Databook VK 2023

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Social responsibility

Personnel structure by gender, position
[2-7], [405-1], [TC-IM-330a.3], [TC-SI-330a.3], [👤]

Indicator	2019	2020	2021	2022	2023
Managers[1]	**963**	**1,330**	**1,772**	**1,927**	**2,683[2]**
Men	681	905	1,272	1,184	1,587
Women	282	425	500	743	1,096
Employees	**5,371**	**7,512**	**8,620**	**9,319**	**12,169**
Men	3,370	4,560	5,291	5,060	6,527
Women	2,001	2,952	3,329	4,259	5,642
Total men, %	**64**	**62**	**63**	**56**	**55**
Total women, %	**36**	**38**	**37**	**44**	**45**
Total	**6,334**	**8,842**	**10,392**	**11,246[3]**	**14,852**

Ratio of basic and average salaries of women and men by position, %
[405-2]

Indicator	2021	2022	2023
Managers[1]			
Ratio of average salary of women to men	75.8	71.7	68.6
Ratio of basic salary of women to men	73.8	72.2	69.2
Employees			
Ratio of average salary of women to men	55.9	55.4	57.7
Ratio of basic salary of women to men	55.3	54.9	57.0

Personnel structure by age, position
[405-1], [TC-IM-330a.3], [TC-SI-330a.3], [👤]

Indicator	2021		2022		2023	
	Overall share, %	Number of persons	Overall share, %	Number of persons	Overall share, %	Number of persons
Managers[1]	**17.1**	**1,772**	**17.1**	**1,927**	**18.0**	**2,683[2]**
<30 years old	4.6	473	4.7	527	4.5	664
30-50 years old	12.3	1,277	12.2	1,375	13.2	1,975
>50 years old	0.2	22	0.2	25	0.3	44
Employees	**82.9**	**8,620**	**82.9**	**9,319**	**82.0**	**12,169**
<30 years old	43.0	4,469	47.3	5,320	45.5	6,761
30-50 years old	39.1	4,062	34.8	3,913	35.7	5,295
>50 years old	0.9	89	0.8	86	0.8	113
Total	**100**	**10,392**	**100**	**11,246**	**100**	**14,852**

1 Managers - employees who make corporate/strategic decisions (directors, vice-presidents and above) and employees in managerial positions responsible for financial responsibility centres, business units, functional area or group of employees, employees - line staff.
2 The increase in the number of managers is due to new subsidiaries joining VK during 2023 that have an established management structure.
3 Data for 2022 have been recalculated due to a change in the data consolidation contour.

Total number of employees by type of employment contract and gender[1]

[2-7], [⚇]

Employee category	2019	2020	2021	2022	2023
Employees with a permanent employment contract	6,142	8,604	9,506	10,916	14,532
Women	2,210	3,257	3,478	4,228	6,506
Men	3,932	5,283	6,028	6,688	8,026
Employees with a temporary employment contract	36	64	118	377	320
Women	12	27	60	241	232
Men	24	37	58	136	88

Number of part-time employees by gender, persons[3]

[2-7], [⚇]

Employee category	2019	2020	2021	2022	2023
Women	96	101	95	148	229
Men	174	179	168	152	201
Total	**270**	**280**	**263**	**300**	**430**

Employee turnover, %

[401-1]

Indicator	2019	2020	2021	2022	2023
Involuntary staff turnover	9.0	7.0	8.0	8.7	6.9

Total number of new hires by age and gender[2]

[401-1]

Indicator	2019	2020	2021	2022	2023
<30 years old	**450**	**830**	**1,528**	**2,433**	**3,875**
Women	205	332	599	958	1,952
Men	245	498	929	1,475	1,923
30-50 years old	**602**	**624**	**1,075**	**1,986**	**2,818**
Women	250	201	312	655	1,137
Men	352	423	763	1,331	1,681
>50 years old	**9**	**5**	**12**	**33**	**53**
Women	4	2	5	16	34
Men	5	3	7	17	19
Total	**1,061**	**1,459**	**2,615**	**4,452**	**6,746**

Length of service of current employees, years[4,5]

Number of years	2021		2022		2023	
	Share of total number of employees, %	Number of employees, persons	Share of total number of employees, %	Number of employees, persons	Share of total number of employees, %	Number of employees, persons
1-3 years	63	6,548	73	8,266	61	4,220
3 to 5 years	18	1,871	12	1,394	16	1,138
5-10 years	13	1,350	10	1,091	16	1,073
More than 10 years	6	623	5	542	7	477

1 Data on the personnel structure by type of employment contract and gender is collected excluding assets acquired in the course of M&A.
2 Data on new hires for 2019–2022 was collected excluding assets acquired through M&A.
3 Data on the number of part-time employees is collected excluding assets merged in the course of M&A.
4 As of 31 December 2023.
5 Employee length of service data is collected excluding assets merged in the course of M&A.

Benefits used by VK employees, persons[1]

Indicator	2021	2022	2023
VHI[3] (employees)	10,392	11,300	12,800
VHI (children of employees)	3,100	5,700	8,000
Pregnancy and childbirth under VHI	44	100	180
Telemedicine under VHI	3,020	1,050	1,900
Other benefits[4]	1,079	4,198	5,063
In-office physician services		494	741
Financial assistance programme		559	526
Compensation up to 100% for sick leave		1,922	2,887
Compensation for fitness and sports activities		2,462	4,318

Statistics of parental leave, persons[2]

[401-3]

Indicator	2019	2020	2021	2022	2023
Employees on parental leave at the end of the year	217	220	228	206	181
Employees on parental leave during the year	105	117	78	127	242
Employees returning to work after parental leave	61	76	46	89	56
Employees who have continued to work[5]	43	59	21	37	9

Requests for training from employees, units[6]

Indicator	2021		2022		2023	
	Applications of units	Share of the total number, %	Applications of units	Share of the total number, %	Applications of units	Share of the total number, %
Applications for participation in the conference	4,085	65	4,614	79	1,744	51
Applications for training	1,263	20	1,106	19	1,613	47
Book orders	964	15	96	2	83	2

1   Benefit data is collected excluding assets merged in the course of M&A.
2   Data on parental leave statistics are collected excluding assets merged through M&A.
3   VHI - voluntary health insurance.
4   Other benefits include counselling from a psychologist, massage therapists and a realtor.
5   Within 12 months of returning from parental leave.
6   Areas of VK [404-2] employee training: mandatory training; training and development programmes for managers; IT and product skills development; Developing professional and 'agile' skills; external training; providing access to platforms, materials and subscriptions; attending conferences.

Total hours of training in 2023 by gender, hours [⌄👤]

Indicator	Synchronous learning	Asynchronous learning[1]	Total number of training hours
Women	11,570.0	n/a	11,570.0
Men	15,981.0	n/a	15,981.0
Total	**27,551.0**	**42,178.5**	**69,729.5**

Average hours of training per year per employee in 2023 with breakdown by gender, hours/person[2]

Indicator	2021	2022	2023
Management			
Men	0.7	5.2	5.0
Women	1.1	7.3	4.7
Employees			
Men	0.4	1.3	5.2
Women	1.3	1.2	4.0

In-class (online and offline) training by employee category

Employee category	2021			2022			2023		
	Number of events, pcs	Number of participants, persons	Total hours of training, hours	Number of events, pcs	Number of participants, persons	Total hours of training, hours	Number of events, pcs	Number of participants, persons	Total hours of training, hours
Management	132	838	1,303	138	2,284	14,949	104	1,851	7,472
Employees	157	3,183	1,311	122	5,750	15,111	130	7,230	20,080

Self-learning programmes by type of programme

Programme type	2021			2022			2023		
	Average duration, hours	Completed courses, pcs	Hours of training	Average duration, hours	Completed courses, pcs	Hours of training	Average duration, hours	Completed courses, pcs	Hours of training
Videos	2	1,050	2,100	2	1,237	2,474	2	1,303	2,606
Articles	0.5	2,725	1,362	0.5	1,623	812	0.5	1,529	765
Online courses	1	1,489	1,489	1	19,387	19,387	1	38,808	38,808

1 At the moment, no records of asynchronous training completion are kept by gender.
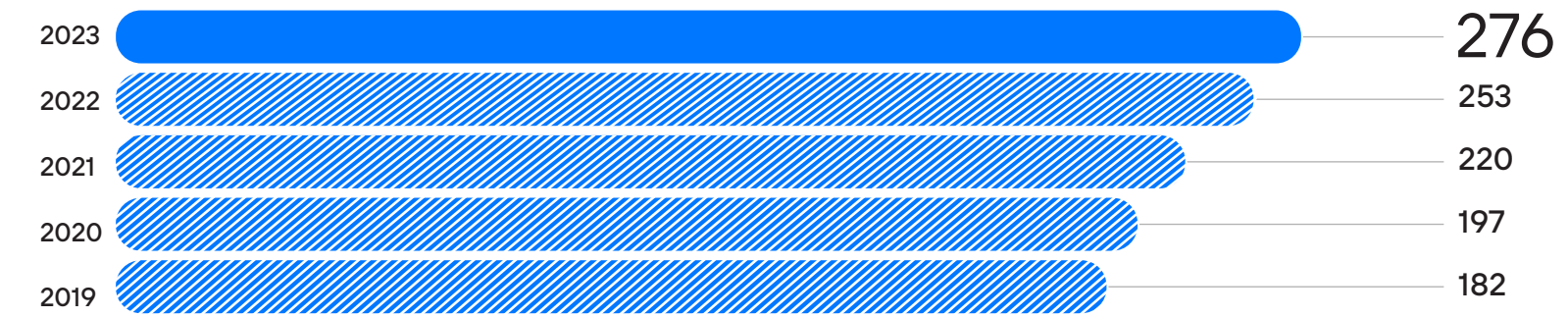2 Average hours of training per employee = Total hours of training provided to employees / Total number of employees.

Funds allocated for charitable projects, RUB mn

[203-1], [⤳⣥]

Charitable collections	2021	2022	2023
Charity[1]	55.8	157.2	466.1
Funds raised through VK Dobro	96.3	106.1	114.4[2]

Number of funds in VK Dobro, pcs

Year	Value
2023	276
2022	253
2021	220
2020	197
2019	182

VKontakte platform compliance report

[TC-IM-220a.4], [TC-SI-220a.4]

Indicator	Blocked on the subject of child pornography exploitation	Blocked on the topic of drug promotion and distribution	Blocked on the subject of suicide	Blocked on the topic of school violence	Blocked on the topic of violence against animals and humans	Blocked on the topic of threats, abusive language, bullying and hate speech
Content units, pcs.	1,991,765	26,329,503	800,760	142,605	1,688,221	171,908

Odnoklassniki platform compliance report

[TC-IM-220a.4], [TC-SI-220a.4]

Indicator	Blocked on the subject of child pornography exploitation	Blocked on the topic of drug promotion and distribution	Blocked on the subject of suicide	Blocked due to insults
Content units, pcs.	56,816	1,720	3,682	5,498,134

1 Data for 2021–2022 have been recalculated due to a change in the data consolidation contour.
2 Until 2023, funds of VK Dobro users were shown in this line. In 2023, these tables were updated to reflect new counting patterns that cover private donations of VK Dobro and those received through VK's corporate Code of Good fund.

Environmental responsibility

Energy consumption
[302-1], [TC-IM-130a.1], [TC-SI-130a.1], [🧍]

Indicator	Unit of measurement	2021	2022	2023
Energy consumption by data centres				
Electric power	million kWh	53.0[1]	53.7	59.7[2]
Heat[3]	Gcal	128	94	116
Diesel fuel	litres	7,979[1]	12,954	22,001[4]
Energy consumption by offices				
Electric power	million kWh	6.2	7.5	8.9
Heat[3]	Gcal	11,546	11,503	12,876
Diesel fuel	litres	14,926	14,044	25,594[5]
Total				
Electric power	**million kWh**	**59.2**	**61.2**	**68.6**[6]
Heat energy	**Gcal**	**11,674**	**11,597**	**12,992**
Diesel fuel	**litres**	**22,905**	**26,998**	**47,595**[4,5]

Effect from energy saving programmes[7]
[302-4]

Types of energy resources saved	Unit of measurement	2023
Electric power	kWh	15,615.7
Heat	Gcal	1,180.3

Water consumption, m³ [8]
[303-1], [TC-IM-130a.2], [TC-SI-130a.2]

Indicator	2019	2020	2021	2022	2023
Water consumption by data centres	1,878	1,489	5,391[1]	5,506[9]	3,268
Water consumption by offices	9,323	19,381	24,383	38,625[10]	42,874
Total	**11,201**	**20,870**	**29,774**	**44,131**	**46,142**

Data centre waste, tonnes
[306-1]

Indicator	2021	2022	2023
Hazardous	0	0	0
Non-hazardous	27.9	12.2	11.2

Office waste, m³
[306-1]

Indicator	2021	2022	2023
Hazardous	0	0	0
Non-hazardous	2,047	2,631	3,126

Data centre waste management, tonnes
[306-1]

Indicator	2021	2022	2023
Reuse	2.2	3.8	1.8
Recycling	25.7	8.4	9.4

Greenhouse gas emissions, tonnes CO_2-equivalent
[305-1], [305-2], [🧍]

Indicator	2021	2022	2023
Direct emissions, scope 1[11]	479	471	529
Indirect emissions, scope 2[12]	22,248[13]	22,848[13]	25,621

1 The data is adjusted for data centre consumption in the Leningrad region.
2 Data centre energy consumption figures for 2021–2023 increased due to data centre upgrades as well as system changes calculations. The growth of the indicator is also influenced by the increased load of data centres due to the increase in the audience of VK services and the growth of content consumption by users on VK platforms.
3 Figures for 2021–2022 have been changed due to recalculation.
4 The growth of the diesel fuel consumption indicator is related to the change in the approach to test launches of diesel generator sets. Also, the growth of the indicator The increased load on data centres due to the increase in the audience of VK services and the growth of content consumption by users on VK platforms.
5 The increase in water consumption is due to the increase in the corporate vehicle fleet to meet business needs and the inclusion of the data perimeter on to an automotive warehouse in Domodedovo.
6 The sum of electricity consumption is calculated with rounding of data centre and office electricity consumption figures.
7 From 2023, VK started to calculate energy consumption savings at its head office in Moscow (Skylight BC, Tower A). The measurement was made by comparing consumption in the base period (2021) with consumption in the reporting period (2023).
8 For 2023, the following data are presented: three offices in Moscow, three offices in Sochi, and three offices in other regions.
  Data for 2022: six offices in Moscow, three offices in Sochi, and two offices in other regions.
  For 2021, the following data are presented: five offices in Moscow, three offices in St. Petersburg and four offices in other regions.
  For 2020, the following data are presented: three offices in Moscow, three offices in St. Petersburg and six offices in other regions.
  For 2019, the following data are presented: four offices in Moscow, two offices in St. Petersburg and four offices in other regions..
9 The increase in water consumption is due to the hot long summer, which caused constant operation of the outdoor unit irrigation system air conditioning. The VK does not use natural gas, but the conversion results in 1 cubic metre = 9.45 kWh = 0.028 kJ, which means that the VK has received a would have so much energy in gigajoules if it consumed the described substance (gas, water, electricity, diesel fuel).
10 The increase in water consumption in VK's offices in 2022 is due to the increase in staff, the opening of new offices and the partial transition from the remote mode to hybrid and office mode due to the cancellation of COVID-19 restrictions.
11 Scope 1 emissions are direct emissions from sources owned or controlled by a company.
12 Scope 2 emissions are indirect emissions associated with the purchase of electricity, steam, or heat.
13 Greenhouse gas emissions for 2021–2022 were recalculated using updated ratios and adjusted source data.

Corporate governance

Gender composition of the Board of Directors

[2-9]

Indicator	2019		2020		2021		2022		2023	
	person	% of total	person	% of total	person	% of total	person	% of total	person	% of total
Men	9	90	9	90	8	80	7	70	7	70
Women	1	10	1	10	2	20	3	30	3	30

Structure of the Board of Directors by age, persons

[405-1]

- ● 35-45 years old
- ◐ 46-55 years old
- ◐ 55-60 years old
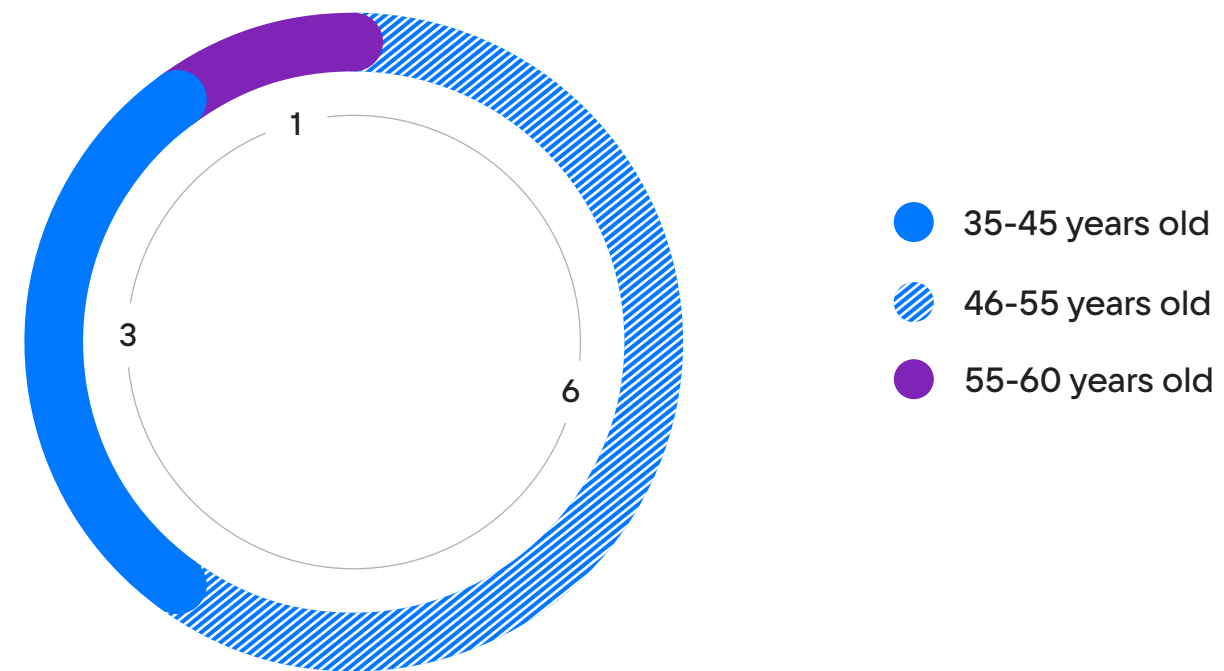
Length of service of directors on the Board of Directors, persons

[2-9]

- ◐ 1-3 years
- ● Ages 3-7