



PJSC SIBUR Holding 2025 Sustainability Strategy

Approved by PJSC SIBUR
Holding Board of Directors,
17 December 2019

OUR SUSTAINABILITY STRATEGY IS UNDERPINNED BY THE COMPANY'S VALUES

Our mission:
To change ourselves and to change the world for the better





RESPONSIBLE BUSINESS PRACTICES: OCCUPATIONAL HEALTH AND SAFETY

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We are creating a zero-accident culture at SIBUR

that is characterised by zero tolerance for safety violations in relation both to oneself and to others. We promote responsible behaviour at all levels in order to ensure a safe working environment for all SIBUR employees and contractors.



2025 TARGETS



**Annual LTIF*
reduction**

by **5** %

among Company employees
and contractors



**Reach
the goal of**

0 fatalities

*LTIF – lost time injury frequency

** Including contractors providing services as part of the Company's current operations, but excluding contractors involved in construction



RESPONSIBLE BUSINESS PRACTICES: HR MANAGEMENT



Employees are SIBUR's core value

We are certain that a corporate culture that encourages equal opportunities, creates an inclusive environment, and values diversity and mutual respect helps develop talent and leadership.

Our efforts are aimed at creating and developing highly qualified teams and constantly improving the HR management system, including through the introduction of digital tools, ensuring fair compensation and increased motivation.

2025 TARGETS



Increase employee engagement

to **80%**



Adjust gender structure of management team by

at least **2x**

female members share increase on the Management Board and at the top executive level



Development of corporate practices

- leadership culture
- equal opportunities
- staff diversity



RESPONSIBLE BUSINESS PRACTICES: COMPLIANCE

SIBUR strives to meet the strictest requirements

in the areas of business ethics and compliance and expects its partners to comply with business standards.

SIBUR's compliance system is underpinned by the recommendations of the ISO 19600 standard on compliance management systems, applicable laws, the recommendations of regulatory bodies, industry standards and best practices in the area of compliance.



2025 TARGETS



Adopt a Contractor's Code of Business Ethics

and apply the Code's requirements to all Company contractors



Create a common educational platform

for all SIBUR's compliance programmes



Extend the coverage of the compliance system



Develop a 'Human rights in the workplace'

corporate compliance programme



ENVIRONMENTAL PROTECTION

SIBUR's environmental activities

are aimed at continuous improvement, risk mitigation and reducing the Company's negative impact, the application of best practices and advanced technologies, compliance with laws and international requirements, and managing key environmental aspects.



2025 TARGETS



Reduce specific water consumption to at least 5%
compared to 2018



Reduce specific pollutants in wastewater effluents by 40%
compared to 2018



Reduce specific air pollutant emissions by at least 5%
compared to 2018



Recycle at least 50% of all waste generated



Minimise the leakage of plastic particles into the environment during production operations
as part of the Operation Clean Sweep initiative



SOCIETY AND PARTNERSHIPS

SIBUR is fully aware

that the Company's sustainability and value creation for all stakeholders require not only economic investments but social investments as well. International partnerships, raising awareness and exchanging experiences and know-how are necessary prerequisites for the transition to a circular economy and for making SIBUR's ambitious sustainability plans a reality.



2025 TARGETS



Establish a public council for the **Formula for Good Deeds** programme



By 2025, **train 85% of employees** in sustainable development and extend the training to the Company's partners (NPOs, regional government agencies, vendors, customers)



Launch **at least three long-term projects** within the framework of the Formula for Good Deeds' environmental-protection stream aimed at biodiversity conservation



Launch a **separate workflow** within the Formula for Good Deeds programme on the promotion of social entrepreneurship



Contribute, together with professional market players and government agencies, to the achievement of **national goals in waste management**



Enter into **at least two international partnerships and play an active role** in initiatives that promote responsible plastic waste management



Increase the share of employees participating in volunteer and other socially minded projects **to 20%**



SUSTAINABLE PRODUCT PORTFOLIO



Innovations play a special role in the Company's business,

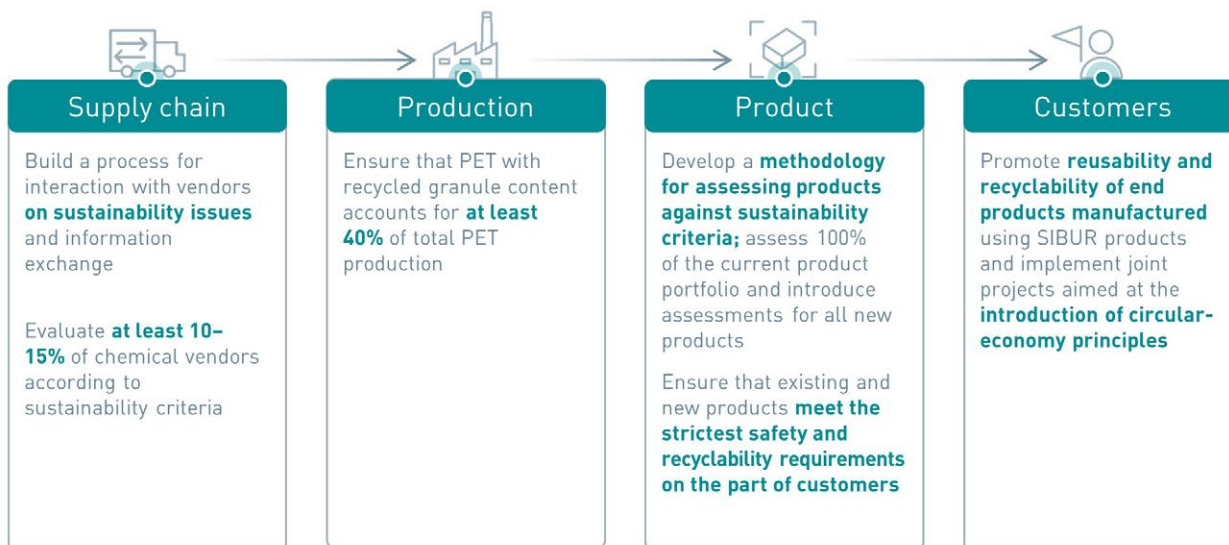
stimulating the creation of a long-term positive impact in production operations and providing a basis for continuous improvement of the materials used and of manufactured products.

SIBUR strives to develop new products that are safe for consumers and the environment, to use sustainable feedstocks, and, in doing so, to implement circular-economy principles at all stages of the value chain.

2025 TARGETS

R&D

Increase investment in R&D projects aimed at processing plastic waste and involving renewable sources of raw materials **by 50%**





REDUCING CLIMATE IMPACT



SIBUR acknowledges the importance of climate issues

and strives to reduce greenhouse gas emissions at its production facilities by enhancing energy efficiency and by developing and deploying low-carbon technologies.

2025 TARGETS



Increase the amount of **green energy** in the Company's energy balance fivefold



Reduce specific **greenhouse gas emissions** compared to 2018 in the following segments:

↑ **5x**

compared to 2019

↓ **by 5%**

in Gas processing, per tonne of manufactured product

↓ **by 15%**

in Petrochemicals, per tonne of product sold



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