

# Annex 1.

## GRI content index

The table below shows how this Report aligns with the GRI Standards, 'Core' option.

Indicator	Definition	Information/Report section	Page
GENERAL STANDARD DISCLOSURES			
102-1	Name of the organization	Chapter 1. About the Company	p. 10
102-2	Activities, brands, products, and services	Chapter 1. About the Company	p. 10-15
102-3	Location of headquarters	15/5 Solnechnaya St., Krasnodar 350072	
102-4	Number of countries where the organization operates	Chapter 1. About the Company	p. 14-15
102-5	Ownership and legal form	Chapter 1. About the Company	p. 10
102-6	Markets served	Chapter 1. About the Company	p. 10-15
102-7	Scale of the organization	Chapter 1. About the Company	p. 10-15
102-8	Information on employees and other workers	Chapter 5. Our employees	p. 68
102-9	Supply chain	Chapter 4. Sustainable sourcing	p. 48-51
102-10	Significant changes to the organization and its supply chain	There were no significant changes in the reporting period.	
102-11	Precautionary Principle or approach	In 2020, the Company did not apply the Precautionary Principle for identifying, controlling or managing risks.	
102-12	A list of externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	Annex 4. Participation in associations and initiatives	p. 107
102-13	A list of the main memberships of industry or other associations, and national or international advocacy organizations	Annex 4. Participation in associations and initiatives	p. 107
102-14	Statement from senior decision-maker	President and CEO's Statement	p. 7
102-15	Key impacts, risks, and opportunities	Chapter 1. About the Company	p. 20-21
102-16	Values, principles, standards, and norms of behavior	Chapter 1. About the Company	p. 26
102-17	Mechanisms for advice and concerns about ethics	Chapter 1. About the Company	p. 26
102-18	Governance structure	Chapter 1. About the Company	p. 28
102-40	List of stakeholder groups	Chapter 1. About the Company	p. 24-25

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102-41	Percentage of total employees covered by collective bargaining agreements	The Company has no collective bargaining agreement.	
102-42	The basis for identifying and selecting stakeholders with whom to engage	Chapter 1. About the Company	p. 24-25
102-43	The organization's approach to stakeholder engagement, including frequency of engagement by type and stakeholder group	Chapter 1. About the Company	p. 24-25
102-44	Key topics and concerns that have been raised through stakeholder engagement	Chapter 1. About the Company	p. 24-25
102-45	Entities included in the consolidated financial statements	Annex 2. List of Group companies	p. 105
102-46	Defining report content and topic boundaries	Chapter 7. About this Report	p. 94-95
102-47	A list of the material topics identified in the process of defining report content	Chapter 7. About this Report	p. 96-97
102-48	The effect of any restatements of information given in previous reports, and the reasons for such restatements	There were no restatements of information in the reporting period.	
102-49	Significant changes from previous reporting periods in the list of material topics and topic boundaries	Chapter 7. About this Report	p. 96-97
102-50	Reporting period	Calendar year 2020	
102-51	Date of most recent report	23 June 2020	
102-52	Reporting cycle	Annual	
102-53	Contact point for questions regarding the report or its contents	Contact information	
102-54	Claims of reporting in accordance with the GRI standards	Chapter 7. About this Report	p. 94
102-55	GRI content index	Annex 1. GRI content index	p. 98-104
102-56	External assurance	No external assurance for the Report was sought in the reporting period.	

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Indicator	Definition	Information/Report section	Page
Management approach			
103-1	Explanation of the material topic and its boundary	Chapter 1. About the Company Chapter 3. Environment Chapter 4. Sustainable sourcing Chapter 5. Our employees Chapter 6. Communities, health and wellness	p. 10-29 p. 36-90
103-2	The management approach and its components	Chapter 1. About the Company Chapter 3. Environment Chapter 4. Sustainable sourcing Chapter 5. Our employees Chapter 6. Communities, health and wellness	p. 10-29 p. 36-90
103-3	Evaluation of the management approach	Chapter 1. About the Company Chapter 3. Environment Chapter 4. Sustainable sourcing Chapter 5. Our employees Chapter 6. Communities, health and wellness	p. 10-29 p. 36-90
MATERIAL TOPICS			
Economic category			
Economic performance			
201-1	Direct economic value generated and distributed	Chapter 1. About the Company	p. 16
Procurement practices			
204-1	Proportion of spending on local suppliers	Chapter 4. Sustainable sourcing	p. 51
Anti-corruption			
205-1	Total number and percentage of operations assessed for risks related to corruption and significant risks related to corruption identified through the risk assessment	Chapter 1. About the Company	p. 26
205-2	Communication and training about anti-corruption policies and procedures	Chapter 1. About the Company	p. 26
205-3	Confirmed incidents of corruption and actions taken	Chapter 1. About the Company	p. 26

Indicator	Definition	Information/Report section	Page
Environmental category			
Materials			
301-2	Materials used by weight or volume	Chapter 3. Environment	p. 41
Energy			
302-1	Energy consumption within the organization	Chapter 3. Environment Chapter 4. Sustainable sourcing	p. 42 Data for 2018 and 2019 differ from the data in the 2019 Sustainability Report due to improved data collection
302-3	Energy intensity	Chapter 3. Environment	p. 42
302-4	Reduction of energy consumption	Chapter 3. Environment	p. 44-45
302-5	Reductions in energy requirements of products and services	Chapter 3. Environment	p. 44-45
Water			
303-1	Interactions with water as a shared resource	Chapter 3. Environment	p. 43
303-5	Water consumption	Chapter 3. Environment Chapter 4. Sustainable sourcing	p. 43 Data for 2018 and 2019 differ from the data in the 2019 Sustainability Report due to improved data collection
Emissions <sup>1</sup>			
305-1	Direct GHG emissions	Chapter 3. Environment	p. 38
305-2	Energy indirect GHG emissions	Chapter 3. Environment	p. 38
305-4	GHG emissions intensity	Chapter 3. Environment	p. 38-39
305-5	Reduction of GHG emissions	Chapter 3. Environment	p. 38-39
305-6	Emissions of ozone-depleting substances (ODS)	Chapter 3. Environment	p. 39
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Chapter 3. Environment	p. 39

<sup>1</sup> Data for 2018 and 2019 differ from the data in the 2019 Sustainability Report due to a change in the calculation method

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Indicator	Definition	Information/Report section	Page
Effluents and waste			
306-1	Waste generation and significant waste-related impacts	Chapter 3. Environment	p. 40-41
306-2	Management of significant waste-related impacts	Chapter 3. Environment	p. 40-41
306-3	Waste generated	Chapter 3. Environment	p. 40-41
Environmental compliance			
307-1	Non-compliance with environmental laws and regulations	172 fines or non-monetary sanctions for non-compliance with environmental laws and/or regulations were imposed in the reporting period in the amount of mln RUB 11,9.	
Supplier environmental assessment			
308-1	New suppliers that were screened using environmental criteria	In the reporting period, the Company did not conduct supplier screening using environmental criteria.	
Social category			
Employment			
401-1	Total number and rate of new employee hires and employee turnover by age group, gender and region	Chapter 5. Our employees	p. 79
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chapter 5. Our employees	p. 79
401-3	Parental leave	Chapter 5. Our employees	p. 72
Labor/management relations			
402-1	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	The Company has no collective agreement. The notice period is not specified.	

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Occupational health and safety			
403-1	Occupational health and safety management system	Chapter 5. Our employees	p. 74-76
403-2	Hazard identification, risk assessment, and incident investigation	Chapter 5. Our employees	p. 74-76
403-3	Occupational health services	Chapter 5. Our employees	p. 74-76
403-4	Worker participation, consultation, and communication on occupational health and safety	Chapter 5. Our employees	p. 74-76
403-5	Worker training on occupational health and safety	Chapter 5. Our employees	p. 74-76
403-6	Promotion of worker health	Chapter 5. Our employees	p. 74-76
403-9	Work-related injuries	Chapter 5. Our employees	p. 74-76
Training and education			
404-1	Average hours of training per year per employee by gender and employee category	Chapter 5. Our employees	p. 77
404-2	Programs for upgrading employee skills and transition assistance programs provided to facilitate continued employability and the management of career endings	Chapter 5. Our employees	p. 77-79
404-3	Percentage of employees receiving regular performance and career development reviews	Chapter 5. Our employees	p. 79
Diversity and equal opportunity			
405-1	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group and other indicators of diversity	Chapter 5. Our employees	p. 70
405-2	Ratio of basic salary and remuneration of women to men for each employee category by significant location of operation	Chapter 5. Our employees	p. 73
Non-discrimination			
406-1	Incidents of discrimination and corrective actions taken	Chapter 5. Our employees	p. 71

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Freedom of association and collective bargaining			
407-1	Operations and suppliers in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk	Neither the Company nor its current suppliers committed any violations of the right to exercise freedom of association and collective bargaining.	
Child labor			
408-1	Operations and suppliers at significant risk for incidents of child labor	Neither the Company nor its current suppliers had any incidents of child labor.	
Forced or compulsory labor			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Neither the Company nor its current suppliers had any incidents of forced or compulsory labor.	
Human rights assessment			
412-1	Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments	Company operations were not subject to human rights reviews in the reporting period.	
412-2	Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	No training in human rights policies or procedures was conducted in the reporting period.	
Communities			
413-1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	Chapter 6. Communities, health and wellness	p. 82-87
Supplier social assessment			
414-1	Percentage of new suppliers that were screened using social criteria	In the reporting period, the Company did not conduct supplier screening using social criteria.	
Customer health and safety			
416-1	Percentage of significant product or service categories for which health and safety impacts are assessed for improvement	Chapter 4. Sustainable sourcing	p. 55-57

Indicator	Definition	Information/Report section	Page
Marking and labeling			
417-1	Types of information required by the organization's procedures for product and service information and labeling and the percentage of significant product or service categories covered by and assessed for compliance with such procedures	Chapter 4. Sustainable sourcing	p. 55-57
Customer privacy			
418-1	Total number of substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints concerning breaches of customer privacy or losses of customer data were recorded in the reporting period.	
Socioeconomic compliance			
419-1	Non-compliance with laws and regulations in the social and economic area	No significant fines or non-monetary sanctions for non-compliance with laws and regulations in the social and economic area were imposed in the reporting period.	
Sector disclosures			
FP4	Nature, scope and effectiveness of any programs and practices that promote access to healthy lifestyles; the prevention of chronic disease; access to healthy, nutritious and affordable food; and improved welfare for communities in need	Chapter 6. Communities, health and wellness	p. 90