



DEPARTMENT OF INVESTMENT AND
INDUSTRIAL POLICY OF
THE CITY OF MOSCOW



TECHNOPOLIS
MOSCOW
SPECIAL ECONOMIC ZONE



Association of Clusters,
Technology Parks
and SEZ of Russia

SUSTAINABLE DEVELOPMENT REPORT

TECHNOPOLIS MOSCOW SEZ JSC

2023





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"The city actively supports implementation of the sustainable development principles in urban life, including industry. For example, the key industrial site of our megacity, i.e. Technopolis Moscow SEZ has become one of the first special economic zones in Russia to develop a long-term development strategy based on the principles of environmental and social well-being.

Special attention is paid to creating conditions for attracting high-tech Green industries. Today, ecotech, electric vehicle manufacturing, and digital sector companies are successfully operating here, with their solutions aimed at improving environment and enhancing urban life quality. In 2023, the Moscow SEZ was awarded ESG Grand Prix in the nomination "Project aimed at achieving Sustainable Development Goals".

Vladislav A. Ovchinsky – Minister of the Moscow Government, Head of the Department of Investment and Industrial Policy of the City of Moscow



“Innovations that are being created in Technopolis Moscow SEZ not only open new opportunities for business and improve quality of life for the city residents, but help minimize adverse impacts on the environment. This is due to the high-tech nature of the industries that are located here and the introduction of “green” technologies..

Aiming at strengthening social and corporate well-being, the Moscow SEZ takes an active part in charity and volunteer actions, involving teams of the local enterprises. Technopolis Moscow SEZ's partnership for sustainable development with residents is a project aimed at improving both the megacity's special economic zone and Moscow's high-tech sector."

Gennady V. Degtev – General Director, Technopolis Moscow SEZ





Technopolis Moscow SEZ provides best conditions for the high-tech sector development - not only through tax benefits, but through modern infrastructure, transport accessibility, adaptation to the process and economic needs of the residents, high extent of industrial safety and emergency response, preferential land lease with a possible land buyout for **1%** from the cadastral value, free customs zone and other measures. There is no surprise that the number of residents, developments, and production facilities at the Technopolis Moscow SEZ sites, as well as the volume of investment is growing: local conditions contribute to improving both production and economic efficiency of the residents.



Technopolis Moscow SEZ Priorities

- Creating a cost-effective production ecosystem that drives development of the new industry
- Attracting investment into Moscow economy
- Creating a favorable environment for residents and employees
- Shaping high-tech production cluster with a high degree of specialization
- Increasing SEZ territory recognition



275 ha
Total SEZ Area



165 Bln Rub.
Cumulative Investment Volume



105
Residents



4 Ths.
Jobs Created in 2023



17,4 Ths.
Jobs Total



Mission

We combine efforts of the representatives of business, scientific and educational community, state, and international partners in the interests of developing new high-tech sectors of domestic economy.



Vision

Technopolis Moscow SEZ Management Company acts as a driving force for developing innovative and high-tech industries and strives to create a sustainable ecosystem by reducing adverse impacts on the environment and human development.



Principles

- **Caring for employees**
Improving the well-being and skills of staff, ensuring safe working conditions and caring for health of the employees
- **Innovation support**
Creating infrastructure for development of innovation activities among residents
- **Developing the region of presence**
Contribution to the socio-economic development of the region of presence, assistance to local communities
- **Environmental responsibility and contribution to combating climate change**
Protecting environment, improving the environmental management system, ensuring responsible use of resources, contributing to climate change combat



Technopolis Moscow SEZ Management Company develops sustainable development agenda. 12 ESG areas were selected for the ESG transformation. Consistent work will allow us to gradually move towards a more sustainable business model for the Technopolis Moscow SEZ Management Company and residents.



E

Environmental

- Greenhouse Gases and Climate Impacts
- Energy Efficiency
- Waste Management
- Use of Water Resources
- Conservation of Biodiversity

S

Social

- Labor Protection
- Professional Training and Staff Development
- Social Package and Comfortable Working Conditions

G

Governance

- Interaction with Residents on Sustainable Development
- Corporate Governance and Business Ethics
- Digital Transformation
- Risk Management

KEY EVENTS AND INDICATORS



In 2023, Technopolis Moscow SEZ became an experimental site for development of the carbon neutrality issues, and the Management Company calculated direct and indirect greenhouse gas emissions from the company and residents. An ESG audit was conducted in 2024 on the Pechatniki, Alabushevo and Rudnevo sites, and strategic sessions were held areas.

ENVIRONMENTAL

10,202.8 Ths. Rub.

Environmental expenditures allocated by Technopolis Moscow SEZ MC for biodiversity conservation and protection of natural areas in 2023

1,734 pcs.

Number of trees and shrubs planted in Technopolis Moscow SEZ Management Company in 2023

3,432.5 tons of CO2-eq

Total greenhouse gas emissions from Technopolis Moscow SEZ Management Company in 2023

SOCIAL

166% Real Index

Accrued Wages of Employees of the Technopolis Moscow Management Company SEZ in 2023

149.2% Ration of the Average Monthly

nominal accrued wages of employees Technopolis Moscow Management Company to the Average Salary in Moscow in 2023.

17,2 Ths. Rub.

Direct and Indirect Training Costs per Employee of the Technopolis Moscow Management Company in 2023

GOVERNANCE

3,171.8 Mln Rub.

Technopolis Moscow SEZ R&D Expenditure 2023

37,422 Ths. Rub.

Technopolis Moscow SEZ Management Company Expenditure on Green Investment in 2023

300 Ths. Rub.

Technopolis Moscow Management Company Expenditure on Charitable/Voluntary Donations and Investments in 2023



Responsible use of natural resources and mitigation of adverse impacts on the environment is one of the Technopolis Moscow SEZ Management Company’s priorities. Technopolis Moscow SEZ Management Company ensures that residents are guided by the best international practices and comply with the following environmental principles:

- Strict compliance with the requirements of the environmental legislation of the Russian Federation
- Regular implementation of environmental projects and activities
- Rational use of natural resources
- Minimizing adverse impacts on the environment
- Engagement with stakeholders on sustainable development issues

The Technopolis Moscow SEZ Management Company is guided by its obligations, applicable standards and limits of negative impact on the environment.

Technopolis Moscow SEZ Management Company strives to achieve its goals set within the framework of the [ESG strategy](#) for the Environmental block:

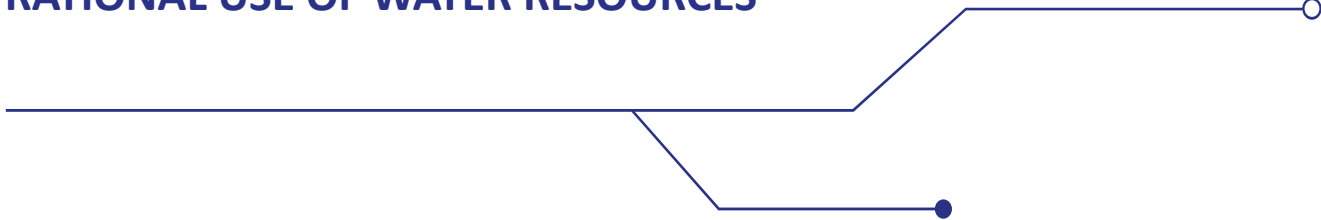
Strategic Direction	Goals until 2028
Greenhouse gases and climate impacts	Reducing greenhouse gas emissions Adaptation to climate change
Energy Efficiency	Reduction of energy consumption in office premises and production sites
Waste Management	Increasing the share of separate waste collection Implementation of waste reuse practices at SEZ sites
Conservation of Biodiversity	Expanding biodiversity conservation programs through partnerships and eco-volunteerism

Technopolis Moscow SEZ Management Company contributes to achieving the UN Sustainable Development Goals. According to sustainable development approach, the Technopolis Moscow SEZ Management Company identifies 7 of the 17 priority goals that are most relevant for the Environmental block.

UN SDGs	Name of the UN SDGs	Disclosure in the Report
	Ensuring a healthy lifestyle and promoting well-being for everyone at any age	Atmospheric air quality
	Ensuring the availability and rational use of water resources and sanitation for all	Rational use of the water resources
	Providing access to low-cost, reliable, sustainable and modern energy sources for all	Energy consumption and climate impact
	Ensuring openness and security, resilience and sustainability of cities and towns	Atmospheric air quality
	Providing rational models of consumption and production	Waste management
	Taking urgent measures to combat climate change and its effects	Energy consumption and climate impact
	Protection and restoration of terrestrial ecosystems and promoting their rational use, rational forest management, combating desertification, termination and reversal of the land degradation process and termination of loss of biodiversity	Protection and recovery of the land ecosystems



RATIONAL USE OF WATER RESOURCES



Technopolis Moscow SEZ Management Company strives to provide all employees and residents with a sufficient amount of high-quality water resources, while applying and promoting responsible approach to its use. Despite the fact that Technopolis Moscow SEZ Management Company does not operate in water-deficient regions, regulatory requirements are strictly observed to improve water efficiency.

AKIT RF-1 MEDRF-14 Water Recycling and Reuse

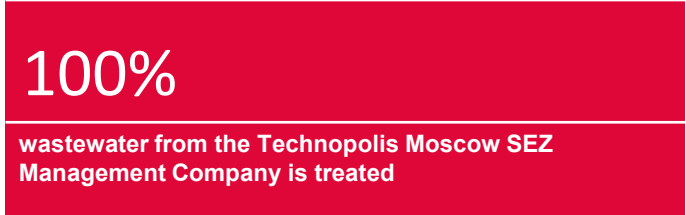
Facilities for recycled water supply operate at the MIET site and are used by the residents. In 2023, the Company examined feasibility of commissioning a water recycling facility and concluded that there were no process needs for using recycled, treated water.

AKIT RF-2 MEDRF-13, 16 Water Use Efficiency

In 2023, the volume of water consumption amounted to 19.6 Ths. m3, which is 3.4% (or 0.7 Ths. m3). m3) more than in the previous reporting period. The water consumption increased due to the increase in the SEZ area. Water consumption per net value added was 0.01 m3/rub, which is 2.9% lower than in 2022. With a view to increase water use efficiency in 2023, the Company analyzed possibility of installing water supply sensors, but decided against it for impracticality. SEZ Management Company continues to carry out periodic inspections of water supply systems for integrity of pipelines and systems (leaks).

AKIT RF-3 Treated Sewage Discharge

Technopolis Moscow SEZ Management Company operates in accordance with the current legislation and acts under the wastewater disposal agreement, according to which wastewater treatment is carried out by the State Unitary Enterprise Mosvodostok and Mosvodokanal JSC.



Sewage treatment plants is planned to be established for all new sites of Technopolis Moscow SEZ.

AKIT RF-4 Sanitary State of Drinking Water Supply

Technopolis Moscow SEZ Management Company regularly monitors sanitary condition of drinking water supply by its accredited laboratory. In 2023, 33 samples were taken, of which 100% met sanitary and hygienic standards.





WASTE MANAGEMENT

Technopolis Moscow SEZ Management Company is responsible for the safe waste management. It is important for us to recycle them to the maximum extent possible.

Technopolis Moscow SEZ Management Company creates necessary infrastructure and conducts scientific and educational events to promote waste re-using and recycling among workers and residents.

AKIT RF-5 MEDRF-17 Waste Generation

As per the Company' s Waste Management Regulations, temporary accumulation and removal of waste collected in the course of economic activity: class 4-5 (MSW, SHW) – daily, including by request; grades 1-4 (not subject to landfilling) – as they are generated based on the reports from structural divisions.

In 2023, the total volume of waste amounted to 608.9 tons, which is 244.2 tons more than in 2022.

The increase in the volume of hazard class IV waste is due to the increase in the MSW volume.

Volume of waste generation by hazard class, t

Hazard Class	2022	2023	Dynamics
I	0	0	-
II	0	0	-
III	0.014	0	-100%
IV	175.3	553.2	+215,57%
V	190.3	55.7	-241,65%
TOTAL	364.7	608.9	+66,95%

Waste generation of the Technopolis Moscow SEZ Management Company per net value added in 2023 amounted to 0.0003 t/Rub., which is 56.7% higher than in 2022.

All business processes of the management company, covering residents and lessees, are being converted to electronic format.

In 2023, 10 measures were implemented as part of the digital transformation of the administrative management processes. In 2023, the Company launched introducing integrated information system (1C UX).

Technopolis Moscow SEZ Management Company posts visual materials calling for minimizing waste generation.

AKIT RF-6 Waste, Reused, Recovered and Recycled

Technopolis Moscow SEZ Management Company holds events aimed at increasing waste reuse, and provides employees and residents with the necessary infrastructure for separate waste accumulation.

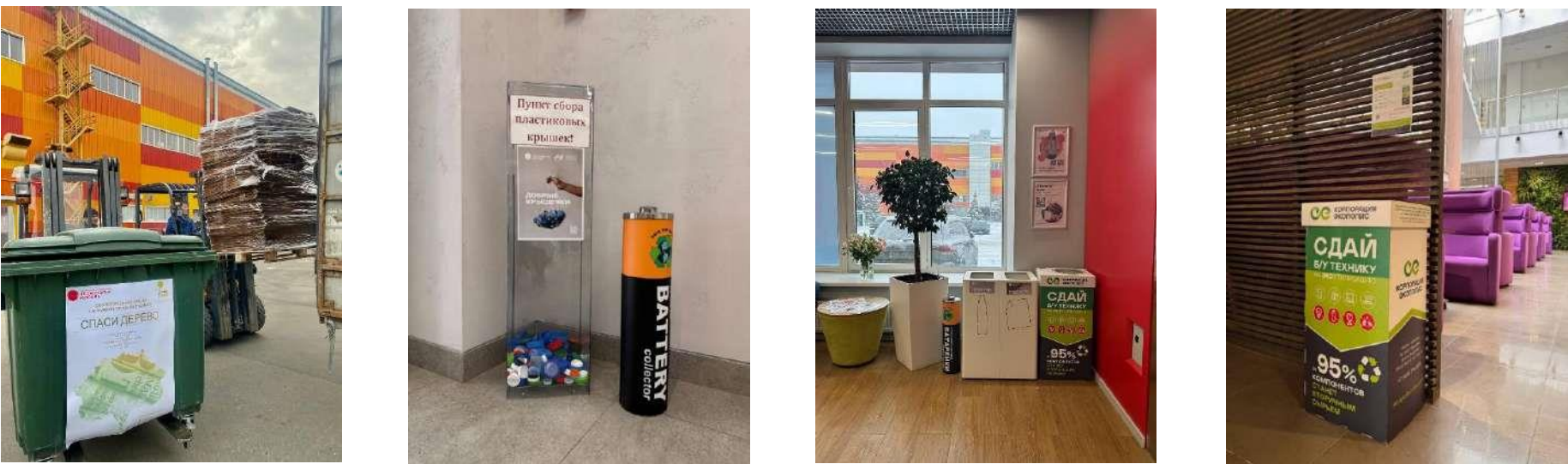
In 2023, 2.4 tons (0.3% of the total) of waste was transferred for recycling, which 99% less than in 2022.

Such a dynamics is related to specifics of the waste transferred for waste processing, mainly represented by scrap metal in the last reporting period.

In 2023, Pechatniki and Alabushevo sites arranged for collecting the used electronic equipment within the framework of the agreement with an SEZ resident PC Ecoplast. Traditionally, collecting batteries and caps was organized for at the Pechatniki, Alabushevo, and Rudnevo sites. Separate containers were installed to collect plastic, waste paper and batteries.



WASTE MANAGEMENT



During the year, Technopolis Moscow SEZ Management Company has been collecting various fractions of recyclables (plastic cards, blisters, receipts, discs, wine corks) at Pechatniki and Alabushevo sites.



- Technopolis Moscow SEZ Management Company brings its best efforts to involve all stakeholders to waste recycling and reuse:
- 1) On June 5, 2023, the **Pechatniki** site held an event for employees of the Management Company, residents and lessees dedicated to the Ecologist's Day. Locations aimed at raising awareness on waste sorting and recycling were functioning: a thing exchange point, a sorting point, a waste labeling point, and a Green Lecture Room "Electronics Recycling. Importance for the Economy, Environment and Health".
 - 2) On November 18, 2023, the environmental quest for children and adults **Laboratory of Cleanliness** was successfully held at the **Alabushevo** site.

In 2023, Technopolis Moscow SEZ Management Company considered the possibility of interacting with residents on the issue of transferring recyclables for recycling. Meetings were held with residents working in recycling at the Alabushevo site.

Cooperation agreement was signed with the resident company **PC Ecoplast**.

As part of the strategic goals, Technopolis Moscow SEZ managing company plans to increase number of separate waste collection fractions, organize a waste collection marathon among residents, conduct activities to strengthen the motivation of employees to sort waste, and implement resource sharing systems both between residents and employees.

WASTE MANAGEMENT



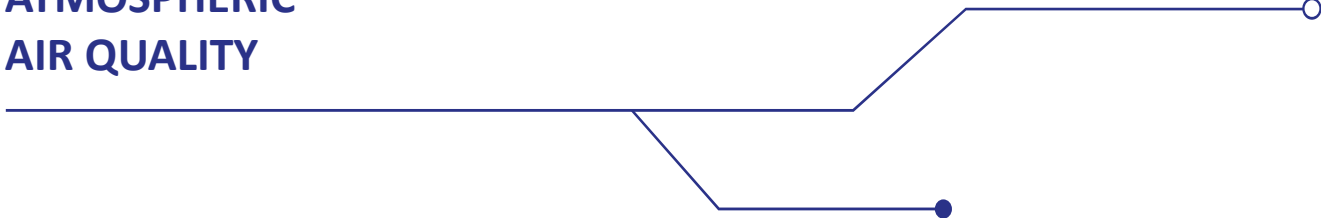
AKIT RF-7 MEDRF-17 **Hazardous Waste**

No hazard classes I – III classified waste was generated in 2023.





ATMOSPHERIC
AIR QUALITY



Atmospheric air quality is a prerequisite for ensuring health of the workers, and residents of the city, therefore, the Management Company holds events and supports initiatives aimed at improving air quality.

AKIT RF-8

MEDRF-19 Air Pollutants Captured and Neutralized

There are no stationary sources of emissions, but emissions are generated during the operation of vehicles by the Management Company. Electric transport is widely used in the Technopolis Moscow SEZ. These types of transport are not only technologically advanced, but also environmentally friendly due to lack of internal combustion engine. 18 electric charging stations are installed at all sites of the Technopolis Moscow SEZ.



AKIT RF-9 Sanitary State of Atmospheric Air

Technopolis Moscow SEZ Management Company does not have stationary sources of emissions. Pechatniki site hosts an automatic atmospheric pollution control station (APCS) operating in a 24-hour continuous automated mode.

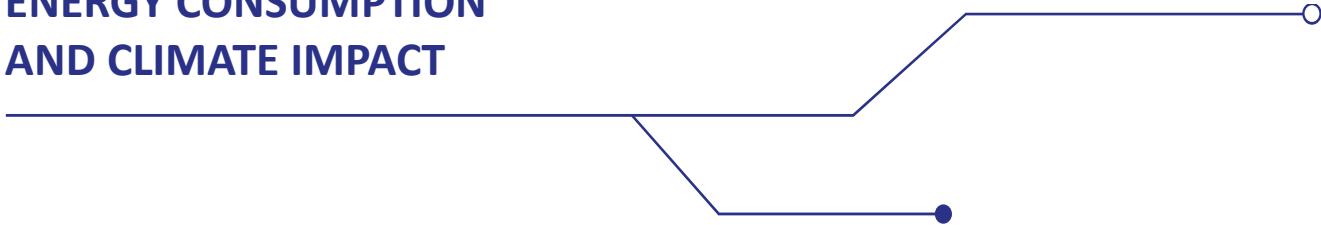
AKIT RF-10 Green Area

Trees and shrubs help filter the air and reduce pollutant concentrations. In 2023, 1.7 Ths. plants were planted in the Technopolis Moscow SEZ.





ENERGY CONSUMPTION
AND CLIMATE IMPACT



Technopolis Moscow SEZ Management Company pays great attention to reducing greenhouse gas emissions from using fuel and electricity, therefore applies energy-saving technologies and strives to reduce specific electricity consumption indicators.

AKIT RF-11 MEDRF-23 **Energy Efficiency**

In 2023, electricity consumption amounted to 6,795 Ths. kWh, which is 1,208 kWh more than in 2022. Electricity consumption per net value added is 3.32 kWh/Rub., which is 14.1% higher than in 2022. Upward trend is due to commissioning new Technopolis Moscow SEZ areas.

Technopolis Moscow SEZ Management Company is interested in optimizing electricity consumption at SEZ sites, therefore, provides for the use of LED lamps and energy-saving equipment for new facilities at the stage of design and construction.

In 2023, LED lamps transition was completed at all sites of the complex. Mandatory energy surveys are regularly conducted at the Technopolis Moscow SEZ sites. For the Alabushevo site, the energy saving and energy efficiency improvement program was extended until 2024.

Developing a culture of energy conservation is one of the strategic objectives of the Technopolis Moscow SEZ Management Company. The Company is enhancing communication on the energy saving issues and plans to place at least 15 informational posters in the Technopolis Moscow SEZ and its production sites' public spaces by 2025.

Energy-saving technologies used by the Technopolis Moscow SEZ Management Company:

- Some premises are equipped with motion sensors to turn the lights on;
- LED lights are widely used;
- Office buildings are equipped with energy-saving elevators.

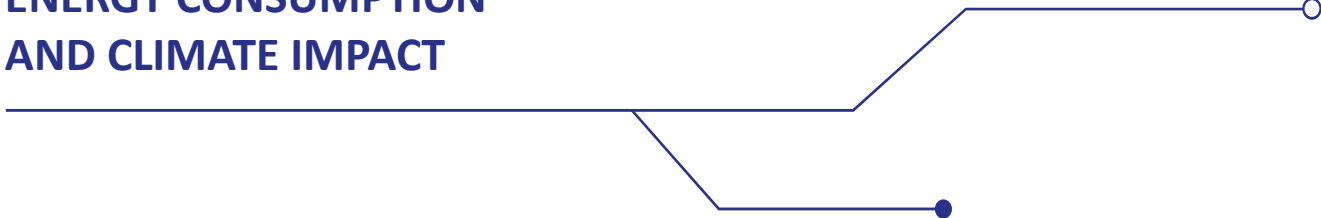
AKIT RF-12, 13 **Clean Electricity Generation and Consumption**
MEDRF-22 **Production and Consumption of RES-based Energy**

As of 2023, Technopolis Moscow SEZ management company does not consume clean electricity and renewable energy. In 2023, the possibility of installing solar-powered lanterns on the Technopolis Moscow SEZ territory was considered, however, the project was deemed impractical. The Company continues exploring the possibility of using RES on the Technopolis Moscow SEZ territory.





ENERGY CONSUMPTION
AND CLIMATE IMPACT

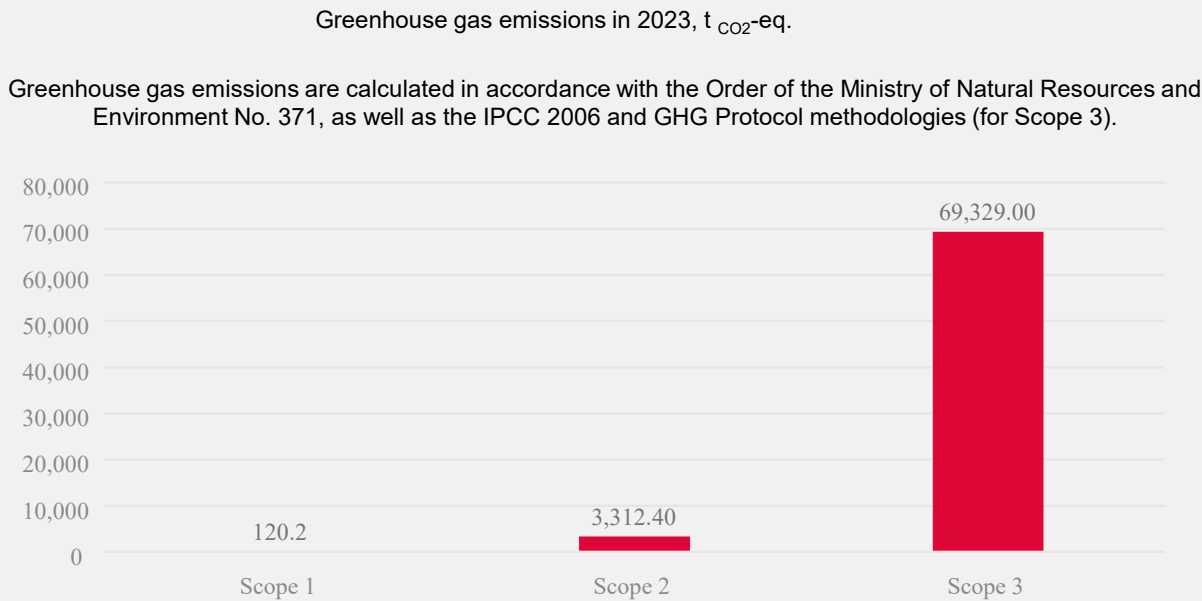


AKIT RF-14 Efficient Heat Supply

Thermal energy consumption of the Technopolis Moscow SEZ Management Company in 2023 amounted to **9,863 Gcal**, which is **19%** higher than in 2022. Energy consumption per net value added was **0.005 Gcal/Rub.**, which is **11.9%** higher than in 2022. The office premises are equipped with efficient heat supply systems. They also employ double-glazed windows to save heat during the cold season and, therefore, lower heat supply volumes.

AKIT RF-15 MEDRF-20 Greenhouse Gas Emissions

Since 2022, the Technopolis Moscow SEZ Management Company has been making a quantitative assessment of greenhouse gas emissions. The assessment limits include direct and indirect emissions from the Management Company's activities, as well as emissions from electricity and heat consumption by the SEZ residents and lessees.



Direct emissions are less than **1%** and are provided by vehicles in use of the Management Company SEZ "Technopolis Moscow".

The largest contribution to greenhouse gas emissions is made by the activities of the lessees and residents.

In 2023, emissions were calculated for categories of **Scope 3**:

- Emissions of heat and electricity consumption by residents – 69,021.3 t CO2-eq (GHG Protocol Category 13)
- landfilling – 261 t CO2-eq (GHG Protocol Category 5)
- waste disposal and incineration – 47.5 t CO2-eq (GHG Protocol Category 5)

Greenhouse gas emissions were calculated in accordance with the IPCC 2006 methodology.

Encouraging residents to quantify their own greenhouse gas emissions is one of the Management Company's strategic goals. In 2023, Technopolis Moscow SEZ hosted an ESG club meeting in the format of the master class on quantifying greenhouse gas emissions.



ESG-experts of the Technopolis Moscow SEZ Management Company introduce participating companies to specifics and methods of quantitative assessment of greenhouse gas emissions, as well as regulations governing the procedure for submitting and compiling carbon reporting.



PROTECTION AND RESTORATION
OF TERRESTRIAL ECOSYSTEMS

Technopolis Moscow SEZ Management Company strives not only to minimize its own impacts on the ecosystems, but to include greening activities on Technopolis Moscow SEZ into the improvement plans.

AKIT RF-16 MEDRF-21 Environmental Expenditure

Technopolis Moscow SEZ Management Company allocates funds for greening territories and conducting events aimed at improving Technopolis Moscow SEZ territories to increase the environmental comfort. In 2023, environmental expenditures amounted to 10,202.8 thousand rubles, which is 13.9% higher than in 2022. The increase in the expenditures is related to the volume of municipal solid waste (MSW) disposal in 2023. At the end of 2023, 30 linden trees were planted at the Alabushevo site, 60 trees were restored, flower beds were laid out, a park at the entrance, a pyramid park, a park near the buildings, a public garden and a workout zone decorated with floral illuminated arches in summer were landscaped. Additional 7 landscape design compositions with conifers and shrubs were arranged at the Rudnevo site.

Implementing biodiversity projects within the framework of cooperation and partnerships is one of the strategic goals of the Technopolis Moscow SEZ Management Company, that is why in 2023 the Technopolis Moscow SEZ MC prepared a proposal to implement an event aimed at biodiversity conservation - participation in the Take an Animal under Your Care program of the Moscow Zoo.

Furthermore, the Technopolis Moscow SEZ Management Company traditionally holds clean-up days at the Pechatniki and Rudnevo sites.

In 2023, the Technopolis Moscow SEZ Management Company took part in the All-Russian Bird Keepers flash mob. A family workshop on making bird feeders was organized for the participants. The participants filled them with food and hung them on the trees of the SEZ park zone at the Alabushevo site.



At the Alabushevo site, an exciting environmental quest Laboratory of Cleanliness was held for children of the employees and residents of Technopolis Moscow SEZ, aimed at improving environmental culture among the younger generation. The children were able to penetrate into the mysteries of nature and get acquainted with its inhabitants.

The Technopolis Moscow SEZ Management Company plans to further expand eco-volunteering activities in biodiversity conservation and ecosystem restoration.





MANAGEMENT SYSTEMS

The Technopolis Moscow SEZ Management Company uses a quality management system, i.e. a set of practices, internal policies, and methodologies for work on the environmental protection and energy management, aimed at satisfying residents and their clients with high quality services on a permanent basis.

AKIT RF-17 Environmental Management System

AKIT RF-18 Energy Management System

In 2023, the Technopolis Moscow SEZ management company developed and implemented a Quality Management System, and received a [Certificate of Conformity No. ROSS RU.Fk II.k00819](#). In 2026, the Management Company plans to conduct energy audit.

COMPLIANCE WITH THE ENVIRONMENTAL
POLICY LEGISLATION

The Technopolis Moscow SEZ Management Company strives to conduct open and honest activities in accordance with the legislation of the Russian Federation; therefore, it carefully monitors the environmental issues.

AKIT RF-19 Accidents and Incidents that Caused Environmental Damage

No accidents, incidents and controversial environmental situations causing environmental damage recorded in 2023.



The main goal of the Technopolis Moscow SEZ Management Company in social policy is to strictly respect the rights of employees and create favorable, fair working conditions.

The Management Company's work in this direction covers five main areas:

- Personnel management
- Gender equality
- Health and safety of employees
- Quality of infrastructure development
- Compliance with social policy legislation

Strategic Goals of the Technopolis Moscow SEZ Management Company within the Sustainable Development Social Policy Strategy:

Strategic Direction	Goals until 2028
Labor Protection	Continuous improvement of the labor protection system Prevention of injury cases
Professional Training and Staff Development	Maximizing potential of different categories of employees Developing opportunities for knowledge exchange between employees
Social Package and Comfortable Working Conditions	Increasing employee satisfaction through improved infrastructure and well-being programs Strengthening the employer's HR brand

UN SDGs	Name of the UN SDGs	Disclosure in the Report
	End poverty in all its forms everywhere	Personnel management
	Ensure healthy lives and promote well-being for all at all ages	Health and safety of the employees
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	Personnel management
	Achieve gender equality and empower all women and girls	Gender equality
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Quality of infrastructure development
	Make cities and human settlements inclusive, safe, resilient and sustainable	Quality of infrastructure development
	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	Quality Management System
	Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development	Compliance with Social Policy Legislation



PERSONNEL MANAGEMENT

Technopolis Moscow SEZ Management Company pays special attention to personnel management, considering it as one of the key factors in achieving its corporate goals. SEZ Management Company approach to Personnel Management is based on the principles of justice, equality and transparency, thus contributing to creation of the stable and productive work environment.

The Technopolis Moscow SEZ Management Company's Personnel Policy Goals include:

- Increase in productivity through introducing latest technologies
- Creation of the highly qualified team of employees
- Corporate culture development
- Improvement of the motivation system using best practices
- Encouraging the initiative and involvement of the employees
- Professional training programs development

- In terms of personnel management in the reporting period, the work of Technopolis Moscow SEZ MC was focused on:
- Enhancing the motivation system, including the introduction of bonus programs and intangible incentives, which contributed to increased employee satisfaction and loyalty
 - Efforts to attract young specialists and create conditions for their long-term career in the Technopolis Moscow SEZ Management Company, including introduction of the adaptation program for the new employees
 - Competence development and employee training, through implementation of internal educational programs and introduction of the digital learning platforms
 - Creating an inclusive work environment

In 2023, the Technopolis Moscow SEZ Management Company sought to strengthen integration of sustainability principles into its HR policy, not only to improve operational efficiency but to support the long-term development of the company, making it an attractive place to work for talented professionals.





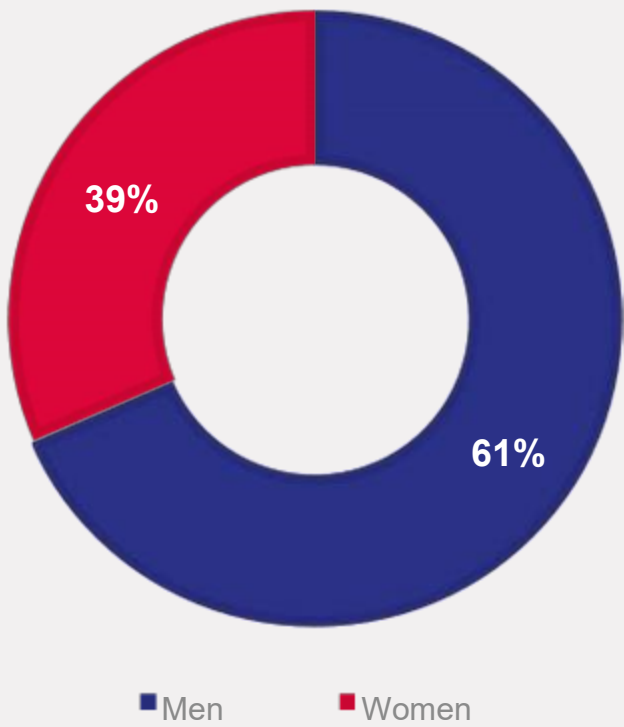
PERSONNEL MANAGEMENT

AKIT RF-20 Staff Structure by Gender

In 2023, the staff of the Technopolis Moscow SEZ Management Company numbered 349 employees, including 213 men and 136 women. Men made up 61% of the staff, and women -39%, due to the specifics of the company's activities.

When hiring, the company strictly adheres to the principles of objective assessment of the candidates' professional qualities, skills and knowledge. Accordingly, a Human Rights Policy has been developed and implemented to exclude any form of discrimination.

Staff Structure by Gender



The Technopolis Moscow SEZ Management Company strives to maintain a balance between employees of different age groups. This approach is a way to fully utilize the company's potential. Experienced workers contribute to the efficiency and quality of work through their experience and expertise. Meanwhile, young specialists bring fresh ideas and approaches, stimulating innovative development of the company.

In the reporting period, the Technopolis Moscow SEZ Management Company:

- ▶ introduced an onboarding program for new employees, which proved to be effective and allowed new employees to learn professional knowledge more quickly while reducing the number of mistakes made in the process of mastering job responsibilities
- ▶ Took part in a job fair organized by the [My Job Moscow Employment Service](#) on the MIREA website
- ▶ Participated in the [MIET Career Day – 2023](#), which was attended by more than 1,500 students
- ▶ Conducted career guidance events with students of higher and secondary educational institutions



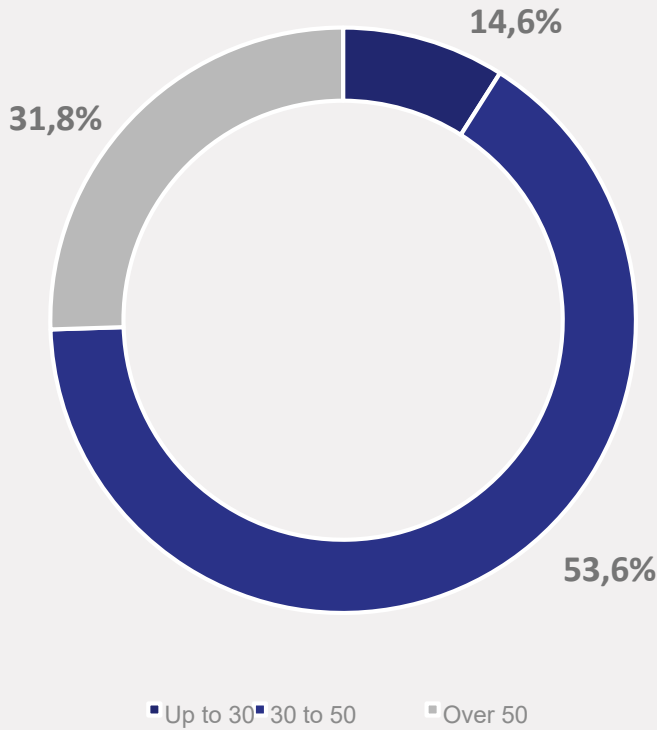


PERSONNEL MANAGEMENT

In the age structure of the Management Company, the largest share is accounted for by employees in the age category from 30 to 50 years (53.6%), and the smallest is under 30 years (14.6%).

Age Group, years	Number, pers.
Up to 30	51
30-50	187
Over 50	111
Total	349

AKIT RF-21 Staff Structure by Age



AKIT RF-22 MEDRF-26

Dynamics of the Real Average Monthly Salary

The Technopolis Moscow SEZ Management Company is aware of its responsibility to maintain a decent standard of living for its employees and strictly monitors compliance with the principle of fair remuneration. Improving employee welfare is one of the fundamental principles of the Management Company's sustainable development strategy.

The salary of employees correlates with professional skills and experience and performance achieved, which is supported by internal regulations: Regulations on Remuneration and Bonuses and Regulations for Promotion of the Employees. These documents regulate both monetary and non-material forms of remuneration, provide for the compensation, incentive and social payments.

Accordingly, employees are rewarded for: successful and conscientious performance of their duties, initiative, creativity and application of modern forms of work organization, as well as for fulfilling very intensive and hard work.

Index of the real accrued salaries in 2023 was 166%, which is higher the same indicator for 2022 by 37%, and the dynamics of the real average monthly salary amounted to 22.68 percentage points. Technopolis Moscow SEZ Management Company pays big attention to transparency and openness in matters of remuneration. Employee engagement surveys are regularly conducted to facilitate direct dialog and duly respond to material remuneration needs and expectations, thus creating an atmosphere of mutual trust.

166%	22.68 pp.
Index of real accrued salaries of the Technopolis Moscow SEZ Management Company employees in 2023	Dynamics of the real average monthly salary of the Technopolis Moscow SEZ Management Company employees



PERSONNEL MANAGEMENT

AKIT RF-23 **Average gross monthly salary of the SEZ MC employees to the average salary in the constituent entity of the Russian Federation**

MEDRF-26

Technopolis Moscow SEZ Management Company regularly monitors market changes and takes them into account to determine an adequate level of salary for employees. Accordingly, employees' salaries are adjusted annually and reward systems are improved as well. In 2023, average monthly nominal accrued salary of the Technopolis Moscow Management Company employees reached 191.43 Ths. Rub., which is 49.2% above Moscow average.

191.43 Ths. Rub.	128.3 Ths. Rub.
Average monthly nominal accrued salary in the Technopolis Moscow SEZ Management Company in 2023	Average monthly nominal accrued salary in Moscow in 2023

AKIT RF-24 **MEDRF-24** **Payroll Fund**

Ensuring fair salaries and wages and creating comfortable working conditions for its employees is one of the main tasks of the Technopolis Moscow SEZ Management Company, thereby representing an investment in the long-term company development.

The Payroll Fund includes fixed official salaries, as well as compensation and incentive payments regulated by the Regulations on Salaries and and Bonuses. In 2023, labor costs in the Technopolis Moscow SEZ Management Company (including social benefits and social package) exceeded 969 Mln Rub., which accounted for 26% of the Company revenue.

26%
Labor cost ratio to Company revenue in 2023



PERSONNEL MANAGEMENT

AKIT RF-25 MEDRF-30, 31 Personnel Training

In the context of global economic challenges and the rapid development of technological innovation, continuous employee training is becoming a key factor in maintaining and improving competitiveness. Technopolis Moscow SEZ Management Company is actively working on creating conditions for continuous professional growth of its employees. The Company offers a wide range of educational opportunities including: Advanced training courses, professional training programs, Seminars and a possibility to obtain additional higher education. These measures allow employees to expand their knowledge and skills, stay abreast of the latest industry trends and adapt to changes, thus supporting the leadership position of the Technopolis Moscow SEZ Management Company.

In 2023, direct and indirect expenditure for the employee training amounted to 5.8 Mln Rub., per 1 employee – 17.2 Ths. Rub. Total number of training hours exceeded 56,000 hrs., which corresponds to 163.2 hrs. per employee.

163.2 hrs.	17.2 Ths. Rub.
Average number of training hrs. per employee of the Technopolis Moscow SEZ Management Company in 2023	Direct and indirect costs for the training of one employee of the Technopolis Moscow SEZ Management Company in 2023

Staff development is one of the most important principles of the sustainable development strategy of Technopolis Moscow SEZ Management Company.

In 2023, **317 specialists** of the Management Company completed advanced training or professional training at educational institutions in Moscow in **17 areas**.

In order to ensure conditions for continuous education of employees, Technopolis Moscow SEZ Management Company creates all necessary opportunities for distance learning.





PERSONNEL MANAGEMENT

In 2023, employees were provided access to the following distance education programs and activities:

- Resource Point. About yourself, internal resource and relationships
- QMS University
- Quality Management System
- Webinar on the possibilities of the "I Understand" employee support service
- A series of events "Meeting an Interesting Person"
- Dialogue with an Expert
- NETWORKING
- Book Club
- Living Values
- HR - IDEATON. Motivation and Team Management
- Comprehensive Program "Growth. Awareness. Development": Track ABOUT CHANGES
- Comprehensive Program "Growth. Awareness. Development": Track ABOUT THE TEAM
- Comprehensive Program "Growth. Awareness. Development": Track ABOUT YOURSELF
- Voice Contest (Complex and Economic Policy and Property and Land Matters of the Moscow Government)
- Strength in Unity
- Sailing Regatta Corporate Team Building
- Corporate Visit to ECO-Farm
- Russian Bench Press Championship
- Curling Championship (Department of Investment and Industrial Policy)



During the reporting period, 100% of the Technopolis Moscow SEZ Management Company employees were trained in mandatory distance learning programs.

In 2023, the focus was given to training employees on sustainability principles. Being aware that successful implementation of the sustainable development strategy in Technopolis Moscow SEZ requires deep understanding of its key goals and objectives, the Management Company developed an internal training program, which was successfully completed by 200 employees.





PERSONNEL MANAGEMENT

However, efforts of the Management Company were not limited only to internal educational initiatives. Technopolis Moscow SEZ MC also expanded interaction with residents through the ESG Club where the emphasis was placed on providing practical knowledge. This helped participants better understand how to integrate sustainable development principles into their daily activities and how this contributes to the global Sustainable Development Goals.

In addition to professional education, managers and specialists of structural divisions of the Management Company actively participate in various expert events, including: forums, conferences, round tables, external seminars and congress and exhibition events. These events help to broaden the outlook and enrich professional knowledge of the Technopolis Moscow SEZ MC employees, promoting its practical application.

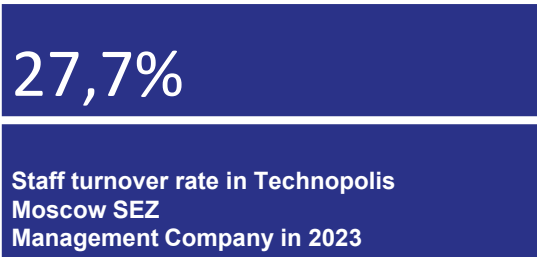


AKIT RF-26 MEDRF-33 Staff Turnover

Technopolis Moscow SEZ MC realizes that a stable professional team is the foundation of successful development. Therefore, the Company pays special attention to creating a supportive and encouraging working environment. Technopolis Moscow SEZ Management Company strives to provide an environment where every employee feels respected, realizes their importance and has opportunities for professional growth. Technopolis Moscow SEZ MC appreciates contribution of each employee and regularly expresses recognition, including tangible and intangible forms of encouragement, in accordance with the Regulations on Remuneration and Bonuses and Regulations on Promotion of the Employees.

Besides, the Technopolis Moscow SEZ Management Company is attentive to important and difficult events in the life of employees, providing support through lump-sum financial payments.

To maintain a high level of employee satisfaction, the Management Company regularly conducts engagement surveys and analyzes HR metrics using modern digital tools. In 2023, staff turnover rate Technopolis Moscow SEZ Management Company amounted to 27.7%, which is 11.9% less than in the previous reporting period.





PERSONNEL MANAGEMENT

- AKIT RF-27
- MEDRF-24

Employment of people with disabilities

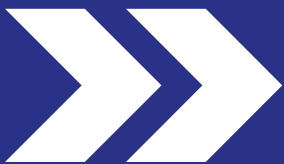
Technopolis Moscow SEZ Management Company fully supports the principles of principles of inclusiveness and strives to provide equal opportunities for professional realization to all candidates, including people with disabilities, which is outlined in the Human Rights Policy. In 2023, Technopolis Moscow SEZ MC continued to work on creating conditions for employment of people with disabilities. The Company took measures to develop a barrier-free working environment and conducted a tour for students with disabilities of the Technological College No. 21. At the end of the year, the Technopolis Moscow SEZ Management Company employed 3 employees with disabilities, which is 0.9% of the total head count.



69%	21%
Management Company employees have a higher education diploma	Management Company employees have a diploma of secondary vocational education

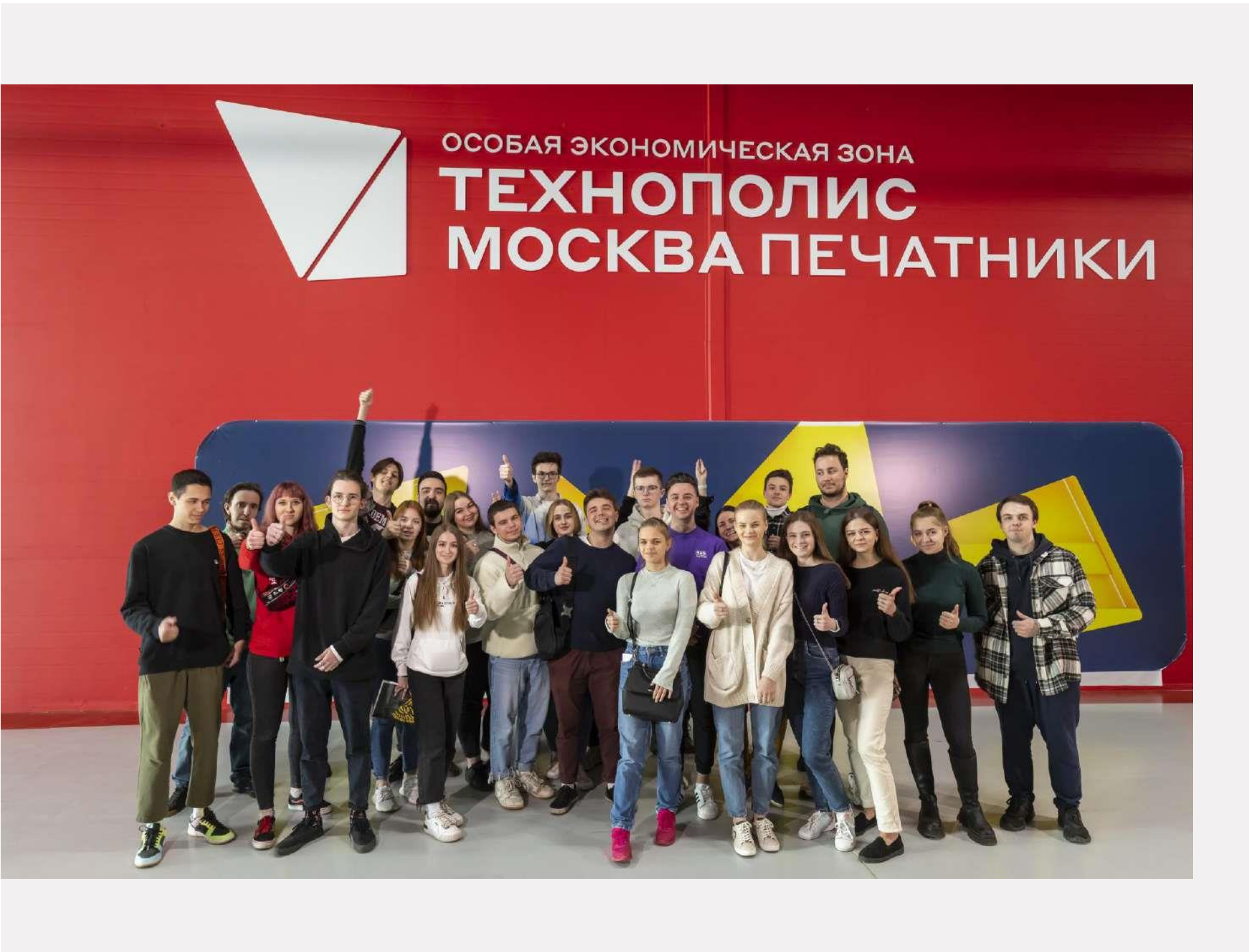
Technopolis Moscow SEZ Management Company strives to create a team of professionals and attract highly qualified personnel who have necessary knowledge and skills for successful work. Yet, both competencies of the employees with higher education and those with secondary vocational education are equally important for the Management Company.

The main goal of the Technopolis Moscow SEZ Management Company is a continuous development of the team, therefore the employees are given the opportunity to receive additional higher education.





PERSONNEL MANAGEMENT



AKIT RF-29,30

In the reporting period, the share of employees with higher education is the largest part of the team. – **69%**, and with secondary vocational education – **21%**. Technopolis Moscow SEZ MC is interested in attracting young specialists, so it regularly interacts with higher and specialized secondary educational institutions.

In 2023, a social partnership was implemented with leading educational institutions, such as:

- ▶ Moscow Institute of Electronic Technology,
- ▶ Russian State Agrarian University — Moscow Timiryazev Agricultural Academy
- ▶ Russian State University for the Humanities,
- ▶ Moscow Power Engineering University,
- ▶ Lomonosov Moscow State University,
- ▶ National Research University Higher School of Economics.

During the reporting period, **7 new contracts** were signed with universities in Moscow:

- ▶ State University of Management,
- ▶ Russian University of Transport,
- ▶ Moscow Institute of Electronic Technology,
- ▶ Moscow Aviation Institute,
- ▶ Moscow Polytechnic University,
- ▶ MIREA — Russian Technological University,
- ▶ Moscow Economic Institute,

Besides, contracts were also signed with **8 colleges** in Moscow.

In total, in 2023, **75 trainees** completed on-the-job training on the basis of Technopolis Moscow SEZ in line with the agreements on social cooperation and contracts on practical training of students.



GENDER EQUALITY

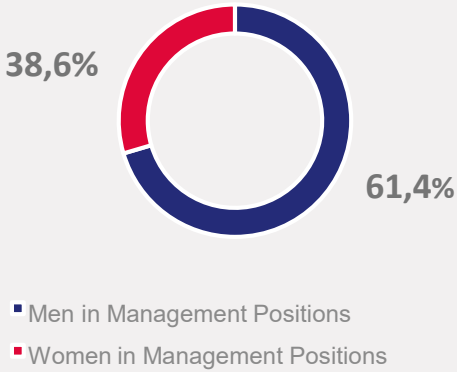
In the reporting period, the Technopolis Moscow SEZ MC aimed not only to maintain, but to improve the already established principles of equal treatment. Supporting women on maternity leave is an important task for Technopolis Moscow SEZ MC. Therefore, Technopolis Moscow SEZ Management Company strives to provide them with the necessary conditions to maintain and improve their professional competencies during this critical period.

Technopolis Moscow SEZ MC recognizes that due to the specifics of the industry, the number of men in the company traditionally prevails. However the Management Company minimizes these imbalances by providing ample opportunities for developing potential based solely on the professional competencies of the employees.

AKIT RF-31 MEDRF-44 Women in Management Positions

In the Technopolis Moscow SEZ Management Company, appointment to management positions is based on the professional knowledge and experience of the employees, without any obstacles to women's career development. In the reporting period, 32 women held management positions in the Technopolis Moscow Management Company, which is 38.6% of the total number of managers.

This indicator remains stable and corresponds to the industry average.



AKIT RF-32 Women with Preschool-Age Children

Technopolis Moscow SEZ Management Company is committed to the creation of family-oriented work environment where women with pre-school children can combine personal and professional responsibilities without compromising their careers. In the reporting period, the number of women with at least one pre-school child, – 27 people, which is 7.7% of the total number of employees of the Management Company.

7,7%

share of women with preschool-age children among the total number of employees of the Technopolis Moscow SEZ Management Company

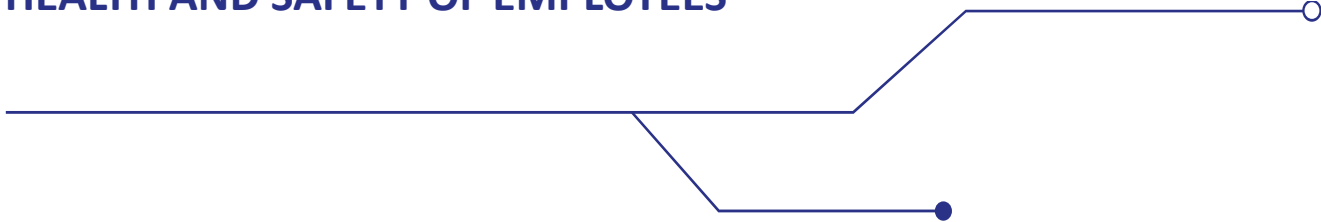
AKIT RF-33 Retraining and advanced training of women on parental leave

Technopolis Moscow SEZ MC aims to support female employees on maternity leave, creating conditions that allow motherhood not to become a barrier to career development and informing them about all available educational opportunities. In the reporting period, there was an informational presentation on the national project “Demography” in terms of women's education. Access to a distance learning platform was also provided, allowing female employees to develop professional skills while away from the workplace.

No independent training was conducted by the Management Company of Technopolis Moscow SEZ in 2023.



HEALTH AND SAFETY OF EMPLOYEES



Technopolis Moscow SEZ Management Company strictly adheres to all regulatory requirements and standards on occupational and industrial safety.

The Management Company has an Occupational Health and Safety Management System, adopted the Occupational Health and Safety Policy, strategic and local goals to ensure safe working conditions and safety of the Company's operations as a whole, established quantitative indicators for achieving the goals and criteria for evaluating them. The Company conducts an internal audit of the Labor Protection Management System performance, develops and implements corrective actions based on the internal audit findings.

The Management Company's sustainable development strategy provides for the improvement of the corporate culture of occupational safety.

During the reporting period, 230 employees improved their competencies in the process of training on labor protection and safe performance of work in the form of trainings, business games, videoconferences, using simulators for practicing safe skills in carrying out high-risk work.

AKIT RF-34 MEDRF-27 Occupational Health and Safety

The Management Company's activities are aimed at creating a safe working environment at all sites of the Technopolis Moscow SEZ. Special assessment of labor conditions was carried out at 99.8% of workplaces.

Occupational risks were assessed at 100% of the Management Company's workplaces, with hazard registers formed and measures developed to reduce (eliminate) the levels of occupational risks with a high probability of occurrence. A program of industrial control over working conditions is in place, and annual measurements of levels of harmful and (or) hazardous production factors in the work environment are carried out to prevent occupational diseases among employees. Employees receive annual medical examinations and are insured against occupational injuries and diseases. The amount of funding for the Action Plan to improve labor conditions and safety, eliminate or reduce occupational risks or prevent an increase in their levels is approved annually. In 2023, expenses on occupational safety and health services exceeded 70.5 Mln Rub., which accounted for 1.9% of the total revenue of the Technopolis Moscow SEZ Management Company.

AKIT RF-35 MEDRF-29 Occupational injuries

In 2023, thanks to comprehensive labor safety management, no cases of occupational injuries were registered in the Technopolis Moscow SEZ Management Company





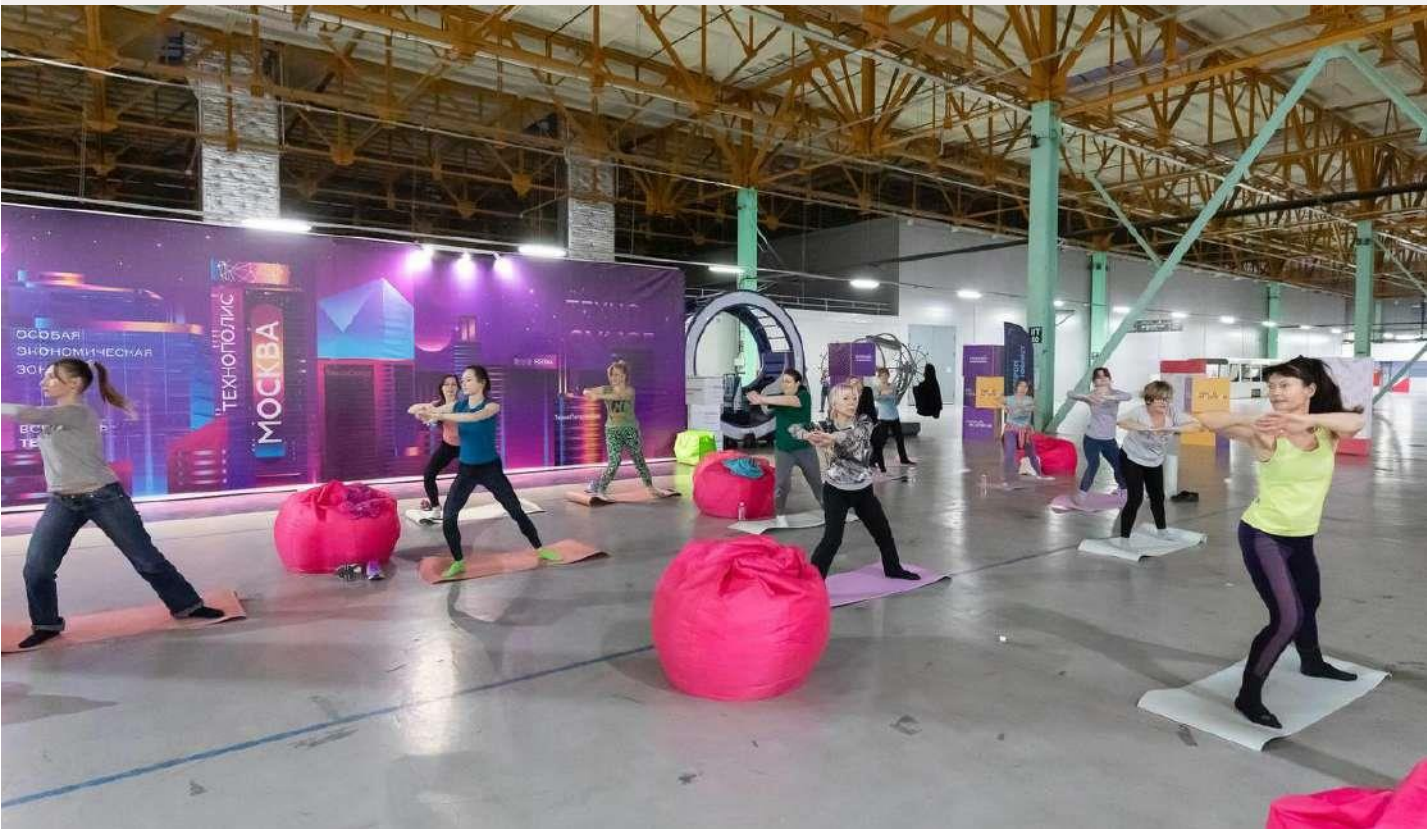
HEALTH AND SAFETY OF EMPLOYEES

AKIT RF-36 MEDRF-28 Physical Training and Sports

Development of corporate culture fostering an active and healthy lifestyle is an integral part of Technopolis Moscow SEZ Management Company's activities. The employees and residents' survey findings show that corporate sports events contribute to strengthening relationships and team spirit in Technopolis Moscow SEZ, therefore Technopolis Moscow SEZ MC strives to create even more opportunities for informal communication and sports activities, annually increasing the number of events held and improving the infrastructure for physical training.

In 2023, the Management Company organized 34 sporting events, including mini-football, table tennis, chess tournaments and yoga classes.

Furthermore, such annual corporate events like “Techno Boys' Night Out” and “Techno Physical Fitness” were held, which have already become traditional for employees and residents and are loved by them for their dynamics, variety of formats and the opportunity to test themselves in strength, accuracy and intelligence, as well as to improve teamwork skills. In 2023, direct and indirect expenditure for physical education and sports amounted to over 509 Ths. Rub., which is 1.5 Ths. Rub. per employee





HEALTH AND SAFETY OF EMPLOYEES

AKIT RF-37 Traffic Accidents

Technopolis Moscow SEZ Management Company is committed to ensuring safety on the internal roads of Technopolis Moscow SEZ. The sites are furnished with checkpoints equipped with CCTV systems with license plate recognition and automatic barriers. The territory is equipped with the necessary road signs, markings, infrastructure for pedestrians and navigation. Technopolis Moscow SEZ Management Company regularly inspects the state of the road surface and updates the road markings every year.



0

Accidents were recorded in 2023 on the Technopolis Moscow SEZ territory

AKIT RF-38 Prevalence of Tobacco Use

Technopolis Moscow SEZ Management Company understands that smoking negatively affects human health and can lead to serious consequences, so it is actively working to create a favorable environment conducive to quitting smoking. The Management Company annually runs surveys to analyze data on the prevalence of tobacco smoking among employees in Technopolis Moscow SEZ. In 2023, the results of the survey of 212 employees showed a smoking rate of 36.8%. The Technopolis Moscow SEZ Management Company has developed an action plan that provides non-material encouragement and support for employees who intend to quit smoking. As part of the Day to Quit Nicotine, the Management Company held a campaign to exchange e-cigarettes for fruits. And, with a view to reducing harmful effects of smoking, the SEZ sites were equipped with extra no-smoking signs and special designated areas.



HEALTH AND SAFETY OF EMPLOYEES

AKIT RF-39

Provision of employees with sanitary and hygienic means

Creating high-quality living conditions is an important contribution in ensuring a comfortable and safe working environment. Technopolis Moscow SEZ Management Company performs consistent work on supplying employees with sanitary and hygienic products and cleanliness control, as well as conducts annual surveys on satisfaction with working conditions, including the availability of sanitary and hygienic products.

Technopolis Moscow SEZ sites are fully equipped with the necessary sanitary and hygiene facilities: soap, sanitizers, paper towels, automatic dryers, and shower rooms for the employees.

Moreover, in order to increase the workers' attention, information materials emphasizing the importance of hygiene rules were installed at the sites.



100% of employees of the Technopolis Moscow SEZ Management Company were provided with proper sanitary and hygiene facilities in the reporting period.



QUALITY OF INFRASTRUCTURE
DEVELOPMENT

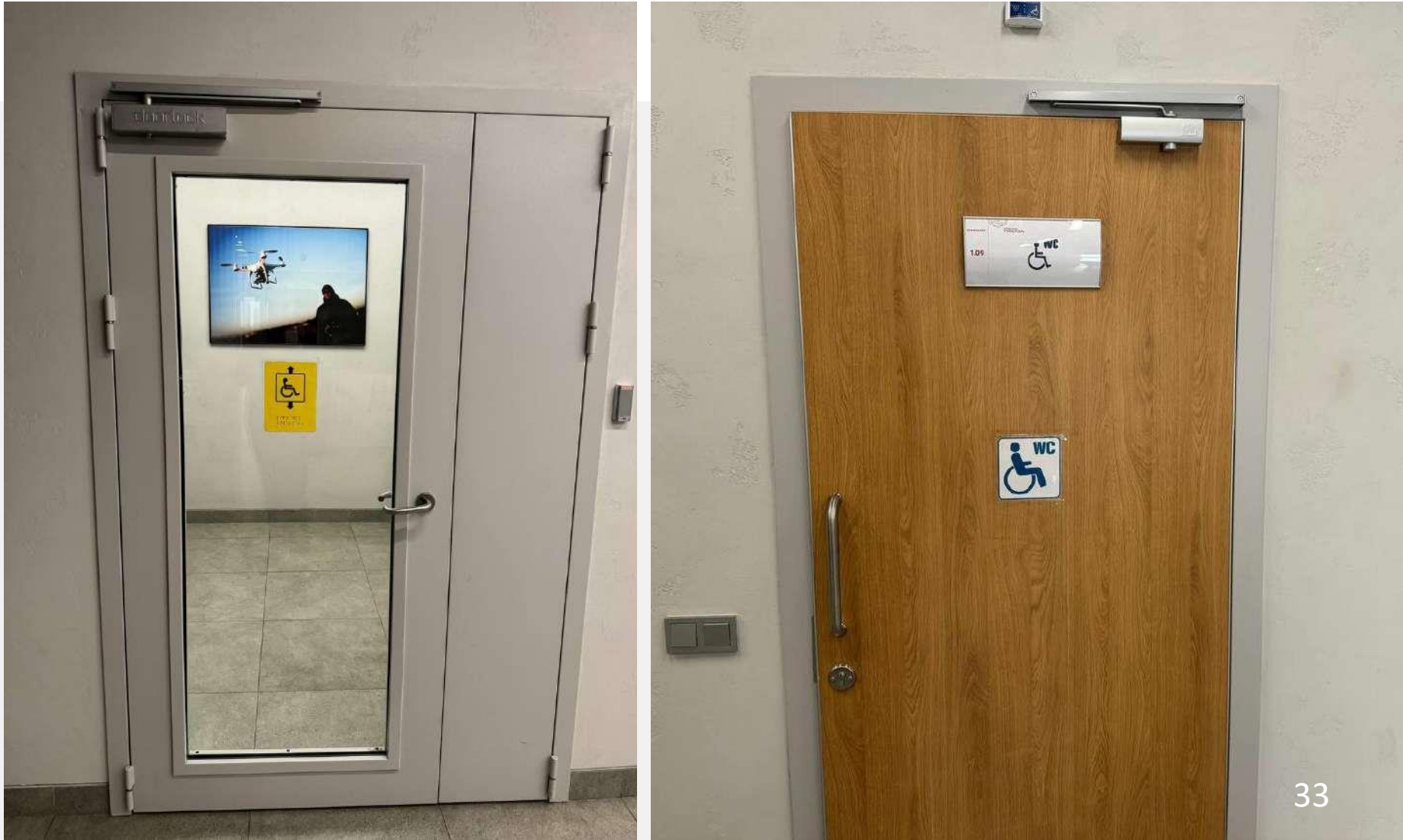
The best SEZ in Russia must exceed expectations in all aspects. With this conviction, the Technopolis Moscow SEZ Management Company strives to create high quality and modern infrastructure on its territory. In 2023, efforts to increase recreation areas, food outlets, green spaces, sports equipment, and inclusive environments continued.



AKIT RF-40 Equipment for Low Mobility Groups

Technopolis Moscow SEZ MC attaches special importance to infrastructure development for low-mobility groups (LMG). In the reporting period, all Technopolis Moscow SEZ sites were inspected for LMG-friendly equipment available, and all parking lots were checked that at least 10% of their number is prepared for LMG at the operating and under-construction sites.

The Technopolis Moscow SEZ territory is equipped with the necessary inclusive culture infrastructure, including: ramps, parking spaces for LMG, elevators for vertical mobility, specialized restrooms for people with disabilities, relief tiles, and tactile navigation for people with visual impairments, allowing them to navigate independently in the SEZ. Rudnevo site is a barrier-free environment with a curbstone lowering, as provided for in the design.





QUALITY OF INFRASTRUCTURE
DEVELOPMENT

AKIT RF-41 Green Area

Green areas not only offer aesthetic value, but provide environmental sustainability and contribute to a healthy microclimate, reducing urban heat island effects. Technopolis Moscow SEZ Management Company is actively landscaping the sites and planting new trees, giving preference to species with the highest carbon dioxide absorption capacity. A total of 1,734 green spaces were planted in 2023.

Open recreation areas in Technopolis Moscow SEZ are decorated with green plantings, creating a peaceful atmosphere that allows employees to get distracted from their work tasks and regenerate their energy.



Technopolis Moscow SEZ Management Company tries to involve employees and residents into landscaping their sites. Thus, “Techno-Subbotniks” are regularly organized, where employees, residents and their families work together to improve the territory and plant new seedlings.



Total area of green spaces, including: trees, shrubs, flower beds, lawns is over 81 ha, which is 29.6% of the Technopolis Moscow SEZ total area and 3.8% higher over the previous reporting period. The grounds have landscaped areas with automatic watering of lawns, flower beds and trees.





QUALITY OF INFRASTRUCTURE
DEVELOPMENT

1.2 pcs/ Ths. m2

Number of ATMs in the Technopolis Moscow
SEZ per m2 of office space in operation

AKIT RF-42 Number of ATMs

Accessibility of financial services is also an important component of the quality infrastructure.

Technopolis Moscow SEZ Management Company regularly conducts surveys among employees to assess their satisfaction with the number of ATMs.

Should the need be recognized, the company promptly installs additional ATMs, ensuring access to financial transactions for all employees and residents.

Now, the **Pechatniki** and Alabushevo sites are equipped with at least one ATM.



AKIT RF-43 Length of Motor Roads

Technopolis Moscow SEZ Management Company annually improves the internal road infrastructure.

The site has clearly marked parking lots and driveways. Sidewalks, pedestrian areas and crosswalks have also been created, designed to meet local specifics and needs of the employees and residents.

All pedestrian areas are marked with appropriate signs and markings for safety and convenience of the visitors.

An important component is the transportation accessibility development. Technopolis Moscow SEZ sites are connected to the main city transportation hubs by regular bus routes, and **shuttle services are available for the Management Company employees**. **Golf carts and bicycles** provided to employees at Technopolis Moscow SEZ sites, also help reduce commuting time between different buildings and facilities.





QUALITY OF INFRASTRUCTURE
DEVELOPMENT

AKIT RF-44 Outdoor Lighting of the Territory

Technopolis Moscow SEZ sites are equipped with modern energy-efficient lighting systems, which not only reduce electricity consumption, but creates optimal working conditions as well. The outdoor lighting is designed in such a way as to ensure good visibility and safety throughout the Technopolis Moscow SEZ. Special attention is paid to lighting pedestrian areas, paths and important infrastructure facilities, which helps prevent accidents and ensures proper visibility at night. In addition, lighting sensors are used at the sites. Number of external lighting devices on the territory of the Technopolis Moscow SEZ, free of development, is 13.7 units per hectare.

13.7 units /ha

Number of external lighting devices on the territory, free of development

AKIT RF-45 Recreation Area

Technopolis Moscow SEZ has created multifunctional and comfortable recreation zones for its employees. The property features comfortable benches and outdoor gazebos, providing opportunities to spend time outdoors. Lunchrooms, communal dining rooms and cafes have been created to offer varied and healthy meals, and vending machines have been installed. To keep employees physically active and healthy, sports grounds are equipped for practicing various sports during breaks or after working hours.

Within the recreation zones of Technopolis Moscow SEZ, employees are also offered the opportunity to participate in bookcrossing. Bookcrossing not only enriches leisure time of the employees, but fosters to creating a culture of knowledge and ideas exchange in an informal setting, strengthening the corporate community. It should be separately noted that in the reporting period a family center and a playground were opened at the [Alabushevo](#) site for children of the local residents' employees. This innovation allowed employees to bring their children to work with them during the summer, providing them with quality and safe time during the workday.





QUALITY OF INFRASTRUCTURE
DEVELOPMENT

2 pcs.	2 pcs.
Number of benches in the Technopolis Moscow SEZ per 100 jobs	Number of urns in Technopolis Moscow SEZ per 100 jobs

AKIT RF-46 Management System

In 2023, the Technopolis Moscow SEZ Management Company successfully implemented a Quality Management [System as per GOST R ISO 9001-2015](#), covering comprehensive requirements, including in the field of social management. To maintain high management standards, the company regularly organizes training for management staff, which includes learning social principles within the framework of sustainable development and mastering best practices in occupational health and safety, which contributes to improving qualifications and efficiency of the Technopolis Moscow SEZ management team.

AKIT RF-47 Compliance with social policy legislation

Technopolis Moscow SEZ Management Company strictly adheres to the requirements of legislation in the social sphere, as well as the principles of openness and transparency in performing its social obligations. Technopolis Moscow SEZ MC closely monitors all changes in the legislative sphere in order to promptly implement current norms and rules, including internal procedures regarding labor relations, remuneration and social guarantees. Technopolis Moscow SEZ Management Company regularly conducts inspections and audits to confirm compliance with the established standards and adjusts working methods, if necessary.

AKIT RF-48 Incidents and controversial situations that caused social damage.

No cases of occupational injuries were registered in the Technopolis Moscow SEZ Management Company in 2023.

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Accidents and incidents, disputes that caused social damage in 2023



The Management Company of Technopolis Moscow SEZ within the framework of sustainable development focuses on improving corporate governance system and strives for economic efficiency, fruitful interaction with residents, development of practices to ensure transparency of the company's activities, effectiveness of anti-corruption and implementation of the system of appropriate measures, as well as compliance with business ethics.

The key areas of the SEZ Technopolis Moscow Management Company activities within the framework of this block are:

- Interaction with residents on sustainable development
- Corporate governance and business ethics
- Digital transformation
- Risk management

The Governance indicators are disclosed in the following sections:

- Investing in sustainable development
- Financial performance
- Interaction with residents
- Interaction with contractors and suppliers
- Anti-corruption practices
- Effective corporate governance
- Compliance with corporate governance legislation



For Governance direction, Technopolis Moscow SEZ MC identifies 6 out of 17 priority global Sustainable Development Goals.

UN SDGs	Name of the UN SDGs	Disclosure in the Report
	Ensuring gender equality and empowering all women and girls	Corporate Governance
	Ensuring universal access to affordable, reliable, sustainable and modern sources of energy for all	Investing in sustainable development
	Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Investments in sustainable development, Financial performance
	Building resilient infrastructure, promoting inclusive and sustainable industrialization and innovation	Interaction with residents, Financial performance, Contractors and suppliers
	Promoting peaceful and open societies for sustainable development, ensuring access to justice for all and building effective, accountable and participatory institutions at all levels	Corporate governance, Anti-corruption practices
	Strengthening the means of implementation and strengthening the work of the Global Partnership for Sustainable Development	Financial performance, Investments in sustainable development, Contractors and suppliers



FINANCIAL INDICATORS

AKIT RF-49 MEDRF-1 Revenue

In 2023, Technopolis-Moscow SEZ MC revenue amounted to 3 728 678 Ths. Rub. which is 1,031,438 Ths. Rub. more than in 2022, the increase amounted to 38,2 %.

2,697,240 Ths. Rub.	3,728,678 Ths. Rub.
Revenue of the Technopolis-Moscow SEZ Management Company in 2022	Revenue of the Technopolis-Moscow SEZ Management Company in 2023

AKIT RF-50 MEDRF-2 Gross Value Added

In 2023, the gross value added of the Technopolis Moscow SEZ MC amounted to 2,514,234 Ths. Rub., which is 6.68% and (157,379 Ths. Rub.) more than in 2022.

2,356,855 Ths. Rub.	2,514,234 Ths. Rub.
gross value added Management Company in 2022	gross value added Management Company in 2023

AKIT RF-51 MEDRF-3 Net Value Added

The net value added of the Technopolis Moscow SEZ Management Company (revenue less expenses for purchased materials, goods and services and depreciation of fixed assets) in 2023 amounted to 2,042,797 Ths. Rub., exceeding the same value of the previous year by 125,457 Ths. Rub. (6.5%).

1,917,340 Ths. Rub.	2,042,797 Ths. Rub.
net value added Management Company in 2022	net value added Management Company in 2023

AKIT RF-52 MEDRF-6, 7 Taxes and Mandatory Contributions

The total amount of taxes paid and payable by Technopolis Moscow SEZ MC (including not only income taxes, but also other fees and taxes such as property taxes or value added taxes) plus related penalties paid, as well as all royalties, license fees and other contributions to the state in 2022 and in 2023:

601,304 Ths. Rub.	750,294 Ths. Rub.
Taxes and other mandatory contributions of the Technopolis SEZ Management Company in 2022	Taxes and other mandatory contributions of the Technopolis SEZ Management Company in 2023



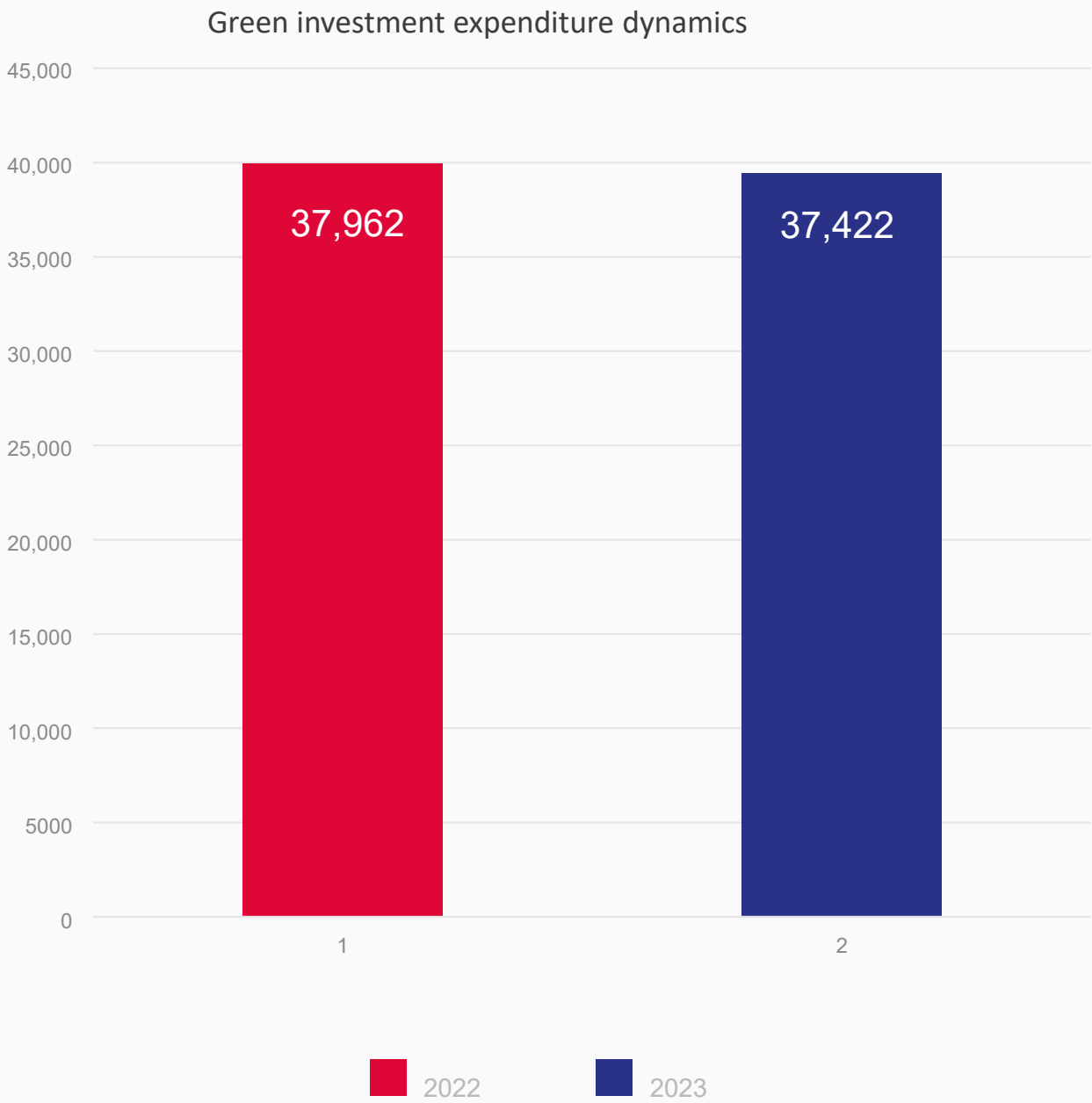
INVESTING IN SUSTAINABLE DEVELOPMENT

Technopolis Moscow SEZ Management Company aims to create favorable conditions for placement of domestic and foreign enterprises producing products, goods and services using the best available technologies that contribute to the positive impact on the environment and society.

AKIT RF-53 MEDRF-10 Green Investment

In 2023, the management company of the Technopolis Moscow SEZ carried out expenditure on the **green investments*** in the amount of **37,422 Ths. Rub.**, including:

- ▶ Electric vehicles acquisition – 7,151 Ths. Rub.
- ▶ Electric charging stations for electric vehicles – 9 790 Ths. Rub.
- ▶ Installation, connection and commissioning works at charging stations for electric vehicles - 9 057 Ths. Rub.
- ▶ Acquisition of LED lamps and fixtures for lighting replacement – 1,221 Ths. Rub.
- ▶ Expenditure under waste management contracts – 10,203 Ths. Rub.



*** Green investments are investments whose main purpose is to prevent, reduce and eliminate pollution and other forms of environmental degradation, for the purchase of lawn grass and seedlings, as well as the purchase of energy-saving lamps**



CHARITY
AND OTHER SOCIAL PROJECTS

AKIT RF-54 MEDRF-34

One of the priorities of Technopolis Moscow SEZ MC is charity aimed at supporting the environment and those in need. In 2023, the Technopolis Moscow SEZ Management Company made expenditures on charitable and voluntary donations and investments in the wider community where the target beneficiaries are external to the Company in the amount of 300 The. Rub. for the purchase and transfer of the “An A-Grade Pupil” school kits for children living in Donbass.

The Technopolis Moscow SEZ Management Company regularly organizes charitable campaigns “ Kind Things” and “Kind Lids”, as well as donor campaigns, events of various kinds: seminars, lectures, sports events, clean-up days for residents and tenants.

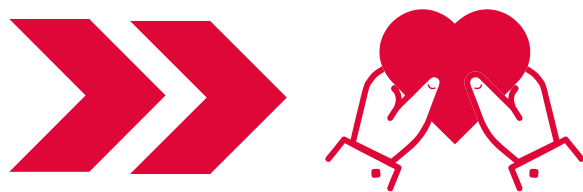
In 2023, Technopolis Moscow SEZ Management Company organized a fundraising campaign in favor of the Hospice Moscow Multidisciplinary Palliative Care Center, Lyublino Branch. Employees of the Management Company and employers of more than 10 SEZ enterprises took part in the campaign and collected 40 boxes filled with sweets, toys, treats and necessary items for those in need.





CHARITY
AND OTHER SOCIAL PROJECTS

It has become a good tradition to hold the charity event "Donor's Day", in which employees of the Technopolis Moscow SEZ Management Company and resident companies donate blood for those who need it vitally. Every year the donor movement in Technopolis Moscow SEZ embraces more and more employees who work at the local enterprises. In 2023, 260 employees of the SEZ companies donated blood, which is 1.5 times more than a year earlier. In total, 22 actions have been held in the Technopolis Moscow SEZ since 2021, and 660 employees of the SEZ companies have donated their blood. As a result, 297 liters of blood were collected. At that, in the first quarter of 2024, 129 people joined the donor movement and donated more than 58 liters of blood.



Technopolis Moscow SEZ organized a charity event to collect aid for the Oak Grove dog shelter. Employees of the Technopolis Moscow SEZ Management Company and resident companies collected more than 300 kg of dry food, disposable diapers and blankets and handed them over to the shelter.





INTERACTION
WITH RESIDENTS

This section is relevant to [SDG 9](#), "Building resilient infrastructure, promoting inclusive and sustainable industrialization and innovation." The Technopolis Moscow Special Economic Zone was established in 2005 in accordance with the Decree of the Government of the Russian Federation dated December 21, 2005. No. 779.

At present, the SEZ has a total area of [275 hectares](#). [Rudnevo](#) Industrial Park operates within the boundaries of Technopolis Moscow SEZ, which has the status of an investment-priority project and is included in the federal register of industrial parks of the Russian Ministry of Industry and Trade.

Strategic priorities of the SEZ:

- Creating favorable conditions for the sustainable development of high-tech sectors of the economy
- Attracting Russian and foreign investment into the Moscow economy
- Creating an ecosystem for sharing best practices of companies' innovative potential through cooperation and development of local communities
- Improving efficiency of existing and prospective assets
- Involvement of new generation into the industrial culture of the megacity

At the end of 2023, 105 companies operating in the following industries were residents of the Technopolis Moscow SEZ: microelectronics, optics, robotics and industrial automation, medical technologies, equipment and biopharma, information and communication technologies, modern materials and nanotechnology, energy-efficient technologies, high-tech manufacturing, electric vehicles, photonics, UAVs. According to the results of 2023, the Technopolis Moscow SEZ became the leader of the VI National Rating of investment attractiveness of the SEZ of Russia among special economic zones of a technical and innovative type.

Technopolis Moscow SEZ has created all the necessary infrastructure and is implementing a set of business support measures.

Infrastructure solutions of the Technopolis Moscow SEZ include:

Production infrastructure:

- Greenfield land plots within the administrative boundaries of Moscow;
- Brownfield's ready-made production facilities in close proximity to the city center;
- Clean rooms for microelectronics and biotechnology;
- Office space;
- Commercial space for rent for service and other companies (showrooms, cafes, etc.);

Engineering infrastructure:

Free connection to utilities for up to 30 days:

- Power supply
- Water supply
- Water disposal
- Heat supply

INTERACTION WITH RESIDENTS



Benefits for residents of Technopolis Moscow SEZ:

- 0% Property tax, land tax, transport tax for 10 years
- 2% income tax until 2028, 7% from 2028 to 2032, 14.5% from 2033
- special customs area regime (SCA) regime: when importing goods and equipment into the resident's customs controlled area (CCA), the resident is exempt from customs duties and VAT (deferred payments)
- Preferential lease of land -2% of the cadastral value of the land plot and a reduction coefficient: 0.4 -1 year, 0.5 -2 year, 0.6 -3 year, 0.7 from 4 to 8 year
- upon completion of construction and commissioning of the facility, the resident has the right to purchase the plot for 1% of the cadastral value

Technopolis Moscow SEZ Management Company has a Scientific and Technical Council, which is designed to evaluate the projects of current and prospective residents and develop recommendations on priority areas of innovative development.

SEZ Scientific and Technical Council is an advisory and consultative body, its decisions are of a recommendatory nature. The members of the council are eligible in accordance with the SEZ priority areas development, i.e. microelectronics, energy efficient, medical, information and communication technologies, modern materials and nanotechnologies, high-tech industries.



MANAGEMENT
COMPANY SERVICES

AKIT RF-55

Technopolis Moscow SEZ Management Company provides paid and free services to residents and lessees, with a total of about 412 services (395 paid, 17 free), including:

- maintenance services (MSW and SHW removal, furniture assembly / disassembly)
- Cleaning services
- Transportation services
- Operation and infrastructure services (expertise of design materials, integrated engineering services)
- Services in the field of legal and property relations (cadastral services, equipment placement, postal services, registration of contracts)
- Promotion and advertising services (event management, design, monitoring, content, advertising on surfaces and on the SEZ territory)
- Information technology and automated control system services
- Support for the investment projects development
- Construction services
- Rentals

- Repair work (construction work, partition wall and masonry work, insulation, finishing work, flooring)
- Services for issuing technical specifications
- Logistic services
- Partner scientific and technical services (technological R&D services, intellectual Property center, Certification and Standardization center)
- Staffing services

Free services are available to residents and lessees:

- Trouble-shooting applications
- Ordering guest and permanent passes
- Electronic document management
- Residents' news and announcements
- Communication with a personal manager

The entire list of services, as well as detailed information on each of them, is posted on the official website of the Technopolis Moscow SEZ Management Company and is available to resident lessees in the resident's Personal Account.

RESIDENCY POLICY



AKIT RF-56



Technopolis Moscow SEZ Management Company has approved and put into effect the Regulations on the Residency Policy of the Technopolis Moscow SEZ JSC, developed in accordance with the Federal Law of 22.07.2005 No. 116-FZ “On Special Economic Zones in the Russian Federation”, and Resolution of the Moscow Government of 11.02.2016 No. 38- PP “On Measures for the Implementation of Industrial and Investment Policy”.

One of the Policy principles is to factor in the Sustainable Development principles when interacting with residents. Technopolis Moscow SEZ Management Company pays special attention to ESG-transformation of SEZ and promotes residents' involvement in the sustainable development agenda. Technopolis Moscow SEZ Management Company creates conditions for interaction on the sustainable development principles implementation in the residents' activities. Focus on achieving sustainable development principles among SEZ residents and lessees entails improving the corporate culture within companies and their environmental and social responsibility.

In June 2023, Russia's first ESG Club for residents and lessees was launched. Its Goal is to organize of a community interested in the sustainable development agenda on the territory of the Technopolis Moscow SEZ, as well as to create necessary conditions for the experience exchange.





RESIDENCY POLICY



In August 2023, the second ESG Club event was held featuring “**ESG Practices**: Efficiency and Financial Benefits”, **dedicated to the most popular ESG practices**, both in large-scale companies and in medium and small businesses. The speakers talked about various strategies for sustainable development and environmental responsibility of business, and introduced the audience to many cases from their practice. Certification of companies and their products received a great response from the audience. The speakers shared their experience on how to make a company's office comfortable for different people, as well as on how to involve employees in leading an eco-friendly lifestyle not only in the workplace, but at home as well. The event paid attention to the issues of ESG implementation for small and medium-sized companies.



On November 13, 2023, Technopolis Moscow SEZ hosted an ESG Club meeting in the format of the master class devoted to quantitative assessment of greenhouse gas emissions. ESG-experts of the Management Company briefed the participants on the features and methods of quantitative assessment of greenhouse gas emissions, as well as the carbon reporting regulations.

Special attention was paid to practical skills: the participants did not only see the specifics and sequence of calculations, but tried to estimate emissions on their own by using model examples. And finally there was an interactive quiz to consolidate the material learned. The speakers shared important sources of information, including proven complementary courses on quantifying greenhouse gas emissions, as well as guides for finding emission factors, as a bonus. The **ESG Excellence Award 2023** in the field of environmental, social and corporate governance was held in October 2023 as a part of the III Forum “Sustainable Development of Territories and Human Potential”. SEZ was awarded a **Grand Prix** for the ESG Club project in the nomination “**Project Aimed at Achieving Sustainable Development Goals**”. The ESG Excellence Award for achievements in the field of sustainable development and corporate social responsibility was established by the Organizing Committee of the HR-Directors Summit with the support of the Council for Sustainable Business Development, Corporate Social Responsibility and Volunteerism at the Chamber of Commerce and Industry of the Russian Federation.

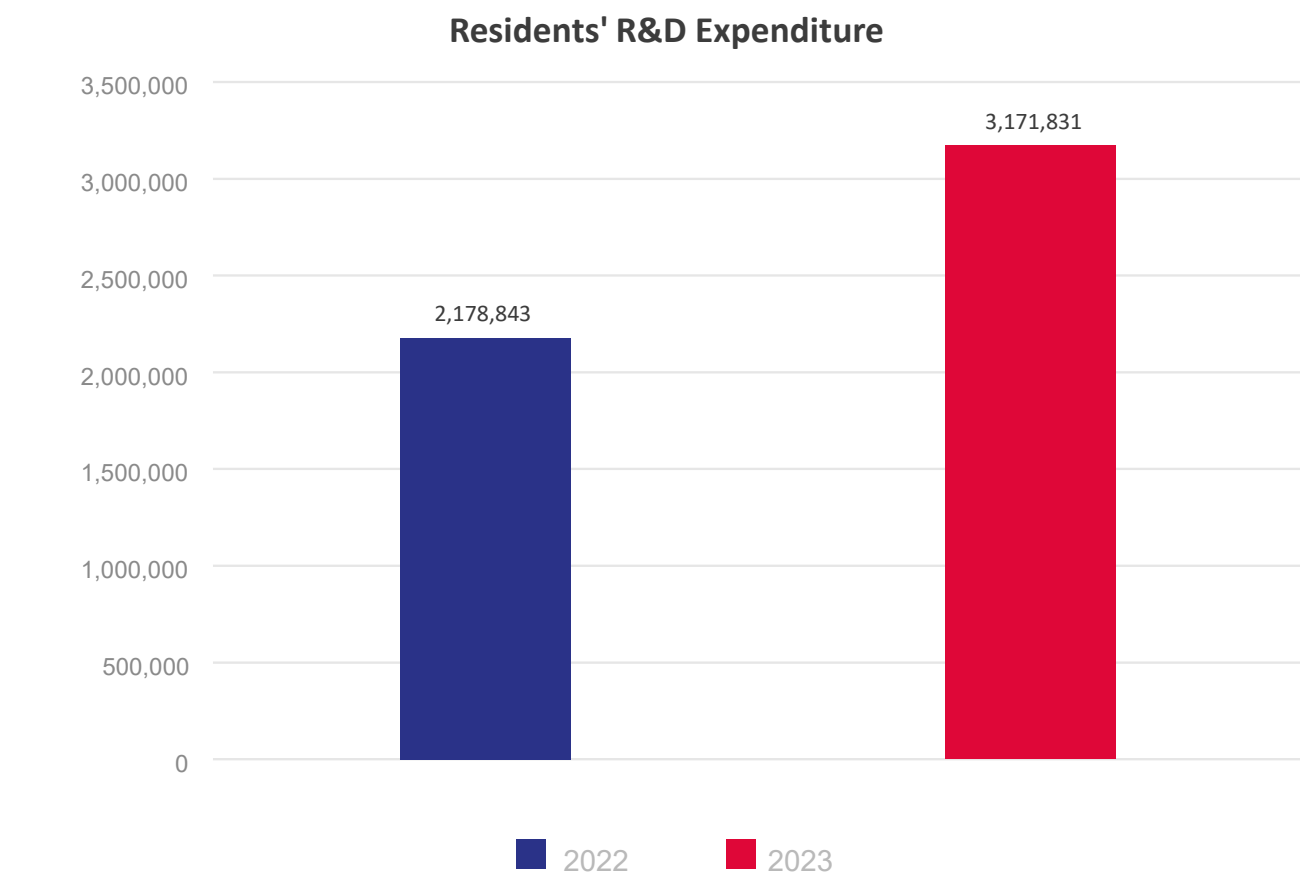




INTERACTION WITH RESIDENTS

AKIT RF-57 Residents' R&D Expenditure

For 2023, SEZ residents' expenditures on research and development amounted to 3,171,831 Ths. Rub., which is 992,988 Ths. Rub. (45.57%) higher than in 2022.



AKIT RF-58 Number of IPR Residents

Number of protected intellectual property results of the SEZ residents reached 602 in 2022.



602 IPR

Number of IPR residents of the Technopolis Moscow SEZ in 2023



CONTRACTORS AND SUPPLIERS

This section is relevant to **SDG 9** “Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation” and **SDG 17** “Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development”. Technopolis Moscow SEZ MC aims to unite efforts of the representatives of business, scientific and educational community, public authorities and international partners towards new high-tech industries development in the Russian economy. The Technopolis Moscow SEZ Management Company is aimed at creating favorable conditions for the sustainable development of the high-tech industries, attracting investments, creating an ecosystem for the best practice sharing, developing innovative potential of the SEZ resident companies and improving the efficiency of asset management. With a view to promote among suppliers (contractors, providers) the principles for the formation of a sustainable community, the principles of responsible attitude to the environment, rational production and consumption, responsible business and investment, respect and observance of the human rights, Technopolis Moscow SEZ Management Company has developed the Supplier Code of Business Ethics of the Technopolis Moscow SEZ Joint Stock Company.

AKIT RF-59 **MEDRF-8 Local Procurement**

In 2023, the volume of procurement by the Management Company of Technopolis Moscow SEZ from the local suppliers of Moscow and Moscow Oblast amounted to **39,466,677,4** Ths. Rub., which is **48.17%** of the total value of procurement.

15,888,685 Ths. Rub.	39,466,677.4 Ths. Rub.
Total procurement of the Technopolis Moscow Management Company from local suppliers in 2022	total expenditures on the local procurement of the Technopolis Moscow SEZ Management Company in 2023

AKIT -60 **Environmental Requirements**

The Technopolis Moscow SEZ Management Company imposes all mandatory requirements to suppliers (contractors, providers) in accordance with the current legislation on procurement, as well as the Regulation on Procurement of Goods, Works, Services of the Technopolis Moscow SEZ Joint Stock Company. Suppliers (contractors, providers) are encouraged to follow the Supplier Code of Business Ethics. Application of its norms is voluntary.





INFORMATION ON CORPORATE GOVERNANCE ISSUES

This section is relevant to **SDG 5**, " Achieve gender equality and empower all women and girls " and **SDG 16**, " Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels."

Technopolis Moscow SEZ Management Company builds business relationships based on good faith and avoidance of conflicts of interest.

According to the Charter of Technopolis Moscow SEZ JSC the governing bodies of the Company are:

- ▶ General Meeting of Shareholders
- ▶ Board of Directors
- ▶ General Director

Board of Directors

The Board of Directors of the Company has overall charge of the Company's activities, except for the issues referred by the Federal Law "On Joint-Stock Companies" and the Charter to the competence of the General Meeting of Shareholders. The Board of Directors is convened to consider issues including those related to sustainability. The Board of Directors shapes the Company's position on global issues aimed at creating new opportunities in the long term.

AKIT RF-61 MEDRF-36 Board of Directors Meetings and Attendance Rate

In 2023, the Board of Directors held **42 meetings**. The attendance rate was **93.3%**.

AKIT RF-62 Women on the Board of Directors

By the end of 2023, the Board of Directors had **5 members**, including **1 woman**, which is **20%** of the total number of the Board members.

AKIT RF-63 MEDRF-37 Members of the Board by Age Groups

By the end of 2023, all members of the Board of Directors belong to the **30-50 age group**.

AKIT RF-64 Remuneration and Compensation to the Board Members

No compensation or remuneration was paid to the members of the Board of Directors in 2023.

The Technopolis Moscow SEZ Management Company has established a **Sustainable Development Committee** - a consultative and advisory body of Technopolis Moscow SEZ JSC at the management level, with the aim to consider issues related to sustainable development, in particular, issues related to environmental protection, social issues and corporate governance.



ANTI-CORRUPTION PRACTICES

This section is relevant to **SDG 16**, "Promoting peaceful and open societies for sustainable development, ensuring access to justice for all and building effective, accountable and participatory institutions at all levels."

In anti-corruption practices, the Management Company adheres to the principles of legality, fairness, and zero tolerance for any corrupt practices.

Technopolis Moscow SEZ Management Company has adopted a number of anti-corruption instruments:

- Code of Ethics and Business Conduct for Employees of the Technopolis Moscow Special Economic Zone Joint-Stock Company. Addition to the Code (its Schedule) contains Rules of Conduct on Social Networks and The Internet
- Anti-Corruption Policy of SEZ Technopolis Moscow JSC
- Regulation on conflict of interest regulation
- Regulations on the Commission for Compliance with Requirements to Employee Conduct and Settlement of the Conflict of Interest

Technopolis Moscow SEZ Management Company has approved the anti-corruption action plan of Technopolis Moscow Special Economic Zone JSC for 2022 – 2024

All documents are binding and are publicly available on the official website in the special Anti-Corruption section.

The Management Company's website contains a feedback window using which any citizen can report corruption.

AKIT -65 MEDRF-42 Anti-Corruption Training

Technopolis Moscow SEZ Management Company conducts ongoing training on corruption prevention among its employees. Upon entry into employment, employees are briefed on the prevention of corruption violations and are informed of local regulations on corruption prevention. Notes on briefing and introduction are entered in special registration logs.

Обратная связь

Уважаемые граждане и предприниматели! Если Вам стало известно о каких-либо проявлениях коррупции в АО «ОЗЗ «Технополис Москва», Вы можете сообщить об этом (в т.ч. анонимно). Также мы ждём Ваши предложения и замечания.

Имя:	Организация:
Номер телефона:	E-mail:
Комментарий:	
Выберите файл Файл не выбран	
<input type="checkbox"/> Я не робот	

Нажав на кнопку "Отправить" Вы даёте согласие на обработку своих персональных данных в соответствии со статьёй 9 Федерального закона от 27 июля 2006 г. №152-ФЗ "О персональных данных".
Поле (*) - обязательно для заполнения



Отправить



ANTI-CORRUPTION PRACTICES

In 2023, the Management Company of Technopolis Moscow SEZ developed and approved a list of positions and jobs, the filling and performance of which is associated with increased corruption risks. Standards and procedures are introduced to identify risk factors for potential conflicts of interest, including polygraph interviews and declaration of conflicts of interest.

In February 2023, a corruption prevention test was developed and a register of employees who passed the test was established. 90 employees have been instructed.

The responsible corruption prevention officer took part in an anti-corruption education conference held by the First Federal University of Anti-Corruption Education and the Center for Combating Corruption in Public Authorities with the assistance of the Department of Regional Security and Anti-Corruption of the City of Moscow, as well as in the All-Russian Anti-Corruption Dictation.

Two webinars were held in 2023:

- "Conflict of interest and handling of gifts"
- Answers to questions

A “Career of Corruption” situational video was created and published in the corporate chat room. Anonymous questionnaires were conducted twice, demonstrating the real level of anti-corruption sentiments within the Technopolis Moscow SEZ Management Company. Technopolis Moscow SEZ Management Company employees were mailed the methodological and informational materials on corruption combatting issues.

AKIT RF-66

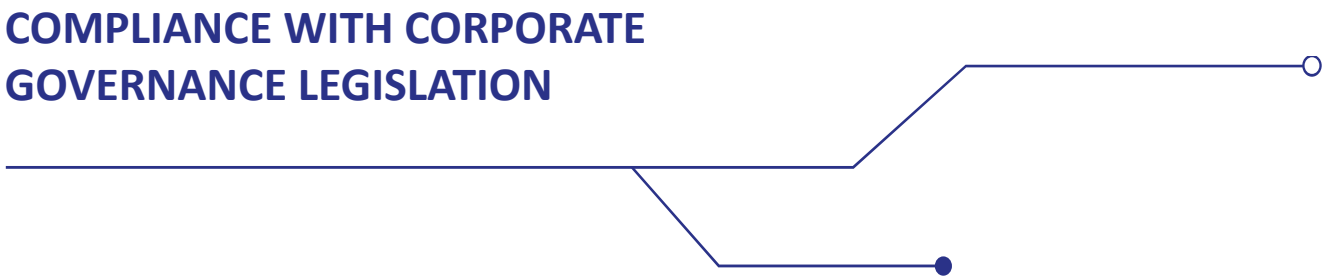
MEDRF-43

Fines as per Prescriptive Orders

Technopolis Moscow SEZ Management Company did not receive any corruption fines in 2022 and 2023. In order to prevent committing any corrupt acts in the course of performing contracts, including commercial bribery, in accordance with the company's policy, Technopolis Moscow SEZ MC proposes to include an anti-corruption clause in contracts with counterparties, providing for additional anti-corruption obligations of the parties and consequences of committing corrupt acts by any of the parties.

0 Rub.

Total of corruption-related fines paid and payable be the Management Company in 2023



This section is relevant to **SDG 16**, "Promoting peaceful and open societies for sustainable development, ensuring access to justice for all and building effective, accountable and participatory institutions at all levels." Technopolis Moscow SEZ Management Company strives to minimize possible reputational harm by controlling the quality of services, the atmosphere within the team, the level of service, working in a strictly legal field, when fulfilling its duties to other companies, clients.

AKIT RF-67

Management System

In order to improve the organization's efficiency and meet the requirements of the stakeholders, the Management Company has developed and implemented a Quality Management System in accordance with the requirements of the international standard ISO 9001:2015 and GOST R ISO 9001-2015, and passed voluntary certification (**Certificate of Conformity No. ROSS RU.FC11.K00819**).



ROSS RU.0001.13FC11

CERTIFIED SYSTEM

GOST R ISO9001 -2015 ROSS RU.FK11.K00819

AKIT RF-70

Management Company Goodwill

No incidents or disputes that caused reputational damage were detected in 2023.



The Sustainability Report of the Technopolis Moscow SEZ Management Company for 2023 was prepared in accordance with the Standard for Non-Financial Reporting Disclosure for Management Companies of Infrastructure Sites (Industrial Parks, Industrial Technology Parks, Special Economic Zones, Advanced Development Territories).

The standard was developed by the working group that included experts from the Association of Clusters, Technology Parks and SEZs of Russia, the Institute of Knowledge Economics, Ufa State Aviation Technical University, the Muratshin State Regional Center for Standardization, Metrology and Testing in the Republic of Bashkortostan, the Development Corporation of the Republic of Bashkortostan, as well as the Russian Economic University named after G.V. Plekhanov.

Standard Indicators

The indicators of the Standard are based on the UN Global Indicators (Goals) and National SDG indicators developed by Rosstat.

The Standard includes 70 indicators in 3 areas: environment, social and governance.

The Standard indicators were reviewed and supported at the meetings of the Expert Councils of the State Duma of the Federal Assembly of the Russian Federation:

- April 19th, 2022 – at the meeting of the Expert Council on the Development of Special Economic Zones under the Committee on Economic Policy
- May 26, 2022 – at the meeting of the Expert Council on Industrial Infrastructure Development (industrial parks, technology parks, ecotechnoparks and clusters) under the Committee on Industry and Trade

Following the meetings, the Standard was forwarded to the Ministry of Economic Development of Russia, where it was reviewed and sent to the SEZ management companies for voluntary use in their work (No. D14i-17683 dated 06/08/2022).

The Ministry of Industry and Trade of the Russian Federation also recommended the Standard for use by the executive authorities of the constituent entities of the Russian Federation (No. 117097/02 dated 31.10.2023).

Organization Standard (STO) 92618038-001-2023 "Sustainable Development of Management Companies of Infrastructure Sites. General requirements" 17.11.2023 was registered in the Federal Information Fund of Standards.



**ASSOCIATION OF CLUSTERS,
TECHNOLOGY PARKS
AND SEZS OF RUSSIA**



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DEPARTMENT OF INVESTMENT AND
INDUSTRIAL POLICY OF THE CITY
OF MOSCOW



TECHNOPOLIS
MOSCOW
SPECIAL ECONOMIC ZONE

ESG Data

TECHNOPOLIS MOSCOW SEZ JSC

2023





Environmental sustainability indicators encompass
7 of the 17 Sustainable Development Goals

SUSTAINABLE
DEVELOPMENT
GOALS

	<div><div>1</div><div>NO POVERTY</div><div></div></div>	<div><div>2</div><div>ZERO HUNGER</div><div></div></div>	<div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div><div></div></div>	<div><div>4</div><div>QUALITY EDUCATION</div><div></div></div>	<div><div>5</div><div>GENDER EQUALITY</div><div></div></div>
<div><div>6</div><div>CLEAN WATER AND SANITATION</div><div></div></div>	<div><div>7</div><div>AFFORDABLE AND CLEAN ENERGY</div><div></div></div>	<div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div><div></div></div>	<div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div></div></div>	<div><div>10</div><div></div></div>	<div><div>11</div><div>SUSTAINABLE CITIES AND COMMUNITIES</div><div></div></div>
<div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div>	<div><div>13</div><div>CLIMATE ACTION</div><div></div></div>	<div><div>14</div><div>LIFE BELOW WATER</div><div></div></div>	<div><div>15</div><div>LIFE ON LAND</div><div></div></div>	<div><div>16</div><div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div><div></div></div>	<div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div><div></div></div>



ESG Data 2023 (E)

No.	SDG	Indicator	Calculation Method	Value
1		Water Recycling and Reuse	a) Volume of water reuse and recycling (recirculation) of the SEZ MC in 2022 and in 2023, Ths. m³; b) Change in the volume of water reuse and recycling (recirculation) relative to 2022, Ths. m³, %	a) 0.000 m³ b) 0.000 m³, %
2		Water Use Efficiency	a) Water consumption volume of the SEZ MC in 2022 and in 2023, Ths. m³; b) Water consumption volume per net value added in 2022 and 2023, m³/Rub.; c) Change in the water use volume relative to 2022, Ths. m³, d) Change in the water use volume based on net value added relative to 2022, m³/Rub., %	a) 18,980 m³; 19,640 m³ b) 0.009899131 m³ /Rub. 0.009609374 m³ /Rub. c) 650 m³ +3.42% d) -0.000289757 m³ /Rub. -2.92%
3		Treated Sewage Discharge	a) Volume of treated sewage discharge of the SEZ MC in 2022 and in 2023, m³; b) share of the treated sewage discharge from the total water flow in 2022 and in 2023, %	a) 18,980 m³; 19,640 m³ b) 100%; 100%
4		Sanitary State of Drinking Water Supply	a) Number of drinking water samples taken for examination in 2023, cases; b) Number of samples of drinking water that do not meet hygienic standards in 2023, cases; c) Proportion of drinking water samples that do not comply with hygiene standards from the total number of samples examined, %	a) 33 cases b) 0 cases c) 0 %






ESG Data 2023 (E)

No.	SDG	Indicator	Calculation Method	Value
5		Waste Generation	a) Waste volume of the SEZ MC in 2022 and in 2023, tons; b) Key types and volume of waste of the SEZ MC by hazard classes in 2022 and 2023, tons; c) Waste volume per net value added in 2022 and 2023, tons/Rub.; d) Change in waste generation by hazard class relative to 2022, t, %; e) Change in waste generation based on net value added relative to 2022, t/Rub., %	a) 364.71 tons 608.9 tons b) 2022: III - 0.014, IV - 175.3, V - 190.3 2023: IV - 553,2 , V - 55,7 c) 0.000190219 t /Rub. 0.00029807 t /Rub. d) 0 / 0 / -0,014 t / +377.9 t / -134.6 t 0 / 0 / -100% / +215,57% / -241,65% e) 0.000107851 t /Rub +56.69%
6		Waste, Reused, Recovered and Recycled	a) Volume of waste recycled, recovered and recycled, SEZ MC in 2022 and in 2023, tons; b) Share of recycled, recovered and recycled waste from the total amount of waste in 2022 and 2023, %; c) Change in the volume of recycled, recovered and recycled waste against 2022, tons, %	a) 179.3 t 2.4 t b) 49% 0.3% c) -0.48 t - 99%
7		Hazardous Waste	a) Volume of hazardous waste of hazard classes I and II treated, MC SEZ 2022 and 2023, tons; b) Proportion of treated hazardous waste of hazard classes I and II from the total amount of waste in 2022 and in 2023, %; c) Change in the volume of treated hazardous waste of hazard classes I and II relative to 2022, tons, %	a) 0 t b) 0 % c) 0 %





ESG Data 2023 (E)

No.	SDG	Indicator	Calculation Method	Value
8		Air Pollutants Captured and Neutralized	a) Volume of air pollutants captured and neutralized, in the atmosphere, t; b) Share of air pollutants captured and neutralized in the total amount of air pollutants in SEZ in 2021, %	a) 0 t b) 0 %
9		Sanitary State of Atmospheric Air	a) Number of atmospheric air samples taken for examination in 2023, cases; b) Number of atmospheric air samples that do not meet sanitary requirements in 2023, cases; c) Proportion of atmospheric air samples that do not meet sanitary requirements from the total number of samples examined, %	a) 0 cases b) 0 cases c) 0 %
10		Green Area	Number of trees and shrubs planted in 2022 and 2023, pcs.	2022: 16,691 pcs. 2023: 1734 pcs.
11		Energy Efficiency	a) Volume of electricity consumption by SEZ MC in 2022 and in 2023, Ths. kWh; b) electricity consumption per net added value in 2022 and in 2023, kWh/Rub; c) Change in electricity consumption relative to 2022, Ths. kWh, %; d) Change in electricity consumption per net value added relative to 2022, Ths. kWh, %	a) 5,587 Ths. kWh 6,795 Ths. kWh b) 2,913932,844 kWh/Rub. 3,326321705 kWh/Rub. c) +1,208 Ths. kWh +21.62% d) +0.412388861 Ths. kWh +14.1%
12		Clean Electricity Generation and Consumption	a) Volume of clean electricity (hydroelectric, nuclear, gas, solar, wind, geothermal, tidal, biomass energy) produced in the SEZ in 2023, Ths. kWh; b) Volume of clean electricity consumed in 2023, Ths. kWh; c) Share of clean electricity produced in the SEZ territory in 2023 in the total volume of electricity production, %; d) Share of clean electricity consumed in the total energy consumption in 2023, %	a) 0 Ths. kWh b) 0 Ths. kWh c) 0% d) 0 %







ESG Data 2023 (E)

No.	SDG	Indicator	Calculation Method	Value
13		Renewable Energy Production and Consumption	a) Volume of electricity generated in the SEZ territory using renewable energy sources in 2023, Ths. kWh; b) Volume of consumed electricity produced using renewable energy sources in 2023, Ths. kWh; c) Share of electricity produced using RES in the total volume of electricity production in 2023, %; d) share of consumed electricity produced using RES in the total volume of energy consumption in 2023, %; e) Capacity of generating facilities on the territory operating on the basis of RES, MW	a) 0 Ths. kWh b) 0 Ths. kWh c) 0 % d) 0 % e) 0 MW
14		Efficient Heat Supply	(a) Volume of heat energy consumption by SEZ MC in 2022 and 2023, Gcal; b) Heat consumption per net value added in 2022 and in 2023, Gcal/Rub; c) Change in heat consumption relative to 2022, Gcal, %; d) Change in heat consumption per net value added relative to 2022, Gcal, %	a) 8276 Gcal 9863 Gcal b) 0.004316397 Gcal/Rub. 0.004828184 Gcal/Rub. c) +1587 Gcal +19.2% g) +0.000511787 Gcal/Rub +11.9%
15		Greenhouse Gas Emissions	(a) Volume of greenhouse gas emissions from road transport by SEZ MC in 2023, t CO2-equivalent; b) Volume of greenhouse gas emissions from residents' motor vehicles SEZ in 2023, t CO2-equivalent; c) Volume of greenhouse gas emissions from SEZ residents' production in 2023, t CO2-equivalent; d) Volume of indirect greenhouse gas emissions from production of consumed electric and thermal energy by SEZ MC in 2023, t CO2-equivalent; e) Volume of indirect greenhouse gas emissions from production of consumed electric and thermal energy of SEZ residents in 2023, t CO2-equivalent.	a) 120.17 t CO2-eq. b) – c) – d) 3,312.37 t CO2-eq. e) 69,021.26 tons of CO2-eq.

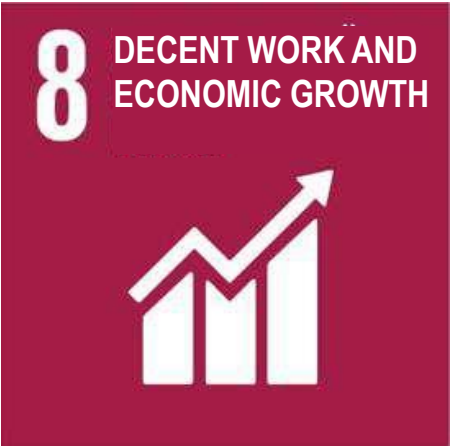
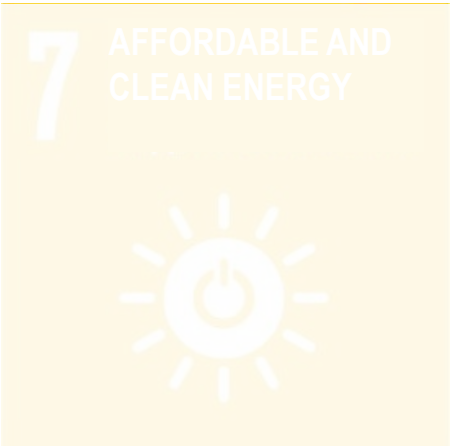


ESG Data 2023 (E)

No.	SDG	Indicator	Calculation Method	Value
16		Environmental Expenditure	a) Volume of environmental expenditure of SEZ MC for biodiversity protection and protection of natural areas in 2022 and 2023, Ths. Rub.; b) Change in environmental protection expenditure relative to 2022, Ths. Rub., %; c) Share of environmental expenditure in total expenditures in 2023, %	a) 8,958.4 Ths. Rub.; 10,202. 76 Ths. Rub. b) +1,244.36 Ths. Rub.; +13.89% c) 0.01%
17		Environmental Management System	Valid ISO 14001 certificate (GOST R ISO 14001 -2016) or a functioning QMS in place	Certificate No. ROSS RU.FC11.K00819
18		Energy Management System	Valid ISO 50001 certificate (GOST R ISO 50001 -2012) or a functioning QMS in place	Certificate No. ROSS RU.FC11.K00819
19		Accidents and Incidents that Caused Environmental Damage	Controversial environmental situation related to the company or its contractors has been recorded in the public domain (including court cases and unfulfilled prescriptive orders of supervisory authorities, significant fines, the fact of concealment of violations, etc.). Negative adjustment is increased in situations where the company does not provide comments and up-to-date information on its website and in the media regarding a controversial environmental situation (insufficient information transparency); - facts of non-compliance by the company with environmental legislation revealed; - there are IUCN Red List species in the area affected by the company's operations, the company directly affects biodiversity through its activities, but does not take any measures to protect these species.	Not detected

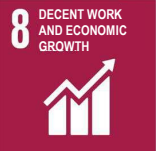

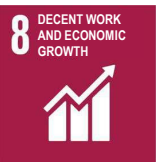


Social indicators encompass
11 of the 17 Sustainable Development Goals

SUSTAINABLE
DEVELOPMENT
GOALS

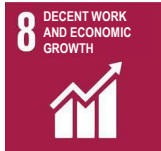


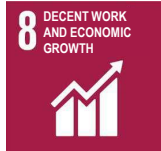










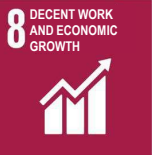
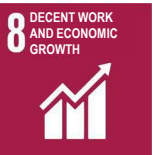

ESG Data 2023 (S)

No.	SDG	Indicator	Calculation Method	Value
20	 	Staff Structure by Gender	SEZ MC staff structure by gender at the end of 2022 and 2023, persons, %	2022: 206 pers. – 59.5% - men 140 pers. – 40.5% - women 2023: 213 pers. – 61% men 136 pers. – 39% women
21		Staff Structure by Age	SEZ MC staff by age (under 30, 30-50, over 50) at the end of 2022 and 2023, persons, %	2022: under 30 yrs. – 42 pers. – 12.1% 30-50 yrs. – 196 pers. – 56.7% over 50 – 108 pers. – 31.2% 2023: under 30 yrs. – 51 pers.– 14.6% 30-50 yrs. – 187 pers. – 53.6% over 50 – 111 pers. – 31.8%
22		Dynamics of the Real Average Monthly Salary	a) Index of real accrued salary of employees SEZ MC in 2022 and 2023, %; b) Dynamics of the real average monthly salary of the SEZ MC employees, pp.	a) 2022 – 129.2%; 2023 - 166% b) 22.68 pp.
23		Average monthly nominal gross salary of MC employees to average salary in Moscow city	a) Average monthly nominal gross salary of SEZ MC employees in 2022 and 2023, Ths. Rub.; b) Average monthly nominal gross salary in Moscow in 2022 and 2023, Ths. Rub.; c) Ratio of the average monthly nominal gross salary of SEZ MC employees to average salary in Moscow in 2022 and 2023, %	a) 2022 – 174.1 Ths. Rub.; 2023 – 191.43 Ths. Rub. b) 2022 – 125.6 Ths. Rub.; 2023 – 128.3 Ths. Rub. c) 2022 – 138.6% 2023 – 149.2%




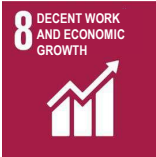


ESG Data 2023 (S)

No.	SDG	Indicator	Calculation Method	Value
24	 	Payroll Fund	Ratio of payroll costs (payroll budget, including social benefits and social package) of SEZ MC in 2023 to revenue in 2023, %	26%
25		Personnel Training	a) Average number of training hours per one employee (excluding sabbatical leave) of SEZ MC in 2022 and 2023; b) direct and indirect training costs (including trainers' fees, training facilities, training equipment, related travel expenses, etc.) per one employee of SEZ MC in 2022 and 2023, Ths. Rub.	a) 2022 – 148.3 hours 2023 – 163.2 hours b) 2022 – 12.5 Ths. Rub. 2023 – 17.2 Ths. Rub.
26		Staff Turnover Rate	Ratio of the SEZ MC employees number who left the company in 2023 to the average number of employees at the year end 2023, multiplied by 100 %, %	27,7%
27		Employment of Persons with Disabilities	Proportion of persons with disabilities in total number of SEZ MC employees, at the 2023 year end, in %	0,9%
28		Collective Bargaining Agreement	Ratio of SEZ MC employees covered by collective bargaining agreements to the total number of SEZ MC employees at the end of 2023, %	There is no collective bargaining agreement
29		Higher Education	Share of SEZ MC employees with higher education (bachelor's, specialist, master's degree) from the total number of employees by the end of 2023, %	69%
30		Secondary Vocational Education	Share of SEZ MC employees with secondary vocational education from the total number of employees at the end of 2023, %	21%

ESG Data 2023 (S)




No.	SDG	Indicator	Calculation Method	Value
31		Women in Management Positions	Ratio of women in management positions in SEZ MC to the total number of managers at the end of 2023, %	38,6%
32		Women with Preschool-Age Children	Ratio of the number of women with pre-school children working in the SEZ MC to the total number of employees at the end of 2023, %	7,7%
33	 	Retraining and Advanced Training of Women On Parental Leave	(a) Number of women in the SEZ MC who are on maternity leave to care for a child under the age of three at the end of 2023, persons; b) Number of women who have completed retraining and advanced training, on parental leave for children under three years of age, by the end of 2023, persons.	a) 12 pers. b) 0 pers.
34	 	Occupational Health and Safety	Percentage of SEZ MC's expenditure on occupational health and safety and health insurance programs, health care, directly funded by the company, and all costs of maintaining working conditions in the workplace, issues related to occupational safety and health incurred in 2023, as a percentage of revenue in 2023, %, including: - Use of electricity; - Fire and explosion prevention measures; - Sanitary facilities, washing facilities, drinking water supplies and other household facilities related to occupational safety and health; - Employees' health monitoring;	1,9%
35		Occupational Injuries	a) Number of new injury cases divided by the total number of hours worked by SEZ MC employees at the end of 2023, cases. b) Number of injured employees in the total number of employees, %	a) 0 cases b) 0%
36		Physical Training and Sports	Direct (provision of gym tickets) and indirect (costs of corporate sports uniforms and sports events) expenses for physical training and sports per employee of the SEZ MC in 2022 and 2023, Ths. Rub.	2022 – 0.4 Ths. Rub. 2023 – 1.5 Ths. Rub.

ESG Data 2023 (S)

No.	SDG	Indicator	Calculation Method	Value
37		Traffic Accidents	Number of traffic accidents on the SEZ territory in 2022 and 2023, cases	2022 – 0 cases 2023 – 0 cases
38		Prevalence of Tobacco Use	Proportion of smoking workers to the total number of SEZ MC employees, %	36.8% of 212 employees surveyed
39		Provision of Employees with Sanitary and Hygienic Means	Percentage of SEZ MC employees using safely organized sanitation services, including hand washing facilities with soap and water in 2022 and 2023, %	2022 – 100% 2023 – 100%
40		Equipment for Low Mobility Groups	Equipment for low mobility groups of on the SEZ territory	Areas are duly equipped
41		Green Area	Green area in the total SEZ area, %	29,6%
42		Number of ATMs	Number of ATMs on the territory of the SEZ per m², units per Ths. m²	1.2 units per Ths. m²
43		Length of Motor Roads	Total length of the motor roads on the territory of the SEZ, km	14.2 km
44		Outdoor Lighting of the Territory	Number of Outdoor Lighting Devices in the SEZ territory, free of development, units/ha	13.7 units./ha



ESG Data 2023 (S)





No.	SDG	Indicator	Calculation Method	Value
45		Recreation Area	a) Share of the total area of any recreation facilities (including green areas and plantings, sports grounds) of the total SEZ area, %; b) Number of benches per 100 jobs created on the SEZ territory, units/100 workplaces; c) Number of bins per 100 workplaces created in the SEZ territory, units/100 workplaces	a) 27.3% b) 2 units /100 workplaces c) 2 units /100 workplaces
46		Social Management System	Valid ISO 26000 certificate (GOST R ISO 26000) or a functioning QMS in place	Certificate No. ROSS RU. FK11.K00819
47		Occupational Safety and Health Management System	Valid ISO 45000 certificate (GOST R ISO 45000) or a functioning QMS in place	Certificate No. ROSS RU. FK11.K00819
48		Incidents and Controversial Situations that Caused Social Damage	- Controversial situation related to violation of the employee rights, discrimination or observance of human rights that has a wide public resonance was recorded in the public domain; - Accident or incident that resulted in loss of life and significant damage and caused a wide public resonance was recorded; - Facts of non-compliance by the company with Russian legislation revealed	No incidents recorded

Governance indicators encompass
6 of the 17 Sustainable Development Goals

SUSTAINABLE
DEVELOPMENT
GOALS



1 NO POVERTY 	2 ZERO HUNGER 	3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	5 GENDER EQUALITY 	
6 CLEAN WATER AND SANITATION 	7 AFFORDABLE AND CLEAN ENERGY 	8 DECENT WORK AND ECONOMIC GROWTH 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	10 REDUCED INEQUALITIES 	11 
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	13 CLIMATE ACTION 	14 LIFE BELOW WATER 	15 LIFE ON LAND 	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	17 PARTNERSHIPS FOR THE GOALS 

ESG Data 2023 (G)

No.	SDG	Indicator	Calculation Method	Value
49		Revenue	Revenue of the SEZ MC in 2022 and 2023, Ths. Rub.	2022: 2,697,240 Ths. Rub. 2023: 3,728,678 Ths. Rub.
50		Gross Value Added	Revenue of the SEZ Management Company, net of expenses for materials, goods and services purchased in 2022 and 2023, Ths. Rub. Income = Revenue (including VAT) + operating income + non-operating income (except subsidies); Gross Value Added = Revenue – Cost of Goods, Works, and Services bought (accounts 20, 25, and 26, excluding personnel costs (VAT and Personal Income Tax))	2022: 2,356,855 Ths. Rub. 2023: 2,514,234 Ths. Rub.
51		Net Value Added	SEZ MC revenue, net of costs for materials, goods and services bought and fixed assets depreciation in 2022 and 2023, Ths. Rub. Income = Revenue (including VAT) + operating income + non-operating income (except subsidies); Net Value Added = Gross value added (GVA) – depreciation (accounts 20, 25, 26)	2022: 1,917,340 Ths. Rub. 2023: 2,042,797 Ths. Rub.
52		Taxes and Mandatory Contributions	Total amount of taxes paid and payable by the SEZ MC (including income taxes, property and value added taxes) plus related penalties paid, as well as all royalties, license fees and other mandatory contributions in 2022 and in 2023, Ths. Rub.	2022: 601,304 Ths. Rub. 2023: 750,294 Ths. Rub.







ESG Data 2023 (G)

No.	SDG	Indicator	Calculation Method	Value
53		Green Investment	<p>a) Expenditure of the SEZ MC for green investment - investment aimed at preventing, reducing and eliminating pollution and other forms of environmental degradation in 2022 and 2023, Ths. Rubles, i.e.:</p> <ul style="list-style-type: none">- General environmental management (including waste management, air and water pollution control, soil remediation);- Mitigation of the effects of climate change (capture, storage, and removal of greenhouse gases);- Indirect contribution (energy storage);- Transport (emission control, efficiency improvement);- Buildings (energy efficiency improvement); <p>b) Share of expenditure on green investments in the total SEZ MC expenditure in 2022 and 2023, %;</p> <p>c) Change in SEZ MC expenditures for green investment relative to 2022, Ths. Rub., %;</p> <p>d) SEZ MC expenditures on investment in projects for production of energy from RES in 2022 and 2023, Ths. Rub.; e) share of expenditures on investment in projects for production of energy from RES in total SEZ MC expenditures in 2022 and 2023, %;</p> <p>f) Change in SEZ MC expenditures for investment in projects for production of energy obtained from RES, relative to 2022, Ths. Rub., %</p>	<p>a) 2022: 37,962 Ths. Rub. 2023: 37,422 Ths. Rub. b) 2022: 0.15% 2023: 0.05% c) -540 Ths. Rub., -1.4% d) 0 Ths. Rub. e) 0 Ths. Rub., 0% f) 0 Ths. Rub., 0%</p>
54		Charity and Other Social Projects	<p>(a) SEZ MC's expenditure on charity/voluntary donations and investment in the wider community where the target beneficiaries are external to the company in 2022 and in 2023, Ths. Rub.; b) Share of expenditure for charity and other social projects in the total expenses of the SEZ MC in 2022 and 2023, %;</p> <p>c) Change in SEZ MC expenditure for charity and other social projects relative to 2022, Ths. Rub., %</p>	<p>a) 2022: 0 Rub. 2023: 300 Ths. Rub. b) 2022: 0% 2023: 0.0004% c) +300 Ths. Rub.</p>





ESG Data 2023 (G)




No.	SDG	Indicator	Calculation Method	Value
55		Management company services	a) Number of paid and free services provided to SEZ residents, units; b) Ratio between the number of paid and free services (if the latter are available), %	a) 412 pcs. (395 paid, 17 free) b) paid 95.87%; free 4.13%
56	 	Residency Policy	The SEZ MC employs and maintains effective residency policy (a document containing requirements for electing prospective investors, additional to the basic requirements of the legislation)	The Regulation on the Residency Policy of Technopolis Moscow SEZ JSC has been developed and implemented
57		Residents' Expenditure on R&D	SEZ residents R&D expenditure in 2022 and 2023, Ths. Rub. Resident R&D expenditures include all costs incurred by SEZ residents directly related to R&D activities, including: 1. Inventories and services of third-party organizations used in performing the above works. 2. Salaries and other payments to employees directly engaged in the performance of the specified work under a labor contract. 3. Social contributions from the wages of employees directly engaged in the performance of work under a labor contract. 4. Special equipment and special tooling intended for use as test and research facilities. 5. Maintenance and operation of R&D equipment, installations and facilities, other fixed assets and other property. 6. General running expenses if directly related to carrying out these works. 7. Other expenses directly related to R&D, experimental design and process works, including testing expenses. R&D expenditures may not include marketing expenses	2022: 2,178,843 Ths. Rub. 2023: 3,171,831 Ths. Rub.



ESG Data 2023 (G)




No.	SDG	Indicator	Calculation Method	Value
58		Number of IPR Residents	Number of protected IPR by SEZ residents, cases. Aggregate amount of IPR created and/or used by residents during the year includes all IPR recorded on the balance sheet of SEZ residents or on off-balance sheet accounts, including results for which applications have been filed or rights have been registered with the Federal Service for Intellectual Property (Rospatent) or foreign agencies	602 cases .
59		Local Procurement	a) Total amount of SEZ MC expenditures on procurement (based on actual expenses incurred) in 2022 and 2023, Ths. Rub.; b) b) total amount of expenditures on procurement from local suppliers (from the same constituent entity of the Russian Federation as the MC) in 2022 and 2023, Ths. Rub.; c) Share of SEZ MC's expenditure on purchases from local suppliers from the total amount of procurement costs in 2022 and 2023, %; d) Changes in procurement expenditure from local suppliers relative to 2022, Ths. Rub., %	a) 2022: 24,888,291 Ths. Rub. 2023: 81,925,577 Ths. Rub. b) 2022: 15,888,685 Ths. Rub. 2023: 39,466,677 Ths. Rub. c) 2022: 63.84%; 2023: 48.17% d) +23,577,992 Ths. Rub., +148.4 %
60		Environmental Requirements	SEZ MC maintains environmental requirements for suppliers/contractors (e.g., compliance with the company's environmental policy and internal company standards) and a system for auditing contractors/suppliers for compliance with the company requirements	Provided for by the Procurement Regulations of the Technopolis Moscow SEZ JSC, as well as relevant clauses in the contracts. Supplier's Code of Business Ethics developed and effective

ESG Data 2023 (G)

No.	SDG	Indicator	Calculation Method	Value
61		Board of Directors Meetings and Attendance Rate	a) Number of meetings of the Board of Directors (executive board) in 2023, cases; b) Number of directors attending each board meeting in 2023 divided by the total number of directors on the board multiplied by the number of board meetings in 2023.	(a) 42 meetings b) 93,3%
62		Women on the Board of Directors	Ratio of the number of female Board of Directors members to the total number of the Board members (executive board of the Company), persons, %	1 woman, 20%
63		Members of the Board by Age Groups	Number of members of the Board of Directors (executive board of the Company), by age groups (under 30, 30-50, over 50), persons, %	under 30 years of age – 0 pers. – 0% 30-50 years old – 5 pers. – 100% over 50 years old – 0 pers. – 0%
64		Remuneration and Compensation to the Board Members	Total annual compensation (including base salary and variables) for each executive and non-executive member of the Board of Directors, Ths. Rub.	0 Ths. Rub.
65		Anti-Corruption Training	a) Number of the SEZ MC employees who completed anti-corruption training in 2023, persons; b) Average number of hours of corruption counteraction training per SEZ MC employee per year, hrs./pers.	a) 340 prs. b) 6 hrs./pers.
66		Fines as per Prescriptive Orders	Total value of paid and payable corruption-related fines imposed by the regulatory authorities and courts on the SEZ MC in 2022 and 2023, Ths. Rub.	2022: 0 Ths. Rub. 2023: 0 Ths. Rub.



ESG Data 2023 (G)

No.	SDG	Indicator	Calculation Method	Value
67		Anti-Bribery Management Systems	The SEZ Management Company has a valid ISO 37001 certificate or a functioning QMS in place.	Certificate No. ROSS RU.FC11.K00819
68		Event Sustainability Management System	Valid ISO 20121 certificate (GOST R ISO 20121 -2014)	No Certificate
69		Risk Management System	Valid ISO 31000 Certificate (GOST R ISO 31000-2019)	No Certificate
70		Management Company Goodwill	<ul style="list-style-type: none">- Facts of the Company's non-compliance with the legislation of the Russian Federation, constituent and internal documents of the company revealed;- Signs of the company's involvement in suspicious transactions and other illegal activities carried out by the company's top management/owners identified;- Excessively risky investment and/or market practices, as well as other actions leading to the possible damage risk to customers, counterparties, and, consequently, the company goodwill;- Public or judicial conflicts and disputes on corporate governance issues;- Company and/or its owners have claims from state authorities, are involved in court proceedings with the imposition (potential possibility of imposition) of penalties in amounts material to the business	Not detected



Item No.	Indicator Description	Location in the Text of the Report / Comments	Page Number in the Report
AKIT RF-1	Water Recycling and Reuse	Rational Use of Water Resources Section	9
AKIT RF-2	Water Use Efficiency	Rational Use of Water Resources Section	9
AKIT RF-3	Treated Sewage Discharge	Rational Use of Water Resources Section	9
AKIT RF-4	Sanitary State of Drinking Water Supply	Rational Use of Water Resources Section	9
AKIT RF-5	Waste Generation	Waste Management Section	10
AKIT RF-6	Waste, reused, recovered and recycled	Waste Management Section	10
AKIT RF-7	Hazardous Waste	Waste Management Section	12
AKIT RF-8	Air Pollutants Captured and Neutralized	Atmospheric Air Quality Section	13
AKIT RF-9	Sanitary State of Atmospheric Air	Atmospheric Air Quality Section	13
AKIT RF-10	Green Area	Atmospheric Air Quality Section	13
AKIT RF-11	Energy Efficiency	Energy Consumption and Climate Impact Section	14
AKIT RF-12	Clean Electricity Generation and Consumption	Energy Consumption and Climate Impact Section	14
AKIT RF-13	Production and Consumption of RES-based Energy	Energy Consumption and Climate Impact Section	14
AKIT RF-14	Efficient Heat Supply	Energy Consumption and Climate Impact Section	15
AKIT RF-15	Greenhouse Gas Emissions	Energy Consumption and Climate Impact Section	15
AKIT RF-16	Environmental Expenditure	Protection and Restoration of Terrestrial Ecosystems Section	16
AKIT RF-17	Environmental Management System	Management Systems Section	17
AKIT RF-18	Energy Management System	Management Systems Section	17
AKIT RF-19	Accidents and Incidents that Caused Environmental Damage	Compliance with the Environmental Policy Legislation Section	17
AKIT RF-20	Staff Structure by Gender	Personnel Management Section	20
AKIT RF-21	Staff Structure by Age	Personnel Management Section	21
AKIT RF-22	Dynamics of the Real Average Monthly Salary	Personnel Management Section	21
AKIT RF-23	Average Gross Monthly Salary of the SEZ MC Employees to the Average Salary in the Constituent Entity of the Russian Federation	Personnel Management Section	22

REPORT NAVIGATOR (AKIT RF STANDARD)



Item No.	Indicator Description	Location in the Text of the Report / Comments	Page Number in the Report
AKIT RF-24	Payroll Fund	Personnel Management Section	22
AKIT RF-25	Personnel Training	Personnel Management Section	23
AKIT RF-26	Staff Turnover Rate	Personnel Management Section	25
AKIT RF-27	Employment of persons with disabilities	Personnel Management Section	26
AKIT RF-28	Collective Bargaining Agreement	No collective agreement. There is a Loyalty Program for employees which provides discounts on fitness classes, medical and insurance programs.	-
AKIT RF-29	Higher Education	Personnel Management Section	27
AKIT RF-30	Secondary Vocational Education	Personnel Management Section	27
AKIT RF-31	Women in Management Positions	Gender Equality Section	28
AKIT RF-32	Women with Preschool-Age Children	Gender Equality Section	28
AKIT RF-33	Retraining and advanced training of women on parental leave	Gender Equality Section	28
AKIT RF-34	Occupational Health and Safety	Occupational Health and Safety Section	29
AKIT RF-35	Occupational injuries	Occupational Health and Safety Section	29
AKIT RF-36	Physical Training and Sports	Occupational Health and Safety Section	30
AKIT RF-37	Traffic Accidents	Occupational Health and Safety Section	31
AKIT RF-38	Prevalence of Tobacco Use	Occupational Health and Safety Section	31
AKIT RF-39	Provision of Employees with Sanitary and Hygienic Means	Occupational Health and Safety Section	32
AKIT RF-40	Equipment for Low Mobility Groups	Quality of Infrastructure Development Section	33
AKIT RF-41	Green Area	Quality of Infrastructure Development Section	34
AKIT RF-42	Number of ATMs	Quality of Infrastructure Development Section	35
AKIT RF-43	Length of Motor Roads	Quality of Infrastructure Development Section	35
AKIT RF-44	Outdoor Lighting of the Territory	Quality of Infrastructure Development Section	36
AKIT RF-45	Recreation Area	Quality of Infrastructure Development Section	36
AKIT RF-46	Social Management System	Management Systems Section	37

REPORT NAVIGATOR (AKIT RF STANDARD)



Item No.	Indicator Description	Location in the Text of the Report / Comments	Page Number in the Report
AKIT RF-47	Occupational Safety and Health Management System	Management Systems Section	37
AKIT RF-48	Incidents and controversial situations that caused social damage	Compliance with Social Policy Legislation Section	37
AKIT RF-49	Revenue	Financial Indicators Section	39
AKIT RF-50	Gross Value Added	Financial Indicators Section	39
AKIT RF-51	Net Value Added	Financial Indicators Section	39
AKIT RF-52	Taxes and Mandatory Contributions	Financial Indicators Section	39
AKIT RF-53	Green Investment	Investment in Sustainable Development Section	40
AKIT RF-54	Charity and other social projects	Investment in Sustainable Development Section	41
AKIT RF-55	Management company services	Interaction with Residents Section	45
AKIT RF-56	Residency policy	Interaction with Residents Section	46
AKIT RF-57	Residents' R&D Expenditure	Interaction with Residents Section	48
AKIT RF-58	Number of IPR Residents	Interaction with Residents Section	48
AKIT RF-59	Local Procurement	Interaction with Residents Section	49
AKIT RF-60	Environmental Requirements	Contractors and Suppliers Section	49
AKIT RF-61	Board of Directors Meetings and Attendance Rate	Corporate Governance Section	50
AKIT RF-62	Women on the Board of Directors	Corporate Governance Section	50
AKIT RF-63	Members of the Board by Age Groups	Corporate Governance Section	50
AKIT RF-64	Remuneration and Compensation to the Board Members	Corporate Governance Section	50
AKIT RF-65	Anti-Corruption Training	Anti-Corruption Practice Section	51
AKIT RF-66	Fines as per Prescriptive Orders	Anti-Corruption Practice Section	52
AKIT RF-67	Anti-Bribery Management Systems	Management Systems Section	53
AKIT RF-68	Event Sustainability Management System	No valid ISO 20121 certificate (GOST R ISO 20121-2014).	-
AKIT RF-69	Risk Management System	No valid ISO 31000 certificate (GOST R ISO 31000-2019).	-
AKIT RF-70	Management Company Goodwill	Compliance with Corporate Governance Legislation Section	53

REPORT NAVIGATOR (RECOMMENDATIONS OF THE MINISTRY OF ECONOMIC DEVELOPMENT OF THE RUSSIAN FEDERATION)



Technopolis Moscow SEZ JSC Indicators in accordance with the recommendations of the Ministry of Economic Development of the Russian Federation's Sustainable Development Reporting Guidelines (Order No. 764 dated November 01, 2024) are published on the Fedresurs portal.



Item No.	Indicator Description	Location in the Text of the Report / Comments	Page Number in the Report
MEDRF-1	Revenue	Financial Indicators Section	39
MEDRF-2	Added Value	Financial Indicators Section	39
MEDRF-3	Net Value Added	Financial Indicators Section	39
MEDRF-4	Total R&D Expenditure	No data available	-
MEDRF-5	Labor Productivity	No data available	-
MEDRF-6	Mandatory payments accrued (net of fines and penalties), total, including: taxes and fees, insurance premiums, and other mandatory payments	Financial Indicators Section	39
MEDRF-7	Mandatory payments paid (net of fines and penalties), total, including: taxes and fees, insurance premiums, and other mandatory payments	Financial Indicators Section	39
MEDRF-8	Share of procurement of Russian goods, works, and services in the total volume of purchases of goods, works, and services	Section "Contractors and Suppliers"	49
MEDRF-9	Share of procurement of goods, works and services from SMEs in the total volume of procurement from Russian organizations	No data available	-
MEDRF-10	Sustainable, including Green Investment28,998 Ths. Rub. as per the Decree of the Government of the Russian Federation dated September 21, 2021 No. 1587 "On Approval of Criteria for Sustainable (including Green) Development Projects in the Russian Federation and Requirements for the Verification System for Financing Sustainable Development in the Russian Federation"	Investment in Sustainable Development Section	40
MEDRF-11	Investments in projects related to the achievement of technological sovereignty and structural adaptation of the economy of the Russian Federation	No data available	-
MEDRF-12	Indicator of economic exposure of economic and other activities to climate risks	No data available	-

REPORT NAVIGATOR (RECOMMENDATIONS OF THE MINISTRY OF ECONOMIC DEVELOPMENT OF THE RUSSIAN FEDERATION)



Item No.	Indicator Description	Location in the Text of the Report / Comments	Page Number in the Report
MEDRF-13	Water used from all water supply sources	Rational use of water resources Section	9
MEDRF-14	Water recycling and re-using	Rational use of water resources Section	9
MEDRF-15	Polluted wastewater discharge, in total, including without treatment, is 19.6 Ths. m3.	The indicator is disclosed on the Federal Resource.	-
MEDRF-16	Water use efficiency ("specific water consumption")	Rational use of water resources Section	9
MEDRF-17	Total hazard class I - V wastes generated, including: I class, II class, III class, IV class, V class	Waste Management Section	10, 12
MEDRF-18	Waste management of hazard classes I - V total, including by category: Waste disposed, waste treated, waste reused, waste recycled, waste generation reduced	Not applicable. Technopolis Moscow SEZ JSC does not independently handle waste of hazard classes I - V.	-
MEDRF-19	Mass of pollutant emissions into the atmospheric air from stationary sources	Atmospheric Air Quality Section	13
MEDRF-20	Greenhouse Gas Emissions	Energy Consumption and Climate Impact Section	15
MEDRF-21	Expenditures on the implementation of measures related to environmental protection, total, including: air protection and climate change prevention, wastewater collection and treatment, waste management, biodiversity conservation and protection of natural areas.	Protection and Restoration of Terrestrial Ecosystems Section	16
MEDRF-22	Consumption of renewable and low-carbon energy	Energy Consumption and Climate Impact Section	14
MEDRF-23	Energy efficiency: energy consumption per unit of net value added	Energy Consumption and Climate Impact Section	14
MEDRF-24	Payroll, Total	Personnel Management Section	22
MEDRF-25	Average headcount, total, including the disabled	Personnel Management Section. The average headcount in 2023 was 332.5 employees, 3 of them with disabilities.	26
MEDRF-26	Average salary, total, including: by occupation group, by gender, by age group	Personnel Management Section	21, 22
MEDRF-27	Labor protection expenses, total, including average per employee	Occupational Health and Safety Section	29
MEDRF-28	Expenses for organizing and conducting social, physical education, and medical events for employees and their family members	Section "Occupational Health and Safety"	30
MEDRF-29	Number of victims of occupational accidents with loss of working capacity for 1 working day or more and fatalities, including fatalities	Section "Occupational Health and Safety"	29

REPORT NAVIGATOR (RECOMMENDATIONS OF THE MINISTRY OF ECONOMIC DEVELOPMENT OF THE RUSSIAN FEDERATION)



Item No.	Indicator Description	Location in the Text of the Report / Comments	Page Number in the Report
MEDRF-30	Employee training costs, total, including the average per employee	Personnel Management Section	23
MEDRF-31	Average number of training hours a year per employee by class group	Personnel Management Section	23
MEDRF-32	Share of employees covered by the collective bargaining agreement in the average headcount	No collective agreement. There is a "loyalty program" for employees, which provides discounts on fitness classes, medical and insurance programs.	-
MEDRF-33	Staff Turnover Rate	Personnel Management Section	25
MEDRF-34	Expenditure on participation in support of social programs that are not aimed at employees and their family members, including: charitable, housing, healthcare, education, and support for citizens in need of social assistance	Investment in Sustainable Development Section	41
MEDRF-35	Sustainable development policy and/or other related strategic documents	ESG Strategy Human Rights Policy Occupational Safety Policy Residency Policy Supplier's Code of Business Ethics Anti-Corruption Policy Code of Ethics and Business Conduct	6 26 29 46 49 51 51
MEDRF-36	Number of meetings of the Board of Directors and their attendance rate	Corporate Governance Section	50
MEDRF-37	Number of members of the Board of Directors, total, including by age group	Corporate Governance Section	50
MEDRF-38	Number of meetings of the audit committee and its attendance rate	No data available	-
MEDRF-39	Listing in Sustainable Development Indexes and Ratings (ESG)	AKIT RF - ESG rating - 2nd place. ESG - RBC and NCR index - Category II, above average. EPG rating (ecology, personnel, governance) – AA level, advanced.	-
MEDRF-40	Number of cases of violations of the rights of small indigenous peoples of the Russian Federation, recorded	Not applicable	-
MEDRF-41	Share of employees filling positions with high corruption risk	6 employees. The indicator is disclosed on the Federal Resource.	-
MEDRF-42	Average number of hours of anti-corruption training per employee	Anti-Corruption Practice Section	51
MEDRF-43	Number of cases of bringing an organization, its subsidiaries and affiliated companies to administrative responsibility for committing corruption offenses	Anti-Corruption Practice Section	52
MEDRF-44	Share of female managers in the total number of managers, including: on the Board of Directors (Supervisory Board)	Gender Equality Section	28