



Tables & Annexes

2022 Yandex Sustainability Progress Report

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Annex I

ESG Data Tables



Human Capital

The numbers of employees provided in the tables are not year-end values. As per Yandex's internal methodology, we present the actual number of employees working at Yandex in the reporting period. The data for 2018–2020 is presented in our [2021 Sustainability Progress Report](#). The employee numbers do not include people on the business support team, who are recorded separately.

The total number of employees increased by 20% compared with the previous reporting period (+15% employees in Russia and +179% employees in other countries). The majority of Yandex employees (99%) had permanent employment contracts.

The number of employees in managerial positions grew 11% in 2022, with the number of female managers growing faster than that of male managers (by 13% and 10%, respectively).

In 2022, people aged 30–50 became the most numerous age group at Yandex, accounting for over a half of our team (54%). In 2021, most employees (54%) were under 30 years of age.

Interns are not included in the total employee numbers presented. Yandex had fewer interns in 2022 (1,660 versus 1,706 in 2021; 603 in 2020). This was because internship programs were put on hold in mid-2022.

GRI 2-7

GRI 405-1

Total number of employees by employment contract gender and region

| | 2022 | | | 2021 | | |
|-------------------------------|--------------|---------------|---------------|--------------|---------------|---------------|
| | Women | Men | Total | Women | Men | Total |
| Russia | 8,379 | 15,101 | 23,480 | 7,273 | 13,179 | 20,452 |
| Permanent employment contract | 8,251 | 14,976 | 23,227 | 7,183 | 13,095 | 20,278 |
| Temporary employment contract | 128 | 125 | 253 | 90 | 84 | 174 |
| Other countries | 571 | 1,380 | 1,951 | 254 | 445 | 699 |
| Permanent employment contract | 538 | 1,316 | 1,854 | 174 | 269 | 443 |
| Temporary employment contract | 33 | 64 | 97 | 80 | 176 | 256 |
| Total | 8,950 | 16,481 | 25,431 | 7,527 | 13,624 | 21,151 |

Total number of employees by employment type and gender

| | 2022 | | | 2021 | | |
|---------------------|--------------|---------------|---------------|--------------|---------------|---------------|
| | Women | Men | Total | Women | Men | Total |
| Full-time employees | 8,665 | 16,251 | 24,916 | 7,357 | 13,364 | 20,721 |
| Part-time employees | 285 | 230 | 515 | 170 | 260 | 430 |
| Total | 8,950 | 16,481 | 25,431 | 7,527 | 13,624 | 21,151 |

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 level and gender

| | 2022 | | | 2021 | | |
|--------------|--------------|---------------|---------------|--------------|---------------|---------------|
| | Women | Men | Total | Women | Men | Total |
| Managers | 1,232 | 2,574 | 3,806 | 1,087 | 2,334 | 3,421 |
| % | 32% | 68% | 100% | 32% | 68% | 100% |
| Specialists | 7,718 | 13,907 | 21,625 | 6,440 | 11,290 | 17,730 |
| % | 36% | 64% | 100% | 36% | 64% | 100% |
| Total | 8,950 | 16,481 | 25,431 | 7,527 | 13,624 | 21,151 |
| % | 35% | 65% | 100% | 36% | 64% | 100% |

Total number of employees by time employed at Yandex

| | 2022 | 2021 |
|-------------------------|---------------|---------------|
| Less than 3 months | 2,682 | 2,234 |
| From 3 months to 1 year | 5,076 | 6,878 |
| 1–2 years | 7,546 | 5,697 |
| 3–5 years | 6,218 | 3,802 |
| 6–10 years | 2,845 | 1,660 |
| Over 10 years | 1,064 | 880 |
| Total | 25,431 | 21,151 |

Total number of employees by age group

| | 2022 | 2021 |
|-----------------------|---------------|---------------|
| Under 30 years of age | 11,554 | 11,513 |
| 30–50 years old | 13,610 | 9,381 |
| Over 50 years of age | 267 | 257 |
| Total | 25,431 | 21,151 |

Human Capital

GRI 2-8

Total number of people on the business support team

| | 2022 | | | 2021 | | |
|-----------------------|---------------|-----------------|---------------|---------------|-----------------|---------------|
| | Russia | Other countries | Total | Russia | Other countries | Total |
| Assessors | 14,824 | 2 | 14,826 | 6,636 | 5 | 6,641 |
| Operators | 15,423 | 751 | 16,174 | 5,077 | 565 | 5,642 |
| Support specialists | 23,976 | 722 | 24,698 | 12,281 | 159 | 12,440 |
| Moderators | 242 | 0 | 242 | 225 | 0 | 225 |
| Logistics specialists | 264 | 51 | 315 | 93 | 0 | 93 |
| Warehouse workers | 7,998 | 523 | 8,521 | 3,957 | 0 | 3,957 |
| Other categories | 6,873 | 411 | 7,284 | 2,661 | 312 | 2,973 |
| Total | 69,600 | 2,460 | 72,060 | 30,930 | 1,041 | 31,971 |

Members of the business support team are not recorded in the total number of employees. They have an employment contract and most of them do piecework and work flexible hours. They also receive the social benefits guaranteed by labor laws.

The data on the number of people on the business support team is not year-end data. As per Yandex's internal methodology, we present the number of unique business support team specialists working with Yandex during the reporting period. The growth of our business led to a doubling in the number of members in our business support team in 2022, compared to 2021.

GRI 401-1

Total number of new hires during the reporting period by age group, gender, and region

| | 2022 | | | 2021 | | |
|----------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | Women | Men | Total | Women | Men | Total |
| Russia | 2,113 | 3,961 | 6,074 | 3,157 | 5,352 | 8,509 |
| Under 30 years of age | 1,156 | 2,390 | 3,546 | 1,688 | 3,002 | 4,690 |
| 30–50 years old | 952 | 1,555 | 2,507 | 1,442 | 2,322 | 3,764 |
| Over 50 years of age | 5 | 16 | 21 | 27 | 28 | 55 |
| Other countries | 207 | 369 | 576 | 138 | 211 | 349 |
| Under 30 years of age | 68 | 155 | 223 | 41 | 98 | 139 |
| 30–50 years old | 139 | 204 | 343 | 90 | 104 | 194 |
| Over 50 years of age | 0 | 10 | 10 | 7 | 9 | 16 |
| Total number of new hires | 2,320 | 4,330 | 6,650 | 3,295 | 5,563 | 8,858 |

Human Capital

Internally filled vacancies

| | 2022 | 2021 |
|---|-------|-------|
| Number of vacancies filled by internal candidates | 1,889 | 2,773 |
| Share of vacancies filled by internal candidates | 17% | 26% |

The share of vacancies filled by internal candidates was calculated from the total number of vacancies filled during the year (some of these might have been opened in the previous reporting period). Scheduled promotions were not included in the calculation. The term “internal candidates” refers to all people working with us, including business support team specialists and interns.

GRI 401-1

Turnover rates

| | 2022 | 2021 | 2020 |
|---|--------------|--------------|--------------|
| Total turnover | 20.7% | 20.5% | 20.3% |
| Undesirable turnover | 5.7% | 4.9% | 4.5% |
| Total turnover for individual business units | | | |
| Search & Portal | 20.2% | 16.8% | 18.7% |
| RideTech and FoodTech | 22.7% | 24.1% | 27.5% |
| Market | 25.6% | 26.0% | 14.8% |

Undesirable turnover refers to top performers who leave the company. This is one of the key employee metrics monitored by Yandex’s HR departments.

Total turnover for individual business units was calculated from the number of relevant employees who left Yandex in the reporting period in relation to the average number of business unit employees for the period.

GRI 401-2

GRI 403-6

Number of employees participating in Yandex’s Equity Incentive Plan, by region

| | 2022 | | 2021 | |
|-------------------------------------|--------|-----------------|--------|-----------------|
| | Russia | Other countries | Russia | Other countries |
| Employees participating in the plan | 61% | 72% | 72% | 73% |

Includes people employed at Yandex for at least one year by the end of 2022 who had received RSUs by 31 December. The crisis in late February 2022 affected the prices of Yandex shares and made it impossible to exercise options. As a result, we decided to freeze temporarily the vesting of equity-incentive awards and convert a portion of RSUs subject to vesting after February 2022 into cash payments denominated in local currency based on the stock price as of the RSUs grant date.

Under this system, new RSUs granted after February 2022 were replaced by deferred cash payments with effect until the end of 2022. In September 2022, the issue of new options was replaced by salary and bonus increases. This indicator does not include employees who did not have issued RSUs at the time the compensation scheme was changed and who started receiving cash payouts after their semi-annual performance review.

Human Capital

GRI 401-2

GRI 403-6

Benefits provided to employees, by region

| | 2022 | | 2021 | |
|---|--------|-----------------|--------|-----------------|
| | Russia | Other countries | Russia | Other countries |
| Percentage of employees insured under life insurance policies | 100% | 80% | 100% | 80% |
| Percentage of employees insured under health insurance policies | 100% | 90% | 100% | 90% |
| Percentage of employees with access to free sports sessions | 100% | 100% | 100% | 100% |
| Number of employees who requested and received housing program benefits | 729 | 13 | 688 | 23 |

The benefits are provided to full-time employees who are paid on a time rate basis. Life and health insurance are usually provided to employees if this is common practice on the local market. As of the end of 2022, private health insurance was provided to 23,136 employees (17,285 employees received it in 2021; 12,123 in 2020).

In 2022, housing benefits were available in Russia, Kazakhstan and Belarus.

GRI 401-3

Number of employees who took parental leave during the reporting period

| | 2022 | | | 2021 | | |
|-----------------------------------|-------|-----|-------|-------|-----|-------|
| | Women | Men | Total | Women | Men | Total |
| Employees who took parental leave | 234 | 15 | 249 | 207 | 6 | 213 |

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

Average hours of training per year per employee

| By level | 2022 | 2021 |
|-------------|------|------|
| Managers | 19 | 9 |
| Specialists | 7 | 7 |
| Interns | 9 | 16 |
| By gender | | |
| Women | 10 | 9 |
| Men | 9 | 7 |

Interns are not included in the total employee numbers and are shown in this table for convenience.

The figure includes all employees who worked at Yandex during the reporting year, with adjustment for length of service. We included hours of optional internal and external training in all formats for which employees enrolled through the Training Group. We did not include hours of free online training, including courses completed on the internal e-learning platform. When calculating the duration of a particular course, we relied on the estimated completion time (if available) or the average completion time.

Yandex employees completed more than 185,500 hours of training in 2022 (excluding onboarding and mandatory training). In 2022, all Yandex employees received at least some training. The increase in average training hours among managers was due to focused leadership development programs launched in 2021 and taken in 2022.

TC-IM-330a.2

CG-EC-330a.1

TC-SI-330a.2

Employee engagement

| | 2022 | 2021 |
|--|------|------|
| Percentage of actively engaged employees | 87% | 87% |
| Percentage of passive employees | 5% | 6% |
| Percentage of unengaged employees | 6% | 5% |
| Percentage of actively unengaged employees | 2% | 2% |

The Yandex engagement survey consists of a series of questions to determine employees' overall job satisfaction, how employees align with our mission, their degree of motivation, and the levels of emotional safety in the workplace. The survey results were interpreted as follows: actively engaged employees (answers "Agree" and "Somewhat agree"), passive employees (answer "Not sure"), unengaged employees (answer "Somewhat disagree"), and actively unengaged employees (answer "Disagree").

Occupational Health and Safety

GRI 403-5

GRI 403-8

Coverage of Yandex's occupational health and safety management system and training

| | 2022 | 2021 |
|--|--------|--------|
| Number of people (excluding business support team members) covered by the OHS management system, % | 100% | 100% |
| Business support team members covered by the OHS management system, % | 100% | 100% |
| Number of employees who completed OHS training | 45,574 | 27,723 |

The OHS management system covers 100% of employees and members of the business support team with an employment contract with Yandex. We include all new hires who complete mandatory OHS induction training, as well as employees who underwent refresher training (which must be completed every three years by law) during the period.

GRI 403-9

GRI 403-10

Work-related injuries and illness

| | 2022 | 2021 |
|------------------------------------|-------|-------|
| Fatalities | 0 | 0 |
| Lost Time Injury (LTI), instances | 8 | 14 |
| Minor injuries | 40 | n/a |
| Occupational diseases | 0 | 0 |
| Lost Time Injury Frequency (LTIFR) | 0.028 | 0.068 |

Covers all people, including members of the business support team, with an employment contract with Yandex. LTIFR is calculated based on a factor of 1,000,000 work hours. The total number of man-hours worked was 282,691,285 in 2022 (205,962,815 in 2021). The increase was due to expansion of the Yandex workforce (see the employee stats) and the growth of our businesses. The LTI rate is calculated taking into account injuries that resulted in sick leave. Injuries occurred in warehouses, most of them minor. We analyzed the causes of the incidents and took measures to prevent them in the future. In 2022, we started recording minor injuries such as bruises, cuts and blows, etc. in a separate category.

Compliance with Industry Laws, Regulations, and Standards

GRI 205-2

Business ethics and anti-corruption training of Yandex employees, number of people

| | 2022 | | | 2021 | | |
|---|----------|-------------|--------|----------|-------------|--------|
| | Managers | Specialists | Total | Managers | Specialists | Total |
| Informed about ethical and anti-corruption requirements | 3,793 | 21,172 | 24,965 | 3,421 | 17,730 | 21,151 |
| Share of informed employees, % | 100% | 100% | 100% | 100% | 100% | 100% |
| Underwent business ethics / anti-corruption training | 2,964 | 17,166 | 20,130 | 2,960 | 15,480 | 18,440 |
| Share of trained employees, % | 78% | 81% | 81% | 87% | 87% | 87% |

The presented data cover Yandex employees in Russia and other countries. The data for 2022 include all people who had been employed at Yandex for at least one month in 2022; for 2021—all employees. Yandex's ethics policy, including the anti-corruption requirements, was also communicated to all interns (these were not included in the headcount).

Slight decrease in the share of trained employees was due to changes in the annual training schedule. Given the post-February 2022 circumstances, we decided to deliver training programs later than planned, so some employees may have completed their training in 2023.

Energy and Water Consumption

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

| | 2022 | | 2021 | |
|--------------------|----------------------|------------------|----------------------|------------------|
| | | | | |
| Electricity | kWh | GJ | kWh | GJ |
| Total | 510,444,939 | 1,837,602 | 474,580,233 | 1,708,489 |
| Data centers | 475,002,556 | 1,710,009 | 447,554,130 | 1,611,195 |
| Incl. renewable | 24,610,813 | 88,599 | 0 | 0 |
| Offices | 20,538,423 | 73,938 | 17,817,036 | 64,141 |
| Logistics centers | 14,903,960 | 53,654 | 9,209,067 | 33,153 |
| Heat | GCal | GJ | GCal | GJ |
| Total | 43,604 | 182,439 | 38,853 | 162,562 |
| Data centers | 531 | 2,222 | 477 | 1,996 |
| Offices | 26,964 | 112,817 | 26,701 | 111,716 |
| Logistics centers | 16,109 | 67,409 | 11,675 | 48,850 |
| Diesel | liters | GJ | liters | GJ |
| Total | 10,628,585 | 357,120 | 5,838,628 | 196,178 |
| Data centers | 1,076,559 | 36,172 | 80,852 | 2,717 |
| Movable property | 9,552,026 | 320,948 | 5,757,776 | 193,461 |
| Non-CNG | m³ | GJ | m³ | GJ |
| Total | 555,273 | 17,658 | 732,579 | 23,296 |
| Data centers | 555,273 | 17,658 | 732,579 | 23,296 |
| Gasoline | liters | GJ | liters | GJ |
| Total | 29,579,394 | 993,868 | 39,210,978 | 1,293,962 |
| Movable property | 29,579,394 | 993,868 | 39,210,978 | 1,293,962 |

GRI 302-1

TC-IM-130a.1

CG-EC-130a.1

TC-SI-130a.1

TR-RO-110a.3

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](#), [GOST 27577-2000](#), [Ministry of Natural Resources Order No 300](#)) (RU).

Data centers: Data for 2021 and 2022 covers all Yandex data centers in Vladimir, Ivanteevka, Mytishchi, Mäntsälä and Sasovo. In 2022, data centers consumed 24,611 MWh of green electricity: from January through April 2022, the energy needs of the Mäntsälä data center were covered with wind power. In the total annual electricity consumption of data centers, the share of green energy reached 5%.

Offices: actual electricity consumption for 2022 covers 24 Yandex offices accounting for 99% of the company's office space that year; for 2021, 18 Yandex offices accounting for 98% of the company's office space that year. Actual heat consumption data for 2022 covers 13 Yandex offices accounting for 74% of the company's office space in 2022; for 2021, 10 Yandex offices accounting for 85% of the company's office space in 2021. In 2021–2022, the office area increased by 18%, from 188,000 m² to 221,000 m².

Energy and Water Consumption

Logistics centers: Logistics centers consist of fulfilment and sorting centers (FC and SC, respectively) where online orders for Yandex services are stored, filled and sorted. Electricity consumption data for 2022 covers 24 facilities (excluding those being commissioned in December 2022) accounting for 100% of the company's warehouse space in 2022; for 2021, the data covers 19 facilities (two of them had not been commissioned as of year-end 2021; we included energy consumption related to preparation of the facilities for operation) accounting for 95% of the company's warehouse space in 2021. Heat consumption data for 2022 covers 13 facilities (excluding those being commissioned in December 2022) accounting for 77% of the company's warehouse space in 2022; for 2021, 15 facilities (two of them had not been commissioned as of year-end 2021) accounting for 83% of the company's warehouse space in 2021. Five fulfilment and sorting centers were commissioned in 2022, and the total area of warehouse premises increased from 371,000 m² to 442,000 m².

Movable property: fuel consumption data is shown for self-driving cars and vehicles leased by Yandex Drive.

GRI 303-3

TC-IM-130a.2

CG-EC-130a.2

TC-SI-130a.2

Water withdrawal at data centers and offices, megaliters

| | 2022 | 2021 |
|-------------------------------|--------------|---------------|
| Data centers | 18.4 | 31.9 |
| Vladimir | 1.7 | 1.5 |
| Sasovo | 15.3 | 27.5 |
| Mytishchi | 0.8 | 1.0 |
| Mäntsälä | 0.6 | 1.9 |
| Offices | 100.6 | 93.2* |
| Total water withdrawal | 119.0 | 125.1* |

The table includes actual water withdrawal for facilities keeping records. The figures marked with (*) have been adjusted and differ from the values presented in our 2021 Sustainability Progress Report. The adjustment was made after receipt of accurate consumption indicators from two offices, which were not available at the time the previous report was prepared.

Data centers: Sasovo and Vladimir data centers withdraw fresh water from their own wells. 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 and Sasovo. Water intake data for the Ivanteevka data center are 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 (a free cooling technology is used instead), with the exception of 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 2022 is shown for 14 Yandex offices accounting for 76% of the company's office space in 2022 and, for 2021, 10 Yandex offices accounting for 88% of the company's office space. Water intake data for the remaining offices is not recorded separately (water consumption is included in the total cost of utilities). In 2020–2021, the company's office space increased by 18%, from 188,000 m² to 221,000 m².

Waste and Packaging Management

GRI 306-3

Waste generated at data centers and offices, metric tons

| | 2022 | 2021 |
|-------------------------------|----------------|----------------|
| Total for data centers | 621.1 | 211.4 |
| DC Vladimir | 194.3 | 165.3 |
| Hazardous | 0.1 | 0.0 |
| Non-hazardous | 194.2 | 165.3 |
| DC Mäntsälä | 17.2 | 46.3 |
| Hazardous | 0.4 | 0.2 |
| Non-hazardous | 16.8 | 46.1 |
| DC Sasovo | 409.63 | 340.9 |
| Hazardous | 0.0 | 0.0 |
| Non-hazardous | 409.63 | 340.9 |
| Total for offices | 3,306.5 | 806.4 |
| Hazardous | 3.5 | 2.1 |
| Non-hazardous | 3,303.0 | 804.3 |
| Total waste | 3,927.6 | 1,017.8 |

For facilities located in Russia (Vladimir and Sasovo data center and offices), 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 2 November 2018, No. 451)). Hazardous waste includes waste of hazard categories I–III (light bulbs and batteries used by Yandex fall within these categories), while non-hazardous waste refers to categories IV–V. For the facility located in Finland (the data centre in 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 2021 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 of reporting. The increase in the total volume of waste is attributable to construction and assembly works. Yandex launched an experimental site to collect IT equipment at DC Vladimir and constructed new facilities at DC Sasovo.

Offices: The increase in the waste volume is attributable to office expansion and improvements in waste data accounting for offices (for more detail, please see the [Office Waste Recycling](#) section of our 2022 Sustainability Progress Report). In 2021–2022, the office area increased by 18%, from 188,000 m² to 221,000 m². Waste generation data for 2022 covers 22 Yandex offices accounting for over 92% of all Yandex office space in 2022 (15 offices in 2021).

Waste and Packaging Management

GRI 306-4

GRI 306-5

Waste generated at data centers and offices by disposal method, metric tons

| | 2022 | 2021 |
|--|----------------|----------------|
| Reuse or recycling | 126.4 | 149.6 |
| DC Vladimir | 0.0 | 0.0 |
| DC Mäntsälä | 2.6 | 6.1 |
| DC Sasovo | 0.0 | 0.0 |
| Offices | 123.8 | 143.5 |
| Incineration with energy recovery | 7.7 | 4.1 |
| DC Vladimir | 0.0 | 0.0 |
| DC Mäntsälä | 7.7 | 4.1 |
| DC Sasovo | 0.0 | 0.0 |
| Offices | 0.0 | 0.0 |
| Other recovery and recycling methods | 6.7 | 35.9 |
| DC Vladimir | 0.0 | 0.0 |
| DC Mäntsälä | 6.7 | 35.9 |
| DC Sasovo | 0.0 | 0.0 |
| Offices | 0.0 | 0.0 |
| Treatment with subsequent landfilling or incineration without energy recovery | 3,786.6 | 828.2 |
| DC Vladimir | 194.3 | 165.3 |
| DC Mäntsälä | 0.2 | 0.2 |
| DC Sasovo | 409.6 | 340.9 |
| Offices | 3,182.7 | 662.9 |
| Total waste | 3,927.6 | 1,017.8 |

For data coverage, please see the comment to the “Waste generated at data centres and offices” table. The “Other recovery and recycling methods” category includes fuel processing from waste. In 2022, the Mäntsälä data center returned 99% of waste to the economy through recycling, reusing, fuel processing and energy recovery.

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

Waste and Packaging Management

GRI 306-3

GRI 306-4

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

| | 2022 | 2021 |
|---|----------------|----------------|
| Total packaging waste diverted from disposal | 8,897.7 | 3,930.8 |
| including waste sent for recycling | 3,002.3 | 2,096.9 |
| including re-used waste | 5,895.4 | 1,833.9 |

Yandex Market sends cardboard, paper, packaging film, fittings (e.g., plugs) for recycling and reuses wooden pallets.

GRI 301-1

Delivery packaging used by Yandex Market by type, metric tons

| | 2022 | 2021 |
|--|----------------|-----------------|
| Recyclable or reusable | 3,161.9 | 10,505.6 |
| % of total used packaging | 97.3% | 96.1% |
| Cardboard | 1,684.1 | 8,115.7 |
| Rolled paper | 420.4 | 1,200.2 |
| A4 paper | N/A | 20.6 |
| Stretch film | 358.5 | 451.8 |
| PP and LDPE plastic bags | 14.7 | 38.7 |
| LDPE bags (courier bags) | 155.4 | n/a |
| LDPE bags (for pickup points) | 512.0 | n/a |
| Bubble wrap | 16.6 | 39.4 |
| Non-recyclable and non-reusable | 88.3 | 428.8 |
| % of total used packaging | 2.7% | 3.9% |
| Layered paper bags | 0.3 | 211.9 |
| Duct tape | 54.2 | 153.9 |
| Safety seals | n/a | 2.6 |
| Labels | 33.8 | 59.1 |
| Other | n/a | 1.0 |
| Total packaging | 3,250.2 | 10,934.3 |

The reduction in the total weight of delivery packaging by 70% year-on-year was a result of measures to optimize packaging use, e.g., switching to courier bag delivery to replace cardboard boxes and revising the rules for additional packaging (for more detail, please see the [Packaging and Waste](#) chapter of the 2022 Sustainability Progress Report).

In 2021, the “Other” category included packaging such as a metal buckles, strapping tape and thermally conductive tape.

Waste and Packaging Management

GRI 306-3

GRI 306-4

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

| | 2022 | 2021 |
|---|----------------|----------------|
| Total packaging waste diverted from disposal | 2,137.0 | 1,440.1 |
| including waste sent for recycling | 1,967.4 | 1,369.3 |
| including re-used waste | 169.6 | 70.8 |

Yandex Lavka sends cardboard and packaging film for recycling, and reuses plastic packaging.

GRI 301-1

Packaging volume of Yandex Lavka private label by type

| | 2022 | | 2021 | |
|---|-------------------|---------------|-------------------|---------------|
| | Product items | Metric tons | Product items | Metric tons |
| Recyclable and reusable | 58,551,437 | 421.4* | 56,538,001 | 378.7* |
| Food packaging | 16,298,538 | n/a | 15,636,195 | n/a |
| Ready-to-eat food packaging (produced by Lavka) | 23,252,500 | 245.1 | 21,843,348 | 200.0 |
| Hot meal packaging (kitchens) | 19,000,399 | 176.3 | 19,058,458 | 178.7 |
| Non-recyclable and non-reusable | 31,134,208 | 340.1* | 19,759,670 | 227.1* |
| Food packaging | 5,165,765 | n/a | 3,049,891 | n/a |
| Ready-to-eat food packaging (produced by Lavka) | 22,408,056 | 282.9 | 13,173,703 | 169.9 |
| Hot meal packaging (kitchens) | 3,560,387 | 57.2 | 3,536,076 | 57.2 |

No data are available on the weight of packaging used for Yandex Lavka private label food products. They 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.

Carbon Footprint

Gross GHG emissions figures are based on actual and extrapolated data for all facilities within the organizational scope of the calculation. In 2022, following business growth, Scope 1 and 2 calculations were extended to include the following: 6 facilities of the Office category (in Moscow, St Petersburg, and Nizhny Novgorod) and 5 facilities in the Logistics centers category (FFC Pushchino, FFC Esipovo; SC Strogino, SC Troitsky, and SC Gribki). The organizational scope for calculating Scope 1 and 2 for 2021 is given in the [ESG Data Tables Annex](#) of 2021 Sustainability Progress Report (p. 18).

The calculation is performed as per the guidelines based on the [GHG Protocol](#) and using IPCC and IEA ratio indicators. Scope 2 emissions were calculated using the location-based method, given unavailability of the data for market-based method calculations. Logistics centers consist of fulfilment and sorting centers (FC and SC, respectively) where online orders for Yandex services are stored, filled and sorted. The movable property consists of self-driving vehicles, as well as leased vehicles for the Yandex Drive car-sharing service. Indirect Scope 3 emissions were not calculated in 2022. Scope 3 calculations for Yandex Market for 2020–2021 are given in the 2021 Sustainability Progress Report.

The sums of some indicators may differ from the ones specified in the inventory sheet data due to rounding.

Annual indicators marked with an asterisk (*) were adjusted owing to retrospective application of the updated Global Warming Potential (GWP) coefficient for nitric oxide (N₂O) and the R134a refrigerant. The difference with the value given in the 2021 Sustainability Progress Report is insignificant, no more than 0.08%.

GRI 305-1

GRI 305-2

TR-RO-110a. 1

Yandex's gross GHG emissions by emission source, mt CO₂ eq

| | 2022 | 2021* | 2020* |
|--|----------------|----------------|----------------|
| Direct emissions (Scope 1) | 100,701 | 110,916 | 94,626 |
| Data centers | 4,775 | 2,588 | 2,091 |
| Offices | 18 | 34 | 30 |
| Logistics centers | 380 | 330 | – |
| Movable property | 95,528 | 107,964 | 92,505 |
| Indirect emissions (Scope 2), location-based method | 163,468 | 146,449 | 116,224 |
| Data centers | 132,904 | 123,098 | 105,372 |
| Offices | 18,222 | 15,913 | 8,400 |
| Logistics centers | 12,342 | 7,439 | 2,452 |
| Movable property | – | – | – |
| Indirect emissions (Scope 2), location-based method | n/a | n/a | n/a |
| Total Scope 1 & Scope 2 emissions (location-based method) | 264,170 | 257,365 | 210,850 |

Carbon Footprint

GRI 305-1

GRI 305-2

TR-RO-110a. 1

Yandex's gross GHG emissions by emission source, mt CO₂ eq

| | 2022 | 2021* | 2020* |
|--|----------------|----------------|----------------|
| Direct emissions (Scope 1) | 100,701 | 110,916 | 94,626 |
| Carbon dioxide (CO ₂) | 95,098 | 105,513 | 90,012 |
| Methane (CH ₄) | 952 | 931 | 862 |
| Nitrous oxide (N ₂ O) | 3,168 | 3,033 | 2,727 |
| HFCs (hydrofluorocarbons) | 1,483 | 1,438 | 1,104 |
| Indirect emissions (Scope 2), location-based method | 163,468 | 146,449 | 116,224 |
| Carbon dioxide (CO ₂) | 163,032 | 146,044 | 115,900 |
| Methane (CH ₄) | 108 | 98 | 78 |
| Nitrous oxide (N ₂ O) | 328 | 308 | 246 |
| Total Scope 1 & Scope 2 emissions (location-based method) | 264,170 | 257,365 | 210,850 |

GRI 302-1

The share of actual energy consumption data used to calculate Scope 1 & 2 emissions



In 2022, the shares of actual energy and heat consumption included in the calculation were 99.9% and 76.5%, respectively. The share is calculated based on the facility area for which actual (metered) energy consumption data is available. The decrease in the share of actual heat consumption data is due to the infrastructure expansion, as some of the actual data was not available at the time of report preparation. In line with the approach used since 2021, where no actual data were available, extrapolation was used to calculate the average energy consumption based on the data records for facilities with similar energy consumption parameters (contrary to calculation of the average based on the data for all facilities).

Carbon Footprint

GRI 305-4

GHG emissions intensity (Scope 1+2) of Yandex infrastructure, mt CO₂ eq

| | 2022 | 2021 | 2020 |
|--|-------|-------|-------|
| Emissions intensity per RUB 1 m of revenue | 0.51 | 0.72 | 0.97 |
| Emissions intensity per USD 1 m of revenue | 35.61 | 53.68 | 71.34 |
| Emissions intensity per 1 MWh of consumed energy | 0.255 | 0.27 | 0.27 |
| Emissions intensity per employee | 13.80 | 17.00 | 17.23 |

To calculate emissions intensity per USD 1 m of revenue, we used the revenue value derived as a result of RUB / USD conversion (see the company's [annual report](#)). To calculate emissions intensity per 1 MWh of consumed energy, we used the total Scope 1 fuel consumption, as well as Scope 2 electricity and heat consumption converted to MWh. To calculate emissions intensity per employee, we used the average annual headcount.

To accurately utilize emissions intensity per USD 1 million for analytical purposes and ensure comparability of this metric, we recommend adjusting for the exchange rate used in the calculation, as well as considering market purchasing power. A higher purchasing power implies that fewer resources are needed for the business to achieve the USD 1 million equivalent of revenue.

GRI 305-4

GHG emissions intensity of Yandex Drive, g CO₂ eq per 1 km of distance run

| | 2022 | 2021 | 2020 |
|------------|------|------|------|
| All cities | 193 | 190 | 188 |

GRI 305-4

GHG emissions intensity of rides with Yandex Go, g CO₂ eq per 1 passenger km

| | 2022 | 2021 | 2020 |
|--|------|------|------|
| Moscow | 277 | 275 | 296 |
| St Petersburg | 268 | 270 | 275 |
| Other cities with populations of over 1 million | 271 | 274 | 284 |
| Other cities with populations of 500,000–1 million | 280 | 284 | 296 |
| Other cities with populations of 300,000–500,000 | 283 | 286 | 300 |

The calculation is based on the GHG Protocol guidance for assessing GHG emissions from mobile combustion sources. The specified values the total emissions of carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O) presented as CO₂ equivalent.

Carbon Footprint

GHG emissions intensity of rides with Yandex Go

Gross emissions were calculated based on the amount of fuel consumed by vehicles multiplied by the emission factors and other values provided in the IPCC guidelines (calorific values, CO₂ / CH₄ / N₂O emission factors for fuel combustion, and global warming potential [GWP]). The fuel consumption is calculated on the basis of the following data:

Average fuel consumption per 1 km traveled

- Average fuel consumption values were derived from manufacturer specifications. Such information is available in the Auto.ru database ([example](#) (RU)).
- To increase the accuracy of fuel consumption data, we also considered the vehicle model and engine type (if these data were available).
- For all mileages, we used the average city fuel consumption rate increased by 20%. The adjustment was made to arrive at more realistic inputs, as manufacturers' figures are often based on vehicle tests. If no fuel consumption data for cities were provided by manufacturers, we used estimates based on the specifications of comparable vehicles.
- As there was no distinctive trend toward a decrease or increase in the fuel consumption after changes in the car product line, we decided not to consider the vehicle generation and use only the data for the most relevant model.

Mileage of vehicles while active on the platform

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

Engine idle time

- We accounted for the time drivers spent waiting for passengers less 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.

GHG 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

Climate Aspects of Yandex's Agenda

The content of this annex has been prepared based on the TCFD recommendations.



Climate Impact Governance

Climate aspects, such as the carbon footprint of our infrastructure and operations, are managed at different corporate levels.

At the Board of Directors level, the Corporate Governance Committee is tasked with overseeing the development and implementation of sustainability policies and practices, including those addressing climate-related issues. For more detail, please refer to the [Corporate Governance](#) chapter of our 2022 Sustainability Progress Report. On a quarterly basis, the Committee reviews the progress made and discusses climate-related plans presented by the heads of divisions responsible for project implementation.

At the level of top management, climate initiatives are coordinated by the Chief Sustainability Officer, who is responsible for aligning the company's business units and departments, providing support in project planning, and monitoring implementation progress. Decarbonization projects are executed by teams managing the business processes that are either impacted by or have an impact on climate change. The oversight of environmental activities and the implementation of climate-related initiatives are supported by the Group Sustainability Manager, who offers guidance on applicable standards, assists in developing efficiency metrics, relays stakeholder requests, and monitors, analyzes, and communicates performance results.

Climate Strategy and Risk Management

At present, Yandex does not have a formalized climate strategy or specific climate targets. However, we are making gradual progress in this area. Due to unforeseen external circumstances that emerged after February 2022, we had to revise our plans regarding the announcement of targets. We are closely monitoring the market and actively exploring different scenarios to advance our agenda once the situation stabilizes.

Our climate action efforts are centered around several key objectives, including **maintaining energy efficiency, reducing the carbon intensity of our operations, transitioning to low-carbon electricity sources, and developing digital products that support climate mitigation and adaptation**. These goals are in line with the United Nations Sustainable Development Goals (SDGs), with a particular emphasis on SDG 13 (Climate Action).

To ensure informed decision-making regarding optimal decarbonization strategies, we are committed to regularly monitoring the greenhouse gas (GHG) emissions associated with our operations. This includes tracking energy consumption in our data centers and other infrastructure, which provides valuable insights into areas where carbon footprint management is crucial.

Given the nature of our business, we continue to prioritize energy efficiency as a key strategy for managing our carbon footprint. For more detailed information, please refer to the [Energy Efficiency](#) chapter of our 2022 Sustainability Progress Report. Additionally, we are actively seeking suitable options to transition our critical infrastructure facilities to low-carbon energy sources. Although we signed our first agreement to purchase green energy in 2021, our collaboration with the energy supplier unfortunately ceased following February 2022.¹ We are currently exploring new opportunities that align with our business vision and needs.

Climate-related risks

Our current risk map includes several climate-related risks. Transition risks encompass changes in environmental legislation, carbon regulations, increased energy costs due to low energy efficiency, and shifts in user preferences towards companies that actively manage their carbon footprint. Physical risks involve abnormal weather conditions and temperature fluctuations that could directly or indirectly impact our infrastructure and business processes. The materialization of any of these risks could have implications for the company's financial position and performance, such as increased costs, service constraints, and reputational damage.

The responsibility for managing climate risks and implementing relevant mitigation measures is distributed across various business units that oversee the respective processes. For example, the Data Center Operations Division monitors the energy efficiency of facilities and develops emergency guidelines, while service teams analyze the carbon footprint of their services and track user expectations. Additionally, we develop services that act as tools for climate change mitigation, such as our digital solution for logistics optimization. For more detailed information, please refer to the [Carbon Footprint of Yandex Services](#) section in our 2022 Sustainability Progress Report.

¹ In 2021, we entered an agreement to purchase green energy for the Mäntsälä data center, under which we were to cover 100% of its energy needs with wind power. Although the agreement took effect in January 2022, unforeseen external circumstances prevented us from sustaining the cooperation beyond February 2022.

Climate-related risks

At the group level, the Compliance and Risk Assessment Division, part of Yandex's Legal Department, is responsible for analyzing risks and providing guidance to teams. The head of the Legal Department regularly communicates the risk status to top management and the Board of Directors.

As of the reporting period, we have not conducted a comprehensive assessment of the company's exposure to climate risks or their potential implications. However, such an assessment may be conducted in the future.



Metrics

For more detailed information on the metrics and our management approach, please refer to the [Environmental Impact](#) chapter of the 2022 Sustainability Report. In calculating the metrics, we follow the guidelines outlined by the GHG Protocol.

Gross GHG emissions

We measure both direct and indirect greenhouse gas (GHG) emissions (Scope 1 and 2) associated with the utilization of our infrastructure, including data centers, offices, fulfillment and sorting centers, as well as movable assets owned or leased by the company. Calculation specifics are provided in our sustainability reports and on our [website](#).

Since 2021, we have also been measuring emissions across the value chain of selected services. The results of these calculations are disclosed in the Carbon Footprint chapters of our [annual sustainability reports](#).

Data center energy use and efficiency

We conduct detailed monthly monitoring of electricity, heat (including the sale of server heat to municipal utility companies), diesel, and natural gas consumption, as well as calculate the power usage effectiveness (PUE) of each data center facility. The average PUE for all Yandex data centers was at 1.25 in 2022.

Carbon intensity metrics

To assess the effectiveness of our efforts in reducing the company's footprint, we utilize carbon intensity metrics, which measure emissions per selected metric. These metrics are monitored on an annual basis and include emissions intensity per 1 MWh of energy consumed by Yandex facilities, per 1 km traveled with Yandex Go, or per 1 km of Yandex Drive mileage.

Analyzing the trends in carbon intensity allows us to measure the effects of implemented initiatives and efficiency improvements. Absolute metrics alone are not sufficient as they often reflect the dynamics of business development. As our operations scale, total emissions may increase, while the sale of assets can result in lower emission figures. Our goal is to gradually reduce the carbon intensity of our operations.

Annex III

GRI Standards and SASB Index



GRI Standards Index

● Full disclosure ● Partial disclosure ● No disclosure

| Code | Accounting metric | Where to find | Status | Comments |
|---|--|---|--------|--|
| GRI 2 (2021): The organization and its reporting practices | | | | |
| 2-1 | Organizational details | Yandex in 2022 GRI Standards Index | ● | The name of the parent entity of the Yandex Group 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 | About the Report 2022 Annual Report  GRI Standards Index | ● | Subsidiaries of Yandex N.V. included in the consolidated financial statements are listed on page 171 of 2022 Annual Report on Form 20-F. The consolidated financial statements were audited and presented on page F-2 of 2022 Annual Report . The approach used for collecting and consolidating non-financial information disclosed in this report is presented in the comments to such disclosures. The results presented for businesses that were joint ventures during the reporting period (e.g., MLU B.V., a joint venture between Yandex.Taxi and Uber as of 2022), are the results of the entire joint venture and are not adjusted proportionally to Yandex's interest. |
| 2-3 | Reporting period, frequency and contact point | About the Report | ● | Yandex publishes sustainability reports annually. |
| 2-4 | Restatements of information | ESG Data Tables GRI Standards Index | ● | Restatements of information from previous reporting periods are disclosed in the comments relating to quantitative disclosures. For example, as a result of retrospective application of updated global warming potential (GWP) coefficients, gross GHG emissions values for 2020 and 2021 were slightly adjusted; also, the 2021 data on water use in offices were adjusted as the new data on actual consumption became available. For more details, refer to ESG Data Tables .  |
| 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 2022 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

| Code | Accounting metric | Where to find | Status | Comments |
|---------------------------------|---|---|--------|--|
| GRI 2 (2021): Governance | | | | |
| 2-9 | Governance structure and composition | Governance Structure The Corporate Governance section of the company's website | ● | - |
| 2-10 | Nomination and selection of the highest governance body | 2020 Sustainability Progress Report | ● | No significant changes took place in 2022 compared to the approach described in 2020 Sustainability Report. |
| 2-11 | Chair of the highest governance body | Governance Structure The Corporate Governance section of the company's website | ● | - |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | Yandex in 2022 Governance Structure Corporate Governance Committee Charter GRI Standards Index | ● | - |
| 2-13 | Delegation of responsibility for managing impacts | Governance Structure | ● | - |
| 2-14 | Role of the highest governance body in sustainability reporting | About the Report Governance Structure GRI Standards Index | ● | The Corporate Governance Committee annually reviews and discusses the results of stakeholder engagement on sustainability, as well as a list of material topics suggested for disclosure in the respective report. |
| 2-15 | Conflicts of interest | The Governance section of the company's website 2022 Annual Report | ● | - |

GRI Standards Index

● Full disclosure ● Partial disclosure ● No disclosure

| Code | Accounting metric | Where to find | Status | Comments |
|---------------------------------|--|---|--------|---|
| GRI 2 (2021): Governance | | | | |
| 2-16 | Communication of critical concerns | GRI Standards Index | ● | <p>Yandex has an established communication mechanism for each critical concern. For example, issues related to information security and personal data protection are discussed at regular meetings of the Board of Directors' Audit Committee. Ethics and compliance issues are managed by the Ethics Committee, comprising senior management representatives, heads of the Internal Audit Office, and the Legal Department. The Ethics Committee members inform the Board of Directors of reports received via the Yandex hotline and discuss the measures taken in response. Critical HR issues can be brought forward for discussion at weekly operational meetings, which are attended by Yandex department heads and representatives from the HR Department. Quarterly performance reviews form part of the Board agenda.</p> <p>Yandex does not keep records of the total number of critical concerns that were communicated to the Board of Directors during the reporting period, as suggested for this Disclosure. All issues discussed in the boardroom are important and cover areas such as business development, corporate governance, risk management, stakeholder engagement, and others. The nature of such issues is described in charters of the Board's relevant committees.</p> |
| 2-17 | Collective knowledge of the highest governance body | Governance Structure Nominating Committee Charter  GRI Standards Index | ● | The Nominating Committee Charter stipulates that directors should possess a diverse array of collective knowledge, skills, and experience to ensure the optimal functioning of the Board of Directors. It is essential that directors exhibit a comprehensive understanding of the company's operations and possess relevant expertise enabling them to impartially assess matters pertaining to both the short-term and long-term objectives of Yandex, including sustainability goals. |
| 2-18 | Evaluation of the performance of the highest governance body | GRI Standards Index | ● | The company's internal protocols mandate an annual self-assessment process for the Board of Directors, which is overseen by the Corporate Governance Committee. The Committee is responsible for defining the scope of the assessment, monitoring its execution, and presenting the findings during Board meetings. However, in 2022, this evaluation was deferred due to its untimeliness, given the exigent business development matters arising from market turbulence that necessitated prioritization throughout the year, as well as changes in the composition of the Board of Directors. |
| 2-19 | Remuneration policies | Governance Structure 2022 Annual Report  | ● | – |

GRI Standards Index

● Full disclosure ● Partial disclosure ● No disclosure

| Code | Accounting metric | Where to find | Status | Comments |
|---|---|---|--------|--|
| GRI 2 (2021): Governance | | | | |
| 2-20 | Process to determine remuneration | Governance Structure 2022 Annual Report  The Corporate Governance and For Shareholders section of the company's website  GRI Standards Index | ● | The up-to-date information about the work of the Remuneration Committee and the voting outcomes of stakeholders, including shareholders, on the remuneration system (where applicable), are disclosed in the Corporate Governance and For Shareholders sections of the company's official website . |
| 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 2022 | ● | – |
| 2-23 | Policy commitments | Yandex in 2022 Compliance and Business Ethics Responsible Procurement 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 Procurement Governance Structure ESG Data Tables | ● | – |
| 2-25 | Processes to remediate negative impacts | Compliance and Business Ethics | ● | – |

GRI Standards Index

● Full disclosure ● Partial disclosure ● No disclosure

| Code | Accounting metric | Where to find | Status | Comments |
|---|--|--|--------|--|
| GRI 2 (2021): Strategy, policies and practices | | | | |
| 2-26 | Mechanisms for seeking advice and raising concerns | Compliance and Business Ethics | ● | – |
| 2-27 | Compliance with laws and regulations | Compliance and Business Ethics GRI Standards Index | ● | Yandex maintained compliance with environmental legislation throughout 2022, with no recorded breaches. Following the incidents described in the Information Security and Personal Data Protection chapter of the 2022 Sustainability Progress Report, Yandex paid RUB 180,000 in fines for violations of personal data protection laws. For further details on our compliance with advertising laws, please refer to the comments for Disclosure 417-3. |
| 2-28 | Membership associations | 2020 Sustainability Progress Report ↗ GRI Standards Index | ● | To review the list of major non-profit organizations in which the Yandex Group is actively engaged or is a member of as of the end of 2022, refer to page 179 of 2020 Sustainability Progress Report . In 2021, Yandex joined the Alliance for the Protection of Children in the Digital Environment, and industry-wide endeavor in the area of online safety. |
| 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 & 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

| Code | Accounting metric | Where to find | Status | Comments |
|--|---|--|--------|--|
| GRI 3 (2021): Material Topics | | | | |
| 3-3 | Management of material topics | See the comments column | ● | <p>Material topics:</p> <ul style="list-style-type: none"> Information security and personal data protection—Information Security and Personal Data Protection chapter of 2022 Sustainability Progress Report Product and service quality—Quality Content and Safe Digital Environment and Convenience, Quality and Safety of Digital Products chapters of 2022 Sustainability Progress Report 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 chapters of 2022 Sustainability Progress Report Employee recruitment, retention and development—Yandex Employees chapter of 2022 Sustainability Progress Report. Equality and respect for human rights—Inclusive Environment, Yandex Employees, Yandex Service Partners, Compliance and Business Ethics chapters of 2022 Sustainability Progress Report Support for drivers, couriers and other Yandex service partners—Yandex Service Partners chapters of 2022 Sustainability Progress Report Use of technology to create social good—Convenience, Quality and Safety of Digital Products, Inclusive Environment, Education for All, Yandex Service Partners of 2022 Sustainability Progress Report Use of technology to create social good—Education for All chapter of 2022 Sustainability Progress Report Climate change and decarbonization—Carbon Footprint, Convenience, Quality and Safety of Digital Products chapters of 2022 Sustainability Progress Report Responsible use of resources—Convenience, Quality and Safety of Digital Products, Responsible Procurement, Energy Efficiency, Packaging and Waste, Carbon Footprint chapters of 2022 Sustainability Progress Report |
| GRI 203 (2016): Indirect Economic Impacts | | | | |
| 203-1 | Infrastructure investments and services supported | Yandex Services: Convenience, Quality and Safety Inclusive Environment Education for All Yandex Service Partners Quality Content | ● | – |

GRI Standards Index

● Full disclosure ● Partial disclosure ● No disclosure

| Code | Accounting metric | Where to find | Status | Comments |
|--|---|--|--------|----------|
| GRI 203 (2016): Indirect Economic Impacts | | | | |
| 203-2 | Significant indirect economic impacts | Inclusive Environment Education for All Yandex Service Partners Responsible Procurement | ● | – |
| 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 | Compliance and Business Ethics | ● | – |

GRI Standards Index

● Full disclosure ● Partial disclosure ● No disclosure

| Code | Accounting metric | Where to find | Status | Comments |
|--|--|---|--------|---|
| GRI 207 (2019): Tax | | | | |
| 207-2 | Approach to tax | GRI Standards Index | ● | <p>Yandex has zero tolerance for tax evasion through transfer pricing and no presence in jurisdictions offering opportunities for base erosion and profit shifting.</p> <p>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.</p> |
| GRI 301 (2016): Materials | | | | |
| 301-1 | Materials used by weight or volume | Packaging and waste ESG Data Tables | ● | 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 | ● | – |
| GRI 303 (2018): Water and Effluents | | | | |
| 303-3 | Water withdrawal | ESG Data Tables | ● | – |

GRI Standards Index

● Full disclosure ● Partial disclosure ● No disclosure

| Code | Accounting metric | Where to find | Status | Comments |
|-------------------------------------|--|---|--------|--|
| 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 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 | Carbon Footprint ESG Data Tables | ● | Other indirect (Scope 3) GHG emissions are not calculated for 2022 and therefore not presented in the report. Scope 3 figures for 2020–2021 can be accessed in 2021 Sustainability Progress Report ; these cover Yandex Market, a major digital service in the Yandex ecosystem that has physical infrastructure and offline operations. |
| 305-4 | GHG emissions intensity | Carbon Footprint ESG Data Tables | ● | – |
| 305-5 | Reduction of GHG emissions | Yandex Services: Convenience Quality and Safety Carbon Footprint GRI Standards Index | ● | We assessed carbon dioxide (CO ₂), methane (CH ₄), and nitrogen oxide (N ₂ O) 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 food tech) and the activities of offices and data centers. |

GRI Standards Index

● Full disclosure ● Partial disclosure ● No disclosure

| Code | Accounting metric | Where to find | Status | Comments |
|---|--|---|--------|--|
| GRI 306 (2020): Waste | | | | |
| 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 307 (2016): Environmental Compliance | | | | |
| 307-1 | Non-compliance with environmental laws | GRI Standards Index | ● | Please refer to the comments for Disclosure GRI 2-27. |
| 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 | ● | 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 Standards Index

● Full disclosure ● Partial disclosure ● No disclosure

| Code | Accounting metric | Where to find | Status | Comments |
|---|--|---------------------|--------|--|
| GRI 403 (2018): Occupational Health and Safety | | | | |
| 403-1 | Occupational health and management system | GRI Standards Index | ● | <p>Yandex complies with all applicable statutory occupational health and safety requirements. In Russia (our major market) these include: Article 212 of the Russian Labor Code; Order of the Ministry of Labor and Social Protection of the Russian Federation No. 438n of 19 August 2016 “On Approval of Standard Regulations for Occupational Health and Safety Management Systems”.</p> <p>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. The OHS department is responsible for two data centers in Moscow (in Ivanteevka and Mytishchi), Yandex Lavka facilities (classified as a workplace with risk factors) and Yandex offices (classified as workplaces without risk factors), while the roles of designated OHS officers are introduced in large data centers (in Vladimir and Sasovo), on premises of the unit developing self-driving technologies and in Yandex Market. The officers report to Chief Technical and Executive Officers of the respective business units.</p> <p>Yandex’s Board of Directors and top management oversee the OHS management system and regularly discuss related matters.</p> |
| 403-2 | Hazard identification, risk assessment, and incident investigation | GRI Standards Index | ● | <p>OHS department and officers assess risks in the business units that are deemed to have risk factors. The type of assessment and its frequency depend on the business process that is being evaluated. For example, the Self-Driving Group, which deals with the safety of test drivers, holds weekly meetings with management to discuss accidents.</p> <p>Investigations into work-related incidents are conducted as follows:</p> <ul style="list-style-type: none"> • Injured workers (if any) are given medical treatment • The scene of the incident is investigated, including photography and video recordings • The scene of the incident is investigated, including photography and video recordings • 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 are trained <p>Also refer to the comments for disclosure 403-4.</p> |

GRI Standards Index

● Full disclosure ● Partial disclosure ● No disclosure

| Code | Accounting metric | Where to find | Status | Comments |
|---|---|--|--------|--|
| GRI 403 (2018): Occupational Health and Safety | | | | |
| 403-3 | Occupational Health and Safety | 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 | ● | <p>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. All employees are made aware of the contact details for the hotline during the induction process. Hotline details are also displayed on information boards throughout the company's offices.</p> <p>Yandex Self-Driving Group employees can contact a 24/7 support service (SDG Drivers Support) to report any work-related hazards associated with self-driving cars.</p> |
| 403-5 | Worker training on occupational health and safety | ESG Data Tables GRI Standards Index | ● | All Yandex employees and business support team members 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 | ● | – |
| 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Yandex Employees Yandex Service Partners GRI Standards Index | ● | – |

GRI Standards Index

● Full disclosure ● Partial disclosure ● No disclosure

| Code | Accounting metric | Where to find | Status | Comments |
|---|--|---|--------|--|
| GRI 403 (2018): Occupational Health and Safety | | | | |
| 403-8 | Workers covered by an occupational health and safety management system | Yandex Service Partners ESG Data Tables | ● | 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). |
| 403-9 | Work-related injuries | ESG Data Tables | ● | Each incident is investigated in the manner established by the Russian law. Work-related injuries and occupational diseases are only recorded for company employees who have employment contracts. |
| 403-10 | Work-related ill health | ESG Data Tables | ● | Work-related injuries and 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, employees can undergo annual medical examinations 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 2021, 100% of managers, specialists and interns received regular performance reviews. |

GRI Standards Index

● Full disclosure ● Partial disclosure ● No disclosure

| Code | Accounting metric | Where to find | Status | Comments |
|--|--|---|--------|---|
| GRI 405 (2016): Diversity and Equal Opportunity | | | | |
| 405-1 | Diversity of governance bodies and employees | Yandex Employees Governance 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 2022, 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 , 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

| Code | Accounting metric | 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 | ● | <p>The mandatory course on business ethics covers aspects of human rights protection. In 2022, the training in ethics was supplemented by a new course on anti-corruption which explains the situations that pose risks and the actions employee should take in response in accordance with our Anti-Bribery Policy.</p> <p>On 1 February 2022, the updated Code of Business Ethics and Conduct took effect to include expanded provisions on labor rights and relations. The Code combines provisions of international conventions, including the Universal Declaration of Human Rights, United Nations Guiding Principles on Business and Human Rights (UNGPs), International Labor Organization (ILO) Convention, UN Global Compact, and others.</p> |
| GRI 413 (2016): Local Communities | | | | |
| 413-1 | Operations with local community engagement, impact assessments, and development programs | Yandex Services: Convenience, Quality and Safety 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 MLU B.V.). 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 Standards Index

● Full disclosure ● Partial disclosure ● No disclosure

| Code | Accounting metric | Where to find | Status | Comments |
|---|--|---|--------|---|
| GRI 416 (2016): Customer Health and Safety | | | | |
| 416-1 | Assessment of the health and safety impacts of product and service categories | Yandex Services: Convenience, Quality and Safety Information Security and Personal Data Protection Quality Content 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 417 (2016): Marketing and Labeling | | | | |
| 417-3 | Incidents of non-compliance concerning marketing communications | GRI Standards Index | ● | In 2021, we recorded four 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 13 orders to withdraw third-party ads, as well as paid fines in 24 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 | Information Security and Personal Data Protection | ● | – |

SASB Index

| Code | Accounting metric | 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 | Convenience, Quality and Safety of Digital Products 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

| Code | Accounting metric | 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 | Convenience, Quality and Safety of Digital Products 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

| Code | Accounting metric | 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 | Convenience, Quality and Safety of Digital Products 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 | 2022 Annual Report  SASB Index | A description of the technological risks that may affect Yandex's business continuity is provided in 2022 Annual Report (page 5 onwards) |

SASB Index

| Code | Accounting metric | 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 | In the context of 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). |