

GRI CONTENT INDEX

GRI Disclosure	Page/note
GRI 102: General Disclosures 2016	
Organizational profile	
102-1 Name of the organization	1
102-2 Activities, brands, products and services	14
102-3 Location of headquarters	144
102-4 Location of operations	Russia, Belarus, Armenia
102-5 Ownership and legal form	1
102-6 Markets served	14
102-7 Scale of the organization	12
102-8 Information on employees and other workers	84
102-9 Supply chain	44
102-10 Significant changes to the organization and its supply chain	None
102-11 Precautionary Principle or approach	51
102-12 External initiatives, charters and principles supported by the organization	41
102-13 Membership of associations	138
Strategy	
102-14 Statement from senior decision-maker	4-7
102-15 Key impacts, risks and opportunities	22
Ethics and integrity	
102-16 Values, principles, standards, and norms of behavior	45
102-17 Mechanisms for advice and concerns about ethics	48
Governance	
102-18 Governance structure	Annual report
102-20 Executive-level responsibility for economic, environmental and social topics	40
102-22 Composition of the highest governance body and its committees	Annual report
102-23 Chair of the highest governance body	4
102-29 Identifying and managing economic, environmental and social impacts	45
102-32 Highest governance body's role in sustainability reporting	Pending approval
Stakeholder engagement	
102-40 List of stakeholder groups	3
102-41 Collective bargaining agreements	n/a
102-42 Identifying and selecting stakeholders	3
102-43 Approach to stakeholder engagement	54
102-44 Key topics and concerns raised	3
Reporting practice	
102-45 Entities included in the consolidated financial statements	
102-46 Defining report content and topic Boundaries	1
102-47 List of material topics	3
102-48 Restatements of information	None
102-49 Changes in the list of material topics and topic Boundaries	3
102-50 Reporting period	31.12.2018–31.12.2019
102-51 Date of most recent report	May 2019
102-52 Reporting cycle	Annual
102-53 Contact point for questions regarding the report	144
102-54 Disclosure level	This Report has been prepared in accordance with the GRI Standards: Core Option
102-55 GRI content index	135
102-56 External assurance	by RSPB
GRI 201: Economic Performance 2016	
GRI 103: Management Approach 2016	

GRI Disclosure	Page/note
103-1 Explanation of the material topic and its Boundary	4
103-2 The management approach and its components	6
103-3 Evaluation of the management approach	8
201-1 Direct economic value generated and distributed	12
GRI 202: Market Presence 2016	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	14, 20
GRI 203: Indirect Economic Impacts 2016	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	12
103-2 The management approach and its components	54
203-1 Infrastructure investments and services supported	20
GRI 205: Anti-corruption 2016	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	45
103-2 The management approach and its components	45
205-1 Operations assessed for risks related to corruption	50
205-2 Communication and training about anti-corruption policies and procedures	45
GRI 302: Energy 2016	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	124
103-2 The management approach and its components	124
302-4 Reduction of energy consumption	129
GRI 305: Emissions 2016	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	131
103-2 The management approach and its components	56
305-1 Direct GHG emissions	131
GRI 306: Effluents and Waste 2016	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	128
103-2 The management approach and its components	126
306-2 Waste by type and disposal method	128

GRI Disclosure	Page/note
GRI 401: Employment 2016	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	86
103-2 The management approach and its components	84
401-1 New employee hires and employee turnover in 2018 by age, gender and region	86
GRI 403: Occupational Health and Safety 2016	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	102
103-2 The management approach and its components	102
GRI 404: Training and Education 2016	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	97
103-2 The management approach and its components	98
404-2 Programs for upgrading employee skills and transition assistance programs	98
GRI 405: Diversity and Equal Opportunity 2016	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	91
103-2 The management approach and its components	92
405-1 Composition of governance bodies and major employee categories by gender, age group, minority group membership and other indicators of diversity	93
GRI 413: Local Communities 2016	
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	104
103-2 The management approach and its components	105
413-1 Operations with local community engagement, impact assessments, and development programs	106