

**Summary data on the results of a special assessment of working conditions
in Ingka Centers**

Entity	Year	A special assessment of working conditions, workplaces	Classes of working conditions						
			one	2	3.1	3.2	3.3	3.4	4
Khimki Business Park									
LLC "Ingka Hanim Ltd."	2016	17	-	17	-	-	-	-	-
	2018	1	-	1	-	-	-	-	-
Khimki Business Park / Service Office									
LLC "Ingka Centers Rus Operation"	2016	44	-	44	-	-	-	-	-
	2017	49	-	49	-	-	-	-	-
	2018	8	-	8	-	-	-	-	-
	2019	3	-	3	-	-	-	-	-
	2020	132	-	132	-	-	-	-	-
LLC "Ingka Rus I"	2020	311	-	311	-	-	-	-	-
LLC "Ingka Centers Rus Property A"	2018	8	-	8	-	-	-	-	-
	2019	2	-	2	-	-	-	-	-
LLC "Ingka Centers Rus Property B"	2018	8	-	8	-	-	-	-	-
	2019	5	-	5	-	-	-	-	-
DC Esipovo									
LLC "Ingka Centers Rus Operation"	2018	10	-	9	1	-	-	-	-
	2020	9	-	8	1	-	-	-	-
LLC "Ingka Rus I"	2016	2	-	2	-	-	-	-	-
	2018	2	-	2	-	-	-	-	-
	2020	6	-	6	-	-	-	-	-