

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.

✂ 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

Top-priority UN sustainable development goals (SDGs)



Top-priority national development goals of Russia

- Sustainable and dynamic economy
- Technology leadership

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.

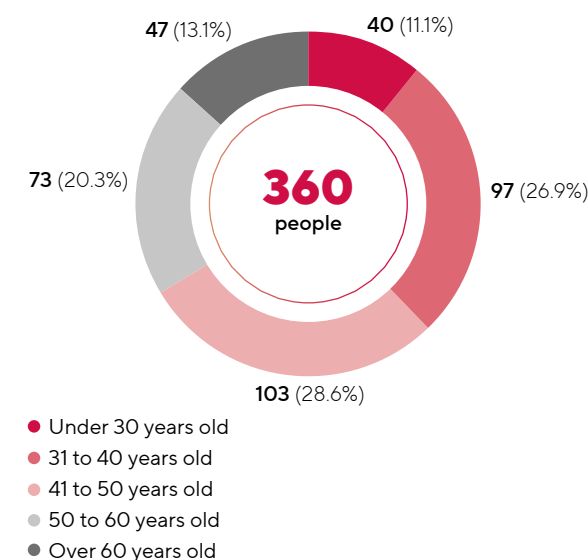


HUMAN CAPITAL MANAGEMENT

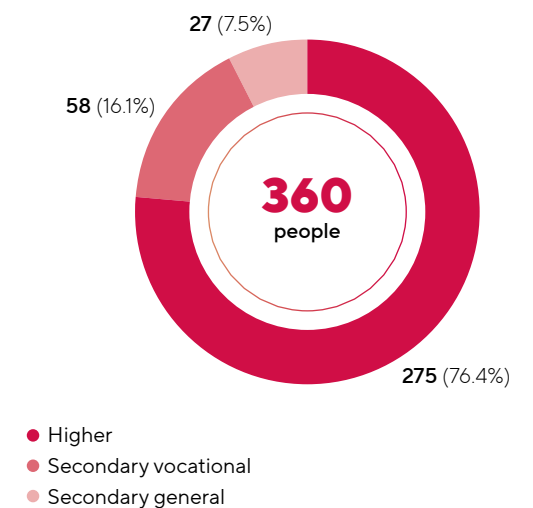
HR policy in 2024 was aimed at developing social elevators and creating opportunities for personal and professional self-fulfillment of employees. A key priority was to create an environment that encourages learning, development, unlocking team potential and

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

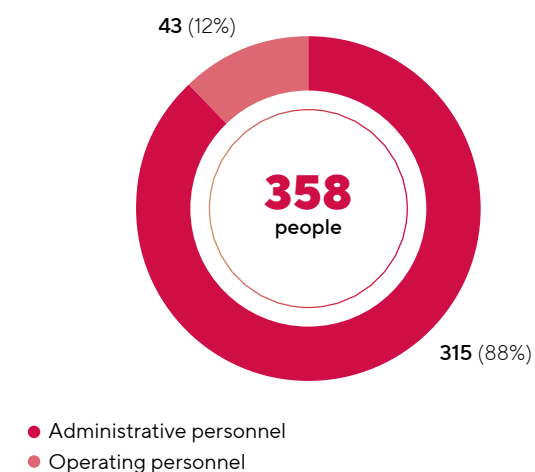
Age structure of SEZ management company personnel, people



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.



Training is one of the key tools for unlocking the potential of employees. Every employee who had been with the company for three months or more was required to attend three mandatory training sessions annually, and they were also encouraged to participate in additional educational programs. In the reporting period, 295 SEZ specialists took advanced training courses in Moscow educational institutions. In addition, managers and specialists took part in seminars, round tables, conferences and forums organized with the support of the Moscow City Complex of Economic Policy and Property and Land Relations, the Moscow City Department of Innovation and Industrial Policy, ANO Development Center Environment of Opportunities and the Luzhkov Moscow City University of Management.

SEZ regularly assesses corporate competencies of employees against the Methodological Recommendations of the Economic Policy and Property and Land Relations Complex. In 2024, all employees successfully completed quarterly and annual assessments.

To motivate employees and enhance their performance and work quality, we outlined various forms of incentives. In 2024, the list of employees eligible for wage increase was determined by the heads of the organizational departments. Eight staff members were reclassified from the office workers and specialist category to the manager category.

100%
employees
received mandatory
training

>300
participants
received additional
training

22 employee
honored with certificates of merit
and 16 employees
received a commendation from the Department
of Investment and Industrial Policy of the City
of Moscow



OCCUPATIONAL HEALTH AND SAFETY

>74 RUB million
expenditures on labor safety and health care
services

304 employees
of the SEZ received labor safety training

Technopolis Moscow SEZ has a Labor Safety Management System (LSMS), adopted a Labor Safety Policy, defined strategic and local goals, and established quantitative indicators and criteria for assessing their achievement.

The Sustainable Development Concept envisages continuous improvement of the corporate culture in the field of labor safety. In 2024, in accordance with the Sustainability Action Plan, the internal regulations governing the operations of the LSMS were revised. A periodic review of the system's performance is carried out, and based on the findings, corrective actions are formulated and put into effect.

In 2024, 304 employees enhanced their skills through training in labor safety and safe work practices. The training sessions were organized as workshops, business simulations, and video conferences, with the use of specialized equipment for practicing safe procedures in high-risk work environments.

Thanks to comprehensive measures to ensure labor safety, no occupational injuries were registered in the management company of Technopolis Moscow SEZ during the reporting period.

