

GRI CONTENT INDEX

GRI Standards Indicator and General standard disclosures	SUEK's response
GENERAL DISCLOSURE	
Organisational profile	
102-1 Name of the organisation	JSC SUEK (JSC Siberian Coal Energy Company)
102-2 Activities, brands, products, and services	At a glance, pp. 2–9 2020 highlights, p. 10 Investment case, pp. 20–21 Our operations, pp. 22–23 Business model, pp. 24–25 Business review, pp. 38–57 Information on the company, title page
102-3 Location of headquarters	Contacts, title page
102-4 Location of operations	At a glance, pp. 2–3 Our operations, pp. 22–23 Business review, pp. 41, 47, 54
102-5 Ownership and legal form	Financial Statements, p. 134 Information on the company, title page
102-6 Markets served	At a glance, pp. 2–3 Our operations, pp. 22–23 Business review, pp. 41, 47, 54
102-7 Scale of the organisation	At a glance, pp. 2–9 Investment case, pp. 20–21 Our operations, pp. 22–23 Business model, pp. 24–25 Business review, pp. 38–57 Group financial review, pp. 34–37
102-8 Information on employees and other workers	Our people and corporate culture, pp. 92–97
102-9 Supply Chain	Business model, pp. 24–25 Supply Chain, pp. 98–101
102-10 Significant changes to the organisation and its supply chain	Financial statements, pp. 161–162
102-11 Precautionary Principle or approach	SUEK subscribes to the precautionary approach particularly as regards our control of occupational health and safety, and our impact on the environment. This is implemented through our risk management process and compliance. Risk management, pp. 62–69 Environment, pp. 74–79 Health & safety, pp. 88–93 Compliance system, pp. 124–125 Our approach to sustainability, p. 72 Health & safety, p. 89
102-12 External initiatives	
102-13 Membership of associations	SUEK's key memberships include: <ul style="list-style-type: none"> • Ad Hoc Council • All–Russia Industrial Association of Employers of the Coal Industry • Association of Commercial Seaports • Bettercoal • Clean Seas fond • Consumer Council • German–Russia Chamber of Commerce • IEA Clean Coal Centre • RAND corporation • Russian Managers Association • Russian Union of Industrialists and Entrepreneurs • World Coal Association • World Energy Council
Strategy	
102-14 Statement from senior decision-maker	Beneficiary's statement, p. 1 Q&A with Chairman, pp. 12–15 Q&A with CEO, pp. 16–19 Chairman's introduction, p. 107

GRI Standards Indicator and General standard disclosures	SUEK's response
102-15 Key impacts, risks and opportunities	Q&A with Chairman and CEO, pp. 12–19 Global trends and SUEK, pp. 26–31 Our strategy, pp. 32–33 Stakeholder engagement and materiality, pp. 58–59 Risk management, pp. 62–69
Ethics and integrity	
102-16 Values, principles, standards, and norms of behavior	Title page New management team, p. 11 Our strategy, pp. 32–33 Our approach to sustainability, pp. 70–73 Our people and corporate culture, pp. 92–97 Our Code of Ethics is available on our corporate website: www.suek.com/about-us/corporate-governance/by-laws/
102-17 Mechanisms for advice and concerns about ethics	Our people and corporate culture, p. 97 Compliance management system, pp. 124–125
Governance	
102-18 Governance structure	Corporate governance system, pp. 114–115
102-19 Delegating authority	Our approach to sustainability, pp. 72–73 Environment, p. 76 Health & Safety, pp. 88–89 Board committees, pp. 120–123 For more information, see section 15 and 16 of the Charter of JSC SUEK on our corporate website: www.suek.com/about-us/corporate-governance/by-laws/
102-20 Executive-level responsibility for economic, environmental and social topics	Our approach to sustainability, pp. 72–73 Environment, p. 76 Health & Safety, pp. 88–89 Board committees, pp. 120–123
102-21 Consulting stakeholders on economic, environmental, and social topics	Stakeholder engagement and materiality, p. 58 Environment, p. 76 Community development, p. 106 Board of Directors' report, p. 117
102-22 Composition of the highest corporate body and its Committees	Composition of the Board of Directors, pp. 108–109 Corporate governance system, pp. 114–115 Board of Directors' report, pp. 116–123
102-23 Chair of the highest governance body	The Chairman of the Board of Directors, the highest governance body, is independent and non-executive officer.
102-24 Nomination and selection processes for the highest governance body	Composition of the Board of Directors, pp. 108–109 Board of Directors' report, p. 116
102-25 Conflicts of interests	About the company, title page The related party transactions are reported in Financial statements, p. 154
102-26 The role of the highest governance body and senior executives in setting purpose, values and strategy	The Board of Directors has final approval of SUEK's strategy and goals for financial, operational and sustainability development. Our approach to sustainability, pp. 70–73 Corporate governance, pp. 107–126
102-27 Highest governance body's collective knowledge	Corporate governance, pp. 107–126
102-28 Evaluation of the activities of the highest body of governance	Corporate governance, pp. 107–126
102-29 Identification and management of economic, environmental and social impacts	Corporate governance, pp. 107–126
102-30 Effectiveness of risk management processes	Risk management, pp. 62–63 Corporate governance system, p. 115
102-31 Review of economic, environmental and social topics	Risk management, pp. 62–69 Stakeholder engagement and materiality, pp. 58–59 Sustainability section, pp. 70–106 Board of Directors' report, p. 118 Board committees, pp. 120–123
102-32 Highest governance body's role in sustainability report	About this Report, title page

GRI Standards Indicator and General standard disclosures	SUEK's response
102-33 Communicating critical concerns	Risk management, pp. 62–69 Stakeholder engagement and materiality, pp. 58–59 Our approach to sustainability, pp. 70–73 Board of Directors' report, p. 117 Board committees, pp. 120–123 Compliance system, pp. 124–125
102-34 The nature and the total number of critical concerns	Risk management, pp. 62–69 Stakeholder engagement and materiality, p. 58 Our approach to sustainability, pp. 70–73 Our people and corporate culture, p. 97 Corporate governance, p. 117 Compliance system, pp. 124–125
102-35 Remuneration policies	Board of Directors' report, p. 119
102-36 Process for determining remuneration	Board of Directors' report, p. 119
102-37 Stakeholders' involvement in remuneration	Board of Directors' report, p. 119
Stakeholder engagement	
102-40 List of stakeholder group(s)	Stakeholder engagement and materiality, p. 59
102-41 Collective bargaining agreements	Our people and corporate culture, p. 95
102-42 Identifying and selecting stakeholders	Stakeholder engagement and materiality, pp. 58–59
102-43 Approach to stakeholder engagement	Stakeholder engagement and materiality, pp. 58–59
102-44 Key topics and concerns raised	Q&A with Chairman, pp. 12–15 Q&A with CEO, pp. 16–19 Stakeholder engagement and materiality, pp. 58–59 Chairman's introduction, p. 107 Board of Directors' report, pp. 117–118
Reporting practice (report profile)	
102-45 Entities included in the consolidated financial statements	Notes to the consolidated financial statements, p. 160 About this Report, title page
102-46 Defining report content and topic Boundaries	Stakeholder engagement and materiality, p. 58 About this Report, title page
102-47 List of material topics	Stakeholder engagement and materiality, p. 58
102-48 Restatements of information	The comparative consolidated financial statements and operational highlights in logistics segment for the year ended 31 December 2019 have been restated for the effect of the acquisition under common control described in note 33 to the consolidated financial statements, p. 161.
102-49 Changes in reporting	–
102-50 Reporting period	Financial year from 1 January 2020 to 31 December 2020
102-51 Date of most recent report	April 2020
102-52 Reporting cycle	Annual
102-53 Contact point for questions regarding the report	Olga Ilina, Head of Investor Relations E-mail: ir@suek.ru
102-54 Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55 GRI content index	GRI content index, pp. 163–173
102-56 External assurance	About this Report, title page
SPECIFIC DISCLOSURE	
Economic	
201 Economic performance	
103-1 Explanation of the material topic and its Boundary	Stakeholder engagement and materiality, pp. 58–59
103-2 The management approach and its components	At a glance, pp. 2–9 Q&A with CEO, pp. 16–19 Our strategy, pp. 22–33 Group financial review, pp. 34–37 Business model, pp. 24–25
103-3 Evaluation of the management approach	Group financial review, pp. 34–37

GRI Standards Indicator and General standard disclosures	SUEK's response
201-1 Direct economic value generated and distributed	At a glance, pp. 2–9 2020 highlights, p. 10 Business model, pp. 24–25 Group financial review, pp. 34–37 Financial Statements, pp. 127–162
201-2 Financial implications and other risks and opportunities due to climate change	Risk management, pp. 62–69 Climate projects and energy efficiency, pp. 80–85
201-3 Defined benefit plan obligations and other retirement	Our people and corporate culture, p. 95 Financial Statements, pp. 127–162
201-4 Financial assistance received from government	During the reporting period the company did not receive any subsidies from the government. However, some infrastructural and social projects implemented by the company can be subsidised by the government.
203 Indirect economic impacts	
103-1 Explanation of the material topic and its Boundary	Stakeholder engagement and materiality, pp. 58–59 Our approach to sustainability, pp. 70–72 Community development, pp. 102–106
103-2 The management approach and its components	Our approach to sustainability, pp. 70–72 Community development, pp. 102–106
103-3 Evaluation of the management approach	Community development, pp. 102–106
203-1 Infrastructure investments and services supported	Business model, pp. 24–25 Community development, pp. 102–106
203-2 Significant indirect economic impacts	Business model, pp. 24–25 Community development, pp. 102–106
204 Procurement practices	
103-1 Explanation of the material topic and its Boundary	Stakeholder engagement and materiality, pp. 58–59 Supply chain, pp. 98–101
103-2 The management approach and its components	Supply chain, pp. 98–101
103-3 Evaluation of the management approach	Supply chain, pp. 98–101
204-1 Proportion of spending on local suppliers	Supply chain, pp. 98–101 Community development, p. 104
205 Anti-corruption	
103-1 Explanation of the material topic and its Boundary	Compliance management system, pp. 124–125
103-2 The management approach and its components	Compliance management system, pp. 124–125
103-3 Evaluation of the management approach	Compliance management system, pp. 124–125
205-1 Operations assessed for risks related to corruption	SUEK has a corporate risk management system that covers all divisions and businesses of the company. Risk assessment is carried out on a regular basis. Risk management, pp. 62–69
205-2 Communication and training about anti-corruption policies and procedures	Compliance management system, pp. 124–125
205-3 Confirmed incidents of corruption and actions taken	During the reporting period, no cases of corruption were detected.
207 Tax	
103-1 Explanation of the material topic and its Boundary	Risk management, pp. 62–69
103-2 The management approach and its components	Financial Statements, pp. 140, 149, 155
207-1 Approach to tax	Financial Statements, pp. 140, 149, 155
207-2 Tax governance, control, and risk management	Risk management, pp. 62–69
207-4 Country-by-country reporting	Financial Statements, pp. 152–154
Environmental	
301 Materials	
103-1 Explanation of the material topic and its Boundary	Environment, p. 79
103-2 The management approach and its components	Environment, p. 79
103-3 Evaluation of the management approach	Environment, p. 79
301-1 Materials used by weight or volume	Environment, p. 79
301-2 Recycled input materials used	Environment, p. 79
301-3 Reclaimed products and their packaging materials	Environment, p. 79
302 Energy	
103-1 Explanation of the material topic and its Boundary	Stakeholder engagement and materiality, p. 58
103-2 The management approach and its components	Climate projects and energy efficiency, pp. 80–85
103-3 Evaluation of the management approach	Climate projects and energy efficiency, pp. 80–85
302-1 Energy consumption within the organisation	Climate projects and energy efficiency, p. 85
302-2 Energy consumption outside of the organisation	Accounting is not conducted due to the lack of legislative requirements.

GRI Standards Indicator and General standard disclosures	SUEK's response				
302-3 Energy intensity	Climate projects and energy efficiency, p. 85				
302-4 Reduction of energy consumption	Climate projects and energy efficiency, p. 85				
302-5 Reductions in energy requirements of products and services	Not applicable to company's products.				
303 Water and effluents					
103-1 Explanation of the material topic and its Boundary	Environment, p. 78				
103-2 The management approach and its components	Environment, p. 78				
103-3 Evaluation of the management approach	Environment, p. 78				
303-1 Interactions with water as a shared resource	Environment, p. 78				
303-2 Management of water discharge-related impacts	Environment, p. 78				
303-3 Water withdrawal	Environment, p. 78				
	2016	2017	2018	2019	2020
Coal					
Total volume of water withdrawn from sources, including underground reservoirs, surface reservoirs and wastewater from other companies (million m ³)	137.2	135.8	154.8	146.6	143.2
Transferred to other consumers (without usage) (million m ³)	121.9	122.6	138.3	132.0	140.1
Energy					
Total volume of water withdrawn from sources, including underground reservoirs, surface reservoirs and wastewater from other companies (million m ³)	2,436.0	2,460.4	2,231.4	2,119.8	2,146.1
Transferred to other consumers (without usage) (million m ³)	252.7	227.8	202.4	238.0	203.0
Logistics					
Total volume of water withdrawn from sources, including underground reservoirs, surface reservoirs and wastewater from other companies, (million m ³)	0.2	0.2	0.4	0.4	0.3
Transferred to other consumers (without usage) (million m ³)	0.0006	0.0009	0.0001	0.0001	0
303-4 Water discharge	Environment, p. 78				
	2016	2017	2018	2019	2020
Coal					
Wastewater discharged (million m³)	123.0	121.3	145.6	135.8	133.1
including contaminated without cleaning	43.5	34.2	29.2	25.9	30.1
insufficiently cleaned	63.2	0.8	70.4	59.0	45.7
regulatory clean	3.9	3.8	5.9	0	4.5
cleaned	2.8	3.3	26.1	40.0	43.4
Transferred to other consumers (after use)	1.2	1.2	1.1	1.05	0.997
Energy					
Wastewater discharged (million m³)	2,011.2	2,083.2	1,850.5	1,914.3	1,753.1
including contaminated without cleaning	-	11.7	2.5	2.4	8.1
insufficiently cleaned	-	53.1	27.9	34.4	29.8
regulatory clean	1,970.0	1,826.2	1,805.5	1,862.0	1,704.8
cleaned	-	186.9	10.7	8.4	9.2
Transferred to other consumers (after use)	-	5.3	3.9	9.4	8.2
Logistics					
Wastewater discharged (million m³)	0.016	0.013	0.068	0.054	0.056
including contaminated without cleaning	0.009	0.009	0.004	0	0
insufficiently cleaned	0	0	0.018	0	0
regulatory clean	0	0	0	0	0
cleaned	0.007	0.004	0.046	0.054	0.056
Transferred to other consumers (after use)	0.131	0.135	0.033	0.069	0.44
303-5 Water consumption	Environment, p. 78				
304 Biodiversity					
103-1 Explanation of the material topic and its Boundary	Environment, p. 79				
103-2 The management approach and its components	Environment, p. 79				
103-3 Evaluation of the management approach	Environment, p. 79				
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environment, p. 79				

GRI Standards Indicator and General standard disclosures	SUEK's response				
304-2 Significant impacts of activities, products, and services on biodiversity	Environment, p. 79				
304-3 Habitats protected or restored	Environment, p. 79				
	2016	2017	2018	2019	2020
Coal					
Lands disturbed at the beginning of year (hectares)	18,112	18,667	19,645	20,427	21,430
Lands disturbed at the end of year (hectares)	18,622	19,261	22,246	21,430	22,755
Disturbed during the year (hectares)	907	938	2,813	1,742	1,325
Rehabilitated during the year (hectares)	397	385	212	552	84
Energy					
Lands disturbed at the beginning of year (hectares)	2,672	2,668	2,568	2,532	4,683
Lands disturbed at the end of year (hectares)	2,672	2,564	2,556	2,532	4,698
Disturbed during the year (hectares)	0	0	0	0	15
Rehabilitated during the year (hectares)	0	104	12	0	0
Logistics (hectares)	0	0	0	0	0
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	At SUEK's production assets, as well as adjacent areas, rare, endangered species of animals, plants and fungi have not been identified.				
305 Emissions	Environment, p. 78				
103-1 Explanation of the material topic and its Boundary	Our approach to sustainability, pp. 70–73 Environment, pp. 76–77 Climate projects and energy efficiency, pp. 80–85				
103-2 The management approach and its components	Our strategy, p. 33 Our approach to sustainability, pp. 70–73 Environment, pp. 76–77 Climate projects and energy efficiency, pp. 80–85				
103-3 Evaluation of the management approach	Our strategy, p. 33 Environment, pp. 76–77 Climate projects and energy efficiency, pp. 80–85				
305-1 Direct (Scope 1) GHG emissions	Climate projects and energy efficiency, p. 83				
305-2 Energy indirect (Scope 2) GHG emissions	There are no mandatory legislative requirements for the regular preparation of these indicators and transfer to the authorized state bodies of information on it.				
305-3 Other indirect (Scope 3) GHG emissions	There are no mandatory legislative requirements for the regular preparation of these indicators and transfer to the authorized state bodies of information on it.				
305-4 GHG emissions intensity	Climate projects and energy efficiency, p. 83				
305-5 Reduction of GHG emissions	Climate projects and energy efficiency, pp. 82–85				
305-6 Emissions of ozone-depleting substances (ODS)	Not applicable.				
305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Environment, p. 77				
	2016	2017	2018	2019	2020
Coal					
Emissions (thousand tonnes)					
Solid substance	8.5	5.9	8.1	8.5	7.8
SO ₂	1.6	1.7	1.9	2.0	1.4
CO	7.5	7.5	9.0	8.9	7.8
NO _x	4.0	3.8	5.1	6.9	6.4
Volatile organic compounds excluding methane	1.4	1.9	2.1	2.4	2.2
Energy					
Emissions (thousand tonnes)					
Solid substance	85.7	84.5	82.1	79.3	100.7
SO ₂	162.6	158.4	150.7	146.8	198.2
CO	19.3	17.9	15.5	15.7	16.2
NO _x	116.0	114.2	107.7	106.5	130.7
Volatile organic compounds	0.1	0.2	0.2	0.3	0.2
Logistics					
Emissions (thousand tonnes)					
Solid substance	0.1	0.1	0.1	0.1	0.1
SO ₂	0.2	0.1	0.1	0.1	0.1
CO	0.1	0.1	0.1	0.1	0.1
NO _x	0.3	0.3	0.3	0.4	0.4
Volatile organic compounds excluding methane	0.1	0.1	0.1	0.1	0.1

GRI Standards Indicator and General standard disclosures

SUEK's response

306 Waste

103-1 Explanation of the material topic and its Boundary	Environment, pp. 78–79
103-2 The management approach and its components	Environment, pp. 78–79
103-3 Evaluation of the management approach	Environment, pp. 78–79
306-1 Waste generation and significant waste-related impacts	Environment, pp. 78–79
306-2 Management of significant waste-related impacts	Environment, pp. 78–79
306-3 Waste generated	Environment, pp. 78–79

The new GRI 306 Standard released in 2020 is effective for reports or other materials published on or after 1 January 2022. We are looking to develop our reporting of this information for future years. In the 2020 Integrated Report, we providing the data in the previous format.

	2016	2017	2018	2019	2020
Coal					
Waste generation (thousand tonnes)	480,465.4	491,154.3	592,338.5	649,218.5	556,507.8
Hazardous	1.3	1.7	1.7	2.4	2.4
Non-hazardous	480,464.1	491,152.6	592,336.8	649,216.1	556,505.4
Collection of waste from other organisations (thousand tonnes)	4,836.5	4,856.1	4,170.5	4,163.1	4,877.5
Use of waste (thousand tonnes)	391,712.6	387,477.6	431,313.4	437,407.8	294,910.4
Hazardous	0.9	0.9	1.3	1.9	0.7
Non-hazardous	391,711.8	387,476.8	431,312.0	437,405.8	294,909.7
Neutralisation (thousand tonnes)	1.0	0.7	0.9	0.7	0.9
Hazardous	0.4	0.5	0.4	0.4	0.4
Non-hazardous	0.6	0.2	0.5	0.3	0.6
Available waste at the year-end (thousand tonnes)	1,169,865.4	1,107,011.7	1,258,263.9	1,130,840.4	1,300,860
Hazardous	0.2	0.4	0.3	0.3	0.1
Non-hazardous	1,169,865.2	1,107,011.3	1,258,263.7	1,130,840.0	1,393,565.8
Energy					
Waste generation (thousand tonnes)	3,701.3	3,580.4	3,259.3	3,063.6	5,056.5
Hazardous	0.5	0.5	0.6	0.6	0.8
Non-hazardous	3,700.8	3,579.9	3,258.7	3,063.0	5,055.7
Collection of waste from other organisations (thousand tonnes)	0	0.03	0.07	0	403.2
Use of waste (thousand tonnes)	2,103.3	342.7	607.6	1,027.0	686.1
Hazardous	0.3	0.3	4.8	0.3	0.4
Non-hazardous	2,103.0	342.4	602.8	1,026.7	685.7
Neutralisation (thousand tonnes)	665.6	513.0	90.1	228.7	342.8
Hazardous	0.3	0.3	0.2	0.3	0.2
Non-hazardous	665.3	512.7	89.9	228.4	342.6
Available waste at the year-end (thousand tonnes)	132,801.9	127,502.5	126,450.0	133,555.7	203,984.3
Hazardous	0.1	0.03	0.1	0.1	0.1
Non-hazardous	132,801.8	127,502.5	126,449.9	133,555.6	203,984.2
Logistics					
Waste generation (thousand tonnes)	12.2	12.1	11.5	12.7	13.3
Hazardous	0.7	0.3	0.7	1.0	0.9
Non-hazardous	11.5	11.8	10.8	11.7	12.4
Collection of waste from other organisations (thousand tonnes)	0	0.014	0	0	0.003
Use of waste (thousand tonnes)	2.0	3.2	1.5	2.2	2.9
Hazardous	0.3	0.1	0.1	0.1	0.2
Non-hazardous	1.7	3.1	1.4	2.1	2.7
Neutralisation (thousand tonnes)	10.2	9.0	9.3	9.2	9.1
Hazardous	0.3	0.3	0.6	0.8	0.4
Non-hazardous	9.9	8.7	8.7	8.4	8.7
Available waste at the year-end (thousand tonnes)	0.03	0.01	0.06	0.11	0.02
Hazardous	0.03	0	0.01	0.004	0.01
Non-hazardous	0	0.01	0.05	0.104	0.01

307 Environmental compliance

103-1 Explanation of the material topic and its Boundary	Environment, pp. 78–79
103-2 The management approach and its components	Environment, pp. 78–79
103-3 Evaluation of the management approach	Environment, pp. 78–79

GRI Standards Indicator and General standard disclosures	SUEK's response				
307-1 Non-compliance with environmental laws and regulations					
	2016	2017	2018	2019	2020
Coal					
Charges for violation of environmental legislation, including the elimination of damages (\$ thousand)	32.5	36.3	14.0	11.2	13.6
Energy					
Charges for violation of environmental legislation, including the elimination of damages (\$ thousand)	-	17.4	2.0	8.5	12.1
Logistics					
Charges for violation of environmental legislation, including the elimination of damages (\$ thousand)	15.6	17.6	13.5	8.1	15.9
308 Supplier environmental assessment					
103-1 Explanation of the material topic and its Boundary	Environment, p. 76				
103-2 The management approach and its components	Environment, p. 76				
103-3 Evaluation of the management approach	Environment, p. 76				
308-2 Negative environmental impacts in the supply chain and actions taken	No negative environmental impact was identified in the SUEK supply chain.				
Social					
401 Employment					
103-1 Explanation of the material topic and its Boundary	Stakeholder engagement and materiality, pp. 58–59				
103-2 The management approach and its components	Our people and corporate culture, pp. 92–97				
103-3 Evaluation of the management approach	Our people and corporate culture, p. 94				
401-1 New employee hires and employee turnover	Our people and corporate culture, p. 94				
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our people and corporate culture, pp. 95–96				
402 Labour/management relations					
103-1 Explanation of the material topic and its Boundary	Stakeholder engagement and materiality, pp. 58–59				
103-2 The management approach and its components	Our people and corporate culture, pp. 94–95				
103-3 Evaluation of the management approach	Our people and corporate culture, pp. 94–95				
402-1 Minimum notice periods regarding operational changes	The company follows the Labour Code of the Russian Federation, which defines the minimum notice period regarding significant changes in the activities of the company (no later than two months before the start of the relevant activities, and in the case of a decision to reduce the number of workers or staff, that may lead to mass layoffs – no later than three months before the start of the relevant activities).				
403 Occupational health and safety					
103-1 Explanation of the material topic and its Boundary	Stakeholder engagement and materiality, pp. 58–59				
103-2 The management approach and its components	Our strategy, p. 32 Our approach to sustainability, pp. 70–73 Health & safety, pp. 86–91				
103-3 Evaluation of the management approach	Strategy, p. 32 Health & safety, pp. 86–91				
403-1 Occupational health and safety management system	Our approach to sustainability, pp. 72–73 Health & safety, p. 81				
403-2 Hazard identification, risk assessment, and incident investigation	Health & safety, p. 89				
403-3 Occupational health services	Health & safety, pp. 86–91				
403-4 Worker participation, consultation, and communication on occupational health and safety	Health & safety, p. 88				
403-5 Worker training on occupational health and safety	Health & safety, p. 90				
403-6 Promotion of worker health	Health & safety, p. 91 Our people and culture, p. 95				
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health & safety, pp. 86–91				
403-8 Workers covered by an occupational health and safety management system	All our employees are covered by our health & safety system.				

GRI Standards Indicator and General standard disclosures

SUEK's response

403-9 Work-related injuries

Health & safety, p. 91

Causes of fatal accidents and measures taken are described in the table below.

Work performed	Causes	Our measures
Locksmith-repairman in the process of repairing the hydraulic system of a dump truck	<ul style="list-style-type: none"> · Unauthorised presence in the hazardous area near the wheel of a dump truck · Inspection and repair works on the dump truck when the engine was on 	<ul style="list-style-type: none"> · A scheme for the movement of people and equipment at the repair site of the motor transport section has been developed · An instruction has been developed with a detailed description of the procedure for checking the hydraulic system after repair
A loader-forwarder of the GRES warehouse while performing loading and unloading operations	<ul style="list-style-type: none"> · Insufficient organisation of work on unloading metal pipes from a gondola car using a crane 	<ul style="list-style-type: none"> · Work with personnel performing loading and unloading operations was organised, with the study of the existing risks when performing this type of work, with an emphasis on measures to ensure safety during loading / unloading · Organised checks of the availability and compliance of technological maps for warehousing
An electrician of SUEK's service company while repairing power grids provided electricity for open-pit mine	<ul style="list-style-type: none"> · Voltage supply from the sub-subscriber after power outage at the substation · The high voltage line voltage test has not been performed using the portable high voltage indicator · Not using PPE against electric shock including dielectric gloves and protective boots 	<ul style="list-style-type: none"> · The Regulations for interaction with sub-subscribers in case of power outages have been developed · Developed risk maps for all work performed in electrical installations · The state of electrical equipment, power lines, the availability of the necessary documentation and certificates, the availability of collective protective equipment, PPE and auxiliary equipment were checked
Miner while escorting equipment into the mine via diesel locomotive	<ul style="list-style-type: none"> · Insufficient fastening of equipment to the diesel locomotive · The transportation of equipment was carried out with a deviation from the technical documentation · No instruction on safe delivery methods has been provided 	<ul style="list-style-type: none"> · Targeted inspections of delivery work, availability of up-to-date technical documentation and familiarisation of employees of enterprises with it · Updated technical documentation for employees · Technical modernisation of the suspended monorail to ensure its safe operation

OVERALL MEASURES

- Alerting SUEK's production personnel to the causes of the accidents and developing plans to address them in working groups; posting information sheets on HSE stands
- Briefings for SUEK's dedicated safety staff on specific methods of preventing different kinds of accidents
- Labour safety training and testing employees' understanding of how to operate safely, in specific the scenarios where the accidents have occurred
- Updating internal documents that regulate safe working methods and techniques to ensure these include actions to eliminate the causes of the accidents
- Considering the circumstances and causes of any accident, ensuring comprehensive measures have been taken to prevent similar occurrences and individuals are held personally accountable by SUEK's Board of Directors and Management.

404 Training And Education**103-1** Explanation of the material topic and its Boundary

Stakeholder engagement and materiality, pp. 58–59

Our people and corporate culture, p. 96

103-2 The management approach and its components

Our people and corporate culture, p. 94

103-3 Evaluation of the management approach

Our people and corporate culture, p. 95

404-1 Average hours of training per year per employee

Our people and corporate culture, p. 96

404-2 Programs of upgrading employee skills and transition assistance programs

Our people and corporate culture, p. 96

405 Diversity and equal opportunity**103-1** Explanation of the material topic and its Boundary

Our approach to sustainability, pp. 70–73

Our people and corporate culture, p. 94

103-2 The management approach and its components

Our approach to sustainability, pp. 70–73

Our people and corporate culture, p. 94

103-3 Evaluation of the management approach

Our people and corporate culture, p. 95

405-1 Diversity of governance bodies and employees

Our people and corporate culture, p. 94

405-2 Ratio of basic salary and remuneration of women to men

SUEK has set the same base salary for men and women.

406 Non-discrimination**103-1** Explanation of the material topic and its Boundary

Stakeholder engagement and materiality, pp. 58–59

Our approach to sustainability, pp. 70–73

Our people and corporate culture, p. 94

103-2 The management approach and its components

Our approach to sustainability, pp. 70–73

Our people and corporate culture, p. 94

103-3 Evaluation of the management approach

Our people and corporate culture, p. 95

406-1 Incidents of discrimination and corrective actions taken

Incidents of discrimination have not been identified during the reporting year.

GRI Standards Indicator and General standard disclosures	SUEK's response
407 Freedom of association and collective bargaining	
103-1 Explanation of the material topic and its Boundary	Our approach to sustainability, pp. 70–73 Our people and corporate culture, p. 95
103-2 The management approach and its components	Our approach to sustainability, pp. 70–73 Our people and corporate culture, pp. 94–95
103-3 Evaluation of the management approach	Our people and corporate culture, p. 95
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	During the reporting period it was not revealed.
411 Rights of indigenous peoples	
103-2 The management approach and its components	SUEK does not operate in the areas of residence of small and indigenous peoples. In the framework of the current legislation of the Russian Federation, the boundaries of license areas cannot include territories inhabited by them. Community development, p. 105
411-1 Incidents of violations involving rights of indigenous peoples	Incidents of violations involving rights of indigenous peoples have not been identified.
413 Local communities	
103-1 Explanation of the material topic and its Boundary	Stakeholder engagement and materiality, pp. 58–59 Our approach to sustainability, pp. 70–73
103-2 The management approach and its components	Q&A with Chairman, pp. 12–15 Q&A with CEO, pp. 16–19 Our strategy, p. 33 Community development, pp. 102–106
103-3 Evaluation of the management approach	Strategy, p. 32 SUEK's social programmes are assessed in numerous ESG ratings and competitions. For more information see our corporate website http://www.suek.com/media/news/
413-1 Operations with local community engagement, impact assessment, and development programmes	Stakeholder engagement and materiality, p. 58 Environment, p. 76 Supply chain, pp. 98–101 Community development, pp. 102–106
413-2 Operations with significant actual and potential negative impacts on local communities	Environment, pp. 74–79 Climate projects and energy efficiency, pp. 80–85