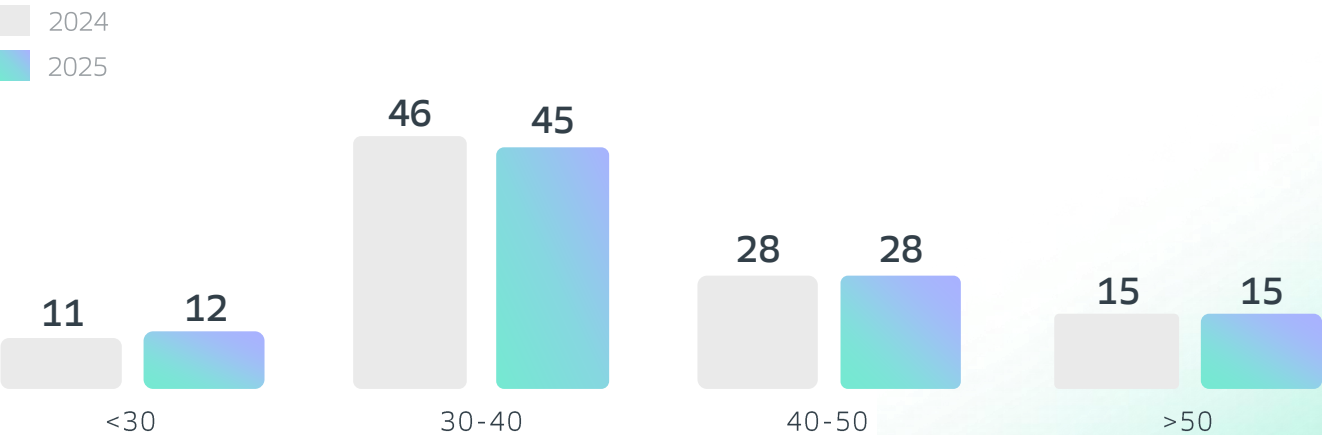
GRI 406-1

4.2 / Personnel by gender



GRI 405-1

4.3 / Personnel by age, %



4 / (S) indicators for 2025

GRI 405-1 MED-26

4.4 / Personnel motivation

30%

share of personnel covered by
diversity initiatives

2024: 29

MED-33 GRI 401-1

4.5 / Employee turnover

23.5%

2024: 15.5



4 / (S) indicators for 2025

GRI 205-2 MED-42 GRI 404-2 GRI 403-5

4.6 / Personnel training

623

employees

completed training in
anti-corruption
2024: 472

43

employees

completed training and skill
enhancement programs
2024: 68

442

employees

completed training in
anti-corruption
2024: 209

4

students

completed practical
training/internship
at the Company
2024: 2

MED-43 GRI 205-3 GRI 418-1 MED-28

4.7 / Law, ethics, social projects

0

finances

for labor law
infringements
2024: 0

0

cases

of corruption
2024: 0

4.6 bn ₺

investments in
implementing social
programs for employees
2024: 3.6

GRI 403-7 GRI 403-9 MED-29

4.8 / Occupational safety

0

accidents

incl. fatalities
2024: 0

0

injuries

lost time injuries (LTIFR)
among employees
2024: 0

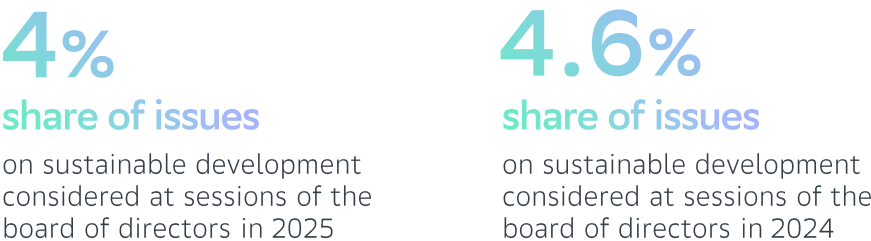
4 / (G) indicators for 2025

MED-36

5.1 / Board sessions



5.2 / Sustainable development



MED-44

5.3 / Female top management



GRI 202-2

5.4 / Local managers



MED-34 GRI 204-1 MED-8 GRI 203-1

5.5 / Local suppliers



5.6 / Awareness



MED-35 GRI 2-23 GRI 3-3

* The Company's strategic documents :
— Anti-corruption policy
— Company's Charter
— Company's ESG development policy

5 / (G) indicators for 2025

MED-39 GRI 413-1 GRI 3-3

5.7 / Awards and achievements

🏆 SberCity included in 2nd category (level II) in ESG Index of Russian companies by NCR and RBC

🏆 SberCity showroom received GOLD award at WOW Awards 2025

🏆 SberCity received an award in the special category "Architecture of the Future" for the most futuristic building design

