

2024

SDG Report



ABOUT THE REPORT

The SDG Report is an additional thematic report released annually by En+. This report outlines the numerous projects and initiatives En+ implements in order to support the Global UN SDG agenda.

It is equally important for En+ to respect national sustainable development priorities.

National Development Goals of Russian Federation (NDGs) are the country's strategic goals established within the framework of state policy that determine the long term social and economic goals. Each of the goals targets the well-being and quality of life of citizens.

CURRENTLY, THERE ARE 7 NDGS THAT FOCUS ON:

- POPULATION PRESERVATION, HEALTH AND WELL-BEING, FAMILY SUPPORT
- REALISATION OF HUMAN POTENTIAL, TALENT DEVELOPMENT, RAISING SOCIALLY RESPONSIBLE PERSONALITY
- COMFORTABLE AND SAFE ENVIRONMENT
- ENVIRONMENTAL WELL-BEING
- SUSTAINABLE AND DYNAMIC ECONOMY
- TECHNOLOGICAL LEADERSHIP
- DIGITAL TRANSFORMATION OF STATE AND MUNICIPAL ADMINISTRATION, ECONOMY AND SOCIAL SPHERE

The scope of this SDG Report is from August 2023 to August 2024, which allows us to publish information about the most recent projects.

The report is produced by the Sustainable Development Directorate of En+ Group.

Disclaimer: this report is not audited. Figures used in the report are those verified earlier in the year during the audit of our Consolidated Report.

This report discloses information about En+ Group contribution to achieving NDGs guided by the ESG Alliance standard for NDG disclosure.

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OPENING STATEMENT

Allow me to present En+ Group's sixth annual SDG Report.

It is through our understanding of our role and responsibility to all stakeholders, teams, local communities, customers and partners, shareholders and investors that we have solidified our position in the global market.

Our experience has proven that true progress is inextricably linked with environmental responsibility. Nature, our teams and local communities are key elements of a united ecosystem, which we strive to maintain and sustainably contribute to.

Our path to sustainable development is reflected by 9 UN SDGs, which we selected as priority ones after assessing the areas where we bear the most impact. We have made major commitments: significantly reduce our GHG emissions, completely eliminate the discharge of untreated wastewater and expand the use of renewable energy sources. We are particularly proud of our project to boost HPP efficiency – it is our proud contribution to the global climate agenda.

This report is more than a collection of numbers and achievements. This report highlights the achievements of our teams, their ideas, their work and desires to make the world a better place. This report is about our day-to-day efforts to bring about sustainable change.

Our work extends beyond production. We strive to be a catalyst for positive change in people's lives. By developing infrastructure, supporting education, culture, sport, and improving healthcare access we are helping our regions prosper.

In constantly changing conditions we not only adapt, but also try to stay one step ahead, offering innovative solutions for sustainable development. Our goal is to prove that economic success and care for our environment are both compatible and complementary targets.

This report is an invitation to dialogue and joint action. Together we can create a future we all want to live in.



VLADIMIR KOLMOGOROV
CEO, EN+ GROUP

ABOUT THE COMPANY

En+ Group is the largest independent hydropower producer and the largest low carbon aluminium producer in the world.

En+ Group acknowledges its responsibility to regions of its operations, advocates and takes care of the people, stakeholders and environment, and contributes to sustainable regional development. The Group follows and supports the UN Global Compact's Principles of sustainable development in all areas of its activities.

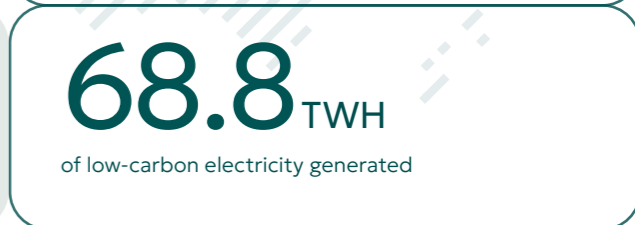
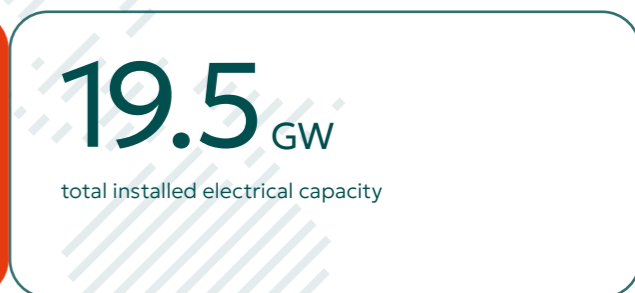
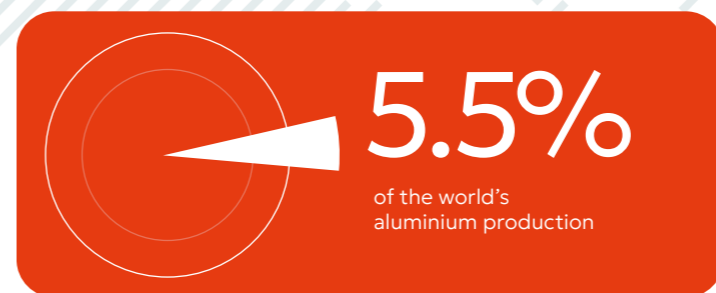
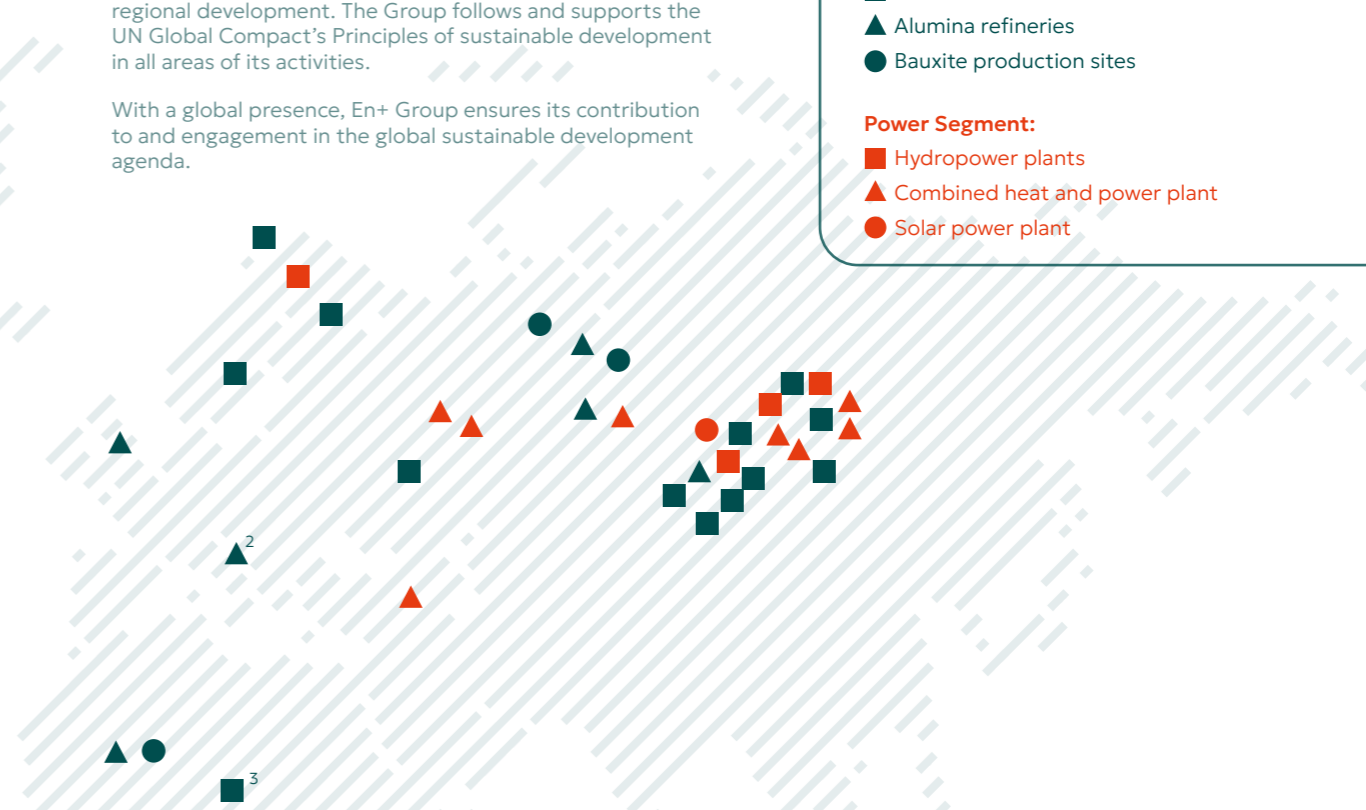
With a global presence, En+ Group ensures its contribution to and engagement in the global sustainable development agenda.

Metals Segment:

- Aluminium smelters
- ▲ Alumina refineries
- Bauxite production sites

Power Segment:

- Hydropower plants
- ▲ Combined heat and power plant
- Solar power plant



¹ En+ supports all 17 SDGs, however recognising the impact we bear on our communities, the Board of Directors has approved a set of priority 9 SDGs, whereby En+ Group bears the most impact. These are the SDGs reported on in this SDG Report

² Eurallumina in Italy has been mothballed

³ Alcon in Nigeria has been mothballed

SDG FOCUSED GOALS

EN+ STRATEGIC GOALS:

- + Achieve net zero GHG emissions by 2050
- + Reduce the average carbon intensity of electricity produced and consumed
- + Increase the use of energy from alternative sources by 2030
- + Improve efficiency of hydropower plants, increase generation of clean electricity by 2.5 TWh, prevent emissions of more than 2.5 mln tonnes of CO₂eq, per year from coal-fired power plants from 2025
- + Broaden the scope of partnerships and engage new scientific partners in R&D projects of particular interest to the Company
- + Reduce GHG emissions by at least 35% by 2035 (compared to the Group's GHG emissions in 2018)

- + By 2024, develop biodiversity programmes and action plans for pilot sites (three production sites in each segment)
- + By 2030, develop biodiversity programmes and action plans for Group facilities with identified biodiversity risks
- + By 2027, push the share of recirculating water supply in the production of alumina, aluminium and finished products to 100%
- + By 2030, eliminate the discharge of untreated wastewater generated by the Power segment
- + By 2030, streamline technological systems to minimise non-production water losses at the Power segment

- + By 2030, to ensure a phased reduction in the intensity of waste generation not subject to economic involvement and utilisation by at least 10% per tonne of metal and safe disposal of 100% of such in the Metals segment
- + By 2035, recycle or dispose of at least 15% of aluminium production waste and at least 95% of aluminum and silicon production waste
- + By 2035, involve in circular economy at least 50% of ash and sludge waste in the Power segment

- + Achieve zero fatal injuries and zero serious injuries related to production processes
- + Development of an additional company-wide OHS training system for all employee groups, including a revision of existing training programmes and the development of additional ones

- + Ensure that all communities in the regions where the Group operates benefit from the Group's presence
- + Establish close cooperation with local communities, government agencies and non-profit organisations
- + Allocate 100% of Group's social investments in the regions of operation based on measurable metrics derived from the Sustainable Cities Responsibility Index methodology by 2025
- + By 2027 eliminate 100% of all above-limit air emissions
- + By 2035, technical re-equipment of ash collectors at Novo-Irkutsk and Ust-Ilimsk CHPs and CHP-6
- + By 2035, provide a significant reduction in emissions of pollutants per tonne of aluminium, including total fluorides by 25%

- + Ensure a sufficient level of information disclosure

○ NDG symbol
□ SDG symbol

EN+ FOCUS AREA:

Climate leadership

Preserving and protecting ecosystems

Circularity and Waste management

Human development

Investing in sustainable living

Promoting the sustainability agenda

NDG:

Population preservation, health and well-being of people, family support

Realisation of human potential, talent development, raising socially responsible personality

Comfortable and safe environment

Environmental well-being

Sustainable and dynamic economy

Technological leadership

Digital transformation of state and municipal administration, economy and social sphere

SDG:



[→]

PRESERVING NATURAL HERITAGE

En+ Group acknowledges its responsibility for the environmental protection. Our business activities are guided by the principles of environmental protection and biodiversity conservation.



Our commitment to a modern and effective approach to biodiversity in the areas of potential impact is reflected in our Biodiversity Policy. The Policy sets out the Group's key principles, including promoting biodiversity conservation in all areas of responsibility and raising awareness among stakeholders. Implementation of the biodiversity policy and progress in this area is monitored by the Board of Directors.

In 2023, our Power segment launched the Corporate Biodiversity Conservation Programme for the Angara HPP cascade. The programme spans three major hydropower stations of the Group: Irkutsk, Bratsk and Ust-Ilimsk HPPs and aims to create a sustainable management system that addresses HPP operation's impact on biodiversity.



Photo by: D.D. Pavlov

PRESERVING BIODIVERSITY

A holistic, three-year Biodiversity Conservation Action Plan for the Angara HPPs was developed. This plan contains in-depth information concerning planned scientific research as well as specific indicator species requiring observation and support. Additionally, since 2022, detailed instructions for handling wild animals are in place on all company HPPs. All employees are familiar with the instructions, which are posted on information stands across the territories of En+ enterprises.

For more detailed descriptions of projects on biodiversity preservation, see:

- + Biodiversity Conservation Programme
- + Artificial spawning grounds
- + Support for public game wardens
- + Bird protection devices
- + Biodiversity monitoring of the Altay-Sayan ecoregion

PRESERVING FRESHWATER ECOSYSTEMS

En+ Group conducts environmental monitoring in its areas of impact, as well as across natural territories of high significance located in the regions of presence. The Group works hand-in-hand with key stakeholders, including government officials, research institutions, such as the Institute of Ecology and Evolution Problems of the Russian Academy of Sciences, the Institute of Water Problems Institute of the Russian Academy of Sciences, the Institute of Geography, Siberian Branch of the Russian Academy of Sciences, as well as with other non-profit organisations.

For more detailed descriptions of projects on freshwater preservation, see:

- + Monitoring on Timan Bauxite mine
- + Environmental monitoring of Lake Baikal
- + Monitoring in Baikal protected areas
- + Day without nets

CONSERVING BIODIVERSITY IN THE SUPPLY CHAIN

The Group strives to ensure that no negative impacts on society and the environment occur in the supply chain. Both Power and Metals segments verify suppliers at different stages of interaction through internal and independent external audits.

For more detailed descriptions of project on biodiversity in supply chain, see:

- + Biodiversity in supply chain



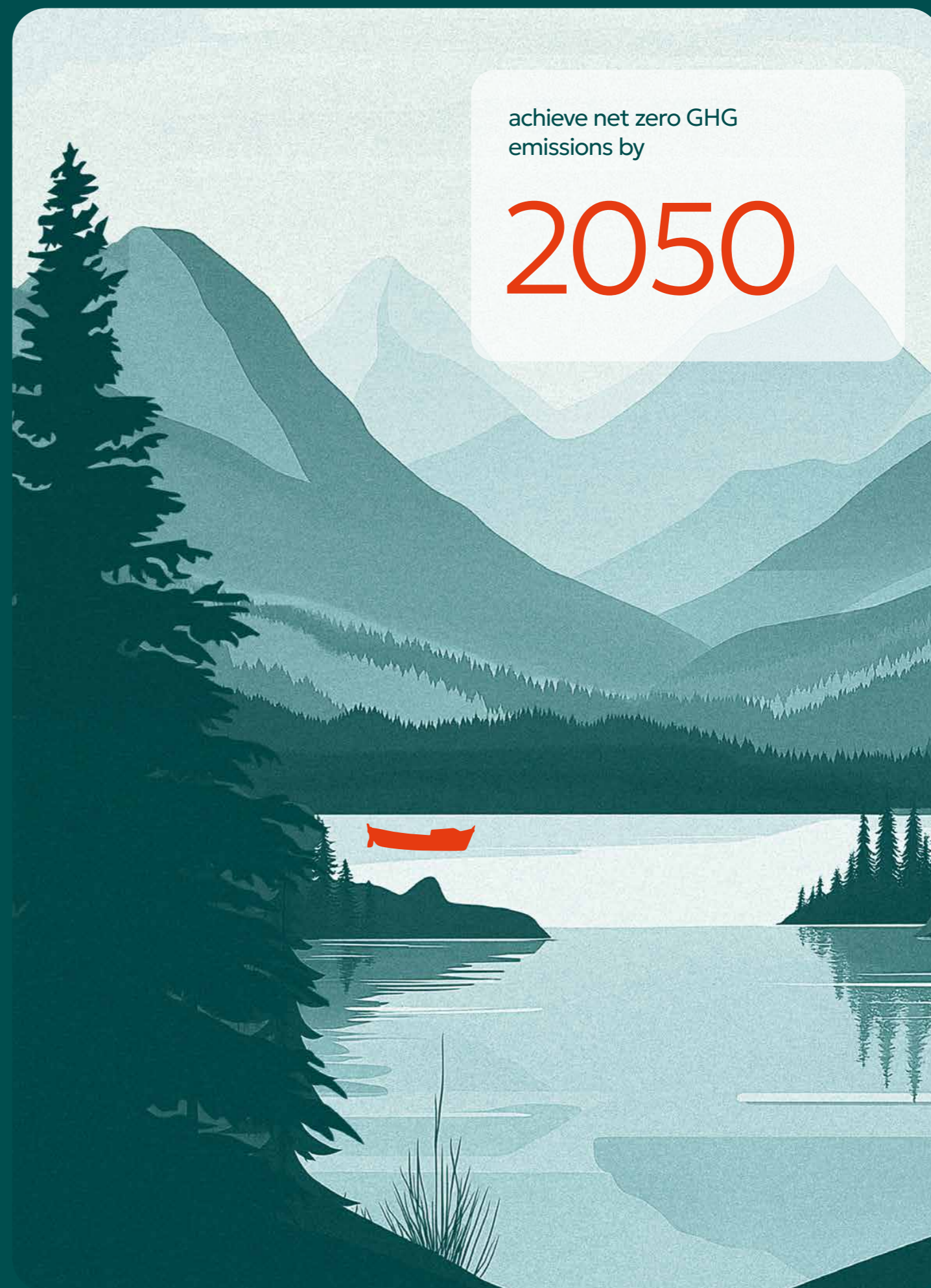
[1.0]



CLIMATE LEADERSHIP

Innovative developments to reduce greenhouse gas (GHG) emissions, support for renewable energy and energy transition, and a voluntary commitment to achieve carbon neutrality by 2050 are just part of En+ Group's contribution towards climate change mitigation.

At the same time, the Group is aware of the impact a changing climate has on our operations, which is why we annually update our assessment of climate risks, account for them in our business strategy and implement projects to ensure adaptation of our assets to the inevitably changing climate.



• THE FOLLOWING STRATEGIC GOALS HAVE BEEN SET BY THE GROUP

GOAL:	PROGRESS MADE BY THE END OF 2023:
<p>↓ 35%</p> <p>Reduce GHG emissions by at least 35% by 2035 (compared to the 2018 baseline)</p>	<p>1,8%</p> <p>GHG emissions in scopes 1, 2 and 3 (without compensation projects).</p>
<p>↓ 2050</p> <p>Achieve net zero GHG emissions by 2050</p>	<p>→</p> <p>En+ Group annually reports on progress in line with the decarbonisation roadmap. The status for 2023 is published on the Group's website.</p>
<p>↓</p> <p>Reduce the average carbon intensity of electricity produced and consumed</p>	<p>In order to achieve the target the Group is developing initiatives focused on bolstering the capacity of renewable energy production, executing energy efficiency schemes, and pursuing research to identify techniques for optimising load flexibility within a cluster of CHPs to leverage the advantages of combined generation more effectively.</p>
<p>↑ 2030</p> <p>Increase the use of energy from alternative sources by 2030</p>	<p>En+ Group's Metals segment has reached the target and continues to produce aluminium using carbon-free energy sources. The Power segment is increasing the production of electricity from renewable sources through improving the efficiency of existing HPPs, it is also formulating initiatives aimed at increasing the volume of renewable energy production (HPPs, wind power plants, solar power plants).</p>
<p>↑ 2.5 TWh</p> <p>Improve efficiency of HPPs, increase annual generation of clean electricity by 2.5 TWh and thereby prevent emissions of more than 2.5 mln tonnes of CO₂eq per year from coal-fired power plants from 2025</p>	<p>2.2 TWh</p> <p>Annual hydropower output surged by 2.2 TWh, leading to the decrease in annual emissions by 2.8 mln tonnes CO₂eq. This increase in hydropower production enabled the Group to partially replace the electricity generated by CHPs to meet the demand</p>
<p>↑</p> <p>Broaden the scope of partnerships and engage new scientific collaborators in R&D projects of particular interest to the Group</p>	<p>The Group builds partnerships with major National Research Universities, research institutes of the Russian Academy of Sciences, the Novosibirsk Scientific Cluster and research and industrial companies on issues of innovative sci-tech developments</p>

• ALIGNMENT WITH NDGS

• SDGS

<ul style="list-style-type: none"> ● Sustainable and dynamic economy ● Technological leadership 	
<ul style="list-style-type: none"> ● – NDG symbol 	<ul style="list-style-type: none"> ■ – SDG7 symbol ■ – SDG13 symbol

• KEY PROJECTS

<p>01</p> <p>Updated climate targets and roadmap of annual emission reductions developed for each segment</p>	<p>02</p> <p>Active development and application of technologies to capture GHG emissions</p>	<p>03</p> <p>Assessment of GHG emissions from HPP reservoirs in line with an internationally recognised methodology, confirming the low-carbon status of our hydropower</p>	<p>04</p> <p>HPP modernisation within the New Energy Programme</p>	<p>05</p> <p>Adaptation of the Angara HPP cascade to climate changes</p>
■ ●	■ ●	■ ●	■ ● ● ●	■ ●

• KEY ACHIEVEMENTS

81%	of all energy produced in 2023 was renewable	■ ● ●
3%	reduction in Metals segment gross GHG emissions across the three scopes compared to 2022 level	■ ●
5,948th GJ	saved as a result of energy-efficiency measures	■
12.9%	the intensity of specific GHG emissions from aluminium electrolysis decreased compared to 2014	■
49%	of the Power Segment's R&D investments were spent on renewable initiatives	■ ●

[1.1]

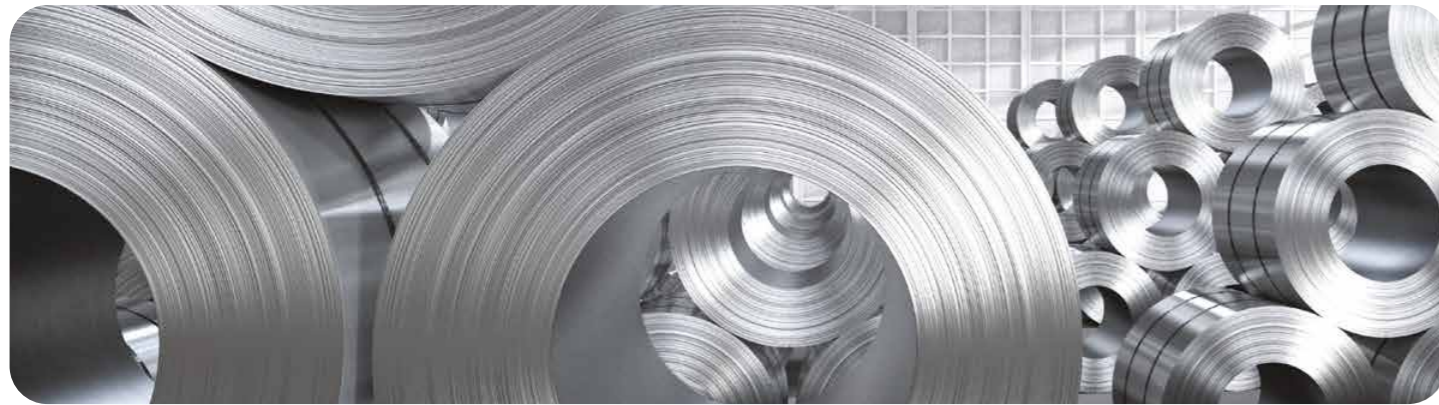
MARKET TRANSFORMATION TOWARDS LOW-CARBON

ALLOW

Today's aluminum industry consumes about 4% of the world's total electricity generation and depends significantly on fossil fuel-based generation with a high carbon footprint.

The Group's ALLOW brand aluminium, first launched in 2017, stands out for its carbon footprint, which is almost 6 times lower than the industry average. Its production is powered by the low-carbon energy generated by the Group's hydro-

power plants. Over the six years of production, sales of ALLOW have grown 10 times – up to 1.3 mln tonnes. As the world moves towards decarbonisation, RUSAL estimates that the demand for aluminum with a low carbon footprint could triple by 2030.



INERT ANODE

0.01 t CO₂eq/t of aluminium

ALLOW INERTA carbon footprint¹

The revolutionary decarbonisation solution for the aluminium industry replaces classic carbon anodes with new inert anodes that use inert non-consumable materials such as ceramics or allows. This technology reduces pollutants and completely eliminates GHG, polychromatic hydrocarbon, benzo(a)pyrene and sulphur emissions from the production process.

ALLOW INERTA is a proprietary aluminium brand of the En+ Metals segment, RUSAL, using this inert anode technology. Produced at the Krasnoyarsk Aluminium Smelter, ALLOW INERTA has been provided to customers since 2021. Testing of prospective constructions of electrolyzers with inert anodes continued at the pilot site of the smelter producing 767 tonnes of ALLOW INERTA in 2023.

China's major aluminium manufacturer Mingtai Aluminium was the first in the region to test ALLOW INERTA aluminium at its enterprise. The corporation intends to use it in the production of foil for electric vehicle batteries.

RENEWABLE ENERGY CERTIFICATES

Since 2020, En+ Group has been a leader and advocate for the renewable energy certificate and green power attribute market. During the operation of the I-REC system in Russia, En+ held 45% of the market.

Since 2023, En+ Group supplies renewable energy certificates through Carbon Zero, a voluntary mechanism. In 2023, En+ Group has supplied more than 46.5 million Carbon Zero certificates.

En+ Group's collaboration with Carbon Zero on the sale of renewable energy certificates has been recognised as a project supporting the achievement of SDG 7 by the UN Energy Compact.

Throughout 2023 En+ Group was actively involved in the development of the legislative framework regulating the operation of the national attribute generation and renewable energy certificate system.

In 2024, Krasnoyarsk, Irkutsk, Bratsk, Ust-Ilimsk HPPs obtained certification as highly qualified renewable energy units and joined the national attribute generation register, which shall keep record of all attribute generations.

46.5 MLN

Carbon Zero certificates were supplied by En+ in 2023



¹ ALLOW INERTA's carbon footprint has been independently verified by TUV Austria according to the requirements of ISO 14067:2018

[1.2]

SUSTAINABLE HYDROPOWER

NATIONAL HYDROPOWER SUSTAINABILITY ASSESSMENT METHODOLOGY

In 2018, En+ Group in cooperation with the Hydropower Association of Russia, initiated a project aimed at developing a national system for assessing hydropower compliance with sustainability criteria (Assessment System). The Assessment System contains criteria for assessing the performance of HPPs in the field of environmental protection, socio-economic responsibility, and corporate governance efficiency.

The Assessment System includes a methodology and rules of voluntary certification regulation. The methodology has been registered in Rosstandart in January 2024.

HPP ADAPTATION TO CLIMATE CHANGE, A FULL BASIN APPROACH



With Siberia's rapid climate change, the need to study and develop adaptation measures for the Angara HPP cascade is evident. The watershed of the Irkutsk, Bratsk and Ust-Ilimsk HPPs spans 1300 km from South to North. The climate is becoming more arid in the southern part of the basin, with prolonged periods of drought and rainfall in the northern part.

En+ Group in collaboration with the Water Problems Institute of the Russian Academy of Sciences and the Yu.A. Izrael Institute of Global Climate and Ecology developed a guide on HPP adaptation measures to climate change. It includes adaptation measures to the decrease in annual river flows, increased risks of floods and droughts, and increased fire risk. The findings were presented to the Irkutsk Region Authorities and laid the groundwork for regional adaptation projects of the Irkutsk Region.

NEW HPP CONSTRUCTION

Among the Group's strategic priorities for its development is the construction of small and large HPPs in Siberia: Krapivinsk (345 MW), Nizhneboguchansk (660 MW), Telmansk (450 MW), Moksk (1200 MW) Ivanovsk (210 MW).

Plans to put new HPPs into operation aim to support the achievement of the national goal for a net zero GHG emissions balance by 2060 and to reduce greenhouse gas emissions.

Plans for the above-mentioned HPPs have been developed, and all HPPs have been added to the official national list of prospective projects and have been included in the Russian General Plan of electricity generating facilities.

2.8_{GW}

total predicted installed capacity of new HPPs

NEW ENERGY PROGRAMME

New Energy is designed to more rationally channel water resources and boost HPP efficiency. The programme implies the modernisation of hydropower generation units and replacement of runners. Thanks to this, New Energy not only reduces greenhouse gas emissions, but also ensures the reliability of the entire Siberian energy system. New Energy is on track to generate at least 2.4 TWh more of low-carbon electricity, which in turn results in reduced amounts of fuel burning at coal-fired power plants in the region, thus annually preventing over 2.5 mln tonnes of CO₂e emissions, all with the same amount of water passing through the turbines.

The resulting decrease of coal-generated energy in the region also bears ecological benefits, resulting in a lower amount of ash and slug waste produced by the CHPs.

2.5_{MLN T CO₂eq}

Avoided GHG emissions from coal-fired generation

2.2_{TWH}

Increase in electricity production

In 2023, technical re-equipment of the hydro unit was completed at the Irkutsk HPP. One hydro unit at Bratsk HPP and two hydro units at Krasnoyarsk HPP with new runners were put into operation.

GHG INVENTORY OF HYDRO RESERVOIRS

The emerging scientific position is that hydropower plant reservoirs are capable of both emitting and absorbing GHGs. En+ Group conducted a large-scale expedition to measure emissions from its Bratsk, Irkutsk and Ust-Ilimsk HPP reservoirs. Measurements were conducted in line with international guidelines and methodologies. The results showed that emissions from En+ Group's reservoirs are lower than the global average.

In 2023, the results of GHG emissions from the Group's reservoirs were verified in accordance with the international standards and the low-carbon status of our hydropower was confirmed. Together with the Yu.A. Izrael Institute of Global Climate and Ecology, average coefficients of GHG emissions for the Russian Federation were calculated for reservoirs in boreal and temperate climatic zones.

Inventory of GHG emissions for the Krasnoyarsk HPP is planned for 2024 -2025.

[1.3]

GREEN ENERGY

SOLAR

En+ Group is committed to contribute to the global trend of low-carbon energy development.

Today, En+ Group's assets already include the Abakan solar power plant (SPP), with an installed capacity of 5.2 MW, which generated 6.0 million kWh in 2023. The Group plans to expand the Abakan SPP capacity to 25 MW. En+ Group is considering construction of new SPPs in the Krasnoyarsk and Irkutsk Regions, Republic of Buryatia and Transbaikali Krai.

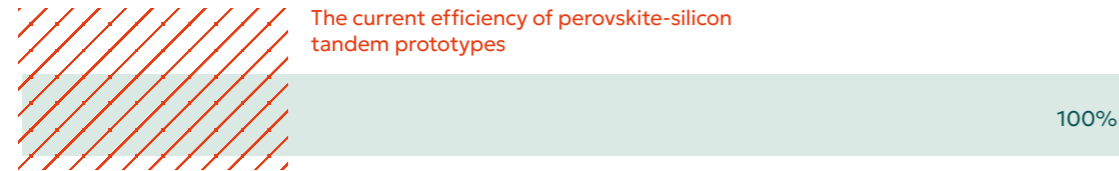
En+ Group continues its research projects in the solar energy field. The Group, together with leading research universities, is developing technology for creating perovskite-silicon tandems, has patented a vacuum layer deposition technology, and is scaling up cell production methods. In the future, this will significantly reduce the cost of solar panels and will contribute to the expansion of solar power generation.

+107 MLN KWH

planned additional generation through solar power plant expansions and constructions

18%

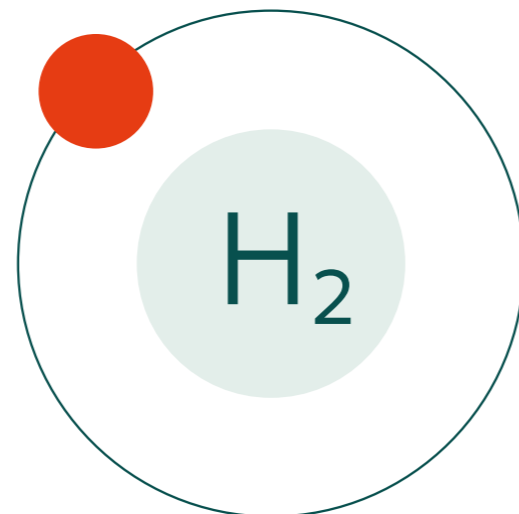
The current efficiency of perovskite-silicon tandem prototypes



2023

HYDROGEN

En+ Group understands the significance of hydrogen for the future of the energy sector. Today, En+ is a driver for the green hydrogen R&D and cooperation with leading research universities and other organisations. En+ Group cooperates with the Competence Centre of the National Technology Initiative and develops projects to support hydrogen energy. A project to develop infrastructure for hydrogen vehicles in Irkutsk and Krasnoyarsk is currently underway.



WIND

En+ Group is actively pursuing the development of new renewable generation in the Russian Far East. Currently, En+ Group is preparing to implement a wind farm construction project in the Amur Region with a potential capacity of 1 GW. An assessment and study of wind power capacity of the area, determination of parameters of wind power and determination of optimal financing options the project are underway.

The wind farm construction will be the largest investment project in the area, as capital investments are already estimated to be more than RUB 100 bn.

>100 BN RUB

capital investments into the wind farm construction project

1 GW

Potential capacity of wind farm in Amur Region



[1.4]

CLIMATE CAPITAL

AERIAL FOREST FIREFIGHTING

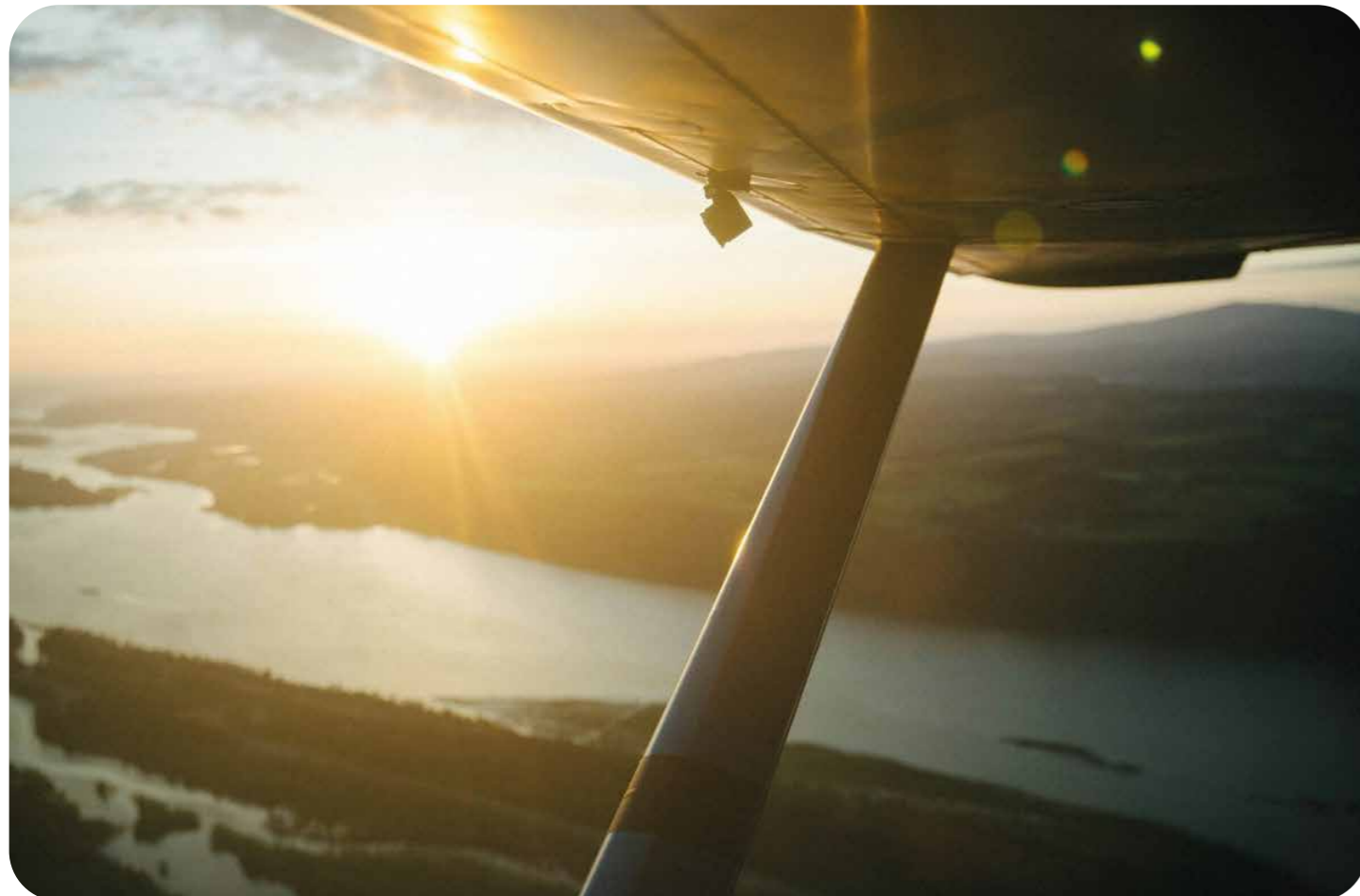
Aerial forest firefighting project covers the area of 505,000 hectares and is intended to prevent fires or accelerate their suppression. The project includes equipment acquisition, equipping the paratroopers, staff hiring and training. The project has been ongoing since 2019 in the Krasnoyarsk Territory.

In 2023, the project was included into the Russian carbon units registry and was recognised as the best climate project in the "Russian business leaders: dynamics, responsibility, sustainability" competition, as well as the best project aimed at climate mitigation and adaptation at the fifth All-Russian competition «Reliable partner-ecology».

In 2024, the project obtained verification of the first five-year implementation period of the climate project.

>1.35 MLN

carbon units issued to the Group's account in the carbon units registry



REWETTING OF DRAINED PEATLANDS

In 2023, the Metals segment of En+ Group, RUSAL, started working on a first of its kind climate initiative in Russia, focused on rewetting of previously drained peatlands in the Leningrad Region. RUSAL signed a collaboration agreement with the regional authorities and other partners.

The project adopts the methodology developed by the Y. A. Izrael Institute of Global Climate and Ecology. Among other benefits, the project is expected to reduce GHG emissions, contribute to biodiversity conservation and reduce the likelihood of peatland fires.

In 2023, RUSAL's experts visited the Dedovo Polye peatland, measured greenhouse gas fluxes, sampled peat and compiled botanical descriptions.

>9 t CO₂eq/ha

per year – expected reduction in GHG emissions from the rewetting of drained peatlands

REDUCTION OF EMISSIONS AT ALUMINA DIVISION

Another two climate projects aimed at improving the energy efficiency of heat generation and raw water treatment of the Ural Aluminium Smelter CHP were added to the Russian register of carbon units. The projects are being implemented in the alumina division, the most challenging area for emission reductions. The projects are intended for 14 and 10 years

and expected to result in the decrease of emissions by approximately 1 mln tonnes of CO₂eq. Technology-based climate projects also bear a positive contribution to the environment by reducing other pollutant emissions.

ENHANCING ENERGY EFFICIENCY IN ALUMINIUM PRODUCTION

In 2024, a climate project carried out at Bogoslovsky Aluminium Smelter was registered in the Russian carbon units registry. The aim of the projects is to increase energy efficiency of equipment which will reduce GHG emissions. Such as possible through reducing specific consumption of natural gas, electricity and water condensate used in alumina production within filtration and calcination unit at BAZ. Total GHG emission reduction will be 825,049 tonnes CO₂eq.

1.8 MLN

carbon units will be issued to the Group's account for projects in the Alumina and Aluminium Division

[2.0]

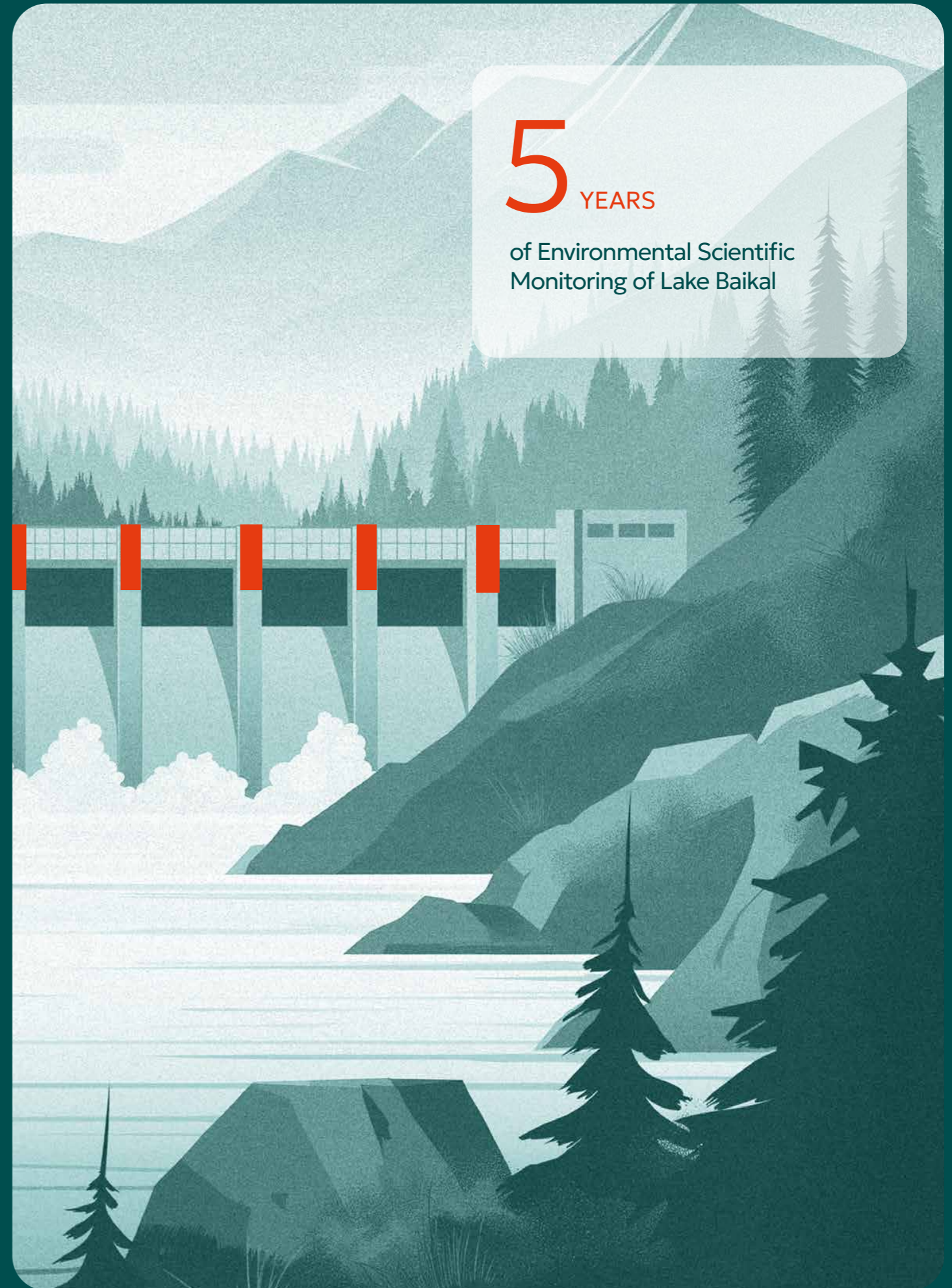


PRESERVING AND PROTECTING ECOSYSTEMS

En+ Group significantly contributes to the preservation and restoration of surrounding ecosystems in the regions of presence and strives to prevent and minimise the environmental impact of its operations.

En+ Group implements measures in biodiversity conservation and minimizing negative impact on water and land resources.

En+ Group ensures that stakeholders are heard, when it comes to the preservation and protection of ecosystems. En+ collaborates with local communities, government officials, research institutions, non-profit organisations, and supports environmental education of the communities.



• THE FOLLOWING STRATEGIC GOALS HAVE BEEN SET BY THE GROUP

GOAL:	PROGRESS MADE BY THE END OF 2023:
<p>↑ 2024</p> <p>By 2024, develop biodiversity programmes and action plans for pilot sites (three production sites in each segment)</p>	<p>30% 100%</p> <p>The Metals segment completed one of three project phases for each facility (30%). The Power segment has developed a biodiversity conservation programme and action plan.</p>
<p>↑ 2030</p> <p>By 2030, develop biodiversity programmes and action plans for the Group's facilities with identified biodiversity risks.</p>	<p>The Metals segment is assessing potential biodiversity impacts and reviewing ecosystem services for its ASI-certified facilities. In the Power segment, a Corporate Biodiversity Conservation Programme of Angara HPP cascade has been approved, the Group has kicked off work to preserve aquatic biological resources: an initiative supporting public fish game wardens in the Bratsk, Irkutsk and Ust-Ilimsk HPPs Reservoirs is on track. The artificial spawning grounds have been installed¹.</p>
<p>↓ 2030</p> <p>Eliminate the discharge of untreated wastewater generated by the Power segment by 2030</p>	<p>Projects related to the modernisation and construction of new treatment facilities for HPP generation, coal mining, and municipal wastewater treatment sites are at various stages of implementation. Ongoing efforts are also directed towards mitigating the risk of untreated wastewater discharges from heat generation facilities. The Group plans to conduct an inventory of other facilities and determine waste treatment objectives.</p>
<p>↓ 2030</p> <p>Streamline technological systems to minimise non-production water losses at the Power segment by 2030</p>	<p>→ </p> <p>Analysis is underway to explore avenues for optimising fresh water usage and minimising discharges</p>
<p>↑ 100%</p> <p>Push the share of recirculating water supply in the production of alumina, aluminium and finished products to 100% by 2027</p>	<p>91.9% </p> <p>The share of recirculating water in the total amount of water used for production was 91.9%</p>






¹ Progress made in 2024

• ALIGNMENT WITH NDGS

• SDGS

<ul style="list-style-type: none"> ● Environmental well-being ● Technological leadership ● – NDG symbol 	  <p>– SDG6 symbol – SDG15 symbol</p>
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• KEY PROJECTS

<p>01</p> <p>Monitoring of Baikal protected areas</p> <p></p>	<p>02</p> <p>Scientific monitoring of Baikal</p> <p></p>	<p>03</p> <p>Conservation of aquatic bioresources</p> <p></p>	<p>04</p> <p>Recycling water supply systems</p> <p></p>	<p>05</p> <p>Optimisation of technological systems to minimise discharges</p> <p></p>
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• KEY ACHIEVEMENTS

<p>5 YEARS</p> <p>of Environmental Scientific Monitoring of Lake Baikal</p> <p></p>
<p>77%</p> <p>Share of reused and recycled water</p> <p></p>

[2.1]

PRESERVING FRESHWATER ECOSYSTEMS

MONITORING ON TIMAN BAUXITE MINE

A study was conducted to assess the ecosystem impact of the projected facilities at the Timan Bauxite mine, located in proximity of the river Vym. Annual surveys of the river confirm that fish habitats remain undisturbed. The *Cottus gobio* species, listed in the Red Books of the Russian Federation and the Komi Republic, remains commonly found in the River. A high number of zoobenthos, a food base for ichthyofauna is also found in the river, indicating a healthy ecosystem.

At the same time, despite maintaining high water quality and sufficient food supply, there is a decline in the number of commercial fish species, such as whitefish, European grayling and salmon in the rivers of the region. Overexploitation is considered the primary cause of fish population decline. The specialists of the Institute of Biology of the Komi Republic suggested to restrict access to the Vym river and its tributaries for four years to prevent further fish degradation.

ENVIRONMENTAL MONITORING OF LAKE BAIKAL

The En+ annual scientific environmental monitoring expedition of Lake Baikal has helped to shape comprehensive measures aimed at protecting Lake Baikal.

Scientists from Lomonosov Moscow State University, Russian Academy of Sciences and Moscow Institute of Physics and Technology monitor the condition of the coastal waters of Lake Baikal to find threats to the lake's ecosystem.

According to latest reports, obtained during the expeditions, the most common source of pollution is leaks of domestic sewage from settlements, which carry nitrogen and phos-

phates-containing substances into the lake, thus increasing their concentrations. In addition, a high concentration of microplastic particles has been observed to enter the lake through untreated sewage (in the form of clothing fibres) and from illegal dumps and tourist sites (in the form of partially decomposed polymer products).

Due to the influx of high concentrations of pollutants from the Selenga flow, populations of the Baikal sponge and the gammarus crustacean are diminishing.

KEY RESULTS OBTAINED FROM EXPEDITIONS:

Scientific articles raising awareness of threats to the lake's ecosystem

Based on the scientific findings from the expedition, Republic of Buryatia justified the construction of sewage treatment facilities in a number of settlements located on the shores of Lake Baikal

Transboundary pollution control carried out on Selenga River in cooperation with local authorities

A bill to ban the sale of phosphate-containing household chemicals within the boundaries of the Baikal protected areas initiated and approved in the first reading

A bill banning the sale of single use plastic bags and cutlery on the territories surrounding Lake Baikal initiated and approved in the first reading



En+ cooperates with the Baikal Plastic-Free Alliance in order to support and unite efforts in preventing and tackling plastic leakages into the Lake Baikal ecosystem.

Today the Alliance unites almost 30 companies from various sectors. The members of the Alliance create and develop infrastructure for separate waste collection, hold educational events and support legislative initiatives, which will limit the flow of plastic into the Baikal ecosystem.

20+
COMPANIES
IN THE ALLIANCE

MONITORING OF BAIKAL PROTECTED TERRITORIES

The protected natural territories surrounding Lake Baikal play a crucial role in preserving the lake's ecosystem. The future of the lake heavily depends on the environmental condition of the landscapes surrounding Lake Baikal, therefore, the preservation of protected areas in their natural state seems to be especially important.

As part of this endeavour, a holistic programme was crafted to monitor shoreline ecosystems in the protected areas of Lake Baikal. It will allow organising measures for the conservation of biodiversity in general and rare species in particular, reducing the anthropogenic load on the natural environment and its pollution.

As part of monitoring efforts, the following measures have been proposed: biodiversity assessments, monitoring of the impact of water level fluctuations on shoreline ecosystems, assessment of pollutant concentrations in pine needles and snow, maximum tolerable tourist load.

This programme has resulted in a unified approach to assessment and reporting for the three key protected territories, which will help raise their contribution in data availability on the state of the lake.



WASTEWATER TREATMENT

En+ Group's operational demands necessitate significant water resources. Consequently, the Group continually improves water management efficiency by boosting the share of reused and recycled water and consistently enhancing wastewater treatment processes.

In 2024, En+ Group plans to put into operation treatment facilities for quarry, storm and melt water at Zaushlanskiy coal mining site. The treatment process will be carried out in three stages including ultraviolet disinfection. This will ensure compliance with all sanitary and environmental requirements applicable to the Baikal protected territories.

DAY WITHOUT NETS

Together with the Baikal Plastic-Free Alliance and the Federal Agency for Fishery, En+ Group organised its second expedition of the search and recovery of abandoned and lost fishing nets from the bottom of Lake Baikal.

During a week-long expedition with a total duration of 25 hours, a team of six experienced divers retrieved dozens of abandoned sunken nets from the lake's depths. The expedition was carried out on the ship with the use of special equipment: 2 submarine tugs and 3 paddle boards.

Sunken fishing nets cause harm to the lake's inhabitants. During one of the expeditions the team found a dead seal stuck in the sunken nets. The sunken nets become a source of microplastic, this microplastic is consumed by the aquatic life, accumulates in the organisms of fish and those animals

4.2

 KM

of nets recovered by divers from the bottom of Lake Baikal in 2024

>70

 SUNKEN NETS

found at the bottom of Lake Baikal in 2024

that feed on fish, as well as through the food chain gets into the human body.

In addition to the sunken nets, divers recovered 400 kg of trash from the bottom of the lake, including a camera lens, anchor and quadcopter.



[2.2]

PRESERVING BIODIVERSITY

BIODIVERSITY CONSERVATION PROGRAMME

Promoting the sustainability of ecosystems and preserving biodiversity is an essential part of En+ operations. Annually, En+ Group implements projects aimed to prevent, minimise, restore and compensate for impacts in accordance with the Biodiversity Policy.

To implement a systematic strategic approach in the Power segment, a Corporate Biodiversity Conservation Programme for the Angara HPP Cascade was developed covering the area of 8.5 million of hectares.

Guided by the international and Russian standards, the team of scientists identified animal and plant indicator species and formed a consistent and multi-stage approach to Programme implementation. In 2023-2025, large-scale field studies of the state of fauna and flora, identification of reference area, implementation of biotech events and cooperation with stakeholders are planned to be done. In 2026-2030, the monitoring system and assessment of the dynamics of indicator species status will be developing as well as implementation of additional biotech and other environmental protection measures.

ARTIFICIAL SPAWNING GROUNDS

Conservation of aquatic biological resources is an important area for En+ Group. Annually, both Group segments release juvenile fish species into the rivers on the territory of their presence.

As a part of Corporate Biodiversity Conservation Programme, En+ Group installed artificial spawning grounds in the bay of the Bratsk Reservoir. These measures are used to improve resting conditions for fish, which lay their eggs on last year's vegetation. It is especially important when water levels are low. Moreover, due to their construction, artificial spawning grounds minimise the negative effect of water level fluctuations and provide favourable conditions for incubation.

400

M²

of artificial spawning grounds in one of the bays of the Bratsk Reservoir were installed by En+ in 2024

This work has been done in collaboration with scientists, who determined the most accessible areas for spawning grounds installation, as well as conducted a quantitative and qualitative assessment of spawning stock and juvenile fish to analyse the effectiveness of the project.



BIODIVERSITY IN THE SUPPLY CHAIN

In 2023 the Group's Metals segment released its first voluntary Biodiversity Conservation Report. The Report has been prepared in accordance with the international standards and national regulations, which the Metals segment voluntarily follows. Apart from the information on land reclamation activities and cooperation with research institutes the Report includes information on biodiversity conservation in the supply chain.

The Group strives to cooperate with suppliers and contractors who follow the principles of environmental and social responsibility in their business activities. The Metals segment is developing a Supplier Code to ensure that counterparties are environmentally and socially responsible in their operations. It will reflect expectations from contractors and suppliers in the area of environmental protection and biodiversity conservation.

BIRD PROTECTION DEVICES

Power lines are spread over long distances and pass through various natural landscapes. This creates conditions for embedding facilities into ecosystems. Birds choose power line poles as resting, nesting, and hunting spots. To ensure the stability of the power grid and to protect birds from electric shocks bird protection devices are being installed. Today, several thousand devices have been installed on the Group's power grids.

In 2023, En+ Group installed approximately thousand bird protection devices on power line poles in the protected areas surrounding Lake Baikal. In order to increase the number of safe territories En+ has developed a programme for priority installation of bird protection devices in mass nesting areas till 2030. The programme was developed following consultations

with ornithologists, supervisory authorities and experts and takes into account the most important and relevant territories, including bird migration routes.

1,000

BIRD PROTECTION DEVICES

installed near Lake Baikal in 2023

BIODIVERSITY MONITORING OF THE ALTAY-SAYAN ECOREGION

Biodiversity monitoring is carried out in cooperation with Altay-Sayan ecoregion: the Shushensky Bor National Park, the Sayano-Shushensky Reserve, the Khakassky Reserve, the Pozarym Reserve.

In 2023, traces of 14 mammal species were found according to the results of winter trail records. A sharp jump in relative abundance was observed for all recorded species compared to 2022 due to high snow cover, high yield of Siberian pine fruits, berries and shrubs.

Long-term monitoring of the snow leopard population in the Altai-Sayan region is ongoing, which makes it possible to clarify the number and spatial structure of the species' population and effectively coordinate measures aimed at its conservation. Photo traps and satellite collars are used to track snow leopard movements. In 2022, there were six snow

leopards in the study area, by 2023 the population was estimated at nine.

The number of forest reindeer is being monitored, including expeditions to high-mountain areas. In 2023, camera traps recorded 157 species of forest reindeer. Other animals and birds are also recorded on the images in the area.

Animal populations are mainly affected by poaching, increased transportation accessibility, forest fires and logging.

SUPPORT FOR PUBLIC GAME WARDENS

Poaching is one of the key factors in reduction of fish populations in the Angara Reservoirs. Since 2023, En+ has been implementing a unique project for Russia to involve the community in the protection of aquatic biological resources in order to support the Federal Agency's for Fishery combat against illegal fishing. Public fish game wardens are trained in application of the law, provided with necessary equipment and supplies to identify offenders. En+ Group's support allows community inspectors to go on regular raids together with public game wardens and stop violations of environmental legislation.

Successful results of the pilot project in the Bratsk Reservoir in 2023 has become an incentive to extend this practice to the Irkutsk and Krasnoyarsk reservoirs in 2024.

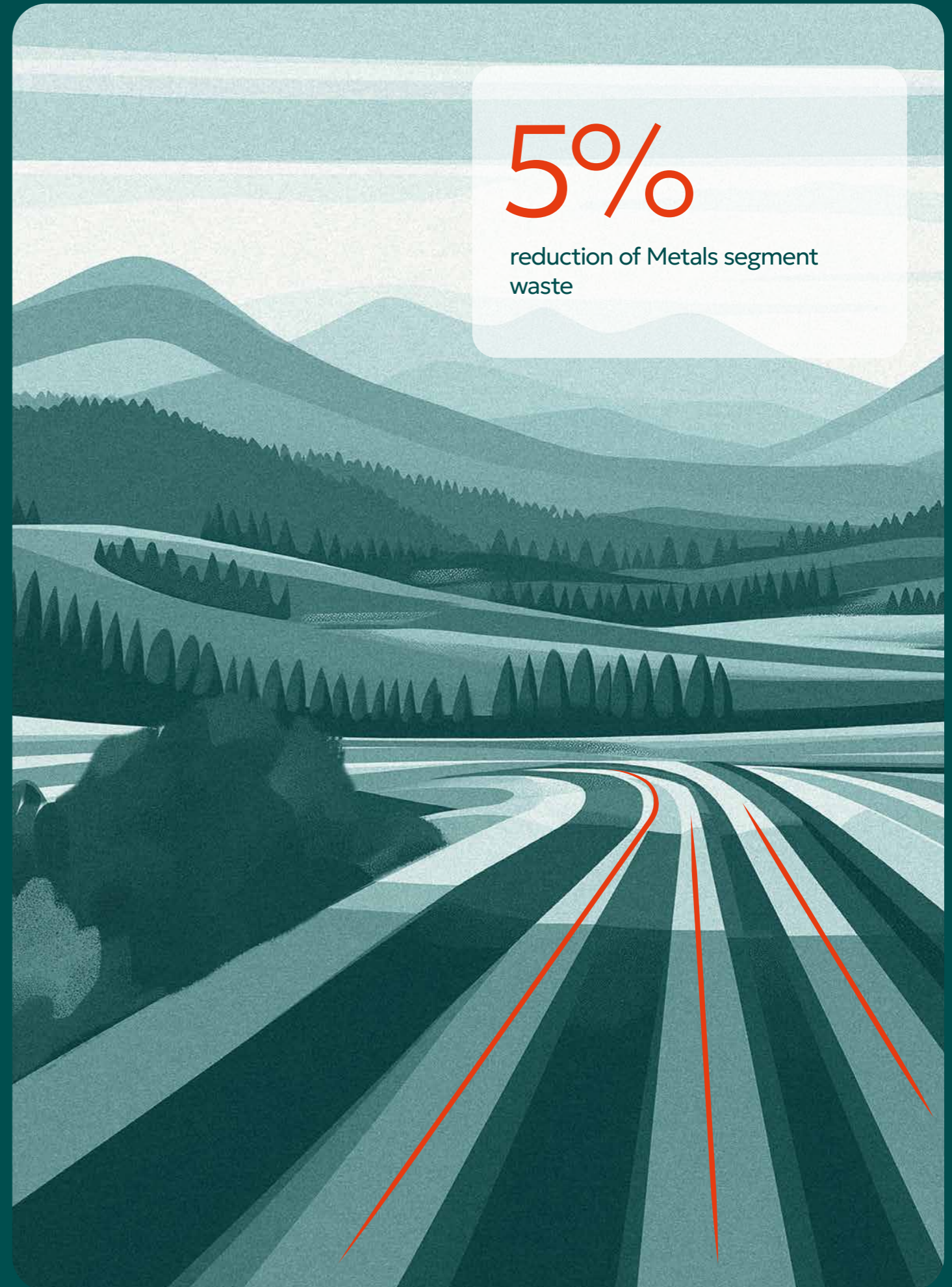
[3.0]



WASTE MANAGEMENT

En+ Group strives to minimise the negative environmental impact of their enterprises.
The Group's significant negative environmental impact comes from disposing of waste at its enterprises.

To minimise this impact the Group improves the environmental safety of its own waste storage and disposal facilities, regularly checks its enterprises, promotes separate waste collection across all locations.



• THE FOLLOWING STRATEGIC GOALS HAVE BEEN SET BY THE GROUP

GOAL:	PROGRESS MADE BY THE END OF 2023:
<p>↓ 2030</p> <p>Ensure a progressive reduction of non-recyclable and non-reusable waste generation intensity by at least 10% per tonne of metal, and safe disposal of 100% of such waste by 2030 in the Metals segment</p>	<p>→</p> <p>To ensure the safety of waste disposal a comprehensive inspection of hydraulic structures, sludge collectors and ash dumps was conducted</p>
<p>↑ 2035</p> <p>Put back to economic use or utilise at least 15% of alumina production waste and at least 95% of aluminium and silicon production waste by 2035</p>	<p>↑</p> <p>The Metals segment reused 1,516 th tonnes of red and nepheline slime and transferred another 344 th tonnes to external consumers. Advancements are being made in developing technology for producing scandium oxide from red slime</p>
<p>↑ >50%</p> <p>Involve in circular economy at least 50% of ash and sludge waste in Power segment by 2035</p>	<p>15%</p> <p>15% of ash and slag waste were involved in the circular economy: production of construction materials, road construction, landfill operation¹.</p>

¹ 48% Power segment reused for own needs

• ALIGNMENT WITH NDGS

• SDGS

<ul style="list-style-type: none"> Environmental well-being Technological leadership 	
<ul style="list-style-type: none"> - NDG symbol 	<ul style="list-style-type: none"> - SDG12 symbol

• KEY PROJECTS

01	02	03	04	05
Green office	Environmental safety of facilities	Sludge reuse	Ash and slag waste management programme	Land reclamation at our enterprises

• KEY ACHIEVEMENTS

5%	reduction of Metals segment waste (compared to the 2022 baseline)	
68%	total share of all waste utilised by En+ Group	

[3.1]

REDUCTION OF ECOLOGICAL FOOTPRINT

SAFETY OF RUSAL TAILING DAMS

RUSAL enterprises, which have their own disposal facilities, ensure their safe operation to prevent and minimise negative environmental impact. In 2023, a comprehensive inspection of hydraulic structures, sludge collectors and ash dumps was conducted. RUSAL also continued its increase and consolidation of sludge dump maps at the Ural aluminium smelter. The facility will correspond to the international requirements for providing environmental safety.

0 INCIDENTS

at sludge and ash dumps in 2023

LAND RECLAMATION AND PROCESSING OF BAUXITE RESIDUE

Bauxite residue, is a by-product of aluminium production and accounts for the majority of the total waste generated in the Metals segment. Among the Group's priorities is to develop advanced waste recycling methods across its enterprises to utilise the red mud, bauxite and nepheline ores in other sectors, such as cement production. We continue to develop new approaches for land reclamation. At the Aughinish alumina smelter, sand and bauxite residues are mixed with compost. This forms a fertile soil. Seeds of local plants are then planted in this soil, helping recultivate habitats and attract local animals and pollinators.

152 HA

reforested in 2023

In 2023, 11.8 mln tonnes of red mud was generated, of which 300.9 th tonnes were used within the Group's enterprises and 588.8 th tonnes were sold to third-party customers.

85.3 HA

of land reclaimed in 2023



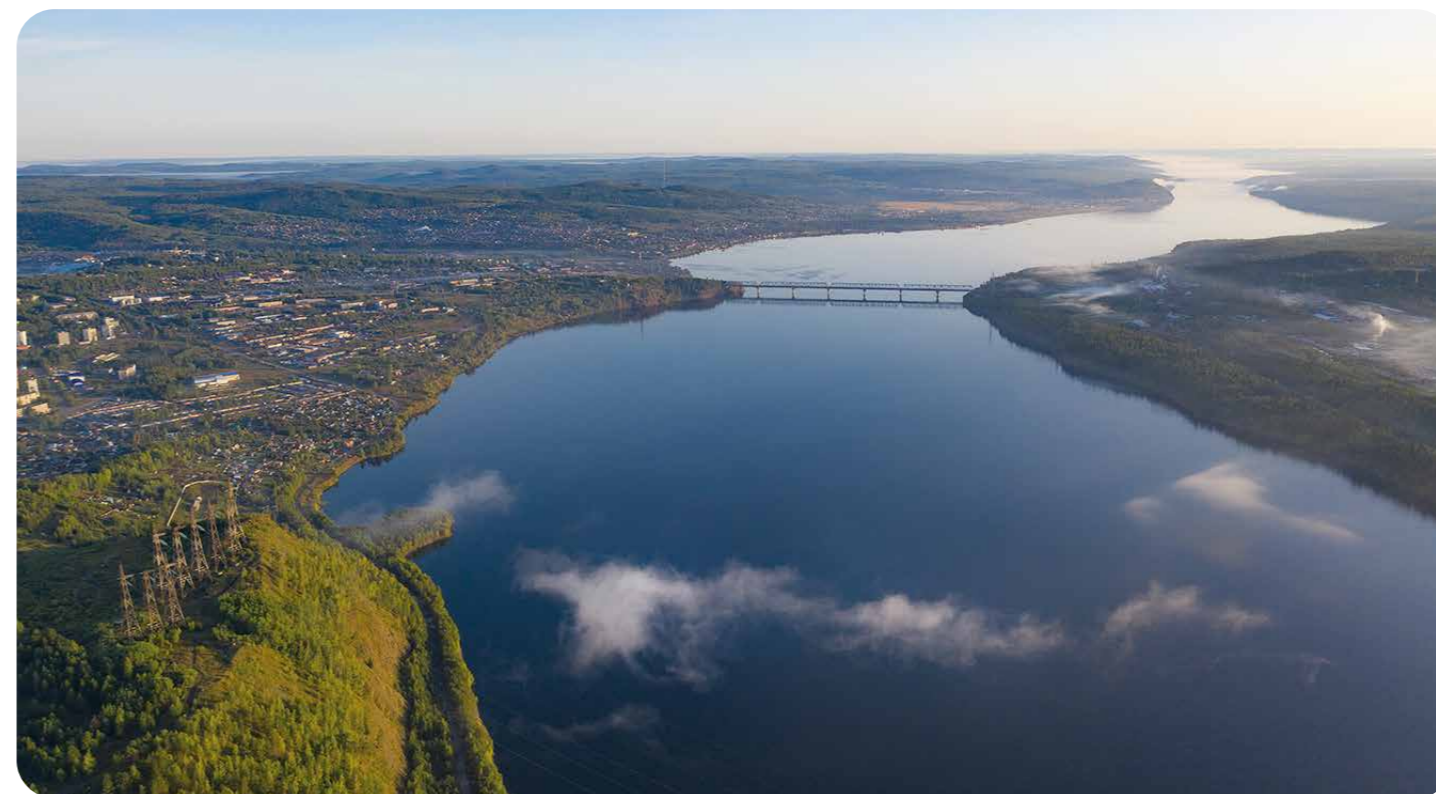
GREEN OFFICE

The Metals and Power segments strive to establish a comfortable and healthy work environment, thus minimising environmental impact and promoting a prudent use of natural resources. For this purpose, the Green Office initiative is being gradually introduced.

A pivotal element of the initiative is to ensure efficient separate waste collection and optimal utilisation practices. En+ Group employees regularly attend training sessions to learn about eco-habits and to better understand the importance of recycling and separate waste collection. Separate waste collection bins have been installed across En+, RUSAL, Irkutsk, Bratsk, Krasnoyarsk and Ust-Ilimsk HPP

offices, as well as across multiple CHPs. Both Group segments have also introduced electronic document management, which significantly reduces the amount of paper used by the Group.

Metal segment enterprises have organised the collection of rechargeable batteries and mercury lamps in sealed containers. In the head offices, 100% of lighting fixtures are equipped with LED lamps, which have a lower impact on the atmosphere and have a longer service life than their counterparts, and water meters installed.



RIVER DAY

RUSAL's annual eco-marathon is an event to clean up coastal areas of water bodies from waste, designed to draw people's attention to the problem of pollution of rivers and other bodies of water and promote responsible lifestyle. Volunteer teams organise clean-up days in coastal areas, where marathon participants clean the banks of rivers and reservoirs from garbage, take part in environmental quests and accompanying

classes (workshops and lectures on environmental topics). The waste collected is sorted and disposed of (i.e. recycled).

In 2023, the eco-marathon was held in 14 cities, where 2,000 volunteers collected 37 tonnes of garbage from the shores of reservoirs.

[3.2]

CIRCULAR ECONOMY

SUPPORTING OTHER INDUSTRIES THROUGH RECYCLING

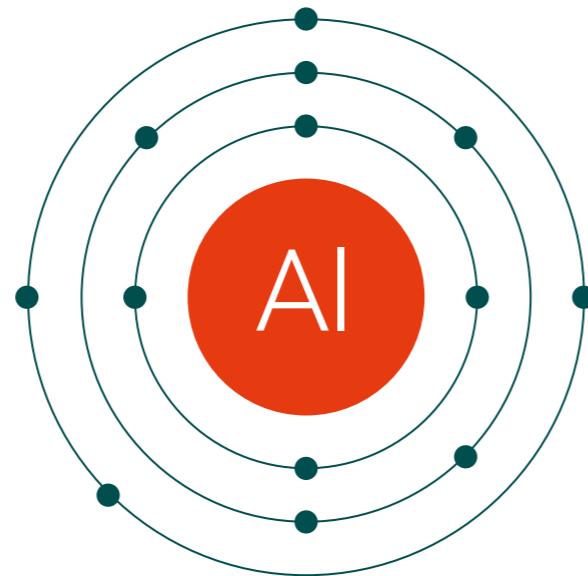
In the journey to implement the principles of a circular economy, the Group's Power segment prioritises ash and sludge waste utilisation projects. The waste generated by the coal-sets is used by the Group's enterprises, for instance, for land rehabilitation and reclamation, and is sold to other companies.

The Group has accumulated many years of experience in utilising ash and sludge waste in the production of various materials. For instance, cement and concrete produced with ash and sludge components can be used for road construction. Studies are underway to develop and further enhance utilisation of ash across other industries.

ALUMINIUM RECYCLING

Aluminum is a material that does not lose its value in the process of use. It is 100% recyclable, making nearly 75% of all aluminum ever produced still usable today. Since aluminum is strong, rust-free and corrosion-free, which reduces the need for replacement, it saves resources and reduces waste.

The Metals segment is implementing aluminum recycling projects and intends to invest in large-scale scrap recycling. In 2024, 60 tonnes of aluminium scrap were melted at Krasnoyarsk Aluminium Smelter by creating new jars of the same quality as the primary metal. Aluminium scrap for lithium alloy, which contains 20% of it, was produced for auto industry at the same smelter one year earlier.



up to
1,150 TONNES
increased recycling of secondary aluminum

ALUMINUM IS
100%
RECYCLABLE



[4.0]



HUMAN DEVELOPMENT

We believe En+ Group can bear great benefit in our regions of presence. Beyond provision of jobs with decent working conditions we strive to engage with local communities, support educational and medical initiatives, popularise environmentally responsible mindsets.

Guided by the UN Guiding Principles on Business and Human Rights, En+ Group tends to the welfare of our teams and their families, contributes to the well-being of local communities. We recognise our contribution to the development of corporate and local community culture is not only important for the development and prosperity of En+ Group but also for the regions of presence.



3 GOOD HEALTH AND WELL-BEING



8 DECENT WORK AND ECONOMIC GROWTH



almost

2 BN RUB


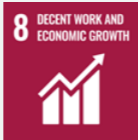
invested into educational programmes in 2023

• THE FOLLOWING STRATEGIC GOALS HAVE BEEN SET BY THE GROUP

GOAL:	PROGRESS MADE BY THE END OF 2023:
<p>↓ 0 CASES</p> <p>Achieve zero fatal injuries and zero serious injuries related to production processes</p>	<p>One fatal accident occurred at the Power segment and one at the Metals segment</p>
<p>→</p> <p>Develop an additional company-wide OHS training system for all employee groups, including a revision of existing training programmes and the development of additional ones</p>	<p>The Corporate University is on track to develop and revise existing training programmes</p>

• ALIGNMENT WITH NDGS

• SDGS

<ul style="list-style-type: none"> Population preservation, health and well-being of people, family support Realisation of human potential, talent development, raising socially responsible personality Sustainable and dynamic economy Digital transformation of state and municipal administration, economy and social sphere 	<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;">  <p>3 GOOD HEALTH AND WELL-BEING</p> <p>– SDG3 symbol</p> </div> <div style="text-align: center;">  <p>8 DECENT WORK AND ECONOMIC GROWTH</p> <p>– SDG8 symbol</p> </div> </div>
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• KEY PROJECTS

<p>01</p> <p>Provision of additional healthcare insurance, organisation of health resort treatment for employees and their families, parenting support</p> <p>■ ●</p>	<p>02</p> <p>Comprehensive project to develop and popularize skiing in the cities of responsibility</p> <p>■ ●</p>	<p>03</p> <p>Implementation of professional training programmes, discount higher education programmes for employees</p> <p>■ ●</p>
<p>04</p> <p>Realisation and support of projects for the students of universities and colleges</p> <p>■ ●</p>	<p>05</p> <p>Support of education in the regions of presence and development of educational infrastructure</p> <p>■ ●</p>	<p>06</p> <p>Establishment of Krasnodar Territory Digital Excellence Centre as a part of Professionalitet programme</p> <p>■ ●</p>

• KEY ACHIEVEMENTS

<p>10,064 PEOPLE</p>	<p>participated in corporate healthcare programmes in 2023</p> <p>■ ●</p>
<p>2,702 PEOPLE</p>	<p>are receiving support under corporate family and parenting support programmes</p> <p>●</p>
<p>96.6 TH RUB</p>	<p>average salary of employees</p> <p>■ ●</p>
<p>4,503 PEOPLE</p>	<p>participated in corporate non-state pension programmes in 2023</p> <p>●</p>
<p>~2 BN RUB</p>	<p>invested in educational projects</p> <p>■ ●</p>

[4.1]

SUPPORTING OUR EMPLOYEES

CORPORATE UNIVERSITY

En+ Group's Corporate University is the coordinator of training and development of personnel at all levels of the En+ Power segment. The Corporate university also oversees a built-up network of cooperation with schools, colleges and universities. Our own Corporate University is our strategic advantage and ability to respond to business requests in-house. In 2023, the University's portfolio grew by 11 remote learning courses, including courses on identifying and documenting instances of electricity usage for cryptocurrency mining, operational safety standards, and coaching. Six remote learning courses and webinars were updated, including those on leadership, time management, and mentoring.

Programmes for various audiences include:

- «Energy School» and «Energy Classes» for schoolchildren.
- «Professionalitet», «Professionals», «Energy Lab» for students.
- «Kommersant», «My Career 2.0» and «En+ Leaders» corporate development programmes for employees.

EMPLOYEE SOCIAL SUPPORT

En+ Group provides employees with a wide range of social programmes in beyond those provided for by law. All employees are provided with supplemental medical insurance, health resort treatment options, meal allowance and an opportunity for higher education at the Group's expense. En+ Group supports employed parents by providing support to large families, schoolchildren's parents and parents of children with special needs. Retired employees are entitled to partial compensation of health resort treatment costs.

Since 2022, En+ Group has been collaborating with the employee support centre – Dobroservis. The hotline is available for psychological and legal support as well as for personal financial advice.

EMPLOYEE HEALTH PROTECTION

En+ has initiated cardiovascular disease (CVD) prevention programmes across its medical units. By identifying CVD risk groups based on medical examinations and test results, employees at risk receive additional tailored health studies, treatment and preventive healthcare recommendations and ongoing monitoring to track their health.

En+ Group introduces the principles of healthy eating in its canteens taking into account the physical and mental condi-

tion of employees. The project encompasses four stages, from analysing the physical condition of employees to monitoring health indicators and dynamically evaluating the effectiveness of implemented measures. A large-scale study was conducted that revealed the number of workers with gastrointestinal diseases, overweight, unhealthy habits and other health issues. Based on the results, En+ Group's medical experts have designed multiple job-specific menus, which take into account, among other things, the impact of harmful production factors.

CONTINUOUS THERMAL MONITORING SYSTEM

A unique continuous thermal monitoring system was installed at the outdoor switchgear of the Irkutsk HPP. The development was based on a Russian-built platform and is unmatched in the country. The system warns the teams in advance when temperature anomalies at the switchgear and equipment approach critical temperature levels, which could result in emer-

gencies (such as fires). Now, HPP employees no longer need to conduct regular inspections of switchgear contact connections with thermal imaging cameras; the system performs this task independently online. Since 2024, the project has been expanding step-by-step to all outdoor switchgears across the Group's HPPs.

RUSAL QUARTER

Since 2020, the Group has introduced a housing programme with a minimal credit rate, no deposit, and co-financing of loan repayments, across 15 cities. The programme allows many employees to improve their living conditions. In seven cities RUSAL is building modern residential complexes, including apartment buildings with built-in commercial units and underground parking lots. In Achinsk, residential quarters will be divided into distinct private and public spaces. A main promenade will lead to a spacious square, where social life of the district will flourish. There will be walking paths, space for active recreation, sports and socialising for all residents.



WOMEN'S COUNCILS

There are women's associations at En+ Group's enterprises, which bring together our female employees, wives of our employees and retired female members of our teams. Women's Councils purpose is to involve women into the Group's work and social activities in the regions of presence, support social adaptation and assist in solving social problems

and enhancing women's involvement in regional development processes.

Moreover, Women's Councils are aimed at providing moral and financial aid to families, promoting a healthy lifestyle and helping animal shelters.

Over the past year Women's Council of the Krasnoyarsk HPP hosted number of activities for our employees and their families. There were master classes for employees' children on making New Year and Easter decorations, creative contests and exhibitions, career guidance excursion for high schoolers.

There are regular hikes around Divnogorsk and Krasnoyarsk, rafting on SUP boards and sport competitions in four sporting activities: darts, table tennis, weight-lifting, and ski racing.



[4.2]

CORPORATE CULTURE DEVELOPMENT

DIVERSITY IN THE WORKFORCE

We are committed to providing favourable working conditions to reveal the potential of each employee. En+ is focused on promoting diversity and gender-balanced within its workforce.

Women account for 28.4% of the total workforce. In 2023, 13,190 employees were hired, including 32.7% women, which is in line with the industry average.

En+ Group provides employment and professional development opportunities to people with special needs. In 2023, the headcount of such employees increased to 900.

33%

of the En+ Group Board of Directors is made up of women

We are aware of supporting parenthood and employees with many children. En+ Group partially covers the cost of vacation expenses for employees' children: camps, health resort treatment. En+ provides school kits as part of the annual Get a Child Ready for School campaign, as well as New Year gifts for employees' children. Furthermore, parents of children with special needs are entitled to a monthly allowance of RUB 10,000 per child until the child reaches the age of 18, along with reimbursement of preschool costs.

measure, a quarterly open-source review of all newly hired employees for potential conflicts of interest is conducted. En+ Group has developed procedures of identifying and investigating violations of business ethics. Corrective measures are carried out upon identification. In 2023, the Group's anti-corruption management system was independently assessed for compliance with ISO 37001:2016 criteria and the provisions of the Anti-Corruption Charter of Russian Business.

6%

share of employees in retirement age

CORRUPTION PREVENTION

En+ Group consistently improves and introduces new measures to prevent corruption. En+ Group has an electronic system for the annual collection of conflict of interest declarations, which helps the ethics specialists to identify potential conflicts of interest in the Group's subsidiaries and generate reports based on the declarations received. As an additional

AA+

class rating was assigned to En+ Group, indicating a high level of anti-corruption efforts

CORPORATE VOLUNTEERING

The volunteer movement development programme "Helping is Easy" is designed to enhance employee involvement in addressing social and environmental issues in En+ Group's cities of responsibility through participating in volunteer events and delivering own projects.

The programme provides for setting up an active corporate volunteer community on the Group's premises, arranging citywide volunteer and charity events, upholding employee initiatives, and training all those interested in volunteering and social design.

The programme comprises the following components: urban environmental campaigns to plant seedlings and clean up territories, social volunteering projects inspiring corporate volunteers to work with vulnerable groups, donor events and campaigns to join the bone marrow donor register, a grant competition for employees, and educational events.

4,489

employees of both segments participated in the corporate volunteer programme in 2023



[4.3]

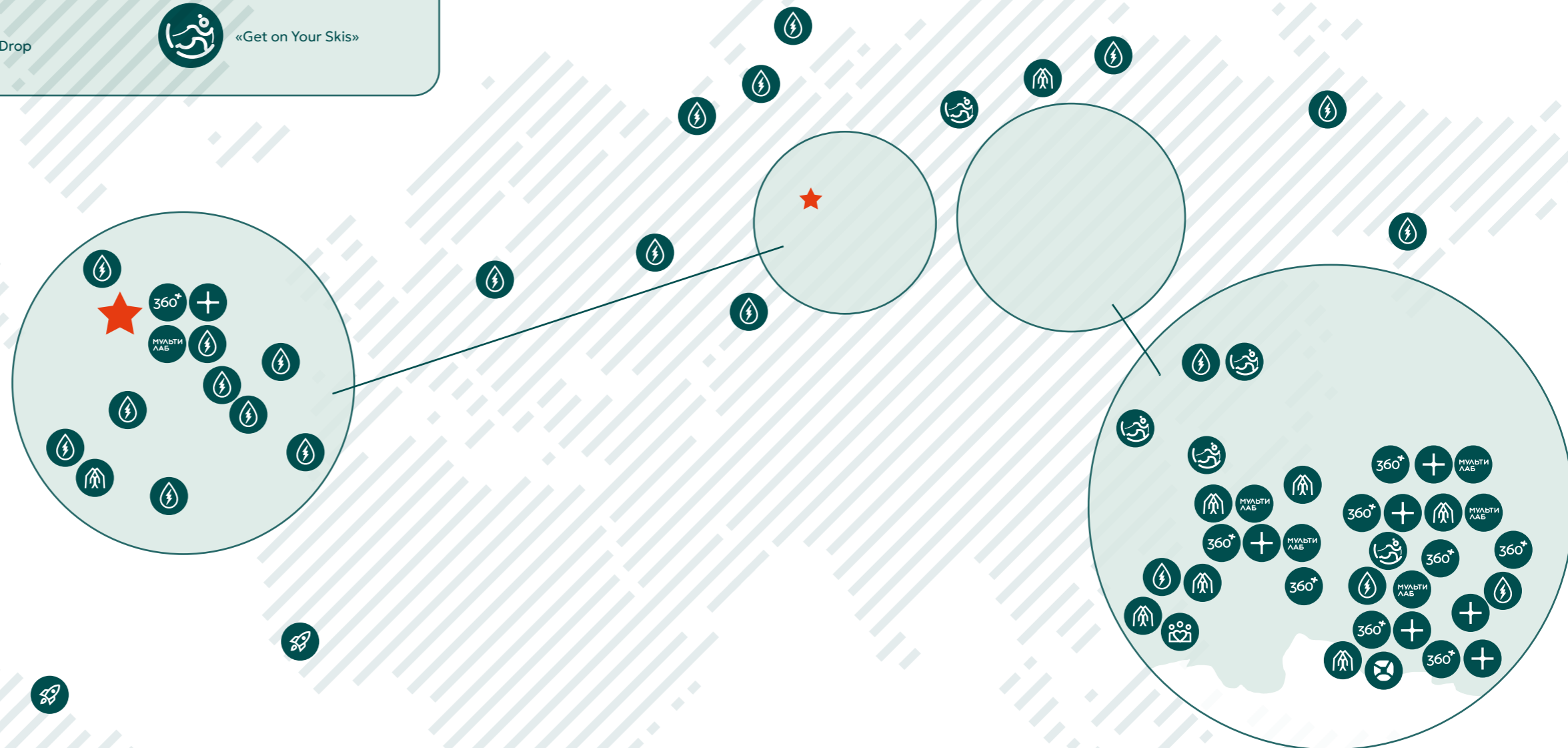
ENGAGEMENT WITH LOCAL COMMUNITIES

MAP OF SOCIAL PROJECTS

EN+ SOCIAL PROJECTS

- Project 360
- Scholarship for foreign students
- Robosib
- «Cities with a +» grant programme
- «Atmosphere» leisure and personal fulfilment centre
- En+ Multilab
- «Alternative Future» project with orphanages
- Energy in Every Drop
- «Get on Your Skis»

PROJECT NAME	LOCATION
Project 360	Bratsk, Divnogorsk, Irkutsk, Krasnyj Chikoy, Miass, Nizhny Novgorod, Severobaikalsk, Tulun, and Cheremkhovo, Ulan-Ude, Ust-Ilimsk
«Cities with a +» grant programme	Angarsk, Bratsk, Divnogorsk, Irkutsk, Nizhny Novgorod, Republic of Buryatia, Ust-Ilimsk
«Alternative Future» project with orphanages	Achinsk, Bratsk, Irkutsk and Taishet, Krasnoyarsk, Kamensk-Uralsky, Novokuznetsk, Sayanogorsk, Severouralsk, Shelekhov
Scholarship for foreign students	Guinea, Guyana and Jamaica
«Atmosphere» leisure and personal fulfilment centre	Sayanogorsk
Energy in Every Drop	Moscow and Moscow region, Yamalo-Nenets Autonomous District. Chelyabinsk, Irkutsk, Kaliningrad, Leningrad, Murmansk, Nizhny Novgorod, Omsk, Penza, Rostov, Sverdlovsk, Saratov, Sakhalin, Samara, Tyumen, Volgograd regions. Republic of Bashkortostan, Buryatia, Crimea, Karelia, Kabardino-Balkaria, Khakassia, Sakha (Yakutia), Tatarstan, Udmurtia and Belarus. Altai, Krasnodar, Krasnoyarsk, Stavropol territories.
Robosib	Irkutsk
En+ Multilab	Angarsk, Bratsk, Divnogorsk, Krasnoyarsk, Nizhny Novgorod and Ust-Ilimsk
«Get on Your Skis»	Khakassia and Komi republics, Irkutsk and Kemerovo regions, Krasnoyarsk territory



360+ PROJECT 360

Project 360 is one of the largest environmental volunteer initiatives in Russia. The Project's history dates back to 2011 when 100 employee volunteers gathered together to clean up the shores of Lake Baikal.

Over the years, thousands of volunteers, hundreds of organisations, and dozens of municipalities have joined the project. Apart from the annual large-scale clean-ups, Project 360 volunteers are engaged in installing eco-trails, planting trees, improving tourist infrastructure, and maintaining protected area.

>5,000

participants in 2023

100.8

TONNES

of trash collected and sorted
by volunteers in 2023

Additionally, Project 360 is simultaneously hosted as an online marathon designed for individuals seeking to adopt eco-friendly lifestyle. The Project is open to residents from all regions of Russia.

4.7 tonnes of trash collected and utilised since 2011.



+ «CITIES WITH A +» GRANT PROGRAMME

Our annual Environmental Grants programme, undertaken in 2020-2023 has undergone a transformation, focusing on support for sustainable city development in 2024. Over the past 4 years, experts have received 640 applications and supported 81 regional initiatives. Held in the cities of Group's responsibility in the field of ecology, society, education and recreation.

As part of the programme large-scale educational seminars were held as well as consulting support for their participants. This resulted in the significant improvement of project management skills and formation of sustainable communities of activists in the participating cities ready to implement large-scale projects were formed.

81 REGIONAL INITIATIVES WERE SUPPORTED

21 PROJECT RECEIVED FUNDING IN 2023

This year's winners include, among others, an art space on the shore of Lake Baikal for artistic workshops and installations, an inclusive recycling and upcycling workshop, art and architectural objects from pulp and paper waste.

50

MLN RUB

competition prize fund in 2024

«ALTERNATIVE FUTURE» PROJECT WITH ORPHANAGES

The Alternative Future project is aimed to shape a systematic collaboration with children in orphanages. Its goal is to help teenagers in difficult life situations to socialise and find their place in the adult world. Through role-playing games created by the intellectual partner, the Midday Social Development Fund, skills and competencies are developed. By the end of 2023, 246 kids and 93 corporate volunteers became

participants of the project. Volunteers held 53 role-playing games across 8 sponsored orphanages among adolescents aged 12-17. In addition, 128 children from orphanages took part in En+ Group's Metal segment's corporate volunteer events.

LEISURE AND PERSONAL FULFILMENT CENTRE «ATMOSPHERE»

In 2023, leisure and personal fulfilment centre "Atmosphere" opened in Sayanogorsk. Its purpose is to contribute to positive changes in the economic and social life of Sayanogorsk and improve the quality of life of its citizens, as well as to create a good-neighborhood atmosphere promoting self-realisation and personal growth of women.

A business forum held by the centre facilitated development of a number of professional communities, including psychologists, realtors, seamstress, stylists and teachers with 296 female members.

[4.4]

INVESTING IN EDUCATION

ENERGY IN EVERY DROP

As part of an umbrella programme to promote education across En+ Group's operating regions, the Group developed an educational and methodological course themed Energy in Every Drop. Schools from 38 regions have already joined the programme. The curriculum materials are publicly available and any school in the country can become a participant of the project.

The course, developed on the basis of robotics kits, introduces secondary school students to the basic principles of hydropower plant operation. With the help of robotics kits, the project participants simulate the operation of a plant and build a chain from generating electricity to supplying it to homes and social services.

Therefore, the course will draw attention to the power engineering profession and explain about it in an attractive and accessible format.

180

SCHOOLS

have already introduced the educational course on HPP operations

SCHOLARSHIP FOR FOREIGN STUDENTS

For over 10 years the Metals segment helps talented youth from Guinea, Guyana and Jamaica get higher education in leading Russian universities and return home with acquired specialisations and skills. Recently, Krasnoyarsk Medical University and College of Pharmacy have joined the list of educational institutions, which teach foreign students. The Group covers all expenses related to education, accommodation and transfer for the students, as well as pays them a scholarship.

Thanks to such support, the Group's regions of presence are replenished with highly qualified specialists and potential staff for En+ Group's local enterprises in West Africa and South America.

→ 134 students from Guinea and Jamaica were studying in Krasnoyarsk by the end of the 2023.

→ 10+ years support the local communities.

EN+ MULTILAB

Our Multilabs are modern centers for competence development, which are created on the basis of educational institutions. Multilabs are unique educational platforms for learning, development and communication of schoolchildren, teachers and local residents.

According to the competition rules, the winner receives a modern classroom with an ergonomic layout, equipped with all the necessary equipment to study new technologies such as robotics, electronics, 3D modeling, IoT, video production, programming, ICT and develop soft skills.

Specially designed for the project furniture and color scheme allow to create different variations of workspace: from group to individual. For instance, professional lighting and movie sets are provided for video production learning. The engineering design section is equipped with 3D printer, 3D pens and numerical control machine with specialised software.

ROBOSIB

Robosib is the largest robotics festival in Siberia, which supports the enthusiasm for robotics among talented youths. Annually, participants aged 4 to 18 solve urgent engineering and technical problems with the help of robotics.

The first ROBOSIB festival was held in 2013 in Irkutsk. Since that time it has been attended by approximately six thousand people. The winners have successfully represented Russia with dignity at international robotics competitions.

[4.5]

SUPPORTING ACTIVE LIFESTYLES

«GET ON YOUR SKIS»

En+ Group strongly promotes healthy lifestyles among its employees, their families, and local communities and has been implementing the «Get on Your Skis» sports project for 8 years now in the Irkutsk and Kemerovo Regions, Krasnoyarsk Territory, the Republics of Khakassia and Komi. The project promotes ski racing as one of the most accessible sports. The project is implemented jointly by the Power and Metals segments, with the support of the Russian Ski Racing Federation.

160

PEOPLE

from 15 regions participated in the final of the interregional championship in Kemerovo – a new project record

To create comfortable conditions for ski racing, En+ Group constructs and renovates ski tracks and facilities and supplies equipment for their maintenance. In recent years, the ski facilities at the Divnogorsk Technical College of Forest Technologies have been revamped.

For the second year we have been carrying out our project «Skiing at school» in the Irkutsk region, which implies acquisition of ski sets, drying units and snowmobiles. The lessons are hosted by certified coaches on prepared ski tracks in winter. As part of «Best ski coach of the year» competition, 25 winning ski-coaches received a full season scholarship from the project.



35

MLN RUB

invested into ski track renovations

BAIKAL-ENERGY BANDY TEAM

Bandy is one of the favorite sports of Irkutsk citizens, uniting fans of all ages, professions, religions and political views. Today, the Baikal Energy bandy team is a sporting symbol of Irkutsk. In 2024, the bandy team celebrates its 20th anniversary. En+ Group has been a proud main sponsor of this outstanding team for many years and in honour of the

anniversary has taken part in the designing of new uniforms for the players. The team regularly participates for national championships, in which they often win. In summer 2024, the team goes to the training camp and prepares for the first stage of Russian Cup.

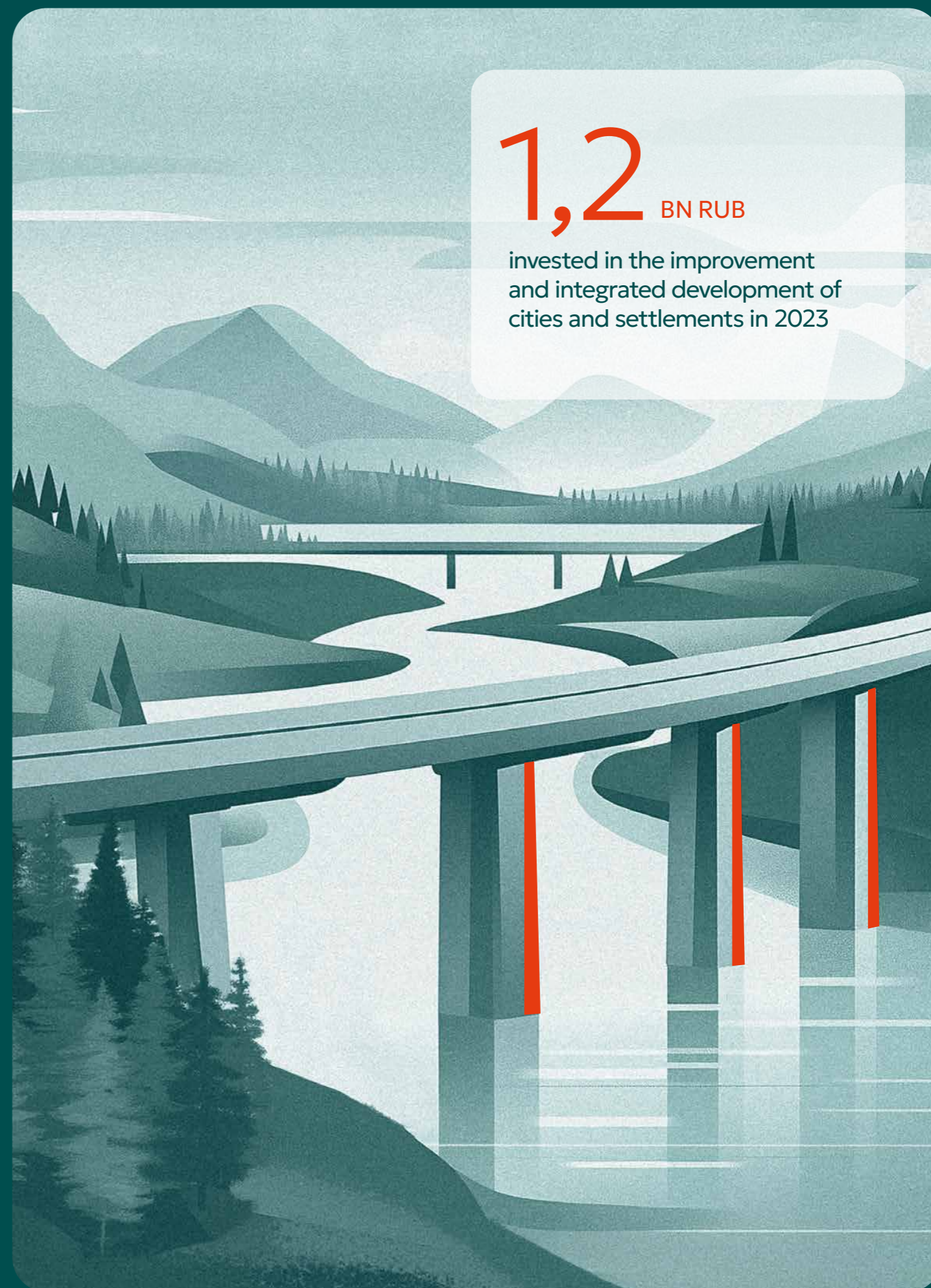
[5.0]



INVESTING IN SUSTAINABLE LIVING

En+ Group respects the rights of local communities and is committed to supporting their social and economic well-being. We focus on building close and mutually beneficial partnerships.

Our efforts to improve living conditions in the cities and towns contribute to achieving SDG 11, as well as the NDGs. Additionally, En+ creates jobs with decent working conditions, which positively affect the regional economy.






1,2

 BN RUB

invested in the improvement
and integrated development of
cities and settlements in 2023

• THE FOLLOWING STRATEGIC GOALS HAVE BEEN SET BY THE GROUP

GOAL:	PROGRESS MADE BY THE END OF 2023:
<p>↑</p> <p>Ensure that all communities in the regions where the Group operates benefit from the Group's presence</p>	<p>RUB 5.3 bn total social investments by En+ Group</p> 
<p>↔</p> <p>Establish close cooperation with local communities, government agencies and non-profit organisations</p>	<p>The Group implemented infrastructure projects through partnerships with local authorities, environmental projects in partnership with national parks, and social initiatives through partnerships with NGOs</p>
<p>↑ 2025</p> <p>Allocate 100% of Group's social investments in the regions of presence based on measurable metrics derived from the Sustainable Cities Responsibility Index methodology by 2025</p>	<p>→</p> <p>The methodology of the Local Community Life Quality and Sustainable Development Index has been incorporated into the Group's system for assessing, planning, and implementing social investments</p> 
<p>↓ 2027</p> <p>By 2027, reduce above-limit air emissions by 100%</p>	<p>→</p> <p>Modernisation of aluminium plants, installation of new gas treatment facilities and use of air pollution monitoring systems continue</p> 
<p>↓ 2035</p> <p>By 2035, provide a significant reduction in emissions of pollutants per tonne of aluminium, including total fluorides by 25%</p>	
<p>↑ 2035</p> <p>By 2035 achieve technical re-equipment of ash collectors at Novo-Irkutsk and Ust-Ilimsk CHPs and CHP-6</p>	<p>100%</p> <p>Installation operations for the electrostatic precipitators of boiler units 3 and 5 at CHP-6 are complete, as is the development of design documentation and delivery of core equipment for boiler unit 7 at CHP-6</p>

• ALIGNMENT WITH NDGS

• SDGS

<ul style="list-style-type: none"> Environmental well-being Comfortable and safe environment 	
<ul style="list-style-type: none"> - NDG symbol 	<ul style="list-style-type: none"> - SDG11 symbol

• KEY PROJECTS

<p>01</p> <p>Implementation of urban infrastructure development projects: city parks, improvement of electricity supply for local population</p> 	<p>02</p> <p>Participation in public-private partnership projects (co-financing of projects on improvement of public spaces, technical equipment and repair of road sections)</p> 	<p>03</p> <p>Holding a Grant Programme to support urban environment development projects</p> 	<p>04</p> <p>Technical re-equipment of ash collection plants</p> 	<p>05</p> <p>Modernisation of production facilities to reduce air pollution</p> 
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• KEY ACHIEVEMENTS

<p>1.2 BN RUB</p>	<p>spent on improvement and integrated development of cities and other settlements</p> 
<p>39 MLN RUB</p>	<p>invested into development of cultural infrastructure</p> 
<p>424.1 MLN RUB</p>	<p>spent on development of health care infrastructure</p> 
<p>11.1 BN RUB</p>	<p>invested in air pollution reduction</p> 

[5.1]

SUSTAINABLE AND CLEAN CITIES

SUSTAINABLE CITIES RESPONSIBILITY INDEX

The Group's Power and Metals segments implement social and infrastructure projects in the territories of their responsibility. The Group's activities have a direct impact on the sustainable development of these territories. To prioritise projects and evaluate their efficiency, the Group has created an analytical tool called the Sustainable Cities Responsibility Index. With its help, the Group makes a comprehensive assessment of the attractiveness of the regions where it operates for work and life, identifies the most pressing problems, and sets goals for the development of local communities and robust engagement with municipal authorities.

The tool's methodology includes 12 areas of quality of life based on 66 quantitative and qualitative indicators.

100%

of social investments by 2025 will be based on measurable Index indicators

RESPONSIBLE TOURISM IN THE BAIKAL REGION

The mission of tourism in the Baikal region is to create an experience which makes visitors eager to return. This can be achieved through the use of modern ecological infrastructure and unique tourist routes. The aim is to highlight historical, cultural, natural and recreational potential of Siberia and Lake Baikal. We consider it important to collaborate with the

Russian Hotel Association to create an ecological classification system for hotels in the Baikal region. We encourage all hotels in the Baikal natural territory to pursue training and certification according to this new system.

EV CHARGING STATIONS

En+ Group develops a network of electric charging stations in the regions of its presence: Irkutsk Region and Krasnoyarsk Territory. Today, electric charging stations cover the entire route of the Irkutsk Region, including sections of the Baikal and Siberia federal highways. In total, since 2020, when the first stations were opened, over 530,000 kWh of electricity

19

electric charging stations set up by En+

has been consumed with 260,000 kWh in 2023. More than 1.5 thousand people became new customers. Due to the growing popularity of charging stations, it is planned to install additional ones.



GREEN WAVE

The Green Wave is a volunteer campaign focused on the improvement and greening of public spaces in the territories of responsibility of RUSAL and En+ Group by corporate volunteers, active citizens and representatives of municipal and non-profit organizations. The Green Wave eco-marathon is being implemented within the framework of SDG11 and the federal Forest Conservation project of the national Ecology Project.

Sites for the Green Wave campaign in various cities are selected, considering the indicators of Sustainable Cities Index, developed in 2022. A landscaping plan is being developed for each territory, taking into account plant survival, recommendations from ecologists and landscape designers.

As a result of the campaign, 2,200 trees and shrubs were planted in 18 cities by 1,240 volunteers in 2023.

1,240

VOLUNTEERS

planted 2,200 trees and shrubs across 18 cities in 2023

«CLEAN AIR» FEDERAL PROJECT

En+ Group acknowledges its environmental responsibility and constantly improves environmental performance at its enterprises. Our enterprises in Krasnoyarsk, Bratsk and Novokuznetsk take part in the Clean Air federal project aimed at reducing emissions and improving air quality. Efforts to reduce emissions include modernising aluminium smelters at the Metals segment and installing dust collection equipment at the Power segment.

Other measures undertaken by the Group include: installation and upgrade of gas cleaning units and electrostatic

more than

99.5%

fluoride hydrogen and solid fluorides are captured by the gas purification system

16.6%

reduction of intensity of air emissions per revenue (mn RUB) in Power segment compared to 2021

precipitators, modernisation of gas purification systems, fitting out fixed sources with automatic emission control and accounting systems. Our Metals segment continues to transfer capacity to more environmentally friendly raw materials and stimulates the development of innovative projects in this area.

[5.2]

RESTORING CULTURAL HERITAGE

HISTORICAL ROUTE

En+ Group is restoring a number of cultural heritage sites located in the Slyudyanka district of the Irkutsk region, 80 km along the Circum-Baikal Railway. These objects are part of the world-famous Circum-Baikal Railway route, a federally

protected cultural heritage site built between 1902 and 1916, stretching from the Baikal to the Slyudyanka railway stations. The Circum-Baikal Railway includes 745 sites spread across its 96 km long main line.



TRADITIONAL BATHHOUSE IN IRKUTSK

En+ Group is completing one of the most ambitious urban development projects in Irkutsk - the renovation of the Kurbatov and Rusanov baths. The legendary baths appeared thanks to Vladimir Sukachev, a public figure, philanthropist and one of the most famous and honoured mayors of Irkutsk. A few years later, the mayor granted it to Nikolai Kurbatov and

Grigory Rusanov. The bath complex was very popular among Irkutsk citizens before the Russian Revolution and during the Soviet period. In the 1990s, while the baths were not in operation, the building was almost entirely destroyed. The 5-star Grand Hotel Spa Irkutsk with 104 rooms, a restaurant, a spa complex has been opened on this historical location in the summer of 2024.

opening a 5-star hotel with

104 ROOMS



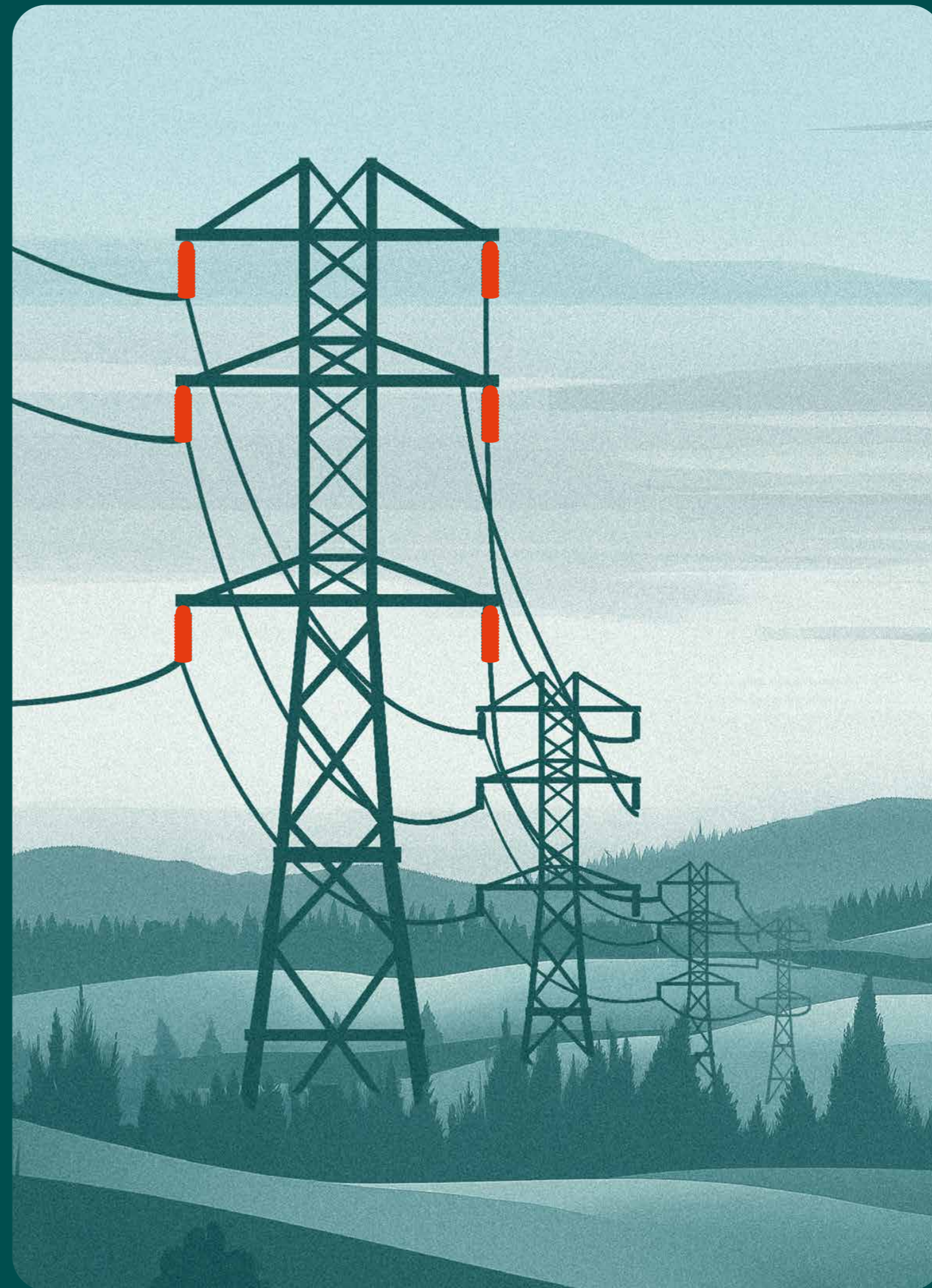
[6.0]

COLLABORATION AND PARTNERSHIPS

En+ Group actively promotes corporate engagement in sustainable development and contributes to the advancement of both national and international sustainability agendas.

An important part of strengthening global and national partnerships for sustainable development is the Group's participation in associations, initiatives and projects at both international and national levels.

En+ Group strives to achieve several objectives: seize all opportunities for mutually beneficial partnerships, advocate for greater stakeholder engagement in achievement of the SDGs, amplify individual efforts in support of sustainable development through strong and ambitious partnerships, maintain respect for all parties, and prevent or manage conflict through cooperation.



● THE FOLLOWING STRATEGIC GOALS HAVE BEEN SET BY THE GROUP

GOAL:	PROGRESS MADE BY THE END OF 2023:
<p>↑</p> <p>Ensure a sufficient level of information disclosure</p>	<p>En+ Group has delivered an adequate level of disclosure</p> 

● SDGS



17 PARTNERSHIPS FOR THE GOALS

■ – SDG17 symbol

● KEY PROJECTS

01	02
Stimulating effective partnership	Supporting partner projects
■ ●	■

● KEY ACHIEVEMENTS

5 EVENTS	National and world level events on sustainable development issues were held with participation of En+ Group
A RATING	ESG-rating «A» (very high level of compliance with sustainability interests) by Expert rating agency
One of the leaders in the ESG ranking of Russian industrial companies by NRA	Third round finalist of the Responsible Business Leaders national award
Winners of the category «For Environmentally Responsible Business» of the All-Russian RSPB competition «Business Flagships: Dynamics, Responsibility, Sustainability - 2023»	Leader of the award «For Contribution to Achieving National Goals» of the ECG-rating of Russian business

● OUR STAKEHOLDER GROUPS AND OUR MEANS OF INTERACTION INCLUDE:

<p>→ Associations and initiatives</p> <ul style="list-style-type: none"> Regular meetings and communication Discussions concerning plans and joint resolutions Annual Reporting Engagement in working groups and committees Advocacy efforts Participation in national and global conferences Co-hosting of events 	<p>→ NGOs and Local Communities</p> <ul style="list-style-type: none"> Participation in relevant forums and conferences Information provision Required disclosures via the Group's reports Annual community surveys Hosting of relevant, public events Grant competitions to support local initiatives Annual public discussion of Sustainability report
<p>→ Customers and suppliers</p> <ul style="list-style-type: none"> Regular meetings Participation of the Group in relevant forums and conferences Audit of financial, tax and reputational status of suppliers, mandatory technical audit Information provision 	<p>→ Metal and Stock Exchanges</p> <ul style="list-style-type: none"> Participation in meetings and joint discussions Participation in relevant conferences and forums Information provision Submission of regular reports on the Group's activities
<p>→ En+ employees</p> <ul style="list-style-type: none"> Intranet portal for the employees Staff satisfaction surveys Corporate Hotline (the Signal hotline) Contact with Workers Committees and Unions Ethics Officers across the Group's facilities Regular open discussions with Group leadership Provision of social benefits and healthcare Housing support (both construction of housing and mortgage aid) Employee training 	<p>→ Rating Agencies</p> <ul style="list-style-type: none"> Information provision Required disclosures via the Group's reports Official press releases
<p>→ Government authorities</p> <ul style="list-style-type: none"> Providing access and required information to the supervisory authorities Email communication, official letters 	<p>→ Shareholders and Investors</p> <ul style="list-style-type: none"> Regular communications Publication of mandatory periodic reports Official press releases on various events Mandatory information submissions

[6.1]

ADVOCACY

KEY STAKEHOLDERS

- National ESG Alliance
- UN Global Compact
- Business 20 (B20)
- BRICS Business Council
- Baikal Plastic-Free Alliance
- International Chamber of Commerce (ICC)

GOALS

- ADVANCE THE CORPORATE SUSTAINABILITY AGENDA NATIONALLY AND INTERNATIONALLY
- ADVOCATE FOR THE SHIFT OF THE ENTIRE MARKET TOWARDS A LOW CARBON AND LOW WASTE FUTURE
- EXPRESS CORPORATE SUPPORT FOR THE GREEN ENERGY TRANSITION
- URGE TRADE LIBERALISATION OF SUSTAINABLE AND LOW CARBON RESOURCES

ACHIEVEMENTS OVER THE PAST YEAR

Three projects from En+ Group were recognised as best practices within the Compendium to the Ministerial Declaration of the 10th World Water Forum: New Energy Programme, Environmental Monitoring of Lake Baikal and establishment of the Baikal Plastic Free Alliance.

Representatives of both segments of En+ Group attended the sixth session of the UN Environmental Assembly, presented the Group's key achievements in support of the climate and clean water agendas, and advocated for wider recognition of private sector engagement in tackling the triple planetary crises.

In 2023, En+ Group actively contributed to the work of the Task Force on Energy, Climate Change, and Resource Efficiency, and the Action Council on ESG in Business at Business 20. B20 recommendations included En+ Group's proposal to harmonise emissions monitoring and reporting standards, and to drive cross-border recognition of national disclosures across international markets. This includes tracking the production and consumption of renewable energy through appropriate market-based instruments such as energy attribute certificates (e.g. green certificates).

En+ Group continued its advocacy for cross-border recognition of green certificates within the B20 framework. En+ Group supported the concept of linking carbon markets. Thus, advocating for increased cost-effectiveness of emissions reductions, investment into lower income countries and international cooperation.

En+ Group continues to chair the Russian Chapter of the Energy and Green Economy Working Group at BRICS Business Council.

In 2023, the key recommendations of the BRICS Working Group, developed in cooperation with international partners, included the creation of BRICS Energy Skills Roadmap, the establishment of BRICS Clean Energy Fund, and the advancement of the BRICS Energy Cooperation Forum, established in 2022, under the Chinese presidency with support from En+ Group.

En+ Group presented its New Energy Programme at the second BRICS Energy Cooperation Forum.

In 2024, En+ increased its global engagement within the advocacy movement for sustainable water use, and shared insight into the benefits of hydropower in water resource management. En+ attended the Dushanbe water process in support of the successful implementation of the International Decade for Action "Water for Sustainable Development", 2018-2028.

Membership of the Baikal Plastic Free Alliance, an alliance founded by En+ Group to tackle plastic pollution of the UNESCO World heritage site, increased to 30 stakeholder organisations.

"Day without Nets" was hosted by Baikal Plastic Free Alliance for the second time, gathering over 4km of fishing nets from the bottom of Lake Baikal.

[6.2]

TRANSPARENCY AND CERTIFICATION

KEY STAKEHOLDERS

- Aluminium Stewardship Initiative (ASI)
- International Aluminium Institute (IAI)
- Carbon Disclosure Project (CDP)
- International Organization for Standardization (ISO)

GOALS

- DISCLOSE COMPANY EMISSIONS IN LINE WITH INTERNATIONAL STANDARDS AND BEST PRACTICES
- PROMOTE INDUSTRY-WIDE TRANSPARENCY AND DISCLOSURE
- THROUGH INTERNATIONALLY RENOWNED CERTIFICATION, DEMONSTRATE THE GROUP'S COMMITMENT TO SUSTAINABILITY PRACTICES AND RESPONSIBLE OPERATIONS

ACHIEVEMENTS OVER THE PAST YEAR

En+ Group's Metal segment, RUSAL, has been actively participating in the task forces to develop and integrate ASI standards designed to enhance sustainable aluminium and raw materials' domestic production and supply chains.

By 2024, 18 RUSAL smelters were recertified to the international ASI Performance Standard and ASI Chain of Custody Standard, including 5 new smelters.

In 2023, Metal segments launched two additional thematic reports: on biodiversity and on water. Power segment launched report on pathway to net zero progress.

In 2023, together with the National ESG Alliance, En+ took part in the development of a methodology that would help the private sector report on their contribution towards achievement of the National Development Goals of Russian Federation.

[6.3]

ENERGY TRANSITION

KEY STAKEHOLDERS

- UN Energy Compact
- Carbon Zero
- Hydropower of Russia Association
- NP Market Council Association
- National Association for the Development of Secondary Use of Raw Materials
- Association for the Development of Renewable Energy

GOALS

- ENSURE THAT THE ENERGY TRANSITION REMAINS AT THE FOREFRONT OF THE CLIMATE DISCUSSIONS
- PUSH FOR STANDARDISATION OF NEW AND EXISTING HYDROPOWER FACILITIES
- PROMOTE CLEANER ELECTRICITY GENERATION, HIGHER EFFICIENCY AND ELECTRIFICATION AS PATHWAYS TOWARDS GLOBAL DEVELOPMENT AND CLIMATE GOALS

ACHIEVEMENTS OVER THE PAST YEAR

In 2023, En+ Group updated the UN Energy Secretariat on the progress made in implementing the New Energy Programme and the En+ Group's Renewable Energy Certificates project, thus maintaining its membership in the UN Energy Compacts initiative to advance the achievement of SDG 7.

Two En+ Group's HPPs were certified within the national energy attribute certificate registry.

In order to increase the circularity and use of the ash and slag waste, generated by the Group's power segment, En+ joined the National Association for the Development of Secondary use of Raw Materials.

In May 2024, En+ Group joined the Association for the Development of Renewable Energy, with the intentions to increase stakeholder engagement in relation to the wind farm project in Russia's Far East.

With active support and engagement from En+ representatives, the Local network of the UN Global Compact founded the Energy Transition Committee.

Photo by: D.D. Pavlov



[6.4]

CLIMATE AND BIODIVERSITY

KEY STAKEHOLDERS

- Carbon Pricing Leadership Coalition (CPLC)
- Climate Partnership of Russia
- Business for Nature
- Business Ambition for 1.5C
- Conference of the Parties to the United Nations Framework Convention of Climate Change (UNFCCC)
- Race to Zero

GOALS

- REDUCE GHG EMISSIONS
- CONTRIBUTE TO THE GLOBAL CLIMATE MITIGATION EFFORTS
- PUSH FOR GREATER ACTION AMONG INDUSTRY PEERS
- ALIGN CORPORATE CLIMATE AGENDA TO GLOBAL UN-LEVEL AGREEMENTS



ACHIEVEMENTS OVER THE PAST YEAR

In 2023, under the auspices of the UN Global Compact Network Russia, at COP28 in Dubai En+ Group hosted two sessions focused on market-based mechanisms for achieving net zero and the significance of waste management for mitigating climate change. Representatives of various business associations and research institutes from India, China, South Africa, and Brazil presented their projects and case studies at the sessions.

En+ Group and RUSAL remain the only Russian members of CPLC, a voluntary partnership under the auspices of the World Bank to advance global carbon pricing.

The latest CPLC Carbon Pricing Leadership Report 2022/23 highlighted En+ Group's commitment to achieve net-zero GHG emissions by 2050, as well as its initiative to measure GHG emissions from HPPs reservoirs instrumentally.

The CPLC Carbon Pricing Leadership Report 2022/23 granted particular attention to RUSAL's carbon emission reduction technologies – Inert anode technology and carbon capture and sequestration technology used in alumina production.

Under the auspices of the National ESG Alliance, En+ Group organised a session within the BRICS Climate Forum in Moscow in August of 2024. Representatives of both segments took part and spoke of the most pressing climate concerns facing the energy and metals segments.

En+ presented its adaptation to climate change programme at the 10th World Water Forum in Indonesia.

As the lead of the Climate Working Group of the national ESG Alliance, En+ initiated and launched two resources aimed to accelerate the national corporate climate agenda: an interactive map of climate projects and a methodology for climate risk assessments for the non-financial sector, both unique instruments for the Russian market.

FOCUS AREA	SDGS	SDG TARGETS	NDGS
Market transformation towards low-carbon	7, 8, 9, 11, 13, 17	7.a, 8.2, 9.2, 9.4, 9.5, 9.b, 11.6, 13.2, 17.4, 17.15, 17.16	<ul style="list-style-type: none"> • Sustainable and dynamic economy: x, ц • Technological leadership: a
Sustainable hydropower	6, 7, 8, 9, 13, 15	6.3, 6.4, 6.5, 6.b, 7.1, 7.2, 7.a, 8.2, 9.1, 9.4, 13.1, 13.2, 15.1, 15.3	<ul style="list-style-type: none"> • Sustainable and dynamic economy: x, ц • Technological leadership: a, д
Green energy	7, 8, 9, 13,	7.1, 7.2, 7.a, 8.2, 8.3, 8.4, 9.1, 9.2, 9.4, 9.5, 13.1, 13.2	<ul style="list-style-type: none"> • Sustainable and dynamic economy: x, c
Climate capital	13, 15	13.1, 13.2, 15.1, 15.2, 15.3	<ul style="list-style-type: none"> • Sustainable and dynamic economy: x
Preserving and protecting ecosystems	6, 9, 11, 15	6.3, 6.5, 6.6, 9.1, 9.4, 11.4, 11.6, 15.1, 15.1, 15.2, 15.4, 15.5, 15.9, 15.a, 15.c	<ul style="list-style-type: none"> • Environmental well-being: б, г • Technological leadership: a
Preserving biological resources	6, 11, 15	6.3, 6.5, 6.6, 11.4, 11.7, 15.1, 15.2, 15.4, 15.5, 15.9, 15.a, 15.c	<ul style="list-style-type: none"> • Environmental well-being: б, г, д
Reduction of ecological footprint	6, 12, 15	6.3, 6.4, 6.5, 12.2, 12.5, 12.6, 12.7, 15.1, 15.2	<ul style="list-style-type: none"> • Environmental well-being: а, в
Circular economy	6, 12	6.3, 6.4, 6.5, 12.2, 12.5, 12.6, 12.7, 12.8	<ul style="list-style-type: none"> • Environmental well-being: а, в • Technological leadership: д
Supporting our employees	3, 4, 8, 11	3.4, 3.8, 3.c, 4.3, 4.4, 8.3, 8.5, 8.8, 11.1,	<ul style="list-style-type: none"> • Realisation of human potential, talent development, raising socially responsible personality: в, е • Sustainable and dynamic economy: г, и
Developing corporate culture	5, 8, 10, 15, 16	5.1, 5.5, 8.5, 10.2, 15.1, 16.5	<ul style="list-style-type: none"> • Population preservation, health and well-being of people, family support: а, б, д, ж • Sustainable and dynamic economy: г
Engagement with local communities	3, 4, 8, 10, 11, 12, 13, 17	3c, 4a, 4b, 8.3, 10.2, 11.6, 12.8, 13.3, 17.17	<ul style="list-style-type: none"> • Realisation of human potential, talent development, raising socially responsible personality: б, в, е • Sustainable and dynamic economy: и
Investing in education	4, 8	4.4, 4.5, 4.7, 4a, 8.6	<ul style="list-style-type: none"> • Realisation of human potential, talent development, raising socially responsible personality: в, е • Digital transformation of state and municipal administration, economy and social sphere: а
Supporting active lifestyles	3, 11	3.4, 11.3	<ul style="list-style-type: none"> • Population preservation, health and well-being of people, family support: д, е
Sustainable and clean cities	3, 6, 8, 11, 17	3.9, 8.9, 6.3, 11.2, 11.3, 11.4, 11.6, 11.7, 11.a, 17.17	<ul style="list-style-type: none"> • Comfortable and safe environment: е, и • Environmental well-being: б, г • Sustainable and dynamic economy: г
Restoring cultural heritage	11	11.2, 11.4	<ul style="list-style-type: none"> • Comfortable and safe environment: е, ж,
Advocacy	6, 7, 12, 13, 15, 17		
Transparency and Certification	6, 7, 12, 13, 15, 17		
Energy Transition	6, 7, 12, 13, 17		
Climate and Biodiversity	6, 7, 13, 15, 17		

