Yandex

Tables & Annexes
2023 Yandex Sustainability Progress Report

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Annex I

ESG Data Tables

Human Capital

Data on employee numbers is not as of the end of the year. In accordance with Yandex's internal personnel accounting procedures, this is the number of unique employees in the reporting period. Statistics for 2018–2021 are presented in the 2022 Sustainability Report. They do not cover specialists from the Business Support team, whose records are kept separately. The number of employees includes those who started or returned from maternity leave during the reporting period, but does not take into account employees who were on maternity leave during the entire reporting period.

Due to business scaling, the total number of employees increased by 22% compared to the previous period. The majority of employees (99%) have permanent employment contracts.

In 2023, growth in the number of female managers outpaced growth in the number of male managers (70% and 62%, respectively). The largest group of employees continued to be 30 to 50 years old, totaling more than half of the workforce (57%).

Data on employee numbers does not include interns. In 2023, Yandex employed 2,477 interns, which is 50% more than in 2022 (1,660).

GRI 2-7   GRI 405-1

Total number of employees by type of employment contract, gender, and region, people

	2023			2022		
	Women	Men	Total	Women	Men	Total
Russia	**9,668**	**15,238**	**24,906**	**8,379**	**15,101**	**23,480**
Permanent employment contract	9,567	15,168	24,735	8,251	14,976	23,227
Temporary employment contract	101	70	171	128	125	253
Other countries	**1,608**	**4,587**	**6,195**	**571**	**1,380**	**1,951**
Permanent employment contract	1,585	4,479	6,064	538	1,316	1,854
Temporary employment contract	23	108	131	33	64	97
Total employees	**11,276**	**19,825**	**31,101**	**8,950**	**16,481**	**25,431**

Total number of employees by type of employment and gender, people

	2023			2022		
	Women	Men	Total	Women	Men	Total
Full-time	11,114	19,656	30,770	8,665	16,251	24,916
Part-time	162	169	331	285	230	515
Total employees	**11,276**	**19,825**	**31,101**	**8,950**	**16,481**	**25,431**

Human Capital

GRI 2-7 · GRI 405-1 · TC-IM-330a.3 · CG-EC-330a.3 · TC-SI-330a.3 · SV-ME-260a.1

Total number of employees by job level and gender, people

	2023			2022		
	Women	Men	Total	Women	Men	Total
Managers	2,095	4,179	6,274	1,232	2,574	3,806
%	33%	67%	100%	32%	68%	100%
Specialists	9,181	15,646	24,827	7,718	13,907	21,625
%	37%	63%	100%	36%	64%	100%
Total employees	11,276	19,825	31,101	8,950	16,481	25,431
%	36%	64%	100%	35%	65%	100%

Total number of employees by time employed at Yandex, people

	2023	2022
Under 3 months	2,241	2,682
From 3 months to 1 year	8,236	5,076
1–2 years	12,036	7,546
3–5 years	5,144	6,218
6–10 years	2,488	2,845
Over 10 years	956	1,064
Total employees	31,101	25,431

Total number of employees by age group, people

	2023	2022
Under 30	13,005	11,554
30–50	17,796	13,610
Over 50	300	267
Total employees	31,101	25,431

Human Capital

GRI 2-8

GRI 401-1

Total number of people on the Business Support team

	2023			2022		
	Russia	Other countries	Total	Russia	Other countries	Total
Assessors	30,882	2	30,884	14,824	2	14,826
Operators	26,966	2,867	29,833	15,423	751	16,174
Support specialists	24,164	2,141	26,305	23,976	722	24,698
Moderators	411	1	412	242	0	242
Logistics experts	204	171	375	264	51	315
Warehouse employees	9,281	229	9,510	7,998	523	8,521
Other categories	9,569	645	10,214	6,873	411	7,284
Total Business Support team members	**101,477**	**6,056**	**107,533**	**69,600**	**2,460**	**72,060**

Business Support team members are not counted in the total number of Yandex employees. They have an employment contract, but in most cases they receive piecework payment and work on a flexible schedule. Business Support team specialists receive social benefits guaranteed by law.

Data on the number of Business Support team members is not as of the end of the year. In accordance with Yandex's internal methodology, this is the number of unique Business Support team members in the reporting period. The number of Business Support team members increased by 50% compared to 2022 due to business expansion.

New employees hired during the reporting period by age, gender and region, people

	2023			2022		
	Women	Men	Total	Women	Men	Total
Russia	**3,383**	**5,238**	**8,621**	**2,113**	**3,961**	**6,074**
Under 30	1,950	3,071	5,021	1,156	2,390	3,546
30–50	1,428	2,139	3,567	952	1,555	2,507
Over 50	5	28	33	5	16	21
Other countries	**483**	**1,111**	**1,594**	**207**	**369**	**576**
Under 30	201	521	722	68	155	223
30–50	275	575	850	139	204	343
Over 50	7	15	22	0	10	10
Total employees	**3,866**	**6,349**	**10,215**	**2,320**	**4,330**	**6,650**

Human Capital

GRI 401-1

Vacancies filled by internal candidates

	2023	2022
Number of vacancies filled by internal candidates	2,782	1,889
Share of vacancies filled by internal candidates	21%	17%

The share is based on the total number of positions filled in the company during the year (vacancies may have opened in the previous period). Scheduled promotions are not included in the calculation. The term "internal candidates" refers to all people working with us, including Business Support team specialists and interns.

Employee turnover rates

	2023	2022
Total employee turnover	**18.6%**	**20.7 %**
Undesirable employee turnover	3.4%	5.7 %
Employee turnover in separate business units		
Search and Portal	16.4%	20.2 %
E-commerce and Ridetech	25.5%	24.0 %

Employee turnover is undesirable if it involves the loss of the most valuable specialists in the company. This is one of the main staff metrics tracked by HR departments in Yandex.

General turnover in business units is calculated based on the number of business unit employees who left Yandex in the reporting period compared to the average number of business unit employees for the period.

Human Capital

GRI 401-2   GRI 403-6

GRI 401-3

Employee benefit coverage by region

	2023		2022	
	Russia	Other countries	Russia	Other countries
Percentage of employees insured by life insurance programs	100%	90%	100%	80%
Percentage of employees insured by health insurance programs	100%	90%	100%	90%
Percentage of employees with access to free exercise classes	100%	100%	100%	100%
Number of employees who requested and received housing program benefits	1,056	19	729	13

These benefits are available to full-time in-house employees earning time-based pay. Life and health insurance is provided to employees based on local market practices. At the end of 2023, Yandex covered 30,491 employees with private medical insurance (23,196 in 2022 and 17,285 in 2021).

In 2023, the housing program was available in Russia, Kazakhstan, and Belarus.

Number of employees who took parental leave, people

	2023			2022		
	Women	Men	Total	Women	Men	Total
Employees who took parental leave	270	9	279	234	15	249

All Yandex employees who take care of a child as a parent, adoptive parent or guardian are entitled to parental leave under the labor legislation.

Yandex employees in Russia who have a new addition to their family can take up to three years' parental leave. This benefit is available to all employees who look after a child, including parents, adoptive parents, guardians, and caregivers. They retain their employment at Yandex and receive a child allowance from the state. Mothers in Russia are entitled to a statutory 140 days of maternity leave, during which Yandex continues to pay them their average annual earnings. In addition, we provide two salaries (or average monthly earnings, if paid by the hour) to all mothers who take maternity leave.

Human Capital

GRI 404-1

TC-IM-330a.2 CG-EC-330a.1 TC-SI-330a.2

Average yearly training hours per employee, hours

	2023	2022
By job level		
Managers	14	19
Specialists	6	7
Interns	7	9
By gender		
Women	8	10
Men	8	9

Interns are not included in the total number of employees and are shown in the table for convenience.

The average yearly hours is relative to the number of company employees during the year and adjusted for how long they have been employees. This includes optional training (internal and external, any format) with registration through the training group. Hours of free online training, including on the internal educational platform, are not taken into account. Training duration is the time allotted for completing a course (where this information was unavailable, the average value was used).

The duration of training for all employees in 2023, not including training as part of onboarding or mandatory training, totaled 203.9 thousand hours. In 2023, Yandex provided some form of training to 100% of our employees.

Employee engagement

	2023	2022
Actively engaged	87%	87%
Passive	5%	5%
Unengaged	6%	6%
Actively unengaged	2%	2%

The engagement survey consists of questions about job satisfaction at Yandex, important aspects of work, and the general physical and emotional state of employees. Survey results, used to calculate an engagement score, are interpreted as follows: actively engaged employees responded "Yes" and "Most likely yes"; passive employees responded "I don't know"; unengaged employees responded "Probably not"; and actively unengaged employees responded "No."

The lower average annual duration of training among managers compared to the previous reporting period is due to the frequency of certain training programs. Many programs are conducted every few years, meaning a significant number of managers would have completed them in a previous reporting period. The lower number of training hours among specialists and interns is due to the migration of training to the Quantum educational platform, where training hours are not taken into account for this metric.

Occupational Health and Safety Indicators

GRI 403-5   GRI 403-8

GRI 403-9   GRI 403-10

Occupational health and safety (OHS) system coverage and OHS training

	2023	2022
Employees (excluding the Business Support team) covered by the OHS system, %	100%	100%
Business Support team members covered by the OHS system, %	100%	100%
Employees who completed training, people	87,312	45,574

The OHS management system covers 100% of employees and members of the Business Support team with an employment contract with Yandex. New employees who undergo mandatory occupational safety training and employees who have undergone repeated training are taken into account (training must be carried out every three years by law).

Work-related injuries and illness

	2023	2022
Fatalities	0	0
Lost Time Injuries (LTI)	14	8
Minor injuries	333	40
Incidents of occupational diseases	0	0
Lost Time Injury Frequency Rate (LTIFR)	0.037	0.028

Covers all people, including members of the Business Support team, with an employment contract with Yandex. LTIFR is calculated per 1 million man-hours worked. In 2023, the total number of man-hours worked was 376,372,153 (282,691,285 in 2022). The increase is due to the expansion of our workforce (see the tables with employee statistics) and the growth of Yandex businesses, in particular Yandex Market. The LTI category includes injuries resulting in the employee taking sick leave. The "Minor injuries" category includes microtraumas (bruises, cuts, etc.). The main reason for the increase in minor injuries compared to 2022 is the development of the incident registration system in Yandex Market warehouses. We analyze the causes of incidents and take measures to eliminate the risk of their reoccurrence. We describe the security measures in Yandex Market warehouses in more detail in the **Yandex Employees** chapter.

Compliance with Industry Regulations, Standards, and Laws

GRI 205-2

Statistics on business ethics and anti-corruption training by job level, people

	2023			2022		
	Managers	Specialists	Total	Managers	Specialists	Total
Informed about the ethics and anti-corruption rules	6,274	24,827	31,101	3,793	21,172	24,965
% of informed employees	100%	100%	100%	100%	100%	100%
Completed ethics training / anti-corruption training	4,985	20,267	25,252	2,964	17,166	20,130
% of employees who completed training	79%	82%	81%	78%	81%	81%

This data applies to employees in Russia and other countries. Statistics for 2023 include the number of unique employees who worked for the company during the reporting period. Statistics for 2022 include all employees who worked for the company for more than one month during 2022.

100% of interns (not included in the number of employees) were informed of the corporate ethics policy, which includes sections on anti-corruption.

Energy and Water Consumption

Energy and fuel consumption by Yandex's infrastructure, including movable property, in accounting units and GJ

Electricity	2023		2022	
	kWh	GJ	kWh	GJ
Total	595,862,847	2,145,106	510,444,939	1,837,602
Data centers	545,635,159	1,964,287	475,002,556	1,710,009
Offices	22,412,445	80,685	20,538,423	73,938
Logistics centers	20,009,346	72,034	14,903,960	53,654
Yandex Lavka facilities	4,675,219	16,831	NA	NA
Self-driving car infrastructure facilities	3,130,678	11,270	NA	NA
Heat	Gcal	GJ	Gcal	GJ
Total	46,888	196,181	43,604	182,439
Data centers	396	1,657	531	2,222
Offices	26,838	112,288	26,964	112,817
Logistics centers	19,645	82,194	16,109	67,399
Yandex Lavka facilities	NA	NA	NA	NA
Self-driving car infrastructure facilities	10	42	NA	NA
Diesel	l	GJ	l	GJ
Total	10,944,031	367,719	10,628,585	357,120
Data centers	102,690	3,450	1,076,559	36,172
Movable property	10,841,341	364,269	9,552,026	320,948

Non-CNG	2023		2022	
	m³	GJ	m³	GJ
Total	541,866	17,231	555,273	17,658
Data centers	541,866	17,231	555,273	17,658
Gas	l	GJ	l	GJ
Total	26,723,557	881,877	29,579,394	993,868
Movable property	26,723,557	881,877	29,579,394	993,868

GRI 302-1   TC-SI-130a.1   TC-IM-130a.1   TR-RO-110a.3   CG-EC-130a.1

The table shows the actual consumption of energy and fuel for facilities keeping records. The conversion to GJ is based on the following conversion ratios: from kWh, 0.0036; from Gcal, 4.184; from liters for diesel, 0.0336; from liters for petrol, 0.033; and from m3 for natural gas, 0.0318 (sources: **IPCC**, **GOST 305-2013** (RU), **GOST R 51105-97** (RU), **GOST 27577-2000** (RU), **Ministry of Natural Resources Order No 300** (RU)).

Data centers: Data for 2022 and 2023 covers all Yandex data centers in Vladimir, Ivanteevka, Mytishchi, Mäntsälä (an asset remaining under the Dutch company YNV under the terms of the deal to sell all of its Russia-based businesses, the first closure of which took place on May 17, 2024), Sasovo, and Kaluga.

In 2023, diesel consumption returned to 2019–2021 levels (the spike in diesel consumption in 2022 is associated with the need to generate energy at the DC Mäntsälä resulting from challenges faced during the renegotiation of the energy supply contract).

Energy and Water Consumption

GRI 303-3   TC-IM-130a.2   CG-EC-130a.2   TC-SI-130a.2

Offices: Actual data for electricity consumption for 2023 covers 24 Yandex offices, accounting for 97% of the Company's office space in 2023; for 2022, 24 Yandex offices, accounting for 99% of the Company's office space in 2022. Actual data for heat consumption for 2023 covers 11 Yandex offices, accounting for 74% of the Company's office space in 2023; for 2022, 13 Yandex offices, accounting for 74% of the Company's office space in 2022. In 2022–2023, office area decreased by 6%, while the number of employees working on-site and total office area in Moscow grew.

Logistics centers: Energy consumption data covers fulfillment and sorting centers where online orders for Yandex services are stored, filled, and sorted. Only Yandex Market's own logistics facilities are taken into account. Electricity consumption data for 2023 and 2022 covers 24 facilities, accounting for 100% of the Company's warehouse space in the specified periods. Heat consumption data for 2023 covers 16 facilities, accounting for 80% of the Company's warehouse space in 2023; for 2022, 13 facilities, accounting for 77% of the Company's office space in 2022.

Movable property: Fuel consumption data is shown for self-driving cars and vehicles leased by Yandex Drive to provide car-sharing services.

Yandex Lavka facilities: Actual electricity consumption is shown for production facilities of Yandex Lavka private label ready-to-eat food, ice, and bakery products. Data for other Lavka facilities was unavailable at the time of publishing this report.

Self-driving car infrastructure facilities: Energy consumption data is shown for the test site and garages where self-driving cars are developed, tested, and serviced.

Water withdrawal at data centers and offices, megaliters

	2023	2022
Data centers	31.5	18.4
Vladimir	2.0	1.7
Sasovo	28.1	15.3
Mytishchi	0.7	0.8
Mäntsälä	0.7	0.6
Offices	107.4	100.6
Total water withdrawal	**138.9**	**119.0**

The table includes actual data on water withdrawal for facilities keeping records. The increase in overall water withdrawal at data centers and offices is due to the hotter and longer spring/summer period in 2023 and a higher number of employees working on-site.

Data centers: The Sasovo and Vladimir data centers withdraw fresh water from their own wells. The Ivanteevka, Mytishchi, and Mäntsälä data centers withdraw water from central water supply systems (municipal services). Water intake data is presented for the data centers in Vladimir, Mytishchi, Mäntsälä (an asset remaining under the Dutch company YNV under the terms of the deal to sell all of its Russia-based businesses, the first closure of which took place on May 17, 2024), and Sasovo. Water intake data for the Ivanteevka data center is not recorded separately (water consumption is included in the total cost of utilities). An insignificant amount of water is used for sanitary needs. Data centers do not use water for cooling server equipment (the free cooling technology is used instead), except for periods of extreme heat when additional air-conditioning might be supplied.

Offices: All offices source water from municipal water networks and use it for sanitary purposes. Water withdrawal data for 2023 is shown for 14 Yandex offices, accounting for 85% of the Company's office space in 2023 and for 2022, 14 Yandex offices, accounting for 76% of the Company's office space in 2022. Water intake in other offices is not recorded separately (water consumption is included in the total cost of utilities). In 2022–2023, the Company's office space decreased by 6%, while the number of employees working on-site and total office area in Moscow grew.

Waste and Packaging Management

GRI 306-3

Waste generated at data centers, offices, and self-driving car infrastructure facilities, metric tons

	2023	2022
Total for data centers	**659.1**	**621.1**
DC Vladimir	290.2	194.3
Hazardous	0.0	0.1
Non-hazardous	290.2	194.2
DC Mäntsälä	5.9	17.2
Hazardous	0.0	0.4
Non-hazardous	5.9	16.8
DC Sasovo	363.1	409.6
Hazardous	18.8	11.8
Non-hazardous	344.3	397.8
Total for offices	**1,021.5**	**3,306.5**
Hazardous	5.1	3.5
Non-hazardous	1,016.4	3,303.0
Total for self-driving car infrastructure facilities	**339.8**	**NA**
Hazardous	3.1	NA
Non-hazardous	336.7	NA
Total waste	**2,020.3**	**3,927.6**

For facilities located in Russia (Vladimir and Sasovo data centers, offices, and self-driving car infrastructure facilities), hazard classes are listed in accordance with The Federal Waste Classification Catalog (RU) (Order No. 242 of the Federal Supervisory Service for Natural Resource Management of the Russian Federation dated 22 May 2017 (as amended on 18 January 2024)). Hazardous waste includes waste of hazard categories I–III (fluorescent lamps, batteries), while nonhazardous waste refers to categories IV–V. For the facility located in Finland (DC Mäntsälä), the classification was made as per the Finnish legislative requirements (oleaginous/petroliferous fluids used by the facility are recorded in the hazardous waste category).

Data centers: Data for 2023 and 2022 cover Yandex data centers in Vladimir, Sasovo, and Mäntsälä. Data on waste generated at the data centers in Ivanteevka and Mytishchi were not available at the time the report was being composed.

Data on waste generated at the data center in Sasovo in 2022 has been adjusted with a portion of waste retrospectively reclassified as hazardous in accordance with current regulations, while the total amount of waste has not changed. The increase in the volume of waste in Vladimir is attributable to construction and assembly works and the commissioning of new buildings, as well as the on-site collection of retired IT equipment.

Offices: Data for 2023 covers 26 Yandex offices (99% of all office space in 2023), while data for 2022 covers 22 Yandex offices (92% of all Yandex office space in 2022). In 2023, office area decreased by 6% compared to 2022. The lower volume of waste generated is also due to a lack of complete data in certain offices (information on the volume of waste generated is provided by building owners).

Self-driving car infrastructure facilities: Data for 2023 covers one test site and three garages where self-driving vehicles are developed, tested, and serviced.

Waste and Packaging Management

GRI 306-4   GRI 306-5

Waste generated at data centers, offices, and self-driving car infrastructure facilities by disposal method, metric tons

	2023	2022
Reuse or recycling	**166.3**	**126.4**
DC Vladimir	0.0	0.0
DC Mäntsälä	4.1	2.6
DC Sasovo	0.0	0.0
Offices	149.9	123.8
Self-driving car infrastructure facilities	12.4	NA
Incineration with energy recovery	**1.8**	**7.7**
DC Vladimir	0.0	0.0
DC Mäntsälä	1.8	7.7
DC Sasovo	0.0	0.0
Offices	0.0	0.0
Self-driving car infrastructure facilities	0.0	NA
Other recovery and recycling methods	**0.0**	**6.7**
DC Vladimir	0.0	0.0
DC Mäntsälä	0.0	6.7
DC Sasovo	0.0	0.0
Offices	0.0	0.0
Self-driving car infrastructure facilities	0.0	NA

	2023	2022
Treatment with subsequent landfilling or incineration without energy recovery	**1,852.2**	**3,786.6**
DC Vladimir	290.2	194.3
DC Mäntsälä	0.0	0.2
DC Sasovo	363.1	409.6
Offices	871.6	3,182.7
Self-driving car infrastructure facilities	327.4	NA
Total waste	**2,020.3**	**3,927.6**

For data coverage, please see the comment to the "Waste generated at data centers, offices, and self-driving car infrastructure facilities" table. The "Other recovery and recycling methods" category for 2022 includes fuel processing from waste.

The Vladimir and Sasovo data centers transferred most of their waste for decontamination and subsequent landfilling, while 1% of DC Vladimir's waste was sent for incineration without energy recovery.

Waste and Packaging Management

GRI 306-3   GRI 306-4   GRI 301-1

Packaging waste generated by Yandex Market and diverted from disposal, metric tons

	2023	2022
Total packaging waste diverted from disposal	**21,346.9**	**8,897.7**
including waste sent for recycling	11,511.1	3,002.3
including reused waste	9,835.8	5,895.4

This value includes the packaging waste generated in Yandex Market logistics centers from unloading goods from partners, moving goods around the warehouse, and sorting and packaging orders for delivery. It reflects both transport packaging from partner sellers (mostly pallets) and transport packaging purchased by Yandex Market. Compared to 2022, the volume of packaging waste diverted from disposal increased due to the scaling of Yandex Market business operations and growth in orders. Yandex Market recycles cardboard, paper, packaging film, and certain bearings (for example, bushings), and also reuses wooden pallets.

Delivery packaging used by Yandex Market by type, metric tons

	2023	2022
Recyclable or reusable	**6,140.4**	**3,161.9**
% of total used packaging	96.6%	97.3%
Cardboard	2,911.4	1,684.1
Rolled paper	373.3	420.4
Stretch film	1,101.3	358.5
PP and LDPE plastic bags	20.9	14.7
LDPE bags (courier bags)	427.3	155.4
LDPE bags (for pickup points)	1,043.7	512.0
Bubble wrap	81.4	16.6
Pallets	181.1	NA
Non-recyclable and non-reusable	**215.7**	**88.3**
% of total used packaging	3.4%	2.7%
Layered paper bags	0.2	0.3
Adhesive tape	131.5	54.2
Labels	81.8	33.8
Other	2.2	NA
Total packaging	**6,356.1**	**3,250.2**

Waste and Packaging Management

In 2023, the use of certain types of polymer packaging materials made from virgin raw materials increased, partly because of growth in the shipment of goods requiring these materials for damage-free delivery. This includes, for example, air bubble film for the delivery of liquids and fragile goods (glass or ceramics), which increased due to Yandex Market's purchase of a large number of fragile home decor goods without individual packaging from the Russian division of IKEA. Consumption of stretch film and adhesive tape also increased due to the accounting of certain additional data. In 2022, the volume of packaging used by Yandex Market logistics centers was calculated using **FBY models** (RU) (where Yandex Market is responsible for the entire delivery chain, from the arrival of goods to the warehouse and their storage and packaging to delivery to the buyer). However, in 2023, we also accounted for the costs of materials in logistics centers that accept goods under the FBS model (where the seller stores goods and packages orders in their own warehouses and only uses Yandex Market for delivery). Stretch film is mainly used to wrap pallets.

The Other category includes metal buckles and strapping tape.

GRI 306-3   GRI 306-4

Waste generated by Yandex Lavka and diverted from disposal, metric tons

	2023	2022
Total waste diverted from disposal	**3,471.3**	**2,137.0**
including waste sent for recycling	2,935.3	1,967.4
including reused waste	536.0	169.6

Yandex Lavka sends cardboard and packaging film for recycling, and uses reusable plastic crates for logistics between distribution centers, the ready-to-eat food production facility, and external suppliers.

GRI 301-1

Transport packaging used by Yandex Lavka by type, metric tons

	2023	2022
Recyclable or reusable	550.8	355.1
Non-recyclable and non-reusable	20.1	7.1

The Transport Packaging category includes bags for delivering Yandex Lavka orders made from recyclable and reusable HDPE, which has **the lowest carbon footprint** (RU), and LDPE bags for vegetables (94% and 2% of the total volume of transport packaging, respectively). HDPE bags are used to separate goods from incompatible categories (4% of the total volume). We conservatively classify these bags as non-recyclable due to the limited capabilities of their collection and recycling.

Waste and Packaging Management

GRI 301-1

Packaging volume of Yandex Lavka private label by type

	2023		2022	
	Product items	Metric tons	Product items	Metric tons
Recyclable or reusable	**76,153,450**	**728.0***	**58,551,437**	**421.4***
Food packaging	20,233,434	NA	16,298,538	NA
Packaging for ready-to-eat food (produced by Lavka)	33,203,122	379.1	23,252,500	245.1
Hot meal packaging (kitchens)	22,716,894	348.9	19,000,399	176.3
Non-recyclable or non-reusable	**44,952,841**	**454.7***	**31,134,208**	**340.1***
Food packaging	8,665,853	NA	5,165,765	NA
Packaging for ready-to-eat food (produced by Lavka)	29,683,245	353.8	22,408,056	282.9
Hot meal packaging (kitchens)	6,603,743	101.0	3,560,387	57.2

No data is available on the weight of packaging used for Yandex Lavka private label food products. These are accounted for in units. Values marked with an asterisk (*) represent sums of available values; they are provided for convenience and are incomplete owing to data unavailability.

Growth in the volume of packaging used compared to 2022 is due to the scaling of the service, as well as the development of a data collection system for reporting. Starting in 2023, the Ready-to-eat food (produced by Lavka) category now includes data on the volume of packaging used for the production of ice and Yandex Lavka private label bakery products.

More than half of packaging used in the Ready-to-eat food (produced by Lavka) category was made from recyclable materials, an increase of 6% compared to the previous reporting period (52% in 2023 versus 46% in 2022). This improvement is due to a reduction in the use of certain types of non-recyclable packaging and the addition of data on sustainable packaging for ice and baked goods.

The decline of sustainable packaging in the Food products category from 76% in 2022 to 70% in 2023 was driven by new product launches and the increased sale of goods in flexible non-recyclable packaging with no recyclable alternatives available on the market.

The share of recyclable packaging in the Hot meal (kitchens) category grew from 75% in 2022 to 78% in 2023 due to the transition from foil thermal bags to paper bags to keep food and hot drinks warm during delivery. The majority of non-recyclable packaging in this category comes from laminated paper coffee cups for delivery with no suitable recyclable alternatives on the market that meet our standards to maintain drink temperature for a certain time. Laminated paper packaging for french fries and stir fry also account for a significant share of non-recyclable packaging. These items require special packaging that is fat and moisture resistant.

Waste and Packaging Management

GRI 301-1

Delivery packaging used by Yandex Delivery by type, metric tons

	2023
Recyclable or reusable	**555.1**
Cardboard, paper	443.2
Air bubble film, stretch film	111.9
Non-recyclable and non-reusable	**29.8**
Adhesive tape	29.8
Total packaging	**584.9**

Carbon Footprint Statistics

The following values are calculated on the basis of actual and extrapolated data for all objects within the organizational boundary. In 2023, along with the growth of Yandex businesses, the organizational boundary of Scope 1 and 2 was expanded to include the Offices category—two facilities in Krasnodar and Tula—and the new Yandex Lavka Facilities category (large dark stores and production facilities of Yandex Lavka private label ready-made food, ice, and bakery products). The Logistics Centers category includes our own fulfillment centers and sorting centers, where orders for Yandex e-commerce services are stored, assembled, and sorted. The Transport category includes cars leased to the Yandex Drive car-sharing service, self-driving cars and service facilities for them (test site and garages).

The calculation was carried out in accordance with **GHG Protocol** guidelines and IPCC/IEA coefficients. Scope 2 emissions were calculated using the location-based method due to the unavailability of data for the market-based method. Scope 3 Indirect Emissions were not calculated for 2023.

Certain figures may differ from those indicated in the inventory records due to rounding.

The organizational boundary for calculating Scope 1 and 2 for 2022 and 2021 is provided in the relevant **ESG Data Tables Annexes**.

GRI 305-1   GRI 305-2   TR-RO-110a. 1

Yandex's gross greenhouse gas emissions by emission source, MT CO_2e

	2023	2022	2021
Direct emissions (Scope 1)	**98,984**	**100,701**	**110,916**
Data centers	2,313	4,775	2,588
Offices	27	18	34
Logistics centers	332	380	330
Yandex Lavka Facilities	4,201	NA	NA
Transport	92,112	95,528	107,964
Indirect emissions (Scope 2), location-based method	**202,398**	**163,468**	**146,449**
Data centers	157,753	132,904	123,098
Offices	24,642	18,222	15,913
Logistics centers	15,452	12,342	7,439
Yandex Lavka Facilities	1,078	NA	NA
Transport	3,472	NA	NA
Indirect emissions (Scope 2), market-based method	**NA**	**NA**	**NA**
Total Scope 1 and Scope 2 emissions (location-based method)	**301,382**	**264,169**	**257,365**

Carbon Footprint Statistics

GRI 305-1   GRI 305-2   TR-RO-110a. 1   GRI 302-1

Yandex's gross greenhouse gas emissions by type of emission, MT CO$_2$e

	2023	2022	2021
Direct emissions (Scope 1)	98,984	100,701	110,916
Carbon dioxide (CO$_2$)	89,329	95,098	105,513
Methane (CH$_4$)	911	952	931
Nitric oxide (N$_2$O)	3,096	3,168	3,033
Hydrofluorocarbons	5,648	1,483	1,438
Indirect emissions (Scope 2), location-based method	202,398	163,468	146,449
Carbon dioxide (CO$_2$)	201,853	163,032	146,044
Methane (CH$_4$)	134	108	98
Nitric oxide (N$_2$O)	411	329	308
Total Scope 1 and Scope 2 emissions (location-based method)	301,382	264,169	257,365

The increase in hydrofluorocarbon emissions compared to 2022 is associated with the addition of new facilities. In 2023, Yandex Lavka infrastructure facilities were included in the calculation (large dark stores and production facilities of Yandex Lavka private label ready-made food, ice, and bakery products).

Share of actual energy consumption data used to calculate Scope 1 and Scope 2 emissions

99.9%   97.9%

76.5%

61.2%

2022   2023

⊶ Actual electric power, total   ⊶ Actual heat, total
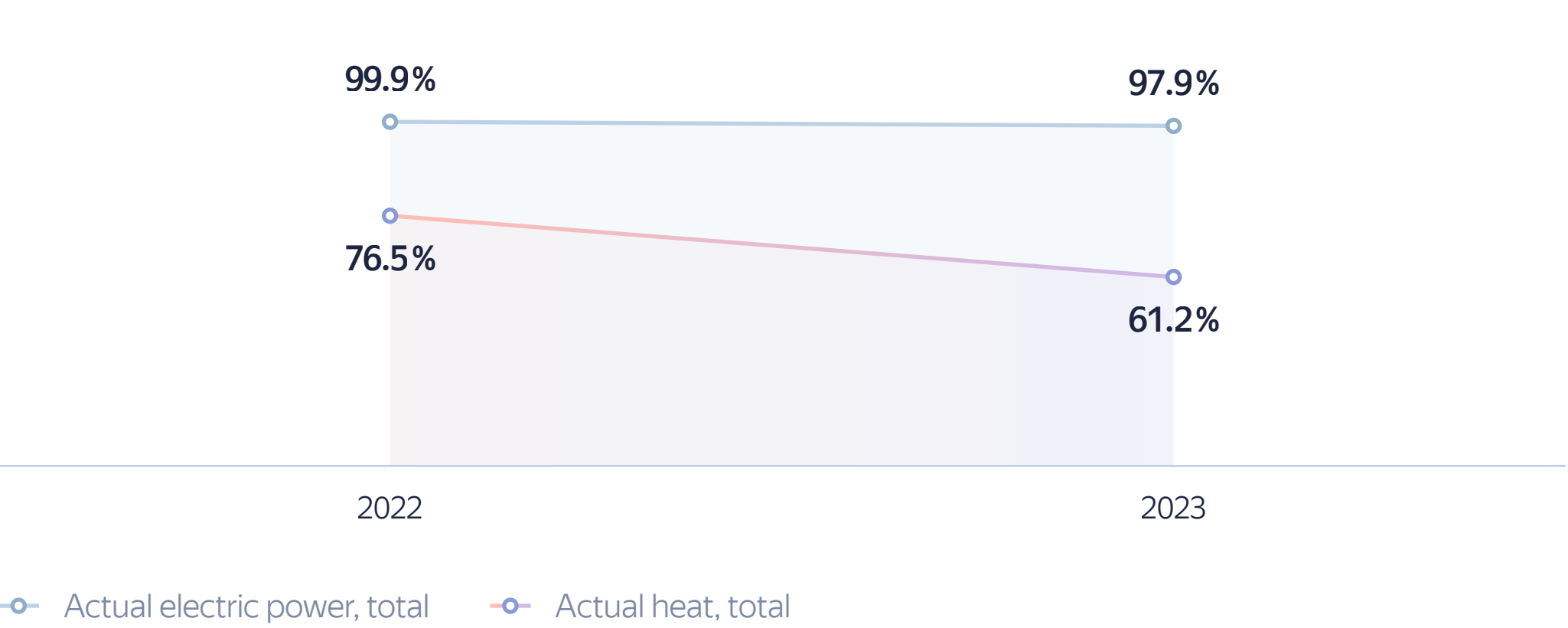
In 2023, the share of actual electricity consumption values used in the calculation was 97.9%, while the share of actual heat consumption values was 61.2%. This value reflects the share of facilities (by area) where actual energy consumption values are available. The decrease in the share of actual heat consumption is associated with an increase in the number of facilities considered; however, some of their data was not available at the time this report was prepared.

Where actual values were unavailable, extrapolation was used in accordance with the approach established in 2021: energy consumption values are calculated based on the accounting data of facilities with similar energy performance (as opposed to using a single average value derived from data on all facilities).

Carbon Footprint Statistics

GRI 305-4

Greenhouse gas emissions intensity (Scope 1 and Scope 2), MT CO_2e

	2023	2022	2021
Emissions intensity per RUB 1 M of revenue	0.37	0.51	0.72
Emissions intensity per USD 1 M of revenue	33.78	35.61	53.68
Emissions intensity per 1 MWh of energy consumed	0.26	0.26	0.27
Emissions intensity per employee	12.49	13.80	17.00

To calculate the relative indicator per USD 1 M of revenue, the revenue value was calculated by converting from rubles (see Yandex's **annual reports**). To calculate the relative indicator per 1 MWh of energy consumed, the total volume of fuel consumed in Scope 1 was used, as well as electricity and thermal energy consumed in Scope 2 and reduced to MWh. To calculate the relative indicator per employee, indicators of the average number of employees were used.

When using emissions per USD 1 M of revenue for analytical purposes and to ensure comparability, we recommend adjusting for the exchange rate used in the calculation, as well as market purchasing power. The higher the purchasing power of the market, the fewer resources a business needs to spend to earn the equivalent of USD 1 M in revenue.

GRI 305-4

Yandex Drive greenhouse gas emissions intensity, g CO_2e per 1 km

	2023	2022	2021
All cities	194	193	190

GRI 305-4

Greenhouse gas emissions intensity of Yandex Go taxi rides by city,
g CO_2e per 1 passenger km

	2023	2022	2021
Moscow	275	277	275
Saint Petersburg	274	268	270
Other cities with populations of over one million	271	271	274
Other cities with populations of 500 thousand–1 million	275	280	284
Other cities with populations of 300–500 thousand	284	283	286

This calculation was based on a sample of cities using the methodology for estimating greenhouse gas emissions from mobile combustion sources recommended by the GHG Protocol. The values show total emissions of carbon dioxide (CO_2), methane (CH_4), and nitric oxide (N_2O)) expressed as CO_2e.

Carbon Footprint Statistics

Greenhouse gas emissions intensity of Yandex Go taxi rides

Gross emissions volume was calculated based on data on the volume of fuel consumed multiplied by the coefficients in IPCC guidelines: calorific value, CO_2 / CH_4 / N_2O emissions from fuel combustion, and global warming potential (GWP). The amount of fuel consumed was calculated based on the following data:

Average fuel consumed per 1 km

- Official vehicle specifications from manufacturers were used as the source of data on average fuel consumption. This information is available in the Auto.ru database (**example** (RU)).

- To make fuel consumption data more accurate, we also considered vehicle model and engine type (where available).

- We increased the average fuel consumption for all rides in the city by 20%. This adjustment helps generate more realistic data, as manufacturers publish data obtained under test conditions. If a manufacturer does not specify fuel consumption in the city, we used calculated values based on data from similar vehicle models.

- We did not identify a clear trend in reduced/increased fuel consumption, as model ranges were updated. Therefore, we did not take into account the generation of vehicles and used data on their most current configuration.

Actual mileage of cars in the Yandex Go service

- We used the aggregate Yandex Taxi and Yandex Delivery mileage (including empty mileage), as no breakdown was available.

Idle time with the engine turned on

- We accounted for the time drivers spent waiting for passengers minus the time they traveled in the waiting mode to the pickup point. After pressing the "Car arrived" button, the driver may go several meters further—this distance is considered as part of the actual mileage and is included in the calculation of gross emissions. Given the lack of actual data on whether drivers shut off the engine, we assumed that the engine is left idle all that time.

Fuel type

- In the absence of data on the type of fuel used, we relied on expert estimates made by the regional managers. For example, the maximum share of partner vehicles running on natural gas was estimated at 15–50%, depending on the region.

Greenhouse gas emissions intensity was calculated as the ratio of total gross emissions to total passenger kilometers. The number of passenger kilometers was calculated by multiplying the distance between the passenger pickup and drop-off points by the average number of passengers in the vehicle. This approach allows us to calculate emission reductions resulting from shared rides. At the time of our analysis, no data was available on vehicle occupancy. Therefore, we applied a conservative average estimate of 1.1 passengers per ride. This factor is greater than 1 as we know that some rides are shared (e.g., those with the Minivan or Kids ride options). However, in the absence of relevant statistics, we assumed that the percentage of such rides is low. For comparison, the ratio used by European statistics agencies (such as the **UK Department of Transport**) ranges from 1.1–1.9 passengers per vehicle.

Annex II

GRI Standards and SASB Index

GRI Standards Index

● Full disclosure   ● Partial disclosure   ● No disclosure

Indicator	Disclosure title	Where to find	Status	Comments
GRI 2 (2021): The organization and its reporting practices				
2-1	Organizational details	Yandex in 2023 GRI Standards Index	●	The name of the parent entity of the Yandex Group in the reporting period is Public Limited Liability Company Yandex N.V. The name of the core Russian legal entity is YANDEX Limited Liability Company (YANDEX LLC). The location of headquarters is 16 Leo Tolstoy Street, Moscow, Russia.
2-2	Entities included in the organization's sustainability reporting	GRI Standards Index	●	Subsidiaries of Yandex N.V. included in the consolidated financial statements are listed on page 267 of 2023 Annual Report on Form 20-F. The consolidated financial statements were audited and presented on page F-2 of 2023 Annual Report. The approach used for collecting and consolidating non-financial information disclosed in this report is presented in the comments to such disclosures.
2-3	Reporting period, frequency and contact point	About the Report GRI Standards Index	●	Yandex publishes sustainability reports annually.
2-4	Restatements of information	ESG Data Tables	●	Restatements of information from previous reporting periods are disclosed in the comments relating to quantitative disclosures.
2-5	External assurance	GRI Standards Index	●	This report has not been externally assured.
GRI 2 (2021): Activities and workers				
2-6	Activities, value chain and other business relationships	Yandex in 2023 Responsible Procurement	●	–
2-7	Employees	Yandex Employees ESG Data Tables	●	–
2-8	Workers who are not employees	ESG Data Tables	●	–

GRI Standards Index

● Full disclosure   ● Partial disclosure   ● No disclosure

Indicator	Disclosure title	Where to find	Status	Comments
GRI 2 (2021): Governance				
2-9	Governance structure and composition	GRI Standards Index	●	The Company's website provides up-to-date information about the corporate governance structure and the composition of the Board of Directors. The sections titled "Corporate Governance" and "Corporate Restructuring" also contain documents that regulate the Board of Directors' activities, including responsibility for addressing issues related to sustainable development. Information about the composition of the Board of Directors for 2023 is available in the 2023 Annual Report under Item 6.
2-10	Nomination and selection of the highest governance body	GRI Standards Index	●	Please refer to the comments for Disclosure 2-9.
2-11	Chair of the highest governance body	GRI Standards Index	●	Please refer to the comments for Disclosure 2-9.
2-12	Role of the highest governance body in overseeing the management of impacts	GRI Standards Index	●	Please refer to the comments for Disclosure 2-9.
2-13	Delegation of responsibility for managing impacts	GRI Standards Index	●	Please refer to the comments for Disclosure 2-9.
2-14	Role of the highest governance body in sustainability reporting	GRI Standards Index	●	Please refer to the comments for Disclosure 2-9.
2-15	Conflicts of interest	2023 Annual Report ⧉	●	Please refer to the comments for Disclosure 2-9.
2-16	Communication of critical concerns	GRI Standards Index	●	Please refer to the comments for Disclosure 2-9.
2-17	Collective knowledge of the highest governance body	GRI Standards Index	●	Please refer to the comments for Disclosure 2-9.
2-18	Evaluation of the performance of the highest governance body	–	●	Please refer to the comments for Disclosure 2-9.
2-19	Remuneration policies	GRI Standards Index	●	Please refer to the comments for Disclosure 2-9.

GRI Standards Index

● Full disclosure   ● Partial disclosure   ● No disclosure

Indicator	Disclosure title	Where to find	Status	Comments
GRI 2 (2021): Governance				
2-20	Process to determine remuneration	GRI Standards Index	●	Please refer to the comments for Disclosure 2-9.
2-21	The ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees	–	●	The indicator is not disclosed due to the confidentiality of employee compensation information.
GRI 2 (2021): Strategy, policies and practices				
2-22	Statement on sustainable development strategy	Opening Remarks Yandex in 2023	●	–
2-23	Policy commitments	Yandex in 2023 Compliance and Business Ethics GRI Standards Index	●	In doing business, we are guided by our key values. Yandex upholds the precautionary principle as outlined in Principle 15 of the UN Rio Declaration on Environment and Development, which was adopted in 1992. We therefore assess the potential environmental impacts of constructing infrastructure facilities, such as data centers, and in the design of our services.
2-24	Embedding policy commitments	Information Security and Personal Data Protection Compliance and Business Ethics Responsible Procuremen	●	–
2-25	Processes to remediate negative impacts	Compliance and Business Ethics	●	–
2-26	Mechanisms for seeking advice and raising concerns	Compliance and Business Ethics	●	–

GRI Standards Index

● Full disclosure   ● Partial disclosure   ● No disclosure

Indicator	Disclosure title	Where to find	Status	Comments
GRI 2 (2021): Strategy, policies and practices				
2-27	Compliance with laws and regulations	Compliance and Business Ethics GRI Standards Index	●	Yandex maintained compliance with environmental legislation throughout 2023, with no recorded breaches. For further details on our compliance with advertising laws, please refer to the comments for Disclosure 417-3, and on our compliance with personal data protection laws, please refer to the comments for Disclosure 418-1.
2-28	Membership associations	GRI Standards Index	●	Yandex is a member of industry associations in areas relevant to the Company's business. In 2023, Yandex joined the Association of Digital Platforms (RU).
GRI 2 (2021): Stakeholder Engagement				
2-29	Approach to stakeholder engagement	About the Report	●	–
2-30	Collective bargaining agreements	GRI Standards Index	●	The Code of Business Ethics and Conduct of the Yandex Group stipulates that employees have the freedom of association and the right to engage in collective bargaining agreements. However, Yandex currently does not have any collective bargaining agreements in place due to the unique characteristics of the Russian market.
GRI 3 (2021): Material Topics				
3-1	Process to determine material topics	About the Report	●	–
3-2	List of material topics	About the Report	●	–

GRI Standards Index

● Full disclosure   ● Partial disclosure   ● No disclosure

Indicator	Disclosure title	Where to find	Status	Comments
GRI 3 (2021): Material Topics				
3-3	Management of material topics	See the Comments column	●	Material topics: • Information security and personal data protection — **Information Security and Personal Data Protection** chapter. • Product and service quality — **Quality Content and Safe Digital Environment**, **Convenience, Quality, and Safety of Digital Products** chapters. • Safe and comfortable online and offline environment — **Convenience, Quality, and Safety of Digital Products**, **Inclusive Environment**, **Yandex Service Partners**, **Information Security and Personal Data Protection**, **Quality Content and Safe Digital Environment** chapters. • Employee recruitment, retention and development — **Yandex Employees** chapter. • Equality and respect for human rights — **Inclusive Environment**, **Yandex Employees**, **Yandex Service Partners**, **Compliance and Business Ethics** chapters. • Support for drivers, couriers and other Yandex service partners — **Yandex Service Partners** chapter. • Use of technology to create social good — **Convenience, Quality, and Safety of Digital Products**, **Inclusive Environment**, **Education for All**, **Yandex Service Partners** chapters. • Promoting quality education in IT — **Education for All** chapter. • Climate change and decarbonization — **Carbon Footprint**, **Energy Efficiency** chapters. • Responsible use of resources — **Responsible Procurement**, **Energy Efficiency**, **Packaging and Waste**, **Carbon Footprint** chapters.
GRI 203 (2016): Indirect Economic Impacts				
203-1	Infrastructure investments and services supported	**Convenience, Quality, and Safety of Digital Products** **Inclusive Environment** **Education for All** **Yandex Service Partners** **Quality Content and Safe Digital Environment**	●	–
203-2	Significant indirect economic impacts	**Inclusive Environment** **Education for All** **Yandex Service Partners** **Responsible Procurement**	●	–

GRI Standards Index

● Full disclosure   ● Partial disclosure   ● No disclosure

Indicator	Disclosure title	Where to find	Status	Comments
GRI 204 (2016): Procurement Practices				
204-1	Proportion of spending on local suppliers	Responsible Procurement	●	–
GRI 205 (2016): Anti-corruption				
205-2	Communication and training about anti-corruption policies and procedures	Compliance and Business Ethics ESG Data Tables	●	–
205-3	Confirmed incidents of corruption and actions taken	Compliance and Business Ethics	●	–
GRI 206 (2016): Anti-competitive Behavior				
206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practice, and their outcomes	GRI Standards Index	●	Yandex is a big company that attracts considerable scrutiny. When receiving requests from antimonopoly authorities, Yandex provides the necessary information. In 2023, Yandex was not found to be in breach of any antitrust laws in its main market of presence. In other markets where the Company operates, there were two instances where decisions were made regarding violations of local antitrust legislation. Yandex has taken measures to eliminate any irregularities.
GRI 207 (2019): Tax				
207-2	Approach to tax	GRI Standards Index	●	Yandex has zero tolerance for tax evasion through transfer pricing and no presence in jurisdictions offering opportunities for base erosion and profit shifting. Yandex supports partners who have officially registered as self-employed. This is a special tax regime that was introduced across Russia in 2019 as an experiment and will remain in place for 10 years.

GRI Standards Index

● Full disclosure ● Partial disclosure ● No disclosure

Indicator	Disclosure title	Where to find	Status	Comments
GRI 301 (2016): Materials				
301-1	Materials used by weight or volume	Packaging and Waste ESG Data Tables GRI Standards Index	●	We disclose data on packaging materials used by Yandex Lavka for its private label goods, and by Yandex Market for delivery packaging. These services account for the largest share of the total volume of packaging used by Yandex.
301-2	Recycled input materials used	Packaging and Waste ESG Data Tables	●	–
GRI 302 (2016): Energy				
302-1	Energy consumption within the organization	Energy Efficiency ESG Data Tables	●	–
302-3	Energy intensity	Energy Efficiency ESG Data Tables	●	–
302-4	Reduction of energy consumption	Energy Efficiency ESG Data Tables	●	–
GRI 303 (2018): Water and Effluents				
303-3	Water withdrawal	ESG Data Tables	●	–
GRI 304 (2016): Biodiversity				
304-1	Operational sites owned, leased, managed in or adjacent to, protected areas and areas of high biodiversity value outside protected areas	GRI Standards Index	●	Yandex has no operations in territories adjacent to nature reserves, national parks, or other protected natural areas.

GRI Standards Index

● Full disclosure   ● Partial disclosure   ● No disclosure

Indicator	Disclosure title	Where to find	Status	Comments
GRI 305 (2016): Emissions				
305-1	Direct (Scope 1) GHG emissions	Carbon Footprint ESG Data Tables	●	–
305-2	Energy indirect (Scope 2) GHG emissions	Carbon Footprint ESG Data Tables	●	–
305-3	Other indirect (Scope 3) GHG emissions	–	●	Other indirect (Scope 3) GHG emissions are not calculated for 2023 and therefore not presented in the report.
305-4	GHG emissions intensity	Carbon Footprint ESG Data Tables	●	–
305-5	Reduction of GHG emissions	Carbon Footprint ESG Data Tables GRI Standards Index	●	We assessed carbon dioxide (CO_2), methane (CH_4), and nitrogen oxide (N_2O) emissions, measured in CO_2 equivalent, which were avoided by implementing Yandex solutions.
GRI 306 (2020): Waste				
306-1	Waste generation and significant waste-related impacts	Packaging and Waste GRI Standards Index	●	The information is disclosed for Yandex's key business processes where waste generation occurs. These include delivery services (e-commerce and foodtech) and the operations of offices and data centers.
306-2	Management of significant waste-related impacts	Packaging and Waste	●	–
306-3	Waste generated	Packaging and Waste ESG Data Tables	●	–
306-4	Waste diverted from disposal	Packaging and Waste ESG Data Tables	●	–
306-5	Waste directed to disposal	Packaging and Waste ESG Data Tables	●	–

GRI Standards Index

● Full disclosure   ● Partial disclosure   ● No disclosure

Indicator	Disclosure title	Where to find	Status	Comments
GRI 401 (2016): Employment				
401-1	New employee hires and employee turnover	Yandex Employees ESG Data Tables	●	–
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Yandex Employees ESG Data Tables	●	–
401-3	Parental leave	Yandex Employees ESG Data Tables GRI Standards Index	●	Yandex does not keep track of certain indicators suggested for this Disclosure, namely the total number of employees that: returned to work in the reporting period after parental leave ended, and returned to work after parental leave ended that were still employed 12 months after their return to work.
GRI 403 (2018): Occupational Health and Safety				
403-1	Occupational health and management system	GRI Standards Index	●	Yandex complies with all applicable statutory occupational health and safety requirements in the main market of presence. Occupational health and safety (OHS) matters are managed by the OHS department as well as designated safety officers assigned to specific physical assets or business units that require special oversight (data centers, Yandex Market and Yandex Lavka facilities, premises of the unit developing self-driving technologies).

GRI Standards Index

● Full disclosure   ● Partial disclosure   ● No disclosure

Indicator	Disclosure title	Where to find	Status	Comments
GRI 403 (2018): Occupational Health and Safety				
403-2	Hazard identification, risk assessment, and incident investigation	GRI Standards Index	●	Risk identification and assessment are carried out in accordance with methods regulated at the national level. The type of assessment and its frequency depend on the business process that is being evaluated. Investigations into work-related incidents are conducted as follows: • Injured workers (if any) are given medical treatment • The scene of the incident is investigated, including photography and video recordings • Eyewitnesses and injured persons are interviewed (if any) • An investigation commission is appointed • The causes of the incident are determined • Processes are changed, equipment is upgraded (if applicable) or its design is changed, and staff and management are trained Also refer to the comments for Disclosure 403-4.
403-3	Occupational health services	Yandex Employees GRI Standards Index	●	Yandex conducts mandatory due diligence of all partners that provide voluntary health insurance, life insurance, and other health-related incentives to its employees.
403-4	Worker participation, consultation, and communication on occupational health and safety	GRI Standards Index	●	Employees can discuss any questions or concerns they may have about occupational health and safety with safety officers, their managers, and HR partners. Employees can also use the Yandex hotline to make reports, complaints, and proposals about occupational health and safety.
403-5	Worker training on occupational health and safety	ESG Data Tables GRI Standards Index	●	All Yandex employees are provided with mandatory occupational health and safety training as required by law and are required to pass knowledge tests on a regular basis. Training is designed to meet the needs of each specific business unit. Topics include safe work practices and behavior in emergency situations. All training courses are delivered by competent trainers. All employees can access occupational health and safety guidance and other related materials on our corporate portal.
403-6	Promotion of worker health	Yandex Employees ESG Data Tables	●	–

GRI Standards Index

● Full disclosure   ● Partial disclosure   ● No disclosure

Indicator	Disclosure title	Where to find	Status	Comments
GRI 403 (2018): Occupational Health and Safety				
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	**Convenience, Quality, and Safety of Digital Products** **Yandex Employees** **Yandex Service Partners** GRI Standards Index	●	Special co-funded health insurance schemes have been developed for partner drivers of Yandex services who are not employees of the Company. These schemes complement the social guarantees provided by the government (include free access to medical services in public medical institutions).
403-8	Workers covered by an occupational health and safety management system	**ESG Data Tables**	●	
403-9	Work-related injuries	**ESG Data Tables** GRI Standards Index	●	Each incident is investigated in the manner established by applicable law. Work-related injuries are only recorded for Company employees who have employment contracts.
403-10	Work-related ill health	**ESG Data Tables** GRI Standards Index	●	Occupational diseases are only recorded for Company employees who have employment contracts. The Company regularly monitors working conditions at all business units and provides personal protective equipment to employees who may be exposed to work-related risks. In addition, preventive medical checkups are available for employees as part of voluntary health insurance.
GRI 404 (2016): Training and Education				
404-1	Average hours of training per year per employee	**ESG Data Tables**	●	–
404-2	Programs for upgrading employee skills and transition assistance programs	**Yandex Employees**	●	–
404-3	Percentage of employees receiving regular performance and career development reviews	**Yandex Employees** GRI Standards Index	●	In 2023, 100% of managers, specialists and interns received regular performance reviews.

GRI Standards Index

● Full disclosure   ● Partial disclosure   ● No disclosure

Indicator	Disclosure title	Where to find	Status	Comments
GRI 405 (2016): Diversity and Equal Opportunity				
405-1	Diversity of governance bodies and employees	Yandex Employees ESG Data Tables	●	–
405-2	Ratio of basic salary and remuneration of women to men	Yandex Employees	●	–
GRI 406 (2016): Non-discrimination				
406-1	Incidents of discrimination and corrective actions taken	GRI Standards Index	●	In 2023, we recorded two incidents of discrimination. Both were thoroughly investigated and disciplinary actions were taken against the violators. Subsequently, we launched a communication for all employees to raise their awareness of the Yandex business ethics.
GRI 408 (2016): Child Labor				
408-1	Operations and suppliers at significant risk for incidents of child labor	GRI Standards Index	●	The laws of the countries where Yandex operates prohibit the use of child labor. New employees under 18 years of age are hired in strict compliance with Russian legislation. Yandex conducts due diligence and performs integrity checks on suppliers. Yandex expects all suppliers to comply with the Supplier Code of Conduct and incorporates a clause to this effect in contracts.
GRI 409 (2016): Forced or Compulsory Labor				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	GRI Standards Index	●	The laws of the countries where Yandex operates prohibit the use of forced labor. We respect human rights and do not tolerate any form of discrimination. Yandex does not engage in any illegal activities, including any form of forced labor. Yandex conducts due diligence and performs integrity checks on suppliers. Yandex expects all suppliers to comply with the Supplier Code of Conduct and incorporates a clause to this effect in contracts.

GRI Standards Index

● Full disclosure   ● Partial disclosure   ● No disclosure

Indicator	Disclosure title	Where to find	Status	Comments
GRI 412 (2016): Human Rights Assessment				
412-2	Employee training on human rights policies or procedures	Compliance and Business Ethics ESG Data Tables GRI Standards Index	●	The mandatory course on business ethics covers aspects of human rights protection.
GRI 413 (2016): Local Communities				
413-1	Operations with local community engagement, impact assessments, and development programs	Convenience, Quality, and Safety of Digital Products Inclusive Environment Education for All Yandex Service Partners	●	–
GRI 414 (2016): Supplier Social Assessment				
414-1	New suppliers that were screened using social criteria	GRI Standards Index	●	Yandex performs background checks on every supplier that provides goods and services worth over RUB 3 million excl. VAT on an annual basis (expenses are monitored for all Yandex business units except the Ecom and Ridetech business group). The Company checks for ongoing litigations, debt, accounting statements, and other potential red flags. In some instances, Yandex conducts special on-site reviews (both prior to the selection of the vendor and during contract performance).
GRI 416 (2016): Customer Health and Safety				
416-1	Assessment of the health and safety impacts of product and service categories	Convenience, Quality, and Safety of Digital Products Information Security and Personal Data Protection Quality Content and Safe Digital Environment GRI Standards Index	●	We constantly improve our services and test their security on a regular basis. Yandex does not calculate the percentage of services for which health and safety impacts on users are assessed as there is no need for such a calculation. However, the report discloses information about the Company's approach to security management in its services, including information security, transport security, food safety, and other aspects associated with the protection of user health and safety.

GRI Standards Index

● Full disclosure   ● Partial disclosure   ● No disclosure

Indicator	Disclosure title	Where to find	Status	Comments
GRI 417 (2016): Marketing and Labeling				
417-3	Incidents of non-compliance concerning marketing communications	GRI Standards Index	●	In 2023, we recorded six instances of non-compliance with Federal Law No. 38-FZ "On Advertising" relating to advertisements about Yandex's products. The fines were imposed in three instances.
				Within the same reporting period, Yandex, acting as an intermediary (advertising platform), received 19 orders to withdraw third-party ads, as well as paid fines in 28 cases when third-party ads were found to be non-compliant with Federal law No. 38-FZ "On Advertising".
GRI 418 (2016): Customer Privacy				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	GRI Standards Index	●	In 2023, Yandex recorded no significant violations of personal data legislation.

SASB Index

Indicator	Disclosure title	Where to find	Comments
SASB Internet Media & Services 2018			
TC-IM-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Energy Efficiency ESG Data Tables	–
TC-IM-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	ESG Data Tables	–
TC-IM-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Energy Efficiency Carbon Footprint	–
TC-IM-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Quality Content and Safe Digital Environment Information Security and Personal Data Protection	–
TC-IM-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Information Security and Personal Data Protection	–
TC-IM-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Information Security and Personal Data Protection	–
TC-IM-230a.2	Description of approach to identifying and addressing data security risks	Information Security and Personal Data Protection	–
TC-IM-330a.2	Employee engagement as a percentage	Yandex Employees ESG Data Tables	–
TC-IM-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Yandex Employees ESG Data Tables	–

SASB Index

Indicator	Disclosure title	Where to find	Comments
SASB E-Commerce 2018			
CG-EC-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Energy Efficiency ESG Data Tables	–
CG-EC-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	ESG Data Tables	–
CG-EC-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Energy Efficiency Carbon Footprint	–
CG-EC-220a.2	Description of policies and practices relating to behavioral advertising and user privacy	Quality Content and Safe Digital Environment Information Security and Personal Data Protection	–
CG-EC-230a.1	Description of approach to identifying and addressing data security risks	Information Security and Personal Data Protection	–
CG-EC-230a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Information Security and Personal Data Protection	–
CG-EC-330a.1	Employee engagement as a percentage	Yandex Employees ESG Data Tables	–
CG-EC-330a.2	(1) Voluntary and (2) involuntary turnover rate for all employees	Yandex Employees ESG Data Tables	–
CG-EC-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Yandex Employees ESG Data Tables	–
CG-EC-410a.2	Discussion of strategies to reduce the environmental impact of product delivery	Packaging and Waste	–

SASB Index

Indicator	Disclosure title	Where to find	Comments
SASB Software & IT Services 2018			
TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Energy Efficiency ESG Data Tables	–
TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	ESG Data Tables	–
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Energy Efficiency Carbon Footprint	–
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Quality Content and Safe Digital Environment Information Security and Personal Data Protection	–
TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Information Security and Personal Data Protection	–
TC-SI-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Information Security and Personal Data Protection	–
TC-SI-230a.2	Description of approach to identifying and addressing data security risks	Information Security and Personal Data Protection	–
TC-SI-330a.2	Employee engagement as a percentage	Yandex Employees ESG Data Tables	–
TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Yandex Employees ESG Data Tables	–
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	2023 Annual Report ⧉ SASB Index	A description of the technological risks that may affect Yandex's business continuity is provided in 2023 Annual Report (page 15 onwards).

SASB Index

Indicator	Disclosure title	Where to find	Comments
SASB Media & Entertainment 2018			
SV-ME-260a.1	Percentage of gender and racial / ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Yandex Employees ESG Data Tables	–
SV-ME-520a.1	Description of approach to ensuring intellectual property (IP) protection	Compliance and Business Ethics	–
SASB Road Transportation 2018			
TR-RO-110a. 1	Gross global Scope 1 emissions	Carbon Footprint ESG Data Tables	For Yandex, the GHG emissions associated with fuel combustion by vehicles driven by taxi service partners while they are active in the service are the Company's other indirect emissions (Scope 3).
TR-RO-110a.3	(1) Total fuel consumed, (2) percentage natural gas, (3) percentage renewable	Energy Efficiency ESG Data Tables	–
TR-RO-320a.2	(1) Voluntary and (2) involuntary turnover rate for all employees	Yandex Employees ESG Data Tables	–
TR-RO-320a.3	Description of approach to managing short-term and long-term driver health risks	Yandex Service Partners SASB Index	Special co-funded health insurance schemes have been developed for partner drivers of Yandex services who are not employees of the Company. These schemes complement the social guarantees provided by the state (include free access to medical services in public medical institutions).