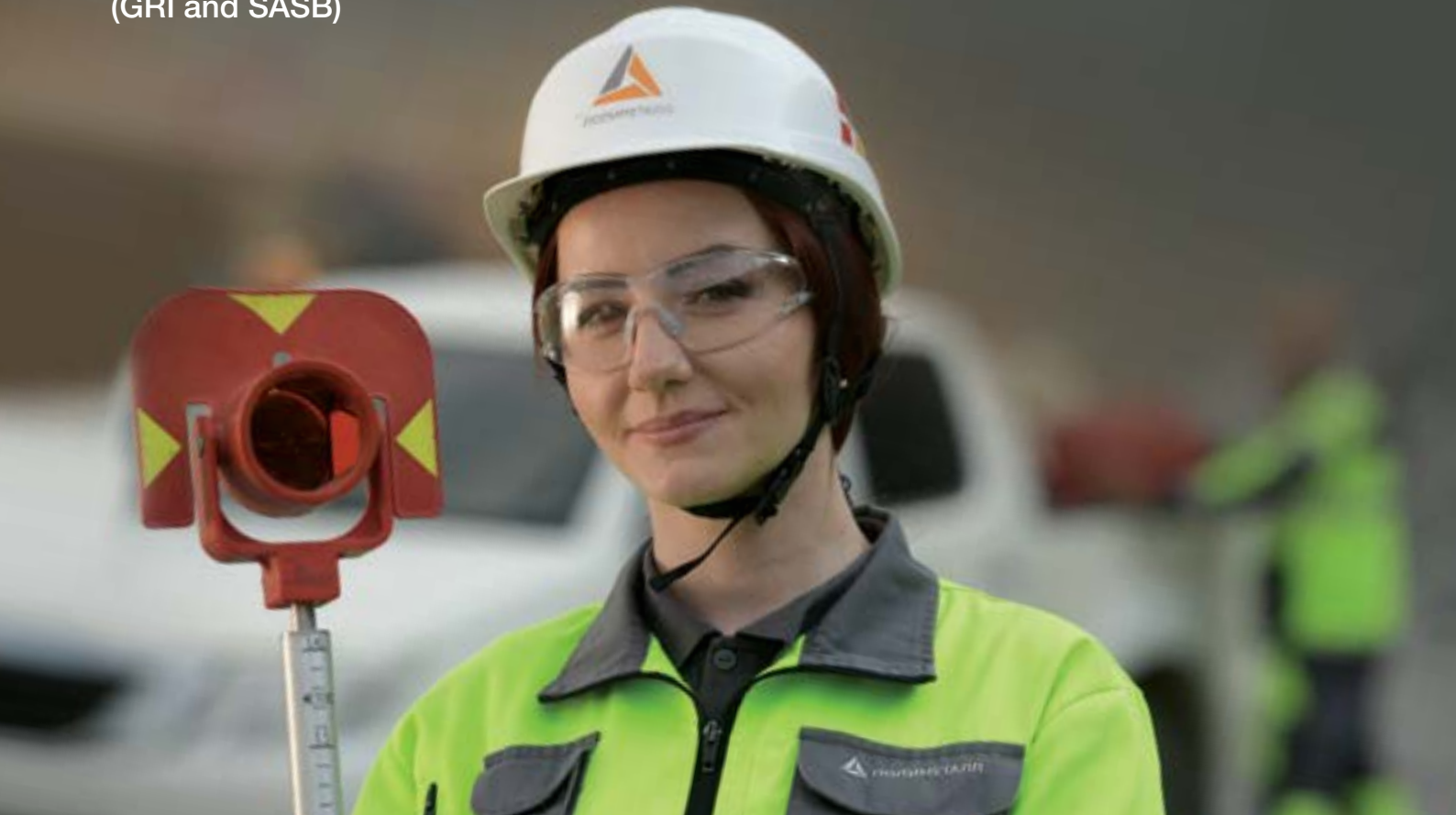
POLYMETAL
INTERNATIONAL PLC

Focusing on positive impact

Sustainability Performance Data 2021 (GRI and SASB)



About

Sustainability Performance Data 2021 (GRI and SASB) outlines our key non-financial performance information for financial year 2021. It accompanies our Integrated Annual Report 2021 approved by the Board on 1 March 2022 for the year ended 31 December 2021[1], available on our website.

This document is prepared in accordance with GRI Sustainability Reporting Standards (Core option), including GRI G4 Mining and Metals Sector Disclosures published by the Global Reporting Initiative (GRI), and the Metals & Mining Sustainability Accounting Standard (SASB Standard) published by the Sustainability Accounting Standards Board (SASB). PwC has provided limited assurance on the performance data relating to our most material sustainability impacts.

For more information

You can read more at www.polymetalinternational.com. If you would like further information or to provide any feedback, please do get in touch: sustainability@polymetalinternational.com.
We look forward to hearing from you.

Contents

1 Hereinafter – "Integrated Annual Report 2021"

Independent Limited Assurance Report

To the Management of Polymetal International plc

Introduction

We have been engaged by the Management of Polymetal International plc (hereinafter – the "Company") to provide limited assurance on the selected information described below and included in the Sustainability Performance Data (GRI and SASB) of the Company for the year ended 31 December 2021 (hereinafter – the "Sustainability Report"). The Sustainability Report represents information related to the Company and its subsidiaries (hereinafter together – the "Group").

Selected information

We assessed the qualitative and quantitative information, that is disclosed in the Sustainability Report and referred to or included in the GRI content index and the SASB content index (hereinafter – the "Selected Information"). The Selected Information has been prepared in accordance with:

- GRI Sustainability Reporting Standards (Core option), including GRI G4 Mining and Metals Sector Disclosures, (hereinafter – the "GRI Standards") published by the Global Reporting Initiative (GRI), and
- Metals & Mining Sustainability Accounting Standard (hereinafter – the "SASB Standard") published by the Sustainability Accounting Standards Board (SASB), respectively.

The scope of our assurance procedures was limited to the Selected Information for the year ended 31 December 2021. We have not performed any procedures with respect to earlier periods or any other items (inclusive of any disclosures under the Task Force on Climate-related Financial Disclosures) included in the Sustainability Report and, therefore, do not express any conclusion thereon.

Reporting criteria

We assessed the Selected Information using relevant criteria, including reporting principles and requirements, in the GRI Standards and the SASB Standard (hereinafter – the "Reporting Criteria"). We believe that the Reporting Criteria are appropriate given the purpose of our limited assurance engagement.

The Management of the Group's responsibilities

The Management of the Group is responsible for:

- designing, implementing and maintaining internal control relevant to the preparation of the Selected Information that is free from material misstatement, whether due to fraud or error;
- establishing internal methodology and guidelines for preparing and reporting the Selected Information in accordance with the Reporting Criteria;
- preparing, measuring and reporting of the Selected Information in accordance with the Reporting Criteria; and
- the accuracy, completeness and presentation of the Selected Information.

Our responsibilities

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the Selected Information is free from material misstatement, whether due to fraud or error;
- forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- reporting our conclusion to the management of the Group.

This report, including our conclusion, has been prepared solely for the management of the Group in accordance with the agreement between us, to assist management in reporting on the Group's sustainability performance and activities. We permit this report to be disclosed in the Sustainability Report, which will be published on the Company's website[1], to assist management in responding to their governance responsibilities by obtaining an independent limited assurance report in connection with the Selected Information. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the management of the Group for our work or this report except where the respective terms are expressly agreed in writing and our prior consent in writing is obtained.

1 The maintenance and integrity of the Company's website is the responsibility of management; the work carried out by us does not involve consideration of these matters and, accordingly, we accept no responsibility for any changes that may have occurred to the reported Selected Information or Reporting Criteria when presented on the Company's website.

Independent Limited Assurance Report continued

Professional standards applied and level of assurance

We performed the limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised) "Assurance Engagements other than Audits or Reviews of Historical Financial Information'' issued by the International Auditing and Assurance Standards Board. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our independence and quality control

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour, and the ethical requirements of the Auditor's Professional Ethics Code and Auditor's Independence Rules that are relevant to our limited assurance engagement in respect of the Selected Information in the Russian Federation.

Our firm applies International Standard on Quality Control 1 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Work done

We are required to plan and perform our work in order to consider the risk of material misstatement of the Selected Information. In doing so, we:

- made enquiries of the Group's management, including the Sustainability Reporting (SR) team and those with responsibility for SR management and group reporting;
- conducted interviews of personnel responsible for the preparation of the Sustainability Report and collection of underlying data;
- performed analysis of the relevant internal methodology and guidelines, gaining an understanding and evaluating the design of the key structures, systems, processes and controls for managing, recording, preparing and reporting the Selected Information;
- performed limited substantive testing on a selective basis of the Selected Information to check that data had been appropriately measured, recorded, collated and reported; and
- reviewed the Selected Information for compliance of the disclosures with the relevant requirements of the Reporting Criteria.

Reporting and measurement methodologies

Under the GRI standards and SASB Standard there is a range of different, but acceptable, measurement and reporting techniques. The techniques can result in materially different reporting outcomes that may affect comparability with other organisations. The Selected Information should therefore be read in conjunction with the methodology used by management as described in the Sustainability Report, and for which the Group is solely responsible.

Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe, that the Selected Information for the year ended 31 December 2021 has not been prepared, in all material respects, in accordance with the Reporting Criteria.

AO PricewaterhouseCoopers Audit

22 March 2022
Moscow, Russian Federation

A.Y. Fegetsyn is authorised to sign on behalf of the general director of AO PricewaterhouseCoopers Audit (Principal Registration Number of the Record in the Register of Auditors and Audit Organizations (PRNR) – 12006020338), certified auditor (PRNR – 21906101957)

Sustainability performance data

Value distribution and production

Value distribution: trailing three-year data

	Units	2021	2020	2019
Revenue	$m	2,890	2,865	2,246
Cash operating costs (excluding depreciation, labour costs and mining tax)	$m	722	780	845
Wages and salaries; other payments and benefits for employees	$m	471	394	397
Social payments	$m	28	28	24
Payments to capital providers	$m	54	67	75
Payments to shareholders	$m	635	481	240
Taxes (excluding payroll taxes included in labour costs)				
Income tax and excess profit tax	$m	257	275	107
Taxes, other than income tax	$m	11	15	11
Mining tax	$m	152	142	115
Undistributed economic value retained	$m	560	683	432

Production: trailing three-year data

	Units	2021	2020	2019
Waste mined	Mt	206	167	159
Underground development, km	km	96	90	106
Ore mined	Kt	15,647	15,761	17,224
Open-pit	Kt	11,686	11,595	13,022
Underground	Kt	3,962	4,166	4,202
Ore processed	Kt	15,799	15,447	15,024
Production				
Gold	Koz	1,422	1,402	1,316
Silver	Moz	20	19	21.6
Copper	Kt	1.9	1.5	2.5
Total, gold equivalent[1]	Koz	**1,677**	**1,637**	**1,586**

Sales: trailing three-year data

	Units	2021	2020	2019
Gold	Koz	1,386	1,392	1,366
Silver	Moz	18	19	22
Copper	Kt	2.1	1.4	2.8

1 Based on 80:1 Au/Ag conversion ratio and excluding base metals. Comparative data for 2020 restated accordingly (120:1 Au/Ag conversion ratio was used previously).

Sustainability performance data continued

Health and safety

Polymetal employee health and safety: trailing three-year data

	Units	**2021**	2020	2019
Injuries, including:	number	15	13	20
Fatalities	number	0	0	2
Severe injuries	number	2	2	3
Minor injuries	number	13	11	15
LTIFR[1]	rate	0.12	0.12	0.19
Days off work following accidents	number	1,516	1,583	1,760
Occupational diseases and health difficulties	number	5	2	1
Near-misses	number	4,687	3,653	2,684

Contractor employee safety: trailing three-year data

	Units	**2021**	2020	2019
Injuries, including:	number	6	12	10
Fatalities	number	1	0	1
Severe injuries	number	0	0	0
Minor injuries	number	5	12	9
LTIFR[1]	rate	0.09	0.24	0.20

Polymetal employee safety in 2021: site level

	LTIFR	Fatalities	Severe injuries	Minor injuries
Kyzyl	0.08	0	1	0
Varvara	0	0	0	0
Komar mine (part of Varvara hub)	0	0	0	0
Voro	0	0	0	0
Mayskoye	0.34	0	0	3
Omolon	0.10	0	0	1
Dukat	0	0	0	0
Svetloye	0.16	0	0	1
Albazino	0.39	0	1	4
Kutyn (part of Albazino hub)	0	0	0	0
Amursk POX	0.43	0	0	2
Nezhda	0.13	0	0	1
Prognoz	0	0	0	0
Viksha	0	0	0	0
Veduga	0.34	0	0	1
Primorskoye	0	0	0	0
Total	**0.12**	**0**	**2**	**13**

1 Lost-time injury frequency rate per 200,000 hours worked.

People

Workforce: trailing three-year data

	Units	**2021**	2020	2019
Employees				
Average headcount	number	**13,392**	**12,065**	**11,611**
Headcount as of 31 Dec	number	14,281	12,679	11,819
Contractors working on Polymetals's territories (average headcount)	number	7,082	5,277	5,336
New employee hires during the reporting period	number	4,722	3,156	N/A
Female	number	962	662	N/A
Male	number	3,760	2,494	N/A
Percentage of employees at operating sites covered by collective bargaining agreements	%	100	100	100
Percentage of employees covered by collective bargaining agreements	%	83	83	86
Voluntary turnover rate[1]	%	**8.2**	**6.5**	**5.8**
Female	%	8.2	5.8	6.9
Male	%	8.2	6.7	5.5
Involuntary turnover[2]	%	0.3	N/A	N/A
Other turnover[3]	%	14.2	N/A	N/A
Breakdown by gender				
Percentage of female employees	%	**21**	**21**	**21**
Percentage of female managers	%	22	22	22
Percentage of female qualified personnel	%	40	40	39
Percentage of female workers	%	11	11	12
Gender pay gap (average remuneration for men to average remuneration for women)	ratio	1.22	1.25	1.30
Breakdown by age groups				
Employees under 30 years old, including:	number	2,366	2,092	2,083
Female	number	552	500	468
Male	number	1,814	1,592	1,615
Percentage of employees under 30 years old	%	**17**	**16**	**18**
Employees 30-50 years old, including:	number	9,617	8,579	7,815
Female	number	2,065	1,840	1,677
Male	number	7,552	6,739	6,138
Percentage of employees 30-50 years old	%	**67**	**68**	**66**
Over 50 years old, including:	number	2,298	2,006	1,918
Female	number	554	480	448
Male	number	1,744	1,526	1,470
Percentage of employees over 50 years old	%	**16**	**16**	**16**
Disabled personnel	number	30	30	23
Taken parental leave, including:	number	149	118	150
Female employees on parental leave	number	139	111	146
Male employees on parental leave	number	10	7	4
Return to work and retention rates after parental leave	%	100	100	100

1 Includes only employees that left the company voluntarily due to dissatisfaction with their job.
2 Includes employees that were dismissed.
3 Includes employees that left the company due to other reasons such as relocation, retirement or enrolment to an educational institution.

Employees by type of employment contract in 2021

	Female	Male	Total	Share in total workforce
Indefinite term employment contract	2,546	9,556	12,102	90%
Fixed-term employment contract	230	1,061	1,291	10%
Full-time	2,710	10,489	13,199	99%
Part-time	66	126	192	1%

Employee training: trailing three-year data

	Units	**2021**	2020	2019
Trained personnel	number	7,396	7,593	10453
Average number of training hours per employee (per year)[1]	number	49	79	N/A
By gender				
Female	number	36	58	N/A
Male	number	53	83	N/A
By employee level				
Managers	number	54	116	N/A
Qualified personnel	number	68	81	N/A
Workers	number	38	66	N/A
Average number of mandatory training hours per year[2]	number	17	32	N/A
Average number of non-mandatory training hours per year	number	32	47	N/A
Total investments in training	$ thousand	1,129	1,131	1,215
Annual investments in training per employee	$	84	94	105
Female	$	97	98	N/A
Male	$	81	82	N/A

1 The new methodology has been applied since 2021 to ensure better alignment with the GRI-404. Data for 2020 has been restated accordingly for comparative purposes. Data for 2019 calculated using the old methodology is considered to be unrepresentative.
2 Mandatory training mostly refers to safety training.

Greenhouse gas (GHG) emissions

GHG emissions: trailing three-year data

	Units	**2021**	2020	2019
Scope 1 (direct emissions)*, including:	t of CO_2e	**682,645**	**612,669**	**613,717**
Combustion of fuels in stationary sources, including:	t of CO_2e	302,564	283,912	287,144
Organisation-owned stationary sources	t of CO_2e	301,983	283,415	286,799
Controlled contractor stationary sources	t of CO_2e	581	497	345
Combustion of fuels in mobile combustion sources, including:	t of CO_2e	378,885	327,785	325,719
Organisation-owned mobile sources	t of CO_2e	281,235	254,679	248,718
Controlled contractor mobile sources	t of CO_2e	97,650	73,106	77,001
Emissions resulting from the waste processing	t of CO_2e	1,196	972	854
Scope 2 (energy indirect emissions)*, including:				
Location based	t of CO_2e	612,590	593,143	584,706
Market based[1]	t of CO_2e	452,692	565,924	584,706
Total Scope 1 + Scope 2 (market based)	t of CO_2e	**1,135,337**	**1,178,593**	**1,198,423**
Scope 3 (other indirect emissions)*, including:	t of CO_2e	**546,159**	**625,265**	**610,635**
Upstream	t of CO_2e	**471,097**	**536,510**	**511,321**
Fuel and energy-related activities (not included in Scopes 1 or 2)	t of CO_2e	184,767	192,419	192,517
Purchased goods	t of CO_2e	171,284	222,498	204,701
Capital goods	t of CO_2e	260	108	64
Upstream transportation and distribution[2]	t of CO_2e	97,643	110,205	99,360
Business travel	t of CO_2e	1,445	2,668	4,135
Employee commuting	t of CO_2e	15,698	8,612	10,544
Downstream	t of CO_2e	**75,062**	**88,755**	**99,314**
Downstream transportation and distribution[2]	t of CO_2e	35,573	44,437	40,887
Processing of sold products	t of CO_2e	39,489	44,318	58,427
GHG intensity (Scope 1 + Scope 2)[3]*	kg of CO_2e per oz of GE	677	730	742
GHG intensity dynamics (Scope 1 + Scope 2)	% y-o-2019	-9%	-2%	–

GHG emissions in 2021 (Scope 1 and Scope 2): site level, t of CO_2e

	Scope 1	Scope 2[4]
Kyzyl	125,171	81,051
Varvara	12,807	140,286
Komar mine (part of Varvara hub)	58,033	9,305
Voro	10,213	27,608
Mayskoye	37,708	83,170
Omolon	88,591	0
Dukat	84,472	7,497
Primorskoye (part of Dukat hub)	3,914	0
Svetloye	46,160	366
Albazino	120,708	257
Kutyn (part of Albazino hub)	9,502	2
Amursk POX	2,239	96,788
Nezhda	66,164	0
Prognoz	2,339	0
Veduga	14,625	6,361

1 We have begun a transition to a market-based method for calculating indirect emissions and we disclose data based on both market and location based methods strictly according to GHG Protocol guidance.
Since the contractual information and residual mix totals are not available for 2019, location-based results for this period has been used as a proxy for market-based method.
For 2020–2021 data the following assumptions apply:
- At the end of 2021 we not yet have access to a residual mix emission factors for non-renewable grid energy
- We did not calculate our own residual mix emission factors for non-renewable grid energy
- Emissions from non-renewable grid energy are calculated using the location-based method and grid average emission factors.

2 Data on oz of gold equivalent used in the GHG emissions intensity calculation is based on 80:1 Au/Ag conversion ratio and excluding base metals. Comparative data on GHG emissions intensity for 2019–2020 are restated accordingly (120:1 Au/Ag conversion ratio was used previously). Detailed data on gold equivalent production see in Integrated Annual Report 2021 on page 260.
3 The new methodology has been applied since 2021 for more precise disclosure of Scope 3 emissions: all transportation of sold product was classified as a downstream transportation. Data for 2019–2020 has been restated accordingly for comparative purposes.
4 Kyzyl, Varvara, Komar mine, Voro and Dukat are calculated taking into account data on current structure of grid energy mix. Since the contractual information and residual mix totals are not available for the other grid connected sites, location-based results for these sites has been used as a proxy for market-based method.
* Independent limited assurance on data marked by symbol (*) provided by AO "Deloitte & Touche CIS". Independent limited assurance report see in Integrated Annual Report 2021 on pages 261-263.

Energy

Energy consumption by source[1]

	Units	**2021**	2020	2019
Diesel, including:	GJ	6,568,300	5,972,101	5,832,685
Diesel for transport and mobile machinery	GJ	3,704,632	3,353,157	3,236,542
Diesel for electricity generation	GJ	2,570,299	2,331,857	2,299,403
Diesel for heat	GJ	293,368	287,087	296,740
Electricity purchased	GJ	2,318,344	2,236,462	2,161,367
Coal for heat	GJ	830,873	786,144	856,644
Natural gas for heat	GJ	150,825	145,662	167,911
Petrol	GJ	54,541	49,701	36,836
Waste oils	GJ	26,695	16,776	24,688
Renewable sources (solar/wind)	GJ	3,899	3,586	3,824
Total energy*	GJ	**9,953,476**	**9,210,433**	**9,083,956**
Energy intensity*	GJ per Koz of GE	5,934	5,702	5,627
Energy intensity dynamics	% y-o-y	4%	1%	-1%

Energy consumption by source in 2021: site level, GJ[1]

	Diesel for transport and mobile machinery	Diesel for electricity generation	Diesel for heat	Electricity purchased	Coal for heat	Natural gas for heat	Petrol	Waste oils	Renewable sources (solar/wind)
Kyzyl	1,300,351	0	76,078	403,815	98,882	0	5,605	0	0
Varvara	155,031	283	0	581,053	0	0	8,379	0	16
Komar mine (part of Varvara hub)	680,255	134	0	37,558	0	6,229	3,457	0	0
Voro	17,927	29	0	229,347	0	130,796	4,197	0	0
Mayskoye	193,277	870	46,001	284,074	178,728	0	4,036	3,413	0
Omolon	159,004	703,254	32,911	0	60,535	0	4,843	3,067	42
Dukat	194,053	420,140	27,478	426,783	246,039	0	10,358	6,194	0
Primorskoye (part of Dukat hub)	12,722	32,910	2,310	0	0	0	427	0	0
Svetloye	138,009	120,448	13,401	1,250	187,113	0	1,847	3,566	3,813
Albazino	462,327	943,525	76,459	878	0	0	3,993	8,721	28
Kutyn (part of Albazino hub)	37,982	48,938	1,514	6	0	0	1,706	0	0
Amursk POX	6,028	0	0	330,587	0	13,800	1,157	0	0
Nezhda	288,074	280,185	17,216	0	59,576	0	3,120	1,734	0
Prognoz	4,132	19,008	0	0	0	0	191	0	0
Veduga	55,460	575	0	22,993	0	0	1,225	0	0
Total energy	**3,704,632**	**2,570,299**	**293,368**	**2,318,344**	**830,873**	**150,825**	**54,541**	**26,695**	**3,899**

1 The new methodology has been applied since 2021 for more precise disclosure of energy consumed: according to GRI Standards (302-1), selfgenerated electricity and heat from a non-renewable fuel source are counted once under fuel consumption. Data related to diesel, petrol, coal, natural gas and waste oils consumption, as well as energy intensity metrics, for 2019–2020 has been restated accordingly for comparative purposes.

* Independent limited assurance on data marked by symbol (*) provided by AO "Deloitte & Touche CIS". Independent limited assurance report see in Integrated Annual Report 2021 on pages 261–263.

Electricity and heat consumption by source

	Units	2021	2020	2019
Electricity consumption, including:	GJ	**3,325,659**	**3,154,215**	**3,066,154**
Self-generated non-renewable electricity (diesel)	GJ	1,003,416	914,166	900,962
Self-generated renewable electricity (solar & wind)	GJ	3,899	3,586	3,824
Purchased non-renewable electricity	GJ	1,728,421	2,130,843	2,161,367
Purchased renewable electricity	GJ	589,923	105,620	0
Heat consumption, including:[2]	GJ	**1,744,709**	**1,628,330**	**1,773,696**
Self-generated heat (fossil fuels)	GJ	1,301,761	1,235,669	1,345,984
Heat utilisation systems:	GJ	442,948	392,660	427,713
– from diesel power stations	GJ	334,248	280,951	264,999
– from POX	GJ	108,700	111,709	162,713
Renewable electricity share in total electricity consumption	%	18%	3%	0%
Renewable electricity share in self-generation	%	0.4%	0.4%	0.4%
Heat utilisation systems share in total heat consumption	%	25%	24%	24%

2 The new methodology has been applied since 2021 for more precise disclosure of heat consumed: according to GRI Standards (302-1), self-generated heat from a non-renewable fuel source is counted once under fuel consumption. We also included data on heat utilisation systems in total heat consumption as one of the indicators for our energy efficiency measures. Data related for 2019–2020 has been restated accordingly for comparative purposes.

Electricity and heat consumption by source in 2021: site level, GJ

	Electricity consumption				Heat consumption[1]		
	Self-generated non-renewable electricity (diesel)	Self-generated renewable electricity (solar & wind)	Purchased non-renewable electricity	Purchased renewable electricity	Self-generated heat (fossil fuels)	Heat utilisation from diesel power stations	Heat utilisation from POX
Kyzyl	0	0	317,502	86,314	174,960	0	0
Varvara	125	16	549,544	31,509	0	0	0
Komar mine (part of Varvara hub)	69	0	36,449	1,109	6,229	0	0
Voro	0	0	159,532	69,815	130,796	0	0
Mayskoye	304	0	284,074	0	228,142	0	0
Omolon	274,556	42	0	0	96,513	76,826	0
Dukat	155,619	0	25,607	401,176	279,711	33,665	0
Primorskoye (part of Dukat hub)	12,323	0	0	0	2,310	2,873	0
Svetloye	46,444	3,814	1,250	0	204,080	32,926	0
Albazino	387,305	28	878	0	85,180	167,384	0
Kutyn (part of Albazino hub)	17,026	0	6	0	1,514	0	0
Amursk POX	0	0	330,587	0	13,800	0	108,700
Nezhda	102,498	0	0	0	78,526	20,574	0
Prognoz	6,960	0	0	0	0	0	0
Veduga	187	0	22,992	0	0	0	0
Total energy	**1,003,416**	**3,899**	**1,728,421**	**589,923**	**1,301,761**	**334,248**	**108,700**

1 The new methodology has been applied since 2021 for more precise disclosure of heat consumed: according to GRI Standards (302-1), self-generated heat from a non-renewable fuel source is counted once under fuel consumption. We also included data on heat utilisation systems in total heat consumption as one of the indicators for our energy efficiency measures. Data related for 2019–2020 has been restated accordingly for comparative purposes.

Water

Water consumption and discharge: trailing three-year data

	Units	**2021**	2020	2019
Fresh water withdrawal, including:	thousand m^3	3,480	3,484	4,919
Ground water	thousand m^3	1,452	1,285	1,695
Surface water	thousand m^3	1,028	1,467	2,236
External water supply	thousand m^3	1,000	732	988
Water reused and recycled, including:	thousand m^3	31,636	29,606	32,276
Recycled water	thousand m^3	27,743	26,965	28,222
Waste water	thousand m^3	3,893	2,641	4,053
Total water consumed	thousand m^3	**35,116**	**33,090**	**37,194**
Share of water recycled and reused	%	90	89	87
Fresh water use intensity	m^3/Kt of processed ore	220	226	327
Fresh water use for processing intensity[1]	m^3/Kt of processed ore	155	171	268

1 Water use for processing does not include water used for non-technological purposes.

Water discharge

	Units	**2021**	2020	2019
Total water discharge, inlcuding:	thousand m^3	**9,553**	**12,367**	**11,910**
To watercourses	thousand m^3	7,756	10,128	10,757
To collecting ponds	thousand m^3	1,443	1,864	857
To landscape	thousand m^3	0	0	0
To sewage	thousand m^3	354	375	297

Water consumption in 2021: site level

Units	Total water consumption thousand m³	Fresh water withdrawal thousand m³	Water reused and recycled thousand m³	Share of water recycled and reused %	Fresh water use for processing intensity[1] m³/Kt of processed ore
Kyzyl	6,058	807	5,251	87	222
Varvara	6,730	725	6,005	89	178
Komar mine (part of Varvara hub)	157	10	147	94	0
Voro	7,285	51	7,234	99	0
Mayskoye	2,585	95	2,490	96	12
Omolon	1,536	213	1,324	86	71
Dukat	6,002	379	5,624	94	103
Svetloye	401	130	271	68	61
Albazino	2,716	429	2,287	84	175
Kutyn (part of Albazino hub)	97	97	0	0	0
Amursk POX	1,283	311	972	76	0
Nezhda	223	215	8	3	414
Prognoz	N/A	N/A	N/A	N/A	N/A
Viksha	N/A	N/A	N/A	N/A	N/A
Veduga	30	7	23	77	0
Primorskoye	12	12	0	0	0
Total	**35,116**	**3,480**	**31,636**	**953**	**1,236**

1 Water use for processing does not include water used for non-technological purposes.

Water discharge in 2021: site level

Units	Watercourses thousand m³	Collecting ponds thousand m³	Landscape thousand m³	Sewage thousand m³
Kyzyl	45	0	0	259
Varvara	0	1,166	0	0
Komar mine (part of Varvara hub)	933	0	0	10
Voro	1,146	0	0	7
Mayskoye	82	99	0	0
Omolon	2,287	0	0	0
Dukat	1,941	147	0	66
Svetloye	6	30	0	0
Albazino	1,272	0	0	0
Kutyn (part of Albazino hub)	N/A	N/A	N/A	N/A
Amursk POX	4	0	0	12
Nezhda	39	0	0	0
Prognoz	0	0	0	0
Viksha	0	0	0	0
Veduga	0	0	0	0
Primorskoye	0	0	0	0
Total	**7,756**	**1,443**	**0**	**354**

Consumables and waste

Principal consumables: trailing three-year data

	Unit	**2021**	2020	2019
Lime	t	70,968	77,081	71,899
Cement and concrete	t	43,593	48,464	34,846
Quicklime	t	37,216	32,148	28,217
Grinding body	t	17,272	17,016	17,360
Sodium cyanide	t	8,498	8,132	8,202
Soda	t	6,827	5,844	8,723
Flotation reagents[1]	t	6,201	5,383	4,193
Perhydrol	t	5,469	6,227	5,496
Granulite	t	5,416	5,488	2,772

1 Data for 2019-2020 includes flocculant.

Waste generation and management: trailing three-year data

	Units	**2021**	2020	2019
Total waste	t	**210,088,644**	**181,959,017**	**155,923,761**
By composition				
Waste rock	t	196,841,661	169,287,548	143,439,734
Tailings, including	t	13,219,029	12,627,995	12,469,214
Dry tailings	t	1,422,169	1,348,599	1,212,822
Wet tailings	t	11,796,860	11,279,395	11,256,392
Share of dry stacked tailings	%	11	11	10
Other waste (metal, plastic, paper, etc.)	t	27,954	43,474	14,813
By waste hazard classification				
Non-hazardous	t	210,080,143	181,951,432	155,918,075
Hazardous	t	8,502	7,585	5,686
By treatment				
Waste disposed	t	**159,015,806**	**141,217,837**	**134,518,857**
Non-hazardous	t	159,013,768	141,215,474	134,514,807
Hazardous	t	2,039	2,363	4,050
Waste diverted from disposal, including:	t	**48,573,139**	**31,621,854**	**21,705,608**
Waste neutralised	t	1,633	330	274
Non-hazardous	t	62	43	26
Hazardous	t	1,571	286	248
Waste reused and recycled	t	48,571,506	31,621,525	21,705,334
Non-hazardous	t	48,566,649	31,616,846	21,703,421
Hazardous	t	4,858	4,679	1,913
Percentage of waste reused of total waste generated	%	23	17	14

Waste management in onsite/offsite breakdown in 2021, t

	Onsite	Offsite	Total
Waste diverted from disposal, including:	**48,566,561**	**6,578**	**48,573,139**
Non-hazardous waste	48,565,085	1,626	48,566,710
Waste reused and recycled	48,565,083	1,566	48,566,649
Waste neutralised	1.90	59.93	62
Hazardous waste	1,476	4,952	6,429
Waste reused and recycled	1,056	3,802	4,858
Waste neutralised	420	1,151	1,571
Waste disposed	**159,015,329**	**478**	**159,015,806**
Non-hazardous waste	159,013,581	187	159,013,768
Hazardous waste	1,748	291	2,039

Share of waste reused and recycled in 2021: site level

Units	Total waste generated t	Share of waste reused and recycled %
Kyzyl	85,810,665	3
Varvara	7,430,700	34
Komar mine (part of Varvara hub)	37,695,783	3
Voro	1,005,206	89
Mayskoye	5,154,475	52
Omolon	6,312,284	81
Dukat	6,288,458	53
Svetloye	4,248,624	71
Albazino	22,958,476	30
Kutyn (part of Albazino hub)	N/A	N/A
Amursk POX	344,094	0
Nezhda	21,377,974	42
Prognoz	N/A	N/A
Viksha	N/A	N/A
Veduga	11,375,925	100
Primorskoye	85,983	104
Total	**210,088,644**	**23**

Air quality

Air quality: trailing three-year data

	Units	**2021**	2020	2019
Sulphur dioxide (SO_2)	t	1,064	847	954
Oxides of nitrogen (Nox)	t	3,472	2,789	2,532
Carbon monoxide	t	3,455	2,798	2,818
Solid particles	t	5,703	2,946	4,773
Ozone depleting (CFC-11 equivalents) substances emitted	t	0	0	0
VOCs	t	1,194	1,004	1,081
Mercury (Hg)	t	0	0	0
Lead (Pb)	t	5.12	0.17	0.27

Air quality in 2021: site level, t

	Sulphur dioxide (SO_2)	Oxides of nitrogen (Nox)	Carbon monoxide	Solid particles	Ozone depleting (CFC-11 equivalents) substances emitted	VOCs	Lead (Pb)
Kyzyl	71	277	150	725	0	48	0
Varvara	0	5	4	1,050	0	0	0
Komar mine (part of Varvara hub)	0	6	39	359	0	3	0
Voro	21	137	161	128	0	36	0
Mayskoye	25	154	167	328	0	50	0
Omolon	237	803	738	525	0	154	0
Dukat	147	372	537	460	0	86	0
Svetloye	127	209	274	273	0	45	0
Albazino	213	666	544	693	0	589	0
Kutyn (part of Albazino hub)	0	0	0	0	0	0	0
Amursk POX	4	45	32	21	0	7	0
Nezhda	211	706	734	614	0	159	5
Prognoz	0	0	0	0	0	0	0
Viksha	0	0	0	0	0	0	0
Veduga	6	71	60	525	0	17	0
Primorskoye	2	21	15	3	0	0	0
Total	**1,064**	**3,472**	**3,455**	**5,703**	**0**	**1,194**	**5**

Lands and biodiversity

Lands: trailing three-year data

	Units	**2021**	2020	2019
Total managed land area	hectares	32,634	25,952	19,153
Land disturbed during year	hectares	882	1,329	601
Land rehabilitated during year	hectares	290	1,404	136
Total land disturbed and not yet rehabilitated	hectares	12,315	11,838	11,376

Lands: site level, 2021, hectares

	Land disturbed during year	Land rehabilitated during year
Kyzyl	65	0
Varvara	12	0
Komar mine (part of Varvara hub)	10	0
Voro[1]	106	0
Mayskoye	10	0
Omolon	54	131
Dukat	145	159
Svetloye	63	0
Albazino	78	0
Kutyn (part of Albazino hub)	291	0
Amursk POX	14	0
Nezhda	29	0
Prognoz	0	0
Viksha	N/A	N/A
Veduga	0	0
Primorskoye	7	0
Total	**882**	**290**

1 Includes data on lands disturbed by Krasnoturinsk-Polymetal LLC, part of the Voro hub.

Rare and protected species' habitats in areas affected by Polymetal operations

	Number of species in the direct impact area (found at the site)	Number of species in the indirect impact area (found up to 1 km away from the site)
IUCN Red List of Threatened Species		
Least concern	112	325
Near threatened	2	19
Vulnerable	4	19
Endangered	0	9
Critically endangered	0	4
Not evaluated	10	39
Data deficient	0	3
National Red Lists		
Red Data Book of the Russian Federation	14	63
Red Data Book of Kazakhstan	6	8
Endemic species	2	2

Environmental expenditures

Total environmental expenditures: trailing three-year data

	Units	**2021**	2020	2019
Overall expenditires, including:	$ thousand	46,102	27,853	35,021
Water	$ thousand	2,719	2,847	19,583
Land[1]	$ thousand	17,132	16,798	8,121
Waste	$ thousand	23,810	5,226	4,576
Air quality	$ thousand	1,359	2,103	2,117
Other[2]	$ thousand	1,082	879	624

1 Including rehabilitation activities.
2 Including scientific research, biodiversity protection and noise pollution.

Sustainability performance data continued

Environmental expenditures by type in 2021 (operational/capital), $ thousand

	Operational	Capital	Share of operational expenditures in total	Share of capital expenditures in total
Overall expenditures, including:	6,004	40,098	13%	87%
Water	789	1,930	29%	71%
Land[1]	651	16,481	4%	96%
Waste management	2,166	21,644	9%	91%
Air quality	1,357	2	100%	0%
Other[2]	1,042	41	96%	4%

1 Including rehabilitation activities.
2 Including scientific research, biodiversity protection and noise pollution.

Communities investment and engagement

Community investment: trailing three-year data

	Units	**2021**	2020	2019
Sport	US$ thousand	4,981	2,282	6,234
Healthcare[1]	US$ thousand	5,695	9,177	249
Education	US$ thousand	3,074	2,751	1,889
Culture and art	US$ thousand	880	847	1,201
Infrastructure of social importance	US$ thousand	4,439	2,194	3,470
IMN support	US$ thousand	419	315	334
Charitable donations	US$ thousand	477	331	1,772
Total community investment	US$ thousand	**19,966**	**17,897**	**15,148**
Number of partnership agreements	number	37	33	33
Total value of financial contributions to political parties, politicians, and political action committees	US$ thousand	0	0	0

Stakeholder engagement: trailing three-year data

	Units	**2021**	2020	2019
Employees enquiries	number	1,773	1,092	1,149
Response rate	%	100	100	100
Communities enquiries	number	613	572	588
Response rate	%	100	100	100
Stakeholder meetings, including:	number	**59**	**44**	**77**
Public hearings and community meetings	number	37	38	49
Site visits by external stakeholders	number	7	5	22
Other	number	15	1	6

1 Including $1,298 thousand Covid-related support.

Compliance and business ethics

Business ethics

	Units	**2021**	2020	2019
Significant fines	$ thousand	0	0	0
Non-monetary sanctions	$ thousand	0	0	0
Cases brought	number	0	0	0
Environmental fines	$ thousand	5.7	0.3	1.5
Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	$ thousand	0	0	0
Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	$ thousand	0	0	0
Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services	$ thousand	0	0	0

Compliance and product responsibility

	Units	**2021**	2020	2019
Code of conduct violations[1]	number	1,013	792	451
Cases of corruption[2]	number	4	8	17
Prevented loss	$ thousand	0	18,712	307

1 In 2020, 94% related to alcohol and drug use. All employees and contract workers identified were dismissed with no right to return. Contractors involved were required to pay penalties.
2 Acts of corruption did not involve public or government officials.

GRI Content Index

Standard	Disclosure number	Disclosure titles	References and data 2021	Scope
GRI 102: General Disclosures (2016)				
Economic				
	GRI 102-1	The name of the organisation	Polymetal International plc	1
	GRI 102-2	Activities, brands, products, and services	Integrated Annual Report 2021 – At a glance, p.4–5 Integrated Annual Report 2021 – Business model, p.16–17	1
	GRI 102-3	Location of headquarters	Limassol, Cyprus	1
	GRI 102-4	Report the number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report	Integrated Annual Report 2021 – Where we operate, p.6–7	1
	GRI 102-5	Ownership and legal form	Integrated Annual Report 2021 – Shareholder information, p.280 Integrated Annual Report 2021 – Corporate information, p.202	1
	GRI 102-6	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	Integrated Annual Report 2021 – Notes to the consolidated financial statements. Revenue, p.220	1
	GRI 102-7	Scale of the organisation	Integrated Annual Report 2021 – At a glance, p.4–5 Integrated Annual Report 2021 – Where we operate, p.6–7	1
	GRI 102-8	Information on employees and other workers	p.7–8	1
	GRI 102-9	Supply chain	Integrated Annual Report 2021 – Sustainability. Supply chain, p.98–99 Integrated Annual Report 2021 – Corporate governance. Supply chain: resilience, costs and ESG, p.144–145	1
	GRI 102-10	Significant changes to the organization and its supply chain	Integrated Annual Report 2021 – Chairman's statement, p.8–9 Integrated Annual Report 2021 – Group CEO's report, p.10–15 Integrated Annual Report 2021 – Corporate governance. Supply chain: resilience, costs and ESG, p.144–145	1
	GRI 102-11	Precautionary Principle or approach	Integrated Annual Report 2021 – Risk management, p.114–128 Integrated Annual Report 2021 – Biodiversity and lands, p.88–91	1
	GRI 102-12	External initiatives	Integrated Annual Report 2021 – Sustainability, Which guidelines do we follow? p.56, 60, 66, 82, 85, 88, 92, 98 Integrated Annual Report 2021 – Our contribution to the UN SDGs, p.53 Integrated Annual Report 2021 – About this report, p.2	1
	GRI 102-13	Membership of associations	Integrated Annual Report 2021 – At a glance, p.4–5 Integrated Annual Report 2021 – Risk management. Legal and compliance risk, p.124 Integrated Annual Report 2021 – Sustainability, Which guidelines do we follow? p.56, 60, 66, 82, 85, 88, 92, 98 https://www.polymetalinternational.com/en/sustainability/ Integrated Annual Report 2021 – Communities. Tax policy, p.97	1

GRI Content Index continued

Standard	Disclosure number	Disclosure titles	References and data 2021	Scope
Strategy and analysis				
	GRI 102-14	Statement from senior decision-maker	Integrated Annual Report 2021 – Chairman's statement, p.8–9 Integrated Annual Report 2021 – Group CEO's report, p.10–15	1
	GRI 102-15	Key impacts, risks, and opportunities	Integrated Annual Report 2021 – Risk management, p.114–128 Integrated Annual Report 2021 – Climate Change, p.68–74	1
Ethics and integrity				
	GRI 102-16	Organization's values, principles, standards, and norms of behaviour	Integrated Annual Report 2021 – Our strategic framework, p.3 Integrated Annual Report 2021 – Employees. Our approach, p.60–61	1
	GRI 102-17	Mechanisms for advice and concerns about ethics	Integrated Annual Report 2021 – Employees. Communications and engagement, p.64–65 Integrated Annual Report 2021 – Communities. Engagement, p.94 Integrated Annual Report 2021 – Supply chain. Anti-corruption, p.99	1
Governance				
	GRI 102-18	Governance structure	Integrated Annual Report 2021 – Corporate governance, p.134–139	1
	GRI 102-19	Delegating authority	Integrated Annual Report 2021 – Corporate governance, p.134–139 Integrated Annual Report 2021 – Audit and Risk, Nomination, Safety and Sustainability and Remuneration Committees Reports, p.146–178	1
	GRI 102-20	Executive-level responsibility for economic, environmental, and social topics	Integrated Annual Report 2021 – Our governance framework, p.138	1
	GRI 102-21	Consulting stakeholders on economic, environmental, and social topics	Integrated Annual Report 2021 – Stakeholder engagement, p.19–23	1
	GRI 102-22	Composition of the highest governance body and its committees	Integrated Annual Report 2021 – Corporate governance, p.134–139 Integrated Annual Report 2021 – Audit and Risk, Nomination, Safety and Sustainability and Remuneration Committees Reports, p.146–178	1
	GRI 102-23	Chair of the highest governance body	Integrated Annual Report 2021 – Our governance framework, p.138	1
	GRI 102-24	Nominating and selecting the highest governance body	Integrated Annual Report 2021 – Nomination Committee Report, p.152–155	1
	GRI 102-25	Conflict of Interest	Integrated Annual Report 2021 – Corporate governance, p.134 Integrated Annual Report 2021 – Nomination Committee Report, p.152–155	1
	GRI 102-26	Role of highest governance body in setting purpose, values, and strategy	Integrated Annual Report 2021 – Roles of the Chair, Group CEO and Senior Independent Director, p.139 Integrated Annual Report 2021 – Corporate governance. Board leadership and company purpose, p.136	1
	GRI 102-27	Collective knowledge of highest governance body	Integrated Annual Report 2021 – Corporate governance. Training, p.141	1
	GRI 102-28	Evaluating the highest governance body's performance	Integrated Annual Report 2021 – Corporate governance. Board evaluation, p.140	1
	GRI 102-29	Identifying and managing economic, environmental, and social impacts	Integrated Annual Report 2021 – Our material issues, p.54–55	1

Standard	Disclosure number	Disclosure titles	References and data 2021	Scope
Governance continued				
	GRI 102-30	Effectiveness of risk management processes	Integrated Annual Report 2021 – Risk management, p.114–128	1
	GRI 102-31	Review of economic, environmental, and social topics	Integrated Annual Report 2021 – Safety and Sustainability Committee Report, p.156–157	1
	GRI 102-32	Highest governance body's role in sustainability reporting	Integrated Annual Report 2021 – Board areas of focus in 2021 and link to strategy, p.135	1
	GRI 102-33	Communicating critical concerns	Integrated Annual Report 2021 – Stakeholder engagement, p.19–23 Integrated Annual Report 2021 – Employees. Communications and engagement, p.64–65 Integrated Annual Report 2021 – Communities. Engagement, p.94 Integrated Annual Report 2021 – Supply chain. Anti-corruption, p.99	1
	GRI 102-34	Nature and total number of critical concerns	Integrated Annual Report 2021 – Employees. Communications and engagement, p.64–65 Integrated Annual Report 2021 – Communities. Engagement, p.94 Integrated Annual Report 2021 – Supply chain. Anti-corruption, p.99	1
	GRI 102-35	Remuneration policies	Integrated Annual Report 2021 – Remuneration Committee report, p.158–178	1
	GRI 102-36	Process for determining remuneration	Integrated Annual Report 2021 – Remuneration Committee report, p.158–178	1
	GRI 102-37	Stakeholders' involvement in remuneration	Integrated Annual Report 2021 – Corporate governance. Board's stakeholder engagement, p.142–143	1
	GRI 102-38	Annual total compensation ratio	Integrated Annual Report 2021 – Remuneration Committee report, Group CEO to employee pay ratio, p.175	1
	GRI 102-39	Percentage increase in annual total compensation ratio	Integrated Annual Report 2021 – Remuneration Committee report, Group CEO to employee pay ratio, p.175 Integrated Annual Report 2021 – Remuneration Committee report, Remuneration Policy for other employees, p.168	1
Stakeholder engagement				
	GRI 102-40	List of stakeholder groups	Integrated Annual Report 2021 – Stakeholder engagement, p.19–23	1
	GRI 102-41	Collective bargaining agreements	Integrated Annual Report 2021 – Employees. Freedom of association, p.65	1
	GRI 102-42	Identifying and selecting stakeholders	Integrated Annual Report 2021 – Stakeholder engagement, p.19–23	1
	GRI 102-43	Approach to stakeholder engagement	Integrated Annual Report 2021 – Stakeholder engagement, p.19–23 Integrated Annual Report 2021 – Employees. Communications and engagement, p.64–65 Integrated Annual Report 2021 – Communities. Engagement, p.94 Integrated Annual Report 2021 – Corporate governance. Board's stakeholder engagement, p.142–143	1
	GRI 102-44	Key topics and concerns raised	Integrated Annual Report 2021 – Stakeholder engagement, p.19–23	1

GRI Content Index continued

Standard	Disclosure number	Disclosure titles	References and data 2021	Scope
Identified Material Aspects and Boundaries				
	GRI 102-45	Entities included in the consolidated financial statements	Integrated Annual Report 2021 – About this report, p.2	1
	GRI 102-46	Defining report content and topic Boundaries	Integrated Annual Report 2021 – About this report, p.2	1
	GRI 102-47	List of material topics	Integrated Annual Report 2021 – Our material issues, p.54–55	1
	GRI 102-48	Restatements of information	In footnotes of the Integrated Annual Report 2021	1
	GRI 102-49	Changes in reporting	Integrated Annual Report 2021 – About this report, p.2	1
Report profile				
	GRI 102-50	Reporting period	1 January 2021 – 31 December 2021 (FY 2021)	1
	GRI 102-51	Date of most recent report	March 2021 for FY 2020	1
	GRI 102-52	Reporting cycle	Annual reporting cycle	1
	GRI 102-53	Contact point for questions regarding the report	https://www.polymetalinternational.com/en/contacts/	1
	GRI 102-54	Accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option	1
	GRI 102-55	Content index	p.2	1
	GRI 102-56	External assurance	p.3–4	1
Management approach				
	GRI 103-1	Report the material aspect boundary within the organisation	Integrated Annual Report 2021 – Our material issues, p.54–55 Integrated Annual Report 2021 – About this report. Reporting scope and boundaries, p.2	1
	GRI 103-2	The management approach and its components	Integrated Annual Report 2021 – Sustainability, p.56–99 (see Our approach for each sustainability issue)	1
	GRI 103-3	Evaluation of the management approach	Integrated Annual Report 2021 – Key performance indicators, p.30–31 Integrated Annual Report 2021 – Sustainability, p.56–99 (see Our approach for each sustainability issue)	1
Specific standard disclosures				
Economic				
GRI 201: Economic Performance (2016)	GRI 201-1	Direct economic value generated and distributed	p.5 Integrated Annual Report 2021 – Value distribution, p.18	1
	GRI 201-2	Financial implications and other risks and opportunities due to climate change	Integrated Annual Report 2021 – Climate change, p.68–74 Integrated Annual Report 2021– Key material climate-related risks, p.268–270	1
	GRI 201-3	Defined benefit plan obligations and other retirement plans	Integrated Annual Report 2021 – Employees. Talent attraction and retention, p.61	1
	GRI 201-4	Financial assistance received from government	Integrated Annual Report 2021 – Communities. Tax policy (Tax incentives), p.97	1
GRI 202: Market Presence (2016)	GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Integrated Annual Report 2021 – Employees. Talent attraction and retention, p.61	2
	GRI 202-2	Proportion of senior management hired from the local community	Proportion of managers of local nationality – 90% for male and 93% for female	1

Standard	Disclosure number	Disclosure titles	References and data 2021	Scope
Economic continued				
GRI 203: Indirect Economic Impacts (2016)	GRI 203-1	Infrastructure investments and services supported	p.16 Integrated Annual Report 2021 – Communities. Social investments, p.93–94	1
GRI 204: Procurement Practices (2016)	GRI 204-1	Proportion of spending on local suppliers	Integrated Annual Report 2021 – Supply chain. Local procurement, p.99 Integrated Annual Report 2021 – Our material issues. Supply chain, p.55	3, plus Krasnoturinsk-Polymetal LLC
GRI 205: Anti-Corruption (2016)	GRI 205-1	Operations assessed for risks related to corruption	We have zero tolerance to corruption risks, operate a Hot line for reporting corruption concerns and assess all suppliers for anti-corruption principles (see p.99 and 199 of the Integrated Annual Report 2021) See also our Anti-Bribery and Corruption Policy approved by the Board of Directors of Polymetal International plc on 11 December 2019 and available on the website	1
	GRI 205-2	Communication and training on anti-corruption policies and procedures	Integrated Annual Report 2021 – Supply chain. Anti-corruption, p.99	2
	GRI 205-3	Confirmed incidents of corruption and actions taken	p.16 Integrated Annual Report 2021 – Supply chain. Anti-corruption, p.99	2
GRI 206: Anti-competitive Behavior (2016)	GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Zero	1
GRI 207: Tax (2019)	GRI 207-1	Approach to tax	Integrated Annual Report 2021 – Communities. Tax Policy, p.96–97 Group Tax Strategy approved by the Board of Directors of Polymetal International plc on 5 August 2020 and available on the website	1
	GRI 207-2	Tax governance, control, and risk management	Integrated Annual Report 2021 – Risks management. Principal risks, p.124–125 Integrated Annual Report 2021 – Communities. Tax Policy, p.96–97 Group Tax Strategy approved by the Board of Directors of Polymetal International plc on 5 August 2020 and available on the website Integrated Annual Report 2021 – Independent auditor's report to the members of Polymetal International plc, p.188–197	1
	GRI 207-3	Stakeholder engagement and management of concerns related to tax	Integrated Annual Report 2021 – Stakeholder engagement, p.19–23 Integrated Annual Report 2021 – Supply chain. Anti-corruption, p.99 Integrated Annual Report 2021 – Communities. Tax Policy, p.96–97	1
	GRI 207-4	Country-by-country reporting	Integrated Annual Report 2021 – Operating Review, p.32–51 Integrated Annual Report 2021 – Financial statements, p.198–247	1

GRI Content Index continued

Standard	Disclosure number	Disclosure titles	References and data 2021	Scope
Environment				
GRI 301: Materials (2016)	GRI 301-1	Materials used by weight or volume	p.13	3
	GRI 301-2	Recycled input materials used	Integrated Annual Report 2021 – Waste and pollutants, p.85	4
GRI 302: Energy (2016)	GRI 302-1	Energy consumption within the organization	Integrated Annual Report 2021 – Climate change. Energy consumption by source, p.66	3
	GRI 302-3	Energy intensity	p.10	3
	GRI 302-4	Reduction of energy consumption	Integrated Annual Report 2021 – Climate change. Opportunities, p.73 Integrated Annual Report 2021 – Climate change. Our climate actions, p.78–79	3
GRI 303: Water (2018)	GRI 303-1	Interactions with water as a shared resource	Integrated Annual Report 2021 – Water, p.82–84	4
	GRI 303-2	Management of water discharge-related impacts	Integrated Annual Report 2021 – Water. Water quality: monitoring and treatment, p.84	4
	GRI 303-3	Water withdrawal	p.11–12 Integrated Annual Report 2021 – Water. Fresh water withdrawal, p.84	4
	GRI 303-4	Water discharge	p.12	4
	GRI 303-5	Water consumption	p.11–12 Integrated Annual Report 2021 – Water. Water use in 2021, p.83	4
GRI 304: Biodiversity (2016)	GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Integrated Annual Report 2021 – Biodiversity and lands. Priority territories, p.89	4
	GRI 304-2	Significant impacts of activities, products, and services on biodiversity	Integrated Annual Report 2021 – Biodiversity and lands. Our approach, p.88–89	4
	GRI 304-3	Habitats protected or restored	Integrated Annual Report 2021 – Biodiversity and lands. Priority territories, p.89	3
	GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Integrated Annual Report 2021 – Biodiversity and lands. Priority species, p.91	3
	G4-MM1	Amount of land disturbed or rehabilitated	p.15	4
GRI 305: Emissions (2016)	GRI 305-1	Direct (Scope 1) GHG emissions	p.9 Integrated Annual Report 2021 – Climate change, p.66–67	3
	GRI 305-2	Energy indirect (Scope 2) GHG emissions	p.9 Integrated Annual Report 2021 – Climate change, p.66–67	3
	GRI 305-3	Other indirect (Scope 3) GHG emissions	p.9 Integrated Annual Report 2021 – Climate change, p.66–67	3
	GRI 305-4	GHG emissions intensity	p.9 Integrated Annual Report 2021 – Climate change, p.66–67	3
	GRI 305-5	Reduction of GHG emissions	Integrated Annual Report 2021 – Climate Change. Our climate actions, p.78–79	3
	GRI 305-6	Emissions of ozone-depleting substances (ODS)	Zero (p.14)	3
	GRI 305-7	Nitrogen oxides (NO_X), sulphur oxides (SO_X), and other significant air emissions	p.14	4

Standard	Disclosure number	Disclosure titles	References and data 2021	Scope
Environment continued				
GRI 306: Waste (2020)	GRI 306-1	Waste generation and significant waste-related impacts	Integrated Annual Report 2021 – Waste and pollutants, p.85–87	4
	GRI 306-2	Management of significant waste-related impacts	Integrated Annual Report 2021 – Waste and pollutants. Managing our waste responsibly, p.86	4
	GRI 306-3	Waste generated	p.13–14	4
	GRI 306-4	Waste diverted from disposal	p.13–14	4
	GRI 306-5	Waste directed to disposal	p.13–14	4
	G4-MM3	Total amounts of overburden, rock, tailings, and sludges	p.13	4
GRI 307: Environmental compliance (2016)	GRI 307-1	Non-compliance with environmental laws and regulations	p.16 Integrated Annual Report 2021 – Waste and pollutants. Environmental compliance, p.87	4
GRI 308: Supplier Environmental Assessment (2016)	GRI 308-1	New suppliers that were screened using environmental criteria	In 2021, we audited 158 contractoring organisations for environmental compliance, with no violations resulting in a significant financial impact on the business.	4
	GRI 308-2	Negative environmental impacts in the supply chain and actions taken	Integrated Annual Report 2021 – Supply chain, p.98–99 Integrated Annual Report 2021 – Lands and biodiversity. Our approach, p.88–89	3
Social				
GRI 401: Employment (2016)	GRI 401-1	New employee hires and employee turnover	p.7 Integrated Annual Report 2021 – Employees. Headcount and turnover, p.65	1
	GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Integrated Annual Report 2021 – Employees. Talent attraction and retention, p.61	1
	GRI 401-3	Parental leave	p.7	1
Labour/ Management Relations (2016)	G4-MM4	Number of strikes and lock-outs exceeding one week's duration	Zero reportable strikes and lock-outs	1
GRI 402: Labor/ Management Relations (2016)	GRI 402-1	Minimum notice periods regarding operational changes	The Company fully complies with the legislation regarding timely notification of employees about possible operational changes. See also Employment and Labour Corporate Standard available on the website.	1

GRI Content Index continued

Standard	Disclosure number	Disclosure titles	References and data 2021	Scope
Social continued				
GRI 403: Occupational Health and Safety (2018)	GRI 403-1	Occupational health and safety management system	Integrated Annual Report 2021 – Health and safety, p.56–59	1
	GRI 403-2	Hazard identification, risk assessment, and incident investigation	Integrated Annual Report 2021 – Health and safety. Risk assessment and mitigation, p.57	1
	GRI 403-3	Occupational health services	Integrated Annual Report 2021 – Health and safety. Health and well-being, p.59	1
	GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Integrated Annual Report 2021 – Health and safety. Engaging employees and contractors, p.57 Integrated Annual Report 2021 – Health and safety. Health and well-being, p.59	1
	GRI 403-5	Worker training on occupational health and safety	Integrated Annual Report 2021 – Health and safety. Engaging employees and contractors, p.57	1
	GRI 403-6	Promotion of worker health	Integrated Annual Report 2021 – Health and safety. Health and well-being, p.59	1
	GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Integrated Annual Report 2021 – Health and safety, p.56–59 Integrated Annual Report 2021 – Risk management. Health and safety risk, p.121	1
	GRI 403-8	Workers covered by an occupational health and safety management system	Integrated Annual Report 2021 – Health and safety. Health and well-being, p.59	1
	GRI 403-9	Work-related injuries	p.6 Integrated Annual Report 2021 – Health and safety. Occupational health, p.59	1
	GRI 403-10	Work-related ill health	p.6 Integrated Annual Report 2021 – Health and safety. Polymetal employees safety in 2021, p.58	1
GRI 404: Training and Education (2016)	GRI 404-1	Average hours of training per year per employee	p.8	1
	GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Integrated Annual Report 2021 – Employees. Talent attraction and retention, p.61–62	1
	GRI 404-3	Percentage of employees receiving regular performance and career development reviews	3% (read more on Integrated Annual Report 2021 – Employees. Talent pool, p.62)	1
GRI 405: Diversity and Equal Opportunity (2016)	GRI 405-1	Diversity of governance bodies and employees	Integrated Annual Report 2021 – Employees. Diversity and inclusion, p.64 Integrated Annual Report 2021 – Nomination Committee report. Diversity, p.154	1
	GRI 405-2	Ratio of basic salary and remuneration of women to men	p.7	2
GRI 406: Non-discrimination (2016)	GRI 406-1	Incidents of discrimination and corrective actions taken	Zero incidents	1
GRI 407: Freedom of Association and Collective Bargaining (2016)	GRI 407-1	Freedom of association and collective bargaining	Integrated Annual Report 2021 – Employees. Freedom of association, p.65	1

Standard	Disclosure number	Disclosure titles	References and data 2021	Scope
Social continued				
GRI 408: Child Labor (2016)	GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	Zero operations and suppliers	1
GRI 409: Forced or Compulsory Labor (2016)	GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Zero operations and suppliers	1
GRI 410: Security Practices (2016)	GRI 410-1	Security personnel trained in human rights policies or procedures	All security personnel is outsoursed and receives training on the human rights principles under relevant national regulation	1
GRI 411: Rights of Indigenous Peoples (2016)	GRI 411-1	Incidents of violations involving rights of indigenous peoples	Zero (Integrated Annual Report 2021 – Communities. Indigenous peoples, p.93)	1
GRI 412: Human rights (2016)	GRI 412-1	Operations that have been subject to human rights reviews or impact assessments	Integrated Annual Report 2021 – Communities. Human rights, p.95	1
	GRI 412-2	Employee training on human rights policies or procedures	Integrated Annual Report 2021 – Communities. Human rights, p.95	1
	GRI 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	100% of agreements with business partners include human rights clauses	1
Local Communities (2016)	G4-MM5	Total number of operations taking place in or adjacent to indigenous peoples' territories and formal agreements made	Integrated Annual Report 2021 – Communities. Engagement, p.93	1
GRI 413: Local Communities (2016)	GRI 413-1	Operations with implemented local community engagement, impact assessments, and development programs	Integrated Annual Report 2021 – Where we operate. Growing a high-quality asset base, p.6–7 Integrated Annual Report 2021 – Communities, p.92–95	1
	GRI 413-2	Operations with significant actual and potential negative impacts on local communities	Zero operations	1
Human rights assessment	G4-MM9	Sites where resettlement took place, the number of households resettled in each, and how their livelihoods were affected in the process	No resettlement took place in 2021	1
Closure Planning	G4-MM10	Number and percentage of operations with closure plans	100% of operating mines	1
GRI 415: Public Policy (2016)	GRI 415-1	Political contributions	Zero	1
GRI 418: Customer Privacy (2016)	GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Zero	1
GRI 419: Socio-economic Compliance (2016)	GRI 419-1	Non-compliance with laws and regulations in the social and economic area	p.16	1

SASB Content Index

Topic	SASB code	Accounting metric	Data and references	Scope and comments
Greenhouse Gas Emissions	EM-MM-110a.1	Gross global Scope 1 emissions	682,645 tonnes CO_2e	3
		Percentage covered under emissions-limiting regulations	No GHG emission-limiting regulations are imposed in Russia or Kazakhstan	3
	EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Integrated Annual Report 2021 – Climate Change, p.66–81	3
Air Quality	EM-MM-120a.1	Air emissions of the following pollutants:		
		(1) CO	3,455 tonnes	4
		(2) NOx (excluding N_2O)	3,472 tonnes	4
		(3) Sox	1,064 tonnes	4
		(4) particulate matter (PM10)	5,703 tonnes	4
		(5) mercury (Hg)	Zero	4
		(6) lead (Pb)	5.12 tonnes	4
		(7) volatile organic compounds (VOCs)	1,194 tonnes	4
Energy Management	EM-MM-130a.1	(1) Total energy consumed	9,953,476 GJ	3
		(2) percentage grid electricity	23%	3
		(3) percentage renewable	6.0% in total energy consumption, including purchased energy 0.4% in self-generated electricity	3
Water Management	EM-MM-140a.1	Total fresh water withdrawn	3,480 thousand m^3	4
		Total fresh water consumed	3,480 thousand m^3 (see our total water consumption structure at page 83)	4
		Percentage of each in regions with High or Extremely High Baseline Water Stress	25% (Voro, Varvara and Mayskoye mines are located in high water-stress risk areas, according to the World Resources Institute (WRI) Aqueduct tool	4
	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Four minor incidents of non-compliance: two associated with exceeding discharge limits to water bodies (Voro and Nezhda mines), two cases related to non-compliance of water infrastructure with the technical documentation (both at Nezhda). All these non-compliances are either resolved or in process of being resolved.	4
Waste & Hazardous Materials Management	EM-MM-150a.1	Total weight of tailings waste, percentage recycled	13,219,029 tonnes of tailings waste 23% of total waste was reused and recycled. The indicator is disclosed without breakdown into types of waste.	4
	EM-MM-150a.2	Total weight of mineral processing waste, percentage recycled	196,841,661 tonnes of waste rock 23% of total waste was reused and recycled. The indicator is disclosed without breakdown into types of waste.	4
	EM-MM-150a.3	Number of tailings impoundments, broken down by MSHA hazard potential	8 operating tailing dams (technical closure works began at Albazino TSF-1 in 2020). According to the new Global Tailings Standard, all our tailing dams are classified as class 3 on a scale of 1 to 5 (where 1 = non-hazardous; 5 = extremely hazardous). For details on hazard categorisation of these facilities, see full disclosure on our TSF management at https://www.polymetalinternational.com/en/sustainability/environment/#waste	4

Topic	SASB code	Accounting metric	Data and references	Scope and comments
Biodiversity Impacts	EM-MM-160a.1	Description of environmental management policies and practices for active sites	Integrated Annual Report 2021 – Water. Our approach, p.82–83 Integrated Annual Report 2021 – Biodiversity and Lands. Our approach, p.88–89 Integrated Annual Report 2021 – Waste and Pollutants. Our approach, p.85–86	4
	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is:		
		(1) predicted to occur	16% of total ore processed (Dukat mine)	4
		(2) actively mitigated	16% of total ore processed (Dukat mine)	4
		(3) under treatment or remediation	16% of total ore processed (Dukat mine)	4
	EM-MM-160a.3	Percentage of:		
		(1) proved reserves in or near sites with protected conservation status or endangered species habitat	41% of proved reserves (includes reserves in or one kilometre away from protected conservation status or endangered species habitat)	4, excluding GRK Amikan LLC
		(2) probable reserves in or near sites with protected conservation status or endangered species habitat	61% of probable reserves (includes reserves in or one kilometre away from protected conservation status or endangered species habitat)	4, excluding GRK Amikan LLC
Security, Human Rights & Rights of Indigenous Peoples	EM-MM-210a.1	Percentage of:		
		(1) proved reserves in or near areas of conflict	0% (see Communities in Integrated Annual Report 2021 – Our material issues, p.55)	1
		(2) probable reserves in or near areas of conflict	0% (see Communities in Integrated Annual Report 2021 – Our material issues, p.55)	1
	EM-MM-210a.2	Percentage of:		
		(1) proved reserves in or near indigenous land	4% (our Omolon operation is situated near a territory of traditional nature use, where we pay increased environmental fees to compensate indigenous communities)	4, excluding GRK Amikan LLC
		(2) probable reserves in or near indigenous land	1% (our Omolon operation is situated near a territory of traditional nature use, where we pay increased environmental fees to compensate indigenous communities)	4, excluding GRK Amikan LLC
	EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Integrated Annual Report 2021 – Communities. Human rights, p.95–96; Integrated Annual Report 2021 – Communities. Engagement, p.93	1

SASB Content Index continued

Topic	SASB code	Accounting metric	Data and references	Scope and comments
Community Relations	EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Integrated Annual Report 2021 – Communities. Human rights, p.95–96; Integrated Annual Report 2021 – Communities. Engagement, p.93	1
	EM-MM-210b.2	Number and duration of non-technical delays	Zero	1
Labor Relations	EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	83% of all employees and 100% of operating site staff are covered by collective bargaining agreements	1
	EM-MM-310a.2	Number and duration of strikes and lockouts	Zero	1
Workforce Health & Safety	EM-MM-320a.1	(1) MSHA all-incidence rate	LTIFR[1] (employees): 0.12 LTIFR (contractors): 0.09	1
		(2) fatality rate	Fatalities (employees): 0 Fatalities (contractors): 1	1
		(3) near miss frequency rate (NMFR)	Near-misses (employees): 4,687	1
		average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	4,113 employees attended health and safety training. Each contractor working at any of Polymetal's sites is required to undergo safety training before starting work.	1
Business Ethics & Transparency	EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	Integrated Annual Report 2021 – Supply Chain. Anti-corruption, p.99	1
	EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Zero	1
Activity Metric	EM-MM-000.A	Production of:		
		(1) metal ores	Ore processed: 15.8 Mt	1
		(2) finished metal products	Gold: 1,422 Koz Silver: 20.4 Moz Total production (gold equivalent[2]): 1,677 Koz	1
Activity Metric	EM-MM-000.B	Total number of employees, percentage contractors	Average headcount of employees: 13,392 Average headcount of contractors: 7,082	1

1 Lost-time injury frequency rate per 200,000 hours worked.
2 Based on 80:1 Au/Ag conversion ratio and excluding base metals. Comparative data for 2020 restated accordingly (120:1 Au/Ag conversion ratio was used previously).

Reportable segments and units of measurement

Reportable segment[1]	Company name	Scopes			
		1	2	3	4
Kyzyl	Bakyrchik Mining Venture LLC				
	Inter Gold Capital LLC				
Dukat	Magadan Silver JSC				
	Primorskoye LLC				
Omolon	Omolon Gold Mining Company LLC				
Amursk POX	Amur Hydrometallurgical Plant LLC				
	Padalinskoe LLC				
	Pacific hydrometallurgical plant LLC				
Albazino	Albazino Resources Ltd				
	Kutyn Mining and Geological Company LLC				
Varvara	Varvarinskoye JSC				
	Komarovskoye Mining LLC				
	Kostanay Exploration Company LLC				
Svetloye	Svetloye LLC				
	Kulyukli LLC				
Mayskoye	Mayskoye Gold Mining Company LLC				
Voro	Gold of Northern Urals JSC				
	Maminskaya Mining Company LLC				
	Krasnoturinsk-Polymetal LLC				
	Saum Mining Company LLC				
Nezhda	South-Verkhoyansk Mining Company JSC				
Veduga	GRK Amikan LLC				
Prognoz	Prognoz Serebro LLC				
Polymetal offices	Polymetal Management JSC				
	Polymetal Engineering JSC				
	Polymetal Engineering Kazakhstan LLC				
	Polymetal Trading Ltd				
	Industria LLC				
	Polymetal Eurasia LLC				
Other subsidiaries	Semchenskoye Zoloto LLC				
	Novopetrovskoe LLC				
	Sagitovskoye LLC				
	Gorno-Altay Mining Company LLC				
	Bashkir Mining Company LLC				
	Auezov Utility Networks LLC				

1 Used in disclosures made in compliance with the GRI and SASB standards.

Units of measurement

CO_2e	CO_2 equivalent
GJ	gigajoules (one billion joules)
TJ	terajoules (one trillion joules)
km	kilometres
Koz	thousand ounces
Kt	thousand tonnes
m	metres
Moz	million ounces
mt	million tonnes
MWh	megawatt-hour
Oz or oz	troy ounce (31.1035 g)
t	tonne (1,000 kg)
$	US Dollar