

SEZ APPROACH TO SUSTAINABLE DEVELOPMENT

Technopolis Moscow SEZ strives to maintain its leading position among infrastructure sites in Russia in the implementation and expansion of sustainable development practices.

Since 2021, the SEZ has been actively pursuing strategies to minimize environmental impact, enhance social welfare, and foster sustainable growth. The SEZ bolsters the development of cutting-edge industries by attracting investment and promoting best practices, all while upholding ESG principles and fulfilling its obligations to employees, residents, and the broader community.

Top-priority UN sustainable development goals (SDGs)



Top-priority national development goals of Russia

- Sustainable and dynamic economy
- Technology leadership

✂ In 2024, Technopolis Moscow SEZ worked out the Sustainable Development Concept for the period until 2028, with the aim of establishing a structured framework for ethical business practices

ESG Club – 2024: practical steps towards sustainable development

In 2024, four events dedicated to sustainable development were held for residents and tenants, including master classes on non-financial reporting and calculation of greenhouse gas emissions, a presentation on the Moscow City Government's ESG status, and a business tour around the EcoTechProm site on industrial cooperation in waste management.

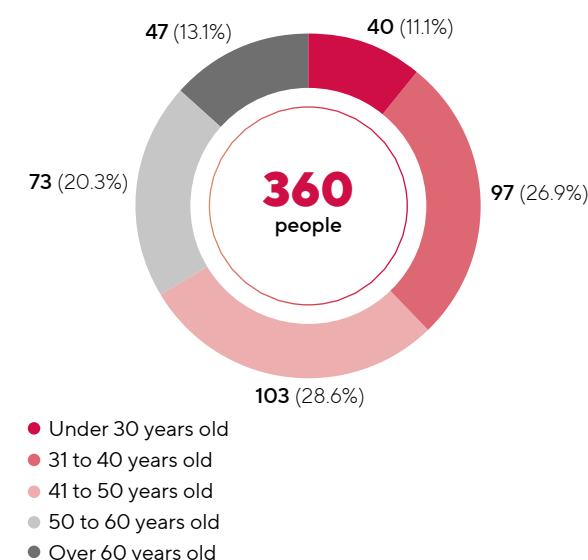


HUMAN CAPITAL MANAGEMENT

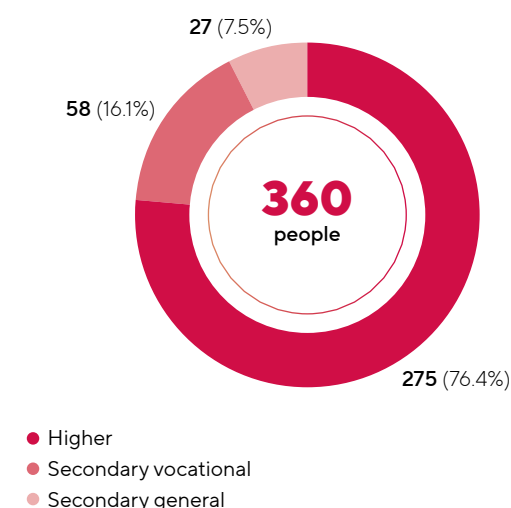
HR policy in 2024 was aimed at developing social elevators and creating opportunities for personal and professional self-fulfillment of employees. A key priority was to create an environment that encourages learning, development, unlocking team potential and

improving working conditions. This approach enabled the effective identification of staff strengths and the successful implementation of strategic human resource capacity building.

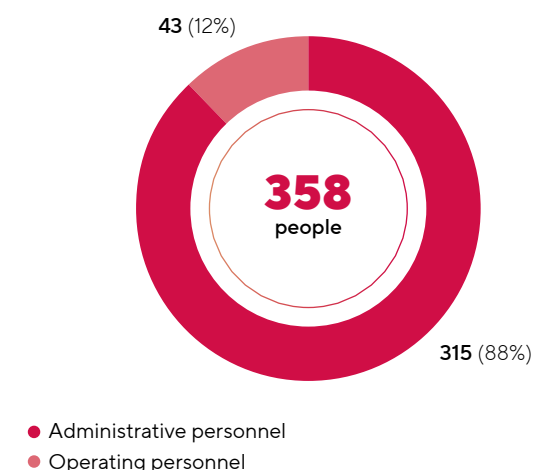
Age structure of SEZ management company personnel, people



Structure of SEZ management company personnel by education level, people



Structure of SEZ management company personnel by personnel category¹, people



¹ Listed strength as of December 31, 2024, excluding external part-timers.

