

APPENDIX 1.

INDICATORS OF THE COMPANY'S SUSTAINABLE DEVELOPMENT ACTIVITIES

INDICATORS OF THE COMPANY'S ENVIRONMENTAL ACTIVITIES

EXPENSES ON ENVIRONMENTAL SERVICES AND ENSURING ENVIRONMENTAL SAFETY AND PROTECTION¹ (RUB MN)

Indicator	2013	2014	2015	2016	2017
Protecting the atmosphere	1,017.1	1,464.3	665.5	496.3	614.1
Wastewater collection and treatment	2,163.5	1,834.3	2,430.3	2 720.6	2,768.9
Waste management	775.4	753.7	1,538.9	1,363.8	2,069.1
Protection and rehabilitation of land, surface water, and groundwater	2,169.1	1,312.4	1,434.5	1,461.7	650.3
Environmental radiation protection and environmental protection against noise, vibration and other types of physical impacts	3.1	23.8	6.2	1.9	1.8
Biodiversity conservation and protection of natural areas	0.6	16.3	89.7	51.6	144.3
Research and development to reduce negative environmental impacts	16.2	42.2	9.8	7.9	13.4
Other environmental protection activities	17.2	712.7	202.7	771.8	646.2
TOTAL	6,162.2	6,159.7	6,377.6	6,875.6	6,908.1

STRUCTURE OF PAYMENT FOR NEGATIVE ENVIRONMENTAL IMPACT (RUB MN)

Indicator	2013	2014	2015	2016	2017
Emissions to the atmosphere	1,828.7	406.3	783.2	196.1	150.5
Discharges to the environment	0.8	1.8	0.7	0.2	0.1
Production waste disposal	98.0	137.5	53.2	74.5	60.3

STRUCTURE OF WATER CONSUMPTION² (MN M³)

Indicator	2013	2014	2015	2016	2017
Including from underground sources	133.65	135.90	141.00	133.00	122.6
From surface sources	32.90	33.65	32.70	36.40	40.2
From other organizations	7.55	7.65	0.7	8.10	6.7
WATER CONSUMPTION – TOTAL	174.10	177.20	174.40	177.50	169.5

¹ — Excluding expenses on the capital construction, reconstruction, and repair of fixed assets that have a positive environmental effect.

² — Water intake from surface sources increased due to the needs of reservoir pressure maintenance systems.

DYNAMICS OF KEY WASTE MANAGEMENT INDICATORS (1,000 T)

Indicator	2013	2014	2015	2016	2017
Class I hazard	0.03	0.025	0.024	0.028	0.03
Class II hazard	0.01	0.01	0.636	0.011	0.02
Class III hazard	80.91	93.00	168.19	72.50	60.96
Class IV hazard	398.70	486.20	818.94	757.50	1,015.66
Class V hazard	50.50	78.00	116.72	76.70	55.47
WASTE GENERATION – TOTAL	530.90	657.20	1 104.51	906.70	1,132.24
Class I hazard	0.00	0.00	0.00	0.00	0.00
Class II hazard	0.00	0.00	0.00	0.00	0.00
Class III hazard	0.09	0.92	0.10	0.28	0.21
Class IV hazard	5.57	4.92	5.01	0.015	0.00
Class V hazard	0.00	0.03	0.00	0.08	0.08
WASTE RECEIVED FROM OTHER ORGANIZATIONS – TOTAL	5.66	5.88	5.12	0.375	0.29
Class I hazard	0.00	0.00	0.00	0.00	0.00
Class II hazard	0.01	0.01	0.005	0.004	0.00
Class III hazard	19.89	17.15	15.71	8.40	6.32
Class IV hazard	153.24	273.22	613.37	365.50	713.15
Class V hazard	20.48	34.46	60.53	41.50	20.19
WASTE UTILIZATION – TOTAL (including transfer to other organisations for use)	193.61	324.84	689.62	415.40	739.99
Class I hazard	0.03	0.03	0.02	0.03	0.03
Class II hazard	0.00	0.00	0.63	0.01	0.02
Class III hazard	61.11	59.57	153.69	71.10	59.15
Class IV hazard	322.53	389.28	199.99	378.40	209.85
Class V hazard	24.92	37.26	50.89	40.10	32.90
WASTE NEUTRALIZATION AND DISPOSAL – TOTAL (including transfer to other organisations for neutralization and disposal)	408.58	486.13	405.22	489.64	302.60
Class I hazard	0.00	0.00	0.00	0.00	0.00
Class II hazard	0.00	0.00	0.00	0.00	0.00
Class III hazard	0.00	17.21	12.01	7.40	3.10
Class IV hazard	218.72	47.34	62.74	55.60	148.26
Class V hazard	6.16	12.47	14.04	0.60	3.06
ACCUMULATED WASTE AS OF THE END OF THE YEAR – TOTAL	224.88	77.02	88.79	63.60	154.42

HR INDICATORS

TOTAL STAFF AS OF 31 DECEMBER 2017 (PEOPLE)

Staff	2013	2014	2015	2016	2017
TOTAL	57,398	61,465	66,497	66,561	67,882
including:					
men	33,851	36,968	37,216	40,835	40,254
women	23,547	24,497	29,281	25,726	27,628
including:					
workers	34,553	36,181	36,881	34,232	33,873
managers, specialists, and employees	22,845	25,284	29,616	32,329	34,009

AVERAGE STAFF NUMBERS (PEOPLE)

Staff	2013	2014	2015	2016	2017
TOTAL	55,974	57,515	61,862	62,998	63,897
including:					
workers	33,150	32,471	33,881	32,400	31,885
managers, specialists, and employees	22,824	25,044	27,981	30,598	32,012
including:					
in the Russian regions	44,940	46,609	50,541	52,410	53,732
in CIS countries	4,127	4,651	4,927	4,201	3,530
in non-CIS countries	6,907	6,255	6,394	6,387	6,635
EMPLOYEES HIRED – TOTAL	25,959	17,457	17,694	14,841	17,184
including:					
in the Russian regions	23,620	15,244	15,492	12,912	15,708
in CIS countries	1,864	1,705	1,727	1,104	881
in non-CIS countries	475	508	475	825	595
RETIRED EMPLOYEES – TOTAL	26,344	15,133	16,684	14,335	16,093
including:					
in the Russian regions	22,143	12,864	13,811	11,960	14,548
in CIS countries	1,317	1,549	2,000	1,902	1,056
in non-CIS countries	2,884	720	873	473	489
Including on their own volition	10,592	9,006	10,047	9,600	9,674
Turnover rate (retired on their own volition), %	18.9	15.7	16.2	15.2	15.1
in the Russian regions	49.3	27.6	27.3	22.8	27.1
in CIS countries	31.9	33.3	40.6	45.3	29.9
in non-CIS countries	41.8	11.5	13.7	7.4	7.4

SOCIAL PACKAGE AND BENEFITS EXPENSES (RUB 1,000)

Indicator	2013	2014	2015	2016	2017
Free and subsidised meals	522,774	526,988	711,380	764,480	793,176
Voluntary medical insurance	650,709	719,561	698,542	847,477	1,100,348
Payment of travel vouchers	115,705	166,522	121,041	183,817	239,280
Housing programme	121,329	181,038	215,405	142,069	133,119
Sport and cultural events for employees	317,599	125,537	129,136	197,154	249,102
TOTAL	1,728,116	1,719,646	1,875,504	2,134,997	2,515,025

STAFF TRAINING (PEOPLE)

Indicator	2013	2014	2015	2016	2017
PEOPLE TRAINED – TOTAL	42,094	50,939	50,395	52,582	55,891
including:					
managers and specialists	25,177	27,381	32,904	33,491	33,840
workers	16,917	23,558	17,491	19,091	22,051
including:					
men	25,677	31,073	30,741	32,075	32,976
women	16,417	19,866	19,654	20,507	22,915
TYPE OF TRAINING:					
advanced training	11,035	16,940	20,861	22,269	23,639
training in accordance with the occupational safety and industrial safety requirements	31,059	33,999	29,534	30,313	32,252
LOCATION OF TRAINING:					
trained at training centres (stations, plants)	15,530	17,000	14,767	15,329	19,747
at third-party organizations	26,565	33,940	35,628	37,253	36,144
TOTAL DURATION OF TRAINING – TOTAL, HOURS	1,651,514	2,054,092	1,927,478	2,289,437	2,930,760
including:					
managers and specialists	805,664	876,192	1,052,928	1,145,836	1,404,960
workers	845,850	1,177,900	874,550	1,143,601	1,525,800
including:					
men	1,007,424	1,252,996	1,175,762	1,396,557	1,729,148
women	644,090	801,096	751,716	892,881	1,201,612