

Annex 1

On the report and the process of non-financial reporting

This report, including the "Sustainable Development" section (hereinafter referred to as the "Report"), reflects material facts about the sustainable development activities of the DTEK Group in the 2018 calendar year (from January 1 to December 31), as well as some facts of 2019 which have a direct relationship with the activities

conducted in 2018 by the DTEK Group or which are important from the point of view of understanding the sustainable development objectives.

The report is the sixth integrated report and the ninth report disclosing information about the DTEK Group's activities in the field of sustainable development. The previous report was published in 2018 and contained information on activities in the 2017 calendar year.

The report was prepared using:

- indicators of the Global Reporting Initiative (GRI) in the field of sustainable development;
- content of the 17 UN Sustainable Development Goals.

GRI Compliance Level

	C	C+	B	B+	A	A+
Self-declaration			✓			
Third party verification						
GRI verification						

Boundaries and Scope of Reporting

The report reflects the scale of DTEK Group's activities, approaches in the field of management and stakeholder engagement, performance indicators in the economic

and environmental spheres, personnel management, interaction with society, customer-oriented activities.

The structure is presented in the "About the DTEK Group" section on page 14. Non-financial reporting includes quantitative and qualitative (descriptive) elements by the DTEK Group activities that have the most significant impact on the economy, ecology, and social aspects.



Organizational boundaries of non-financial reporting

Company	Company	
1. Electricity generation: TPPs and CHPP		
DTEK Skhidenergo LLC, including:	3. Electricity distribution	
→ DTEK Kurakhovs'ka TPP	DTEK Power Grid LLC	
→ DTEK Luhans'ka TPP	DTEK Energougol ENE PrJSC	
	DTEK Kyiv Grids PrJSC	
DTEK Dniproenergo JSC, including:	DTEK Donetsk Grids JSC	
→ DTEK Kryvoriz'ka TPP	DTEK Dnipro Grids JSC	
→ DTEK Zaporiz'ka TPP		
→ DTEK Prydniprovs'ka TPP	4. Renewable energy: WPP and SPP	
	Wind Power LLC	
DTEK Westenergy JSC, including:	Primorskaya WEP LLC	
→ DTEK Burshtyns'ka TPP	Primorskaya WEP-2 LLC	
→ DTEK Dobrotvirs'ka TPP	Orlovka WEP LLC	
→ DTEK Ladyzhyns'ka TPP	Wind Tech LLC	
	Tryfanovka Energy LLC	
DTEK Myronivka CHPP LLC	Solar Farm LLC	
	5. Gas production	
2. Coal mining and processing		
DTEK Pavlohradcoal PrJSC, including:	Naftogazvydobuvannya PJSC	
→ Ternivs'ke Mine Office SIU		
→ Pavlograds'ke Mine Office SIU		
→ Geroiv Kosmosu Mine Office SIU		
→ Dniprovs'ke Mine Office SIU		
→ Pershotravneve Mine Office SIU		
DTEK Dobropolyeugol LLC, including:		
→ Dobropil's'ke Mine Office SIU		
→ Bilozers'ke Mine Office SIU		
DTEK Dobropil's'ka CEP PJSC		
CCM Pavlograds'ka LLC		
CCM Kurahivs'ka LLC		
DTEK Oktyabrs'ka CEP PJSC		

Grounds for excluding organizations from reporting scope

The reporting scope does not include companies whose impact is insignificant in terms of GRI indicators, companies and enterprises operating outside Ukraine, enterprises and assets of enterprises over which no operational management is carried out.

Essential topics

In assessing how essential the topics for non-financial reporting objectives are, the DTEK Group relies on the principles of expediency and relevance in the Ukrainian context. Following an audit of informational materials in the media, social climate research at DTEK Group enterprises, analysis of the content of non-financial reports of leading energy companies, content of dialogues with stakeholders, the following substantive topics were determined for the Report (based on the expert evaluation of DTEK management):

Context	Marginally essential	Moderately essential	Highly essential
International	Benefits of various tariffs for consumers	New philosophy: social and customer-oriented power industry	Modernization of power systems and restoration of fixed assets (Eastern Europe)
	Safety of network infrastructure for the population	Promoting responsible energy consumption	Combined use of fuels, renewable energy development
	Scientific R&D	Investment in new technologies	Energy efficiency and reduction of greenhouse gas emissions
	Interaction with contractors	Interaction with customers	Management of environmental impacts
Ukraine	Conservation of biodiversity	Risk of monopolization of the Ukrainian market	DTEK Group strategy and investment directions
	Labor remuneration system at DTEK Group enterprises	Improving the environmental monitoring system	Improving the standard of living of the population of the territories of enterprises
	Quality of education and health services	The need for a national strategy for sustainable development	Miners work safety
	Development of social entrepreneurship	Waste management until full disposal	Restructuring of the coal industry and the energy sector as a whole

Calculation of indicators

Data was taken from official reporting forms, which are submitted annually to the state statistical bodies. A number of indicators are collected and calculated in accordance with the forms of internal reporting, which are verified by the responsible representatives of companies as part of internal audit procedures.

Data on greenhouse gas emissions include only direct

greenhouse gas emissions. At present, there is no calculation of the amount of indirect greenhouse gas emissions due to their extreme insignificance compared to the volumes of direct emissions.

To calculate the turnover rate, the average number of full-time employees is used.

A detailed description of the methodology for calculating indicators was presented in the "Report on the sustainable development activities of the DTEK Group for 2008-2009."

Annex 2

DTEK Group Quantitative Performance Indicators

Economic

The DTEK Group economic performance indicators are given in the sections "Review of industries and macroeconomic indicators of Ukraine", as well as in the section "Operating results" hereof.

Ecological

Gross greenhouse gas emissions, ths tonnes

Year	Methane	Carbon dioxide (CO ₂)	Nitrous oxide (N ₂ O)	Total	CO ₂ equivalent, tonnes
2015	215.6	42,824.3	0.728	43,040.7	47,606,643.9
2016	234.5	45,108.6	0.632	45,343.8	50,265,704.9
2017	158.3	40,080.9	0.553	40,239.8	43,598,174.9
2018	139.0	35,586.0	0.544	35,725.6	38,763,963.4

Emissions of ozone-depleting substances: N₂O, hexafluoride, tonnes

Year	Hydrochlorofluorocarbons (HCC)	Chlorofluorocarbons (CFC)	Trichloroethane (C ₂ Cl ₃ H ₃)	Halons	Carbon tetrachloride (tetrachloromethane)
2017	10.5	0.0	0.0	0.0	0.018
2018	0.088	0.0	0.0	0.0	0.018

The content of pollutants in wastewater, tonnes

Year	BOD*	Oil products	Suspended substances	Solid residue	Chlorides	Sulfates	Ammoniacal nitrogen	Iron total	Nitrates
2015	544.3	14.7	2,579.9	237,370.4	55,285.5	62,082.1	30.0	17.3	323.32
2016	389.3	10.1	2,352.4	183,803.7	35,169.3	52,673.5	27.7	15.7	282.30
2017	183.8	5.3	705.2	89,200.1	27,567.8	21,467.6	8.5	3.0	47.9
2018	202.3	6.1	762.0	109,976.0	38,262.0	22,990.0	8.8	3.4	64.9

* Biochemical oxygen demand

The total volume of water recycled and reused, ths of cubic meters

Year	Indicator
2015	4,883,221.1
2016	6,495,344.4
2017	6,050,243.6
2018	5,209,024.5

Total water consumption for own needs by source, ths of cubic meters

Year	Surface water	Groundwater	Water supplied to utilities and other enterprises	Other sources	Total
2015	1,620,121.9	1,718.2	67,043.0	11,218.4	1,700,101.5
2016	1,743,516.6	1,597.7	58,265.7	13,137.5	1,816,517.6
2017	1,578,146.5	951.2	50,117.8	13,386.2	1,635,908.7
2018	1,298,518.0	1,069.2	6,501.9	69,032.8	1,375,194.4

Waste treatment methods, tonnes

Year	Storage volume	Submitted by third parties	Volume of utilized, recycled waste	Total
2015	12,552,654.6	2,225,661.2	1,656,912.1	16,435,228.0
2016	13,238,278.7	853,070.6	3,906,109.0	17,997,458.4
2017	13,831,285.3	709,980.7	3,107,214.1	17,648,480.2
2018	9,938,133.1	509,963.6	3,363,227.5	13,811,324.2

Land reclamation, ha

Year	Area of land to be reclaimed at the beginning of the year	Area of land to be reclaimed at the end of the year	Area of land reclaimed in the reporting year
2015	453.3	423.7	26.6
2016	389.3	496.9	30.1
2017	295.2	198.7	39.3
2018	480.5	480.5	10.9*

* Completion of the technical stage of reclamation

Occupational Safety and Health

Injury rates

Indicator	2015	2016	2017	2018
Lost Time Accident Frequency Rate (LTAFR)	0.500	0.530	0.570	0.580
Fatal Accident Frequency Rate (FAFR)	0.014	0.010	0.010	0.021
Suffered non-lethal injuries, persons	322	399	285	246
Suffered lethal injuries, persons	9	9	5	9

Personnel

The total number of personnel as of December 31, 2018, persons

	Total	Permanent personnel	Temporary personnel	Full-time	Part-time	Women	Men	Percentage of employees who retire within 5 years		Percentage of employees who retire within 10 years	
								women	men	women	men
	65,846	64,898	977	65,438	358	16,797	49,049	5.6	6.2	7.4	8.9

DTEK Group employees by gender, 2018*

Women, persons

Age

under 30	30 – 50	over 50
1,380	10,265	5,066

Educational background

higher education	scientific degree
7,579	6

Years spent in the company

under 3	3–5	over 5
2,631	1,955	12,125

Position within organization

Head	including from internally appointed candidates	Manager	Specialist	Worker
728	315	233	6,039	9,441

* The indicator reporting limits do not include Naftogazvydobuvannya PJSC

Men, persons

Age

under 30	30 – 50	over 50
8,770	30,786	9,270

Educational background

higher education	scientific degree
14,258	22

Years spent in the company

under 3	3–5	over 5
9,571	5,881	33,445

Position within organization

Head	including from internally appointed candidates	Manager	Specialist	Worker
4,219	1,965	468	5,798	38,373

Annex 3

Table of Standard Reporting Elements and Indicators of the Global Reporting Initiative Guidelines and UN Global Compact

GRI, UN GA reporting element	Description	Page/references to additional information sources/direct answer
GRI 102-1	Name of the organization	10
GRI 102-2	Activities, brands, products, and services	10—11; 14—16
GRI 102-3	Location of headquarters	12—13
GRI 102-4	Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the sustainable development topics covered in the report	12—14
GRI 102-5	Nature of ownership and legal form	10, 14; Annex 1, https://energo.dtek.com/about/dtek_energo/
GRI 102-6	Markets served (including a geographic locations where products and services are offered; sectors served; and types of customers and beneficiaries)	15—16
GRI 102-7	The scale of the organization, including: <ul style="list-style-type: none"> total number of employees; total number of operations; net sales (for private sector organizations) or net revenues (for public sector organizations); total capitalization (for private sector organizations) broken down in terms of debt and equity; quantity of products and services provided. 	10—11
GRI 102-8	The reporting organization shall report the following information: <ul style="list-style-type: none"> total number of employees by employment contract (permanent and temporary), by gender; total number of employees by employment contract (permanent and temporary), by region; total number of employees by employment type (full-time and part-time), by gender; whether a significant portion of the organization's activities are performed by workers who have legal status of self-employed persons or private entrepreneurs, or persons who are not members of the company's permanent or temporary personnel, including permanent and temporary personnel of the company's subcontractors; an explain any significant variations in the numbers of personnel reported (such as seasonal variations in the tourism or agricultural industries); an explanation of how the data have been compiled, including any assumptions made. 	124—125, Annex 2

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GRI, UN GA reporting element	Description	Page/references to additional information sources/direct answer
GRI 102-9	A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services	14—16, 58—59
GRI 102-10	Significant changes to the organization's size, structure, ownership, or supply chain, including: <ul style="list-style-type: none"> changes in the location of, or changes in, operations, including facility openings, closings, and expansions; changes in the share capital structure and other actions formation, maintenance and alteration operations (for private sector organizations); changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination. 	16, 18—19, 82—85, Annex 1
GRI 102-11	Whether and how the organization applies the Precautionary Principle or approach (an organization's approach to risk management in operational planning, or when developing and introducing new products)	94
GRI 102-12	Externally—developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses	19, 102, 107, 128
GRI 102-13	A list of the main memberships of industry or other associations, and national or international advocacy organizations	102
GRI 102-14	A statement from the CEO about the relevance of sustainability to the organization and its strategy for addressing sustainability	4—7
GRI 102-15	A description of key impacts, risks, and opportunities	16, 22—23
GRI 102-16	A description of the organization's values, principles, standards, and norms of behavior, such as codes of conduct and ethics	20, 95—96
GRI 102-17	Mechanisms for advice and concerns about ethics: <ul style="list-style-type: none"> the internal and external mechanisms for seeking advice about ethical and lawful behavior, and organizational integrity; the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and organizational integrity 	95—96
GRI 102-18	Governance structure of the organization, including committees of the highest governance body	88—89
GRI 102-19	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees	89—93
GRI 102-20	Executive/executives, responsible for economic, environmental, and social topics	24—27, 89—91, 93

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GRI, UN GA reporting element	Description	Page/references to additional information sources/direct answer
GRI 102-21	Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics	101, 117, 125
GRI 102-22	Composition of the highest governance body and its committees, including: <ul style="list-style-type: none"> ● executive and non—executive; ● independence; ● tenure on the governance body; ● number of each individual's other significant positions and commitments, and the nature of the commitments; ● gender; ● membership of under—represented social groups; ● competencies relating to economic, environmental, and social topics; ● stakeholder representation. 	89—93
GRI 102-23	Whether the chair of the highest governance body is also an executive officer in the organization (and, if the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this arrangement)	none
GRI 102-24	Nomination and selection processes for the highest governance body, including: <ul style="list-style-type: none"> ● whether and how stakeholders are involved; ● independence; ● gender; ● expertise and experience relating to economic, environmental, and social topics 	89—93, Annex 2. Guidelines for top management recruitment are in place in the DTEK Group (from Human Resources Policy)
GRI 102-25	Conflicts of interest: <ul style="list-style-type: none"> ● processes for the highest governance body to ensure conflicts of interest are avoided and managed; ● were conflicts of interest disclosed to stakeholders or not? 	95
GRI 102-26	Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics	92—95 The development, approval, and updating of DTEK's purpose, value or mission statements of the company, strategies, policies, and goals related to economic, environmental and social impacts are made with the involvement of the Supervisory and Management boards

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GRI, UN GA reporting element	Description	Page/references to additional information sources/direct answer
GRI 102-27	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics	101
GRI 102-28	Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and social topics, including independence of evaluation and its frequency; actions taken in response to evaluation of the highest governance body's performance	CEO, Director of sustainable development and Regional Development Director have performance indexes established in respect of economical, environmental and social aspects. The performance is controlled by the Supervisory Board
GRI 102-29	Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities; the use of stakeholder consultation	92—95, 101
GRI 102-30	Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental, and social topics	94
GRI 102-31	Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and opportunities	Within the scope of activities of committees under Supervisory Boards
GRI 102-32	The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered	CEO
GRI 102-33	Process for communicating critical concerns to the highest governance body	88—94
GRI 102-34	Nature and total number of critical concerns: <ul style="list-style-type: none"> ● a. total number and nature of critical concerns that were communicated to the highest governance body; ● b. mechanism(s) used to address and resolve critical concerns 	22—23, 56—80, 82—83
GRI 102-35	Remuneration policies: <ul style="list-style-type: none"> ● remuneration policies for the highest governance body and senior executives ● how performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics 	Process for determining remuneration is based on the evaluation of the approved strategic objectives and KPI
GRI 102-36	Process for determining remuneration, and whether remuneration consultants are involved in determining remuneration	126—127 Process for determining remuneration is based on the evaluation of the approved strategic objectives and KPI

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GRI, UN GA reporting element	Description	Page/references to additional information sources/direct answer
GRI 102-37	Stakeholders' involvement in the remuneration process: how stakeholders' views are sought and taken into account regarding remuneration; if applicable, the results of votes on remuneration policies and proposals	126—127 Process for determining remuneration is based on the evaluation of the approved strategic objectives and KPI
GRI 102-38	Ratio of the annual total compensation for the organization's highest—paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest—paid individual) in the same country	No evaluation was performed during the reporting period
GRI 102-39	Ratio of the percentage increase in annual total compensation for the organization's highest—paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest—paid individual) in the same country	No evaluation was performed during the reporting period
GRI 102-40	A list of stakeholder groups engaged by the organization	101
GRI 102-41	Percentage of total employees covered by collective bargaining agreements	No evaluation was performed during the reporting period
GRI 102-42	The basis for identifying and selecting stakeholders with whom to engage	101, Annex 1
GRI 102-43	The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	101
GRI 102-44	Key topics and concerns that have been raised through stakeholder engagement and how the organization has responded to those key topics and concerns	101, 119, 122—123
GRI 102-45	Legal entities included in the organization's consolidated financial statements: <ul style="list-style-type: none"> legal entities included in the organization's consolidated financial statements or equivalent documents; whether or not any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report. 	Annex 1
GRI 102-46	The process for defining the report content and the topic Boundaries	Annex 1
GRI 102-47	A list of the material topics identified in the process for defining report content	Annex 1
GRI 102-48	The effect of any restatements of information given in previous reports, and the reasons for such restatements	Standards update to GRI 4 version in accordance with https://www.globalreporting.org/standards/

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GRI, UN GA reporting element	Description	Page/references to additional information sources/direct answer
GRI 102-49	Significant changes from previous reporting periods in the list of material topics and topic Boundaries	Annex 1
GRI 102-50	Reporting period for the information provided	Annex 1
GRI 102-51	The date of the most recent previous report	Annex 1
GRI 102-52	Reporting cycle (such as annual, biennial)	Annex 1
GRI 102-53	The contact point for questions regarding the report or its contents	Victoria Grib, Sustainability Department Director at the Regional Policy Directorate csr@dtek.com
GRI 102-54	The claim of report in accordance with the GRI Standards	This Integrated Report was prepared in accordance with GRI 4 Sustainability Reporting Guidelines — self—declaration of GRI 4 application
GRI 102-55	The GRI Content Index	Annex 3
GRI 102-56	The organization's policy and current practice with regard to seeking external assurance for the report	This Integrated Report was prepared in accordance with GRI 4 Sustainability Reporting Guidelines — self—declaration of GRI 4 Comprehensive application. Non-financial reports of DTEK Group before 2012 were subject to the independent audit
GRI 103-1	An explanation of the material topic and its Boundary (an explanation of why the topic is material, where the impacts occur; the organization's involvement with the impacts), why each topic is material and topic Boundary	Annex 1
GRI 103-2	The topic management approach and its components: <ul style="list-style-type: none"> an explanation of how the organization manages the topic; a statement of the purpose of the management approach; policies, commitments, goals and targets, responsibilities, resources, grievance mechanisms, specific actions and initiatives included in the management approach 	Annex 1

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GRI, UN GA reporting element	Description	Page/references to additional information sources/direct answer
GRI 103-3	How the organization evaluates the management approach, including the mechanisms for evaluating the effectiveness of the management approach, the results of the evaluation of the management approach and any related adjustments to the management approach	Annex 1
GRI 201-1	Direct economic value generated and distributed	82—83
GRI 201-2	Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure (including a description of the risk or opportunity and its classification as either physical, regulatory, or other; a description of the impact associated with the risk or opportunity; the financial implications of the risk or opportunity; the costs of actions taken to manage the risk or opportunity)	No data is available
GRI 201-3	Coverage of the organization's defined benefit plan obligations and other retirement obligations	126
GRI 201-4	Financial assistance received by the organization from any government during the reporting period	The Company does not received any financial assistance from the government
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	No evaluation was performed during the reporting period
GRI 202-2	Proportion of senior management hired from the local community at significant locations of operation	No evaluation was performed during the reporting period
GRI 203-1	The development and impact of infrastructure investments and pro—bono services, including positive and negative impacts on local community and whether these investments are commercial or for the public good	116—123
GRI 203-2	Significant identified indirect economic impacts of the organization, including positive and negative impacts and significance of the indirect economic impacts in the context of stakeholder priorities	116—123
GRI 204-1	Proportion of spending on local suppliers	123
GRI 205-1	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	95
GRI 205-2	Communication and training about anti—corruption policies and procedures	95
GRI 205-3	Confirmed incidents of corruption and actions taken	95
GRI 206-1	Number of legal actions pending or completed during the reporting period regarding anti—competitive behavior and violations of anti—trust and monopoly legislation in which the organization has been identified as a participant	None registered

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GRI, UN GA reporting element	Description	Page/references to additional information sources/direct answer
GRI 301-1	Total weight or volume of materials that are used by non—renewable materials and renewable materials	Annex 2
GRI 301-2	Percentage of recycled input materials used to manufacture the organization's primary products and services	Annex 2
GRI 302-1	Energy consumption within the organization	No analysis was made
GRI 302-2	Energy consumption outside the organization	34; 42—43; 46—47
GRI 302-3	Energy intensity	No analysis was made
GRI 302-4	Reduction of energy consumption	80; 118—119
GRI 302-5	Reductions in energy requirements of products and services	80; 118—119
GRI 303-1	Total volume of water withdrawn, with a breakdown by sources	109—110, Annex 2
GRI 303-2	Water sources significantly affected by withdrawal of water by the organization	109—110, Annex 2
GRI 303-3	Total volume of water recycled and reused by the organization	Annex 2
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	112—113
GRI 304-2	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	114—115
GRI 304-3	Habitats protected or restored	114—115
GRI 304-4	Total number of the IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization	112—115
GRI 305-1	Direct (Scope 1) GHG emissions	111, Annex 2
GRI 305-2	Energy indirect (Scope 2) GHG emissions	111, Annex 2
GRI 305-3	Other indirect (Scope 3) GHG emissions	111, Annex 2
GRI 305-4	GHG emissions intensity	111, Annex 2
GRI 305-5	Reduction of GHG emissions	Annex 2
GRI 305-6	Emissions of ozone—depleting substances (ODS)	Annex 2

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GRI, UN GA reporting element	Description	Page/references to additional information sources/direct answer
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Annex 2
GRI 306-1	Total volume of discharges with indication of quality of water discharges and receiving facility, including planned and unplanned water discharges by destination and quality of water; whether the water was reused by another organization. Standards, methodologies, and assumptions used	109—110, Annex 2
GRI 306-2	Total weight of waste, with a breakdown by type and disposal methods, and how the waste disposal method has been determined	Annex 2
GRI 306-3	Total number and total volume of recorded significant spills	Irrelevant
GRI 306-4	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention, Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	Irrelevant
GRI 306-5	Identity, size, protected area, and biodiversity value of water bodies and related habitats that are significantly affected by the organization's discharges of water and runoff	114—115
GRI 308-1	Percentage of new suppliers that were screened using environmental criteria	108
GRI 308-2	Significant actual and potential negative environmental impacts identified in the supply chain and actions taken	No evaluation was performed during the reporting period
GRI 401-1	Total number and rate of new employee hires and total number and rate of employee turnover, by age group, gender and region	No evaluation was performed during the reporting period
GRI 401-2	Benefits which are standard for full—time employees of the organization but are not provided to temporary or part—time employees, by significant locations of operation	126
GRI 401-3	Total number and percentage of employees that returned to work after parental leave ended, and percentage of employees retained by the organization after parental leave ended, by gender; total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender; return to work and retention rates of employees that took parental leave, by gender	No evaluation was performed during the reporting period
GRI 402-1	Minimum notice periods regarding operational changes and whether the notice period is specified in collective agreements	126
GRI 403-1	Percentage of workers whose work, or workplace, is controlled by the organization, that are represented by formal joint management—worker health and safety committees	132—135

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GRI, UN GA reporting element	Description	Page/references to additional information sources/direct answer
GRI 403-2	Type of injury and injury rates, occupational diseases rate, lost days rate, and absentee rate, and total number of work—related fatalities, by region and by gender	Annex 2
GRI 403-3	Workers with high incidence or high risk of diseases related to their occupation	131
GRI 403-4	Health and safety topics covered in formal agreements with trade unions	130—131
GRI 404-1	Average hours of training that the organization's employees have undertaken during the reporting period, by gender and employee category	127—129, Annex 2
GRI 404-2	Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment	127—129
GRI 404-3	Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period	129
GRI 405-1	Percentage of individuals within the organization's governance bodies and percentage of employees per employee category by gender, age group, and other indicators of diversity	Annex 2
GRI 405-2	Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation	No analysis was made
GRI 406-1	Non—discrimination	No data on such situations was received
GRI 407-1	Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk, and measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining	The right to freedom of associations is set forth in collective bargaining agreements Employees have the right to strike Negotiation is the main dispute resolution method
GRI 408-1	Operations and suppliers considered to have significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor, including: <ul style="list-style-type: none"> operations and suppliers that employ child labor and young workers (under the age of 18 years) exposed to hazardous work; operations and suppliers that employ child labor by type of operation and supplier, and by countries or geographic areas of operations and suppliers. 	Irrelevant Child and forced labor are prohibited under Ukrainian law The Company does not operate in the countries exposed to risks of such violations of human rights

Table of Standard Reporting Elements and Indicators of the Global Reporting Initiative Guidelines and UN Global Compact

GRI, UN GA reporting element	Description	Page/references to additional information sources/direct answer
GRI 409-1	Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of type of operation and supplier; countries or geographic areas with operations and suppliers considered at risk; measures taken by the organization intended to contribute to the elimination of all forms of forced or compulsory labor	Irrelevant Child and forced labor are prohibited under Ukrainian law The Company does not operate in the countries exposed to risks of such violations of human rights
GRI 410-1	Percentage of security personnel trained in the organization's human rights policies or specific procedures that are relevant to operations	No evaluation was done
GRI 411-1	Total number of identified incidents of violations involving the rights of indigenous peoples and actions taken	The Company does not operate within the territories of indigenous peoples
GRI 412-1	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	No evaluation was done
GRI 412-2	Total number of hours devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations	No evaluation was done
GRI 412-3	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	No evaluation was done
GRI 413-1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	116—123
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	Irrelevant
GRI 414-1	Percentage of new suppliers that were screened using social criteria	No evaluation was done
GRI 414-2	Significant actual and potential negative social impacts identified in the supply chain and actions taken	No evaluation was done
GRI 415-1	Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary	The Company does not provide aid to political parties
GRI 416-1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	118—119, 122—123
GRI 416-2	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes	No such incidents were registered

Table of Standard Reporting Elements and Indicators of the Global Reporting Initiative Guidelines and UN Global Compact

GRI, UN GA reporting element	Description	Page/references to additional information sources/direct answer
GRI 417-1	Types of information required by the organization's procedures for product and service information and labeling, and percentage of significant product or service categories covered by and assessed for compliance with such procedures	Irrelevant Pursuant to the sanitary standards, electrical equipment under 220 KW does not provide for actions aimed at protection of consumers' health in connection with the effects of electromagnetic fields
GRI 417-2	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, by type of outcomes	No such incidents were registered
GRI 417-3	Results of surveys measuring customer satisfaction	74—77
GRI 418-1	Total number of substantiated complaints received concerning breaches of customer privacy and losses of customer data	No such incidents were registered
GRI 419-1	Total monetary value of significant fines for non-compliance with laws and/or regulations concerning the provision and use of products and services	No evaluation was done
MM1	Amount of land disturbed or rehabilitated/recultivated by the company in the reporting period	Annex 2
MM2	Area and percentage of lands where biodiversity reproduction is required, at the end of the year	635.32 hectares
MM3	Total amounts of overburden, rock, tailing at the beginning and at the end of the reporting period	Annex 2
MM4	Number of strikes and lock-outs exceeding one week's duration	No such incidents were registered The right to freedom of associations is set forth in collective bargaining agreements Employees have the right to strike Negotiation is the main dispute resolution method
MM5	Total number of operations taking place in or adjacent to indigenous peoples' territories, and number and percentage of operations or sites where there are formal agreements with indigenous peoples' communities	The Company does not operate within the territories of indigenous peoples

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GRI, UN GA reporting element	Description	Page/references to additional information sources/direct answer
MM6	Whether there were disputes or situations where land use issues had to be discussed with the local communities (population, authorities)	The Company is engaged in a permanent dialog with population and authorities in the areas where the company operates No disputes have been registered
MM7	Which mechanisms relating to investigation of complaints related to land use are used by the company	The Company is engaged in a permanent dialog with population and authorities in the areas where the company operates No disputes have been registered
MM9	Any resettlements within the reporting period in connection with the mining works	No resettlements took place in connection with the allocation of objects
EU10	Planned capacity against projected electricity demand over the long term, broken down by energy source and regulatory regime	56—73
EU11	Average generation efficiency of thermal plants by energy source and by regulatory regime	56—62; 69
EU12	Transmission and distribution losses as a percentage of total energy	64
EU13	In which way biodiversity of offset habitats is compared to biodiversity of the affected areas	No evaluation was done
EU15	Percentage of employees eligible to retire in the next 5 and 10 years, broken down by job category and regions	Annex 2
EU17	Days worked by contractor and subcontractor employees involved in construction, operation and maintenance of energy objects	No data is available
EU18	Percentage of contractor and subcontractor workers who took relevant health and safety training courses	No data is available
EU22	Number of people physically or economically displaced and compensation, broken down by type of project	No evaluation was done
EU25	Number of injuries and fatalities, diseases to the public related to damage caused by company assets	No evaluation was done

Table of Standard Reporting Elements and Indicators of the Global Reporting Initiative Guidelines and UN Global Compact

GRI, UN GA reporting element	Description	Page/references to additional information sources/direct answer
EU26	Percentage of population unserved in licensed distribution or service areas	No data is available
EU27	Number of residential disconnections for non—payment	No evaluation was done
EU28	Power outage frequency	76
EU29	Average power outage duration	76
EU30	Average plant availability factor by energy source and by regulatory regime	No evaluation was done