## Indicators of the RESPONSIBILITY AND TRANSPARENCY and SUSTAINABLE DEVELOPMENT VECTOR indices of the Russian Union of Industrialists and Entrepreneurs (RSPP)

RSPP indicator	Page
METRICS AND INDICATORS OF THE RESPONSIBILITY AND TRANSPARENCY INDEX	
Economic, social, and environmental impact indicators	
1. Labour productivity	151
Indicator 1: Labour productivity	
2. CAPEX	61
Indicator 2: CAPEX/investments	
3. Taxes paid	83-85
Indicator 3: Taxes paid (payments to government, including excise taxes and export duties, current income tax, and other taxes)	
4. Quality of products and services	92
Indicator 5: Customer satisfaction (customer satisfaction surveys, claims/returns dynamics, customer loyalty measurements, etc.)	104
5. Share of local procurement and procurement from SMEs	128
Indicator 6: Share of local procurement	138
Indicator 7. Procurement from SMEs	138
6. Innovations	106
Indicator 8: R&D expenses	111
Indicator 10: Economic and environmental impact of innovations	112-120
7. Headcount	151
Indicator 12: Headcount (average or total at the end of the reporting period)	
8. Personnel profile	150
Indicator 13: Personnel breakdown by gender	152
Indicator 14: Personnel breakdown by age	152
Indicator 15: Personnel breakdown by category	152
Indicator 16: Share of female managers in the total number of managers	153
Indicator 17: Share of employees with disabilities	153
9. Occupational health and safety (performance)	164
Indicator 18: Lost time injury frequency rate (LTIFR)	174
Indicator 19: Fatalities	174
Indicator 20: Occupational diseases	177

## **RSPP** indicator

10. Occupational health and safety expenses
Indicator 21: Occupational health and safety expenses
11. Occupational health and safety management systems
12. Payroll
Indicator 24: Personnel expenses (payroll and social payment
Indicator 26: Average wages (main)
Indicator 27: Average wages at the Company's facilities as cor for minimum wages
13. Expenses related to social programmes for employees
Indicator 28: Expenses related to social programmes for emp
15. Management remuneration
Indicator 30: Remuneration of the Board of Directors / Superv
Indicator 31: Remuneration of the Management Board
16. Employee turnover
Indicator 32: Employee turnover rate
17. Personnel training
Indicator 33: Hours of training per year per employee
Indicator 34: Number of employees trained
18. Personnel training expenses
Indicator 35: Personnel training expenses
19. Labour relations
Indicator 36: Share of employees covered with collective barg
20. Protecting human rights
Indicator 38: Human rights monitoring results
21. Emissions into the atmosphere
Indicator 39: Gross air emissions of major pollutants, including
Indicator 40: Specific air emissions of major pollutants, includ
22. Greenhouse gas emissions
Indicator 41: Gross direct and indirect GHG emissions with we
Indicator 42: Specific direct and indirect GHG emissions with
23. Energy efficiency and consumption
Indicator 43: Specific energy intensity
Indicator 44: Energy saved (in physical terms)
Indicator 45: Economic effect of energy saving
Indicator 46: Fuel and energy consumption
Indicator 47: Consumption of renewable and low-carbon ene
24. Water consumption
24. Water consumption Indicator 48: Total water withdrawal per year
24. Water consumption Indicator 48: Total water withdrawal per year Indicator 49: Specific water consumption

<sup>1</sup> The indicator is relevant for financial market entities. It is used instead of indicator 25, which is irrelevant for such entities. The indicator is not applicable for entities operating in other industries.

	Page
	173
	164
s)	370
	160
npared to local average wages / Comparative figures	160
loyees	370
	276
risory Board	276
	278
	151
	155
	155
	155
	154
aining agreements	Collective agreements cover 100% of the employees of Apatit JSC, its branches and separate divisions
	290
	289
	208
g their type and weight	210-211
ing their type and weight	209
	196
ight values	196-198
weight values	190
	201
	205
	204-205
	201
	204-205
ах	182
	212
	214
	212
	215

RSPP indicator	Page
25. Discharge into water bodies	214
Indicator 51: Total waste water discharge	214-215
Indicator 52: Specific discharge	212
26. Waste management	205
Indicator 53: Total hazard class I–V waste broke down by class	207
Indicator 54: Waste generation	208
Indicator 55: Share of decontaminated and landfilled waste	207
Indicator 56: Share of recycled waste	207
27. Environmental protection expenses	187
Indicator 57: Environmental protection expenses	
29. Recording and assessing environmental risks of financed projects	The indicator
Indicator 59: Green project financing	is relevant for financial institutions.
30. Financing environmental initiatives and programmes <sup>1</sup>	The indicator is relevant
Indicator 60: Funds allocated to finance initiatives and programmes under Resolution of the Russian Government No. 1587 dated 21 September 2021 (green and adaptation projects)	for financial institutions.
31. Cybersecurity	284
Indicator 62: Banking service downtime due to cyberattacks	The indicator is relevant for financial institutions.
32. Social investment	220
Indicator 63: Investment in social programmes aimed at developing local communities	220-245
Indicator 64: Charity spending	220-245
Indicator 65: Number of beneficiaries under external social programmes	220-245
Indicator 67: Breakdown of charity spending / investment in social programmes aimed at developing local communities	220-245
Management and engagement indicators	
33. Board of Directors / Supervisory Board: structure, independence, core activities, performance assessment	254-259
34. Top management's engagement in corporate social responsibility and sustainability management	249-250, 254
35. Including sustainability risks in the key risk management system, and measures to reduce sustainability risks	66-77
36. Climate risk identification and assessment	193
37. New opportunities in sustainable development	110, 149, 171, 189, 22
38. Adoption of an ethics code, its key principles and implementation mechanisms	286-288
39. Anti-corruption: policy, mechanisms, measures, results	286-288
40. Adoption of a corporate policy on sustainability (corporate social responsibility): contents, document link	Corporate documents in the field of sustainable development are available on the Company's websit
41. Detailed reflection of approaches to sustainability (corporate social responsibility) in corporate policies	Corporate documents in the field of sustainable development are available on the Company's websit
42. Sustainability (corporate social responsibility) management along the supply chain: policies, mechanisms, indicators	138-141

RSPP indicator	Page
43. Inclusion of sustainability (corporate social responsibility) KPIs in the Company's strategic KPI system	276-278
44. Sustainability (corporate social responsibility) management structure	250
45. Focus areas and formats of interaction with the government, key programmes/projects	227
46. Focus areas and formats of interaction with communities, key projects	220-245
SUSTAINABLE DEVELOPMENT VECTOR INDEX INDICATORS	
1) labour productivity;	151
2) occupational health and safety;	164
3) payroll and expenses related to social programmes for employees;	158-163
4) employee turnover;	151
5) personnel training;	154
6) air pollutant emissions;	208-211
7) greenhouse gas emissions;	196-198
8) energy consumption and efficiency;	200-205
9) water consumption and discharge into water bodies;	212-216
10) waste management;	205-208
11) social investment;	220-221
12) management (top management's engagement in sustainability management);	248-250
13) risk and opportunity management;	110, 149, 171, 189, 22
14) commitment to sustainability / corporate social responsibility.	48, 52-53

Corporate governance