

APPENDIX 2. GRI COMPLIANCE INDEX

GRI 1

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GRI 1: Foundations (2021)			
GRI 2: General Disclosures (2021)			
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2-2	Entities Covered in the Sustainability Report	Background	12
2-3	Reporting Period, Frequency, and Contact Information	Appendix 1. About the Report	102
2-4	Restatements of Previously Disclosed Information	Appendix 1. About the Report	102
2-5	External Assurance	Внешнее заверение Отчета не проводилось.	
2-6	Overview of Activities, Value Chain, and Key Business Relationships	Mission and Vision of a Position in Industry Assessment of the Company Development Prospects (SWOT Analysis) Strategic Goals and Objectives Condition of Telecommunication Industry Operating Activities of the Company	20 24 25 31 34
2-7	Employees	Staff Composition	81
2-8	Non-Employee Workers	The company does not engage non-employee workers	
2-9	Governance Structure and Composition	Governing Bodies General Meeting of Shareholders Board of Directors Management Board	52 53 54 63
2-10	Nomination and selection of the Highest Governance Body	Board of Directors	54
2-11	Chairperson of the Highest Governance Body	Board of Directors	54
2-12	Role of the Highest Governance Body in Overseeing Impact Management	Board of Directors Current ESG Profile of the Company	54 44
2-13	Delegation of Responsibility for Impact Management	Current ESG Profile of the Company	44
2-14	Role of the Highest Governance Body in Sustainability Reporting	Current ESG Profile of the Company Strategic Sustainable Development Priorities of the Company	44 46
2-15	Conflicts of Interest	Management of Conflict of Interest	69
2-16	Informing Senior Management of Key Issues	Current ESG Profile of the Company	44
2-17	Collective Knowledge of the Highest Governance Body	Board of Directors	54
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2-19	Remuneration policies	Board of Directors	54
2-20	Process to Determine Remuneration	Board of Directors	54
2-21	Annual total compensation ratio	Board of Directors	54





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		Address of the Chairman of the Management Board	8
2-23	Policy commitments	Strategic Sustainable Development Priorities of the Company	46
2-24	Embedding policy commitments	Current ESG Profile of the Company	44
		Strategic Sustainable Development Priorities of the Company	46
2-25	Processes to remediate negative impacts	Current ESG Profile of the Company	44
		Strategic Sustainable Development Priorities of the Company	46
2-26	Mechanisms for seeking advice and raising concerns	Compliance Control	67
		Communication with Stakeholders	96
2-27	Compliance with laws and regulations	Compliance with Legislative Requirements	
2-28	Membership in associations	The Company is not a member of industry associations.	
2-29	Approach to stakeholder engagement	Communication with Stakeholders	96
		Disclosure of Information	96
2-30	Collective bargaining agreements	All employees of the Company are covered by employment contracts.	
GRI 3: Material Topics (2021)			
3-1	Process to determine material topics	Appendix 1. About the Report	102
3-2	List of material topics	Appendix 1. About the Report	102
GRI 201: Economic Performance (2016)			
3-3	Management of material topics	Operating Activities of the Company	34
		Financial Performance	39
201-1	Direct Economic Value Generated and Distributed	Operating Activities of the Company	34
		Financial Performance	39
201-2	Financial implications and other risks and opportunities due to climate change	The impact of climate change on the Company has not been assessed.	
201-3	Defined benefit plan obligations and other retirement plans	All employees of the Company are participants in the accumulative pension system in accordance with the requirements of the legislation.	
201-4	Financial assistance received from government	Financial Performance	39
GRI 202: Market Presence (2016)			
3-3	Management of material topics	Labour Remuneration, Personnel Assessment and Motivation	82
		Board of Directors	54
		Management Board	63
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Labour Remuneration, Personnel Assessment and Motivation	82
202-2	Proportion of senior management hired from the local community	Board of Directors	54
		Management Board	63
GRI 203: Indirect Economic Impacts (2016)			
3-3	Management of material topics	Operating Activities of the Company	34
		Social Responsibility and Charity	99
203-1	Infrastructure investments and services supported	Operating Activities of the Company	34
203-2	Significant indirect economic impacts	Operating Activities of the Company	34
		Social Responsibility and Charity	99

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GRI 205: Anti-Corruption (2016)			
3-3	Management of material topics	Anti-Corruption	68
205-1	Operations assessed for risks related to corruption	Anti-Corruption	68
205-2	Communication and training about anti-corruption policies and procedures	Anti-Corruption	68
205-3	Confirmed incidents of corruption and actions taken	Anti-Corruption	68
GRI 207: Taxes (2016)			
3-3	Management of material topics	Taxation	41
207-1	Approach to tax	Taxation	41
207-2	Tax governance, control and risk management	Taxation	41
207-3	Stakeholder engagement and management concerns related to tax	Taxation	41
GRI 301: Materials (2016)			
3-3	Management of material topics	Resource Consumption	91
301-1	Materials used by weight or volume	Resource Consumption	91
301-2	Recycled input materials used	The use of recycled materials is not recorded.	
301-3	Reclaimed products and their packaging materials	This is not applied to the Company's activities.	
GRI 302: Energy (2016)			
3-3	Management of material topics	Resource Consumption	91
302-1	Energy consumption within the organization	Resource Consumption	91
302-2	Energy consumption outside of the organization	Assessment was not carried out.	
302-3	Energy intensity	Assessment was not carried out.	
302-4	Reduction of energy consumption	Resource Consumption	91
302-5	Reductions in energy requirements of products and services	Assessment was not carried out.	
GRI 303: Water and Effluents (2018)			
3-3	Management of material topics	Water Consumption	90
303-1	Interactions with water as a shared resource	Water Consumption	90
303-2	Management of water-discharge related impacts	The Company's activities do not involve the discharge of water.	
303-3	Water withdrawal	The Company does not take water from natural sources.	
303-4	Water discharge	The Company's activities do not involve the discharge of water.	
303-5	Water consumption	Water Consumption	90





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GRI 304: Biodiversity (2016)				
3-3	Management of material topics	The Company's activities do not have a significant impact on biodiversity.		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas			
304-2	Significant impacts of activities, products and services on biodiversity			
GRI 305: Emissions (2016)				
3-3	Management of material topics	Emissions of pollutants into the atmosphere	91	
305-1	Direct (Scope 1) GHG emissions	Greenhouse gas emissions have not been assessed.		
305-2	Indirect (Scope 2) GHG emissions			
305-3	Other indirect (Scope 3) GHG emissions			
305-4	GHG emissions intensity			
305-5	Reduction of GHG emissions			
305-6	Emissions of ozone-depleting substances (ODS)		Emissions of pollutants into the atmosphere	91
305-7	Nitrogen oxides (NOx), sul-phur oxides (SOx), and other significant air emissions		Emissions of pollutants into the atmosphere	91
GRI 306: Отходы (2020)				
3-3	Management of material topics	Waste Management	93	
306-1	Waste generation and significant waste-related impacts	Waste Management	93	
306-2	Management of significant waste related impacts	Waste Management	93	
306-3	Waste generated	Waste Management	93	
306-4	Waste diverted from disposal	Waste Management	93	
GRI 307: Environmental Compliance (2016)				
3-3	Management of material topics	Environmental Protection Policy	90	
307-1	Non-compliance with environmental laws and regulations	Environmental Protection Policy	90	
GRI 308: Supplier Environmental Assessment (2016)				
3-3	Management of material topics	The Company does not make environmental assessments of suppliers and contractors.		
308-1	New suppliers that were screened using environmental criteria			
308-2	Negative environmental impacts in the supply chain and actions taken			
GRI 401: Employment (2016)				
3-3	Management of material topics	Personnel Policy and Practice of Labour Relations	80	
		Personnel Structure	81	
		Social Protection of Employees	83	
401-1	New employee hires and employee turnover	Personnel Policy and Practice of Labour Relations	80	
		Personnel Structure	81	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social Protection of Employees	83	
401-3	Parental leave	Social Protection of Employees	83	

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GRI 402: Labour/Management Relations (2016)			
3-3	Management of material topics	Personnel Policy and Practice of Labour Relations	80
402-1	Minimum notice periods regarding operational changes	Personnel Policy and Practice of Labour Relations	80
GRI 403: Occupational Health and Safety (2018)			
3-3	Management of material topics	Occupational Safety and Health	86
403-1	Occupational health and safety management system	Occupational Safety and Health	86
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Safety and Health	86
403-3	Occupational health services	Occupational Safety and Health	86
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Safety and Health	86
403-5	Worker training on occupational health and safety	Occupational Safety and Health	86
403-6	Promotion of worker health	Occupational Safety and Health	86
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Safety and Health	86
403-8	Workers covered by an occupational health and safety management system	Occupational Safety and Health	86
403-9	Work-related injuries	Occupational Safety and Health	86
403-10	Work-related injuries	Occupational Safety and Health	86
GRI 404: Training and Education 2016			
3-3	Management of material topics	Personnel Development	84
404-1	Average hours of training per year per employee	Personnel Development	84
404-2	Programs for upgrading employee skills and transition assistance programs	Personnel Development	84
GRI 405: Diversity and Equal Opportunities (2016)			
3-3	Management of material topics	Board of Directors	54
		Management Board	63
		Labour Remuneration, Personnel Assessment and Motivation	82
405-1	Diversity of governance bodies and employees	Board of Directors	54
		Management Board	63
405-2	Ratio of remuneration between women and men	Labour Remuneration, Personnel Assessment and Motivation	82
GRI 406: Non-discrimination (2016)			
3-3	Management of material topics	Personnel Policy and Practice of Labour Relations	80
406-1	Incidents of discrimination and corrective actions taken	Personnel Policy and Practice of Labour Relations	80
GRI 407: Freedom of Association and Collective Bargaining (2016)			
3-3	Management of material topics	Suppliers are not assessed for their level of risk	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	of child labour.	





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GRI 408: Child Labour (2016)			
3-3	Management of material topics	Suppliers are not assessed for their level of risk of child labour.	
408-1	Operations and suppliers at significant risk for incidents of child labour		
GRI 409: Принудительный труд (2016)			
3-3	Management of material topics	Suppliers are not assessed for their level of risk of of forced or compulsory labour.	
409-1	Operations and suppliers with significant risk of cases of forced or compulsory labour		
GRI 410: Security Practices (2016)			
3-3	Management of material topics	The personnel did not receive human rights training.	
410-1	Security personnel trained in human rights policies or procedures		
GRI 411: Rights of Indigenous Peoples (2016)			
3-3	Management of material topics	During the reporting period, no cases of violation of the rights of the local population were registered.	
411-1	Incidents of violations involving rights of indigenous peoples		
GRI 413: Local Communities (2016)			
3-3	Management of material topics	Operating Activities of the Company	34
413-1	Operations with local community engagement, impact assessments, and development programs	Operating Activities of the Company	34
413-2	Operations with significant actual and potential negative impacts on local communities	During the reporting period, no cases of negative impact on local communities were recorded.	
GRI 414: Supplier Social Assessment (2016)			
3-3	Management of material topics	Suppliers are not assessed based on social criteria.	
308-1	New suppliers that were screened using environmental criteria		
308-2	Negative environmental impacts in the supply chain and actions taken		
GRI 415: Public Policy (2016)			
3-3	Management of material topics	Operating Activities of the Company	34
		Procurements	41
415-1	Political contributions	Operating Activities of the Company	34
		Procurements	41

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GRI 416: Customer Health and Safety (2016)			
3-3	Management of material topics	Assessment was not carried out.	
416-1	Assessment of the health and safety impacts of product and service categories		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	During the reporting period, no cases of negative impact on local communities were recorded.	
GRI 417: Marketing and Labelling (2016)			
3-3	Management of material topics	There are no regulatory requirements for product labelling.	
417-1	Requirements for product and service information and labelling		
417-2	Incidents of non-compliance concerning product and service information and labelling		
417-3	Incidents of non-compliance concerning marketing communications		
GRI 418: Customer Privacy (2016)			
3-3	Management of material topics	Information Security and Protection of Confidential Data of Clients	97
		Client Fraud Protection	98
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security and Protection of Confidential Data of Clients	97
		Client Fraud Protection	98

