

# A N N E X E S



# ANNEX 1

## Compliance with GRI Standards

Indicator	About the Indicator	Disclosure	Page
102-1	Name of the organisation	M.Video-Eldorado Group, the Group, the Company – PJSC M.video Public Joint-Stock Company (hereinafter – PJSC M.video, the Company), as well as all companies, directly or indirectly controlled by the Group as of 31 December 2020, 2019 and 2018.	–
102-2	Activities, brands, products and services	1.1 Group portrait	4-5
		1.3 Hybrid business model expands value creation opportunities	10
		1.5 2020 performance highlights	18-21
		2.6 Operating and Financial Results	51-53
102-3	Location of headquarters	Street Nizhnaya Krasnoselskaya, 40/12; Building 20, floor 5, room II, room 3; Moscow, 105066	–
102-4	Location of operations	1.1. Group portrait	4-5
		4.2 Order fulfillment: speed and efficiency at every step	79-80
		Full market coverage in a single retail environment	15
102-5	Ownership and legal form	5.11 Capital, Shares, Dividends	142
102-6	Markets served	1.1 Group portrait	4-5
102-7	Scale of the organization	1.1 Group portrait	4-5
		2.6 Operating and Financial Results	51-53
		2.7 Financial Results in 2020	54-56
		6.3 People and communities	155

Indicator	About the Indicator	Disclosure	Page
102-8	Information on employees and other workers/сотрудников	6.3 People and communities  Number of employees holding a permanent employment contract: Men - 17 256; Women - 7 656.  Number of employees holding a temporary employment contract: Men - 2 827; Women - 820.  Number of full-time employees: Men - 19 935; Women - 7 795.  Number of part-time employees: Men - 148; Women - 681.  Number of employees with disabilities – 125.  The number of store employees working under permanent and temporary contracts, by division: Moscow Division: permanent – 4 817, temporary – 950; Northern Division: permanent – 3 441, temporary – 656; Siberian Division: permanent – 3 593, temporary – 695; Ural Division: permanent – 2 845, temporary – 467; Central Division: permanent – 2 971, temporary – 402; Southern Division: permanent – 2 542, temporary – 412.	155

Indicator	About the Indicator	Disclosure	Page
102-9	Supply chain	4.2 Order fulfillment: speed and efficiency at every step 4.3 Further development of partnerships with suppliers	79-82 83-87
102-10	Significant changes to the organization and its supply chain	2 Strategic Report 5.2 M.Video-Eldorado Group corporate structure 5.11 Capital, Shares, Dividends	24-56 93 137
102-11	Precautionary Principle or approach	The Group is committed to the Precaution-ary Principle and focuses on preventing harm rather than redressing it.	–
102-12	External initiatives	Club of Green Retailers Association SKO Electronics-Utilization	–
102-13	Membership of associations	The Retail Companies Association (ACORT) Association of the Companies of Internet Trade (ACIT) Association of Trading Companies and Manufacturers of Household Electrical Equipment and Computers (RATEK) The Association of European Businesses (AEB) The Chamber of Commerce of the Russian Federation OPORA RUSSIA Business Russia Russian Union of Industrialists and Entrepreneurs Russian Managers Association	–
102-14	Statement from senior decision-maker	Address of the Chairman of PJSC M.Video's Board of Directors, Said Gutseriev Address of the CEO of M.Video-Eldorado Group, Alexander Izosimov	24-25 26-27
102-15	Key impacts, risks, and opportunities	5.8 Risk Management	124-125
102-16	Values, principles, standards, and norms of behavior	5.9 Compliance	132-135
102-17	Mechanisms for advice and concerns about ethics	5.9 Compliance	132-135
102-18	Governance structure	5.2 M.Video-Eldorado Group corporate structure	94
102-20	Executive-level responsibility for economic, environmental, and social topics	5.7 Sole Executive Bodies The sole executive body manages the Group's current activities as well as organ-izes the implementation of decisions taken at the General Meeting of Shareholders and those made by the Board of Directors and the Group's Management Board, in-cluding in the area of social and environ-mental issues.	117
102-21	Consulting stakeholders on economic, environmental, and social topics	6.1 Sustainability Strategy	148
102-22	Composition of the highest governance body and its committees	5.3 General Meeting of Shareholders 5.4 Board of Directors 5.7 Sole Executive Bodies	95 96-115 123

Indicator	About the Indicator	Disclosure	Page
102-23	Chair of the highest governance body	Said Gutseriev – Chairman of the Board of Directors	–
102-24	Nominating and selecting the highest governance body	5.3 General Meeting of Shareholders 5.4 Board of Directors	95 96-98
102-25	Conflicts of interest	5.9 Compliance	128
102-26	Role of highest governance body in setting purpose, values, and strategy	5.4 Board of Directors 5.8 Risk Management	92 108 118
102-27	Collective knowledge of highest govern-ance body	6.1 Sustainability Strategy	145-148
102-29	Identifying and managing economic, environmental and social impacts	6.1 Sustainability Strategy	145-148
102-30	Effectiveness of risk management processes	5.8 Risk Management	124-125
102-31	Review of economic, environmental, and social topics	Assessments are carried out on an annual basis	–
102-32	Highest governance body's role in sustainability reporting	HR Director	–
102-33	Communicating critical concerns	5.8 Risk Management	124-125
102-35	Remuneration policies	5.10 Principles for the determination and amount of remuneration of management and control bodies	136
102-36	Process for determining remuneration	5.10 Principles for the determination and amount of remuneration of management and control bodies	136
102-37	Stakeholders' involvement in remuneration	5.10 Principles for the determination and amount of remuneration of management and control bodies	136
102-38	Annual total compensation ratio	5.10 Principles for the determination and amount of remuneration of management and control bodies	136
102-39	Percentage increase in annual total compensation ratio	5.10 Principles for the determination and amount of remuneration of management and control bodies	136
102-40	List of stakeholder groups	6.1 Sustainability Strategy	148
102-41	Collective bargaining agreements	M.Video-Eldorado Group does not have any collective bargaining agreements	–
102-42	Identifying and selecting stakeholders	6.1 Sustainability Strategy	148
102-43	Approach to stakeholder engagement	6.1 Sustainability Strategy	148
102-44	Key topics and concerns raised	1.2 Value-based leadership 6.1 Sustainability Strategy	8 148

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102-45	Entities included in the consolidated financial statements	Content	2
		5.2. M.Video-Eldorado Group corporate structure	86
		Consolidated Financial Statements for the year ending 31 December 2020.	168
102-46	Defining report content and topic Boundaries	6.1 Sustainability Strategy	144-148
102-47	List of material topics	6.1 Sustainability Strategy	146
102-48	Restatements of information	A technical error was made in the 2019 report regarding work-place injuries. The correct number of cases as of 31.12.2019 was 11	166
102-49	Changes in reporting	Not recorded	-
102-50	Reporting period	01.01.2020 – 31.12.2020	-
102-51	Date of most recent report	M.Video-Eldorado Group publishes integrated reporting	-
102-52	Reporting cycle	Annual	-
102-53	Contact point for questions regarding the report	Valeriya Andreeva PR Director valeriya.andreeva@mvideoeldorado.ru Tel: +7 (495) 644-2848, ext. 7386	
		Maxim Novikov IR Director maxim.novikov@mvideo.ru Tel: +7 (495) 644-2848, ext. 1425	
		Tatyana Polyakova Head of Sustainability Tel: +7 (495) 644-2848, ext. 7951	
102-54	Claims of reporting in accordance with the GRI standards	The report was prepared using GRI standards	2
102-55	GRI content index	The report complies with GRI standards	-
102-56	External assurance	The report has not undergone external assurance procedures	-
103-1	Explanation of the material topic and its Boundary	All substantive issues are disclosed within the Boundaries of the Group	
		6.2. Planet	149-153
		6.3. People and communities	154-168
		6.4. Customers and technologies	169-170
103-2	The management approach and its components	6.2. Planet	149-153
		6.3. People and communities	154-168
		6.4. Customers and technologies	169-170

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103-3	Evaluation of the management approach	6.2 Planet	149-153
		6.3 People and communities	154-168
		6.4 Customers and technologies	169-170
203-1	Infrastructure investments and services supported	6.3 People and communities	162
205-1	Operations assessed for risks related to corruption	The Group constantly monitors risks related to corruption	-
205-3	Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption in 2020	-
302-1	Energy consumption within the organization	ESG Data book	
302-3	Energy intensity	ESG Data book	
305-1	Direct (Scope 1) GHG emissions	ESG Data book	
305-2	Energy indirect (Scope 2) GHG emissions	ESG Data book	
305-4	GHG emissions intensity	ESG Data book	
306-1	Water discharge by quality and destination	6.2 Planet	149-153
		ESG Data book	
306-2	Waste by type and disposal method	6.2 Planet	149-153
401-1	New employee hires and employee turnover	6.3 People and communities	154-156
		The total number of new employee hires conducted during the reporting period, by gender:	
		<ul style="list-style-type: none"> <li>• Men – 8,014;</li> <li>• Women – 2,487.</li> </ul>	
		Total number of new employees hired during the reporting period, by age group:	
		<ul style="list-style-type: none"> <li>• &gt; 30 years – 7,572;</li> <li>• 30-50 years – 2,819;</li> <li>• 50+ years – 110.</li> </ul>	
		Total number of new retail employees hired during the reporting period, by division:	
		<ul style="list-style-type: none"> <li>• Moscow Division – 2 479;</li> <li>• Northern Division – 1 555;</li> <li>• Siberian Division – 1 766;</li> <li>• Ural Division – 1 038;</li> <li>• Central Division – 1 028;</li> <li>• Southern Division – 972.</li> </ul>	

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403-2	Hazard identification, risk assessment, and incident investigation	6.3 People and communities	161
403-5	Worker training on occupational health and safety	6.3 People and communities	160 165
403-8	Workers covered by an occupational health and safety management system	6.3 People and communities	165
403-9	Work-related injuries	6.3 People and communities  Causes of work-related injuries in 2020: • Carelessness and negligence of the victim – 5; • Violations of technical procedures – 2; • Violations of labor regulations and labor discipline; • Workplace conditions and lighting – 1; • Sharp deterioration in health – 1; • Actions of other individuals (either intentional or those caused by negligence) – 1.	166
404-1	Average hours of training per year per employee, by gender and employee category	6.3 People and communities	160
404-2	Programs for upgrading employee skills and transition assistance programs	6.3 People and communities	160
404-3	Percentage of employees receiving regular performance and career development reviews	6.3 People and communities	160
405-1	Diversity of governance bodies and employees	6.3 People and communities	160-161
405-2	Ratio of basic salary and remuneration of women to men	Sustainability section on the Group's web-site: <a href="https://www.mvideoeldorado.ru/ru/sustainability">https://www.mvideoeldorado.ru/ru/sustainability</a>	
412-1	Operations that have been subject to human rights reviews or impact assessments	No specialized reviews of human rights violations were conducted in 2020.	