



# Appendices to the Consolidated report 2024



**Driving  
Development**  
**2024** Consolidated  
Report

# Additional ESG data

## Materiality assessment

---

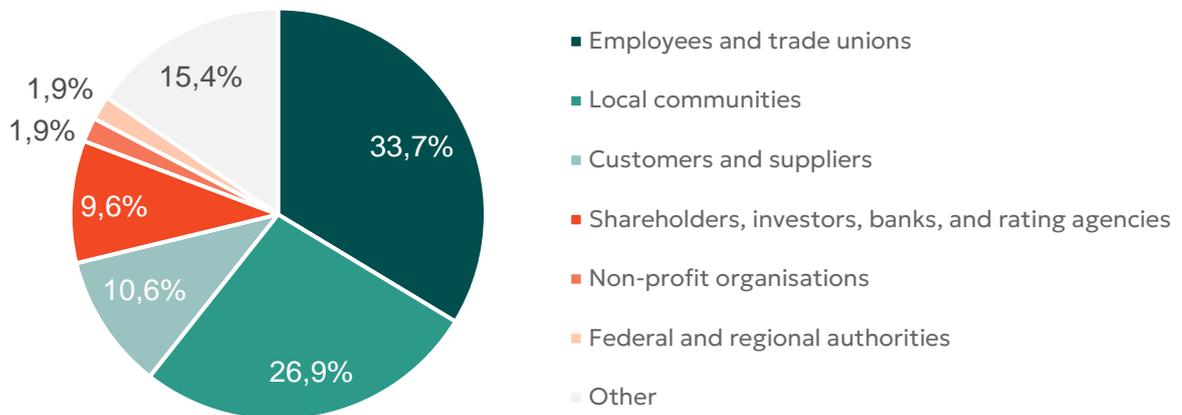
**GRI 3-1** Materiality assessment is a key element in the preparation of En+ Group's Consolidated Report. In conducting the assessment, the Company leverages its proprietary methodology that enables it to analyse the context and engage stakeholders into the process.

**GRI 2-25** In 2024, the Company continued to be guided by the GRI standards in determining material topics. Having analysed its operating environment, En+ Group revisited the list of impacts on the environment, economy, and people, including impact on their human rights. All impacts were grouped into negative and positive across environmental (E), social (S), and governance (G) pillars.

Stakeholders assessed the Company's impacts on various areas through a survey. In 2024, this survey covered 103 representatives from En+ Group's diverse stakeholder community.

## Overview of stakeholder groups involved in the survey in 2024

---



**GRI 3-2** Based on stakeholder feedback, En+ Group experts generated a ranked list of impacts and curated a prioritised list of 18 impact topics divided into three priority groups. The list of material topics remained the same compared to previous year.

**GRI 2-14** The finalisation of material topics was subject to review and approval by the Board's Health, Safety, and Environment Committee, with the final list thoroughly detailed in the Consolidated Report 2024.

ADDITIONAL ESG DATA

GRI 3–2 Material topics

Priority	Material topic
<b>Priority 1</b>	<ul style="list-style-type: none"> <li>• Innovation management</li> <li>• Business ethics</li> <li>• Just energy transition and low-carbon products</li> <li>• Local community engagement</li> <li>• Human rights</li> <li>• Economic performance</li> <li>• Occupational health and safety</li> <li>• Employees management and engagement</li> </ul>
<b>Priority 2</b>	<ul style="list-style-type: none"> <li>• Air quality</li> <li>• Corporate governance</li> <li>• Sustainable supply chain</li> <li>• Environmental compliance and the best available technologies (BAT)</li> <li>• Social and cultural diversity and equal opportunity</li> <li>• Biodiversity</li> <li>• Safe waste management</li> </ul>
<b>Priority 3</b>	<ul style="list-style-type: none"> <li>• Water and wastewater management</li> <li>• Energy management</li> <li>• Climate change</li> </ul>

## ADDITIONAL ESG DATA

## Financial review

GRI 201-1 Direct economic value generated and distributed, USD<sup>1</sup> mn

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Direct economic value generated	15,608	3,919	18,217	13,033	3,612	15,493	12,767	3,891	15,372
Revenues	13,974	3,885	16,549	12,213	3,587	14,648	12,082	3,853	14,649
Share of profits of associates and joint ventures	1,555	(2)	1,553	752	-	752	564	(1)	563
Interest income on loans	79	36	115	68	25	93	121	39	160
Economic value distributed	(13,626)	(3,480)	(15,645)	(11,385)	(2,616)	(13,123)	(11,757)	(3,021)	(13,523)
Operating costs	(12,251)	(2,467)	(13,427)	(10,602)	(1,846)	(11,557)	(10,893)	(2,192)	(11,830)
including employee wages	(938)	(609)	(1,547)	(750)	(527)	(1,277)	(860)	(677)	(1,537)
Retirement costs	(248)	(103)	(351)	(206)	(83)	(289)	(231)	(80)	(311)
Community in-vestments	(34)	(19)	(53)	(33)	(5)	(38)	(47)	(10)	(57)
Payments to providers of capital	(727)	(560)	(1,117)	(367)	(368)	(748)	(417)	(413)	(830)
including dividends paid	(302)	-	(129)	-	-	-	-	-	-
including financial expenses	(425)	(560)	(988)	(367)	(368)	(748)	(417)	(413)	(830)
Payments to government	(366)	(331)	(697)	(177)	(314)	(491)	(169)	(326)	(495)
including income tax <sup>2</sup>	(310)	(243)	(553)	(132)	(238)	(370)	(120)	(242)	(362)
Economic value retained: 'direct economic value generated' less 'economic value distributed'	1,982	439	2,572	1,648	996	2,370	1,010	870	1,849

<sup>1</sup> Hereinafter in this section, calculated using the average RUB/USD exchange rate for 2022 in the amount of RUB 86.55 for per dollar, for 2023 in the amount of RUB 85.25 per dollar, for 2024 in the amount of RUB 92.57 per dollar.

<sup>2</sup> Excluding deferred income tax and its effect on the reporting period.

## ADDITIONAL ESG DATA

## GRI 201-4 Financial assistance received from government, mn

	2022		2023		2024	
	RUB	USD	RUB	USD	RUB	USD
Metals segment	0	0	0	0	0	0
Power segment	1,023	15	2,974	35	2,631	28
En+	1,023	15	2,974	35	2,631	28

## Economic indicators, RUB mn

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Revenue	957,909	266,314	1,134,424	1,041,117	305,780	1,248,692	1,118,373	356,654	1,355,988
Value added	306,142	148,872	443,086	251,307	177,079	434,353	375,907	375,907	582,513
Net value added	219,632	100,288	307,992	150,716	123,096	279,779	261,126	151,622	410,342
Labour productivity	4.2	3.1	3.5	3.1	3.7	3.6	5.1	5.2	5.1
Amount of mandatory payments assessed	106,136	17,069	123,205	86,955	18,499	105,464	85,063	20,349	105,412
Amount of mandatory payments paid	106,136	15,848	121,984	86,955	19,622	106,577	85,063	21,312	106,375
Sustainable investments	17,176	9,028	26,204	19,504	6,953	26,457	4,351	8,811	13,161
Investments in projects related to achieving technological sovereignty and structural adaptation of the Russian economy	340	826	1,110	0	1,624	1,624	377	80	457

## Climate change and energy management

GRI 305-4, 14.1.8 Specific GHG emissions from ALLOW aluminium production, t CO<sub>2</sub>e/ t Al

2022	2023	2024
2.3	2.3	2.3

GRI 305-5 Emissions prevented as a result of the «New Energy» program, mt CO<sub>2</sub>e

2022	2023	2024
2.233	2.515	2.900

GRI 305-5, 14.1.9 GHG emissions intensity during electrolysis, t CO<sub>2</sub>e/ t Al<sup>3</sup>

2022	2023	2024
2.00	1.98	1.99

<sup>3</sup> 2014 is a base year for GHG emissions intensity (2.28 t CO<sub>2</sub>e/ t Al).

## ADDITIONAL ESG DATA

GRI 305-1, 305-2, 305-3, 14.1.5, 14.1.6, 14.1.7, SASB IF-EU-110a.1, IF-EU-110a.2, EM-MM-110a.1 Direct (Scope 1) and indirect (Scope 2 and 3) GHG emissions of En+<sup>4</sup>, mt CO<sub>2</sub>e

	2022	2023	2024
Scope 1, Metals segment	28.3	27.2	26.2
Scope 2, Metals segment	1.2	1.1	1.2
Scope 3, Metals segment	11	11.1	12.1
<b>Scope 1, 2, 3, Metals segment</b>	<b>40.5</b>	<b>39.4</b>	<b>39.4</b>
Scope 1, Power segment	23.7	25.0	25.7
Scope 2, Power segment	0.5	0.5	0.5
Scope 3, Power segment	1.0	1.0	1.0
<b>Scope 1, 2, 3, Power segment</b>	<b>25.2</b>	<b>26.5</b>	<b>27.2</b>
<b>Scope 1, 2, 3, En+</b>	<b>65.7</b>	<b>65.9</b>	<b>66.6</b>

GRI 305-1, 305-2, 305-3, SASB IF-EU-110a.1, IF-EU-110a.2 Direct (Scope 1) and indirect (Scope 2 and 3) GHG emissions of the coal segment, kt CO<sub>2</sub>e

	2022	2023	2024
Scope 1	449.3	487.8	466.9
Scope 2	58.6	56.9	58.1
Scope 3	10.6	11.7	9.6
<b>Scope 1, 2, 3</b>	<b>518.6</b>	<b>556.5</b>	<b>534.6</b>

GRI 305-1, 305-2, 305-3, SASB IF-EU-110a.1, IF-EU-110a.2 GHG emissions of the Power segment by substance, t CO<sub>2</sub>e

	2022		2023		2024	
	Total	%	Total	%	Total	%
CO <sub>2</sub>	25,029,081.8	99.59	24,922,967.16	99.74	25,572,734.86	99.56
Methane (CH <sub>4</sub> )	5,460.74	0.02	16,918.4	0.07	5,984.03	0.02
Nitrous oxide (N <sub>2</sub> O)	96,100.24	0.38	44,188.33	0.18	105,923.94	0.41
Hydrofluorocarbons (HFCs)	-	-	-	-	-	-
Perfluorocarbons (PFCs)	120.09	0.00	104.83	0.00	0.00	0.00
Sulphur hexafluoride (SF <sub>6</sub> )	1,586.09	0.01	1,269.44	0.01	734.95	0.00
<b>Total Scope 1</b>	<b>25,132,348.96</b>		<b>26,443,629.6</b>		<b>25,685,377.78</b>	

GRI 305-1, 305-2, 305-3, 14.1.5, 14.1.6, 14.1.7, SASB EM-MM-110a.1 GHG emissions of the Metals segment (Scope 1) by substance, t CO<sub>2</sub>e

	2022		2023		2024	
	Total	%	Total	%	Total	%
CO <sub>2</sub>	26,957,203.92	95.2	25,847,002.66	94.9	24,682,833.17	94.4
Methane (CH <sub>4</sub> )	23,819.88	0.08	22,548.26	0.08	19,862.65	0.08
Nitrous oxide (N <sub>2</sub> O)	57,671.59	0.2	60,430.99	0.2	55,634.70	0.2
Hydrofluorocarbons (HFCs)	1,281,785.40	4.5	1,308,038.70	4.8	1,392,885.76	5.3
<b>Total Scope 1</b>	<b>28,320,480.80</b>		<b>27,238,020.61</b>		<b>26,151,216.27</b>	

<sup>4</sup> There are no biogenic emissions.

## ADDITIONAL ESG DATA

## GRI 305-4, 14.1.8 Specific GHG emissions

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Specific GHG emissions per revenue, t CO <sub>2</sub> e/USD mn	2,903	6,469	3,971	3,232	7,372	4,172	3,263	7,053	4,546
Specific GHG emissions per revenue, t CO <sub>2</sub> e/RUB mn	34.05	94.37	48.27	37.91	86.48	48.94	35.27	76.23	45.17
Specific GHG emissions per generated electricity and heat, mt CO <sub>2</sub> e/bn kWh	-	0.22	-	-	0.23	-	-	0.22	-
Specific GHG emissions per generated electricity, mt CO <sub>2</sub> e/bn kWh	-	0.30	-	-	0.31	-	-	0.30	-
Specific GHG emissions per generated heat, mt CO <sub>2</sub> e/mn Gcal	-	0.88	-	-	0.95	-	-	1.03	-

## GRI EU 1 Installed capacity of electricity generation with breakdown by primary energy sources

	2022	2023	2024
Hydropower plants, GW	15.1	15.2	15.2
Combined heat and power plants, GW	4.3	4.3	4.3
Solar power plants, MW	5.2	5.2	5.2

## GRI EU2 Net energy output of the Power segment, GJ

	2022	2023	2024
Electricity	292,766,726	296,643,840	316,350,917
Heat	116,429,914	115,001,675	110,833,758

## GRI EU2 Net energy output of the Power segment by source

		2022		2023		2024	
		Electricity, GWh	Heat, Gcal	Electricity, GWh	Heat, Gcal	Electricity, GWh	Heat, Gcal
Non-renewable	Coal	10,984	23,169	12,370	23,185	12,840	22,744
	Natural gas	1,512	4,771	1,406	4,269	1,458	3,718
	Petroleum products	16	28	16	27	14.0	25
	Nuclear power	0	0	0	0	0	0
Renewable	Biomass	0	11	0	5	0	4
	Solar power	6	0	6	0	6	0
	Wind power	0	0	0	0	0	0
	Geothermal	0	0	0	0	0	0
	Hydropower	68,816	0	68,602	0	73,558	0

## ADDITIONAL ESG DATA

## GRI 302-1, 14.1.2, SASB EM-MM-130a.1 Energy consumption, mn GJ

	2022	2023	2024
Total energy consumption	349.9	353.0	346.8

## GRI 302-1, 14.1.2, SASB EM-MM-130a.1 Energy consumption, GJ

	2022	2023	2024
<b>Energy consumption from non-renewable sources by fuel type</b>	<b>477,451,453</b>	<b>476,176,024</b>	<b>478,626,766</b>
• Natural gas	141,029,714	126,473,984	128,579,013
• Heavy oil	24,082,306	23,623,279	21,577,628
• Coal	305,076,445	318,484,246	320,764,381
• Petrol	191,771	165,271	161,775
• Kerosene	5,936	6,113	3,416
• Propane and butane	482,090	496,043	550,610
• Diesel fuel	5,877,301	6,218,333	6,114,668
• Coke	705,286	708,755	875,275
<b>Energy consumption from renewable sources by fuel type</b>	<b>1,414,746</b>	<b>1,983,684</b>	<b>1,883,108</b>
• Charcoal	954,284	1,135,481	1,029,661
• Waste wood	339,822	786,527	806,783
• Bark waste	120,640	61,676	46,664
<b>Energy sales</b>	<b>409,462,962.49</b>	<b>409,160,592.51</b>	<b>427,170,731.92</b>
• Electricity sales	292,766,725.81	296,515,078.51	316,360,001.92
• Heating sales	116,696,236.68	112,645,514.00	110,810,730.00
• Cooling sales	0	0	0
• Steam sales	0	0	0
<b>Consumption of energy purchased or obtained by any means other than self-generation from non-renewable and renewable fuels</b>	<b>253,156,436</b>	<b>255,632,013</b>	<b>266,255,741</b>
• Electricity consumption	248,164,413	251,335,545	262,013,793
• Heating consumption	4,992,024	4,296,468	4,241,948
<b>Energy losses during transportation</b>	<b>27,436,758</b>	<b>28,455,989</b>	<b>27,180,505</b>
• Electricity losses	14,501,417	15,230,520	14,277,600
• Heating losses	12,935,341	13,225,469	12,902,905

GRI 302-3, 14.1.4 Energy intensity ratio per production <sup>5</sup>

	2022	2023	2024
Metals segment, GJ/t Al	119.0	117.4	113.6
Power segment, GJ/MWh	2.5	2.7	2.6

GRI 302-3, 14.1.4 Specific energy consumption indicators<sup>6</sup>

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Energy intensity ratio per electricity and heat generation, GJ/MWh	-	2.5	-	-	2.7	-	-	2.6	-

<sup>5</sup> Includes purchased electricity and heating.<sup>6</sup> Data for 2022 and 2023 have been adjusted.

## ADDITIONAL ESG DATA

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Energy intensity ratio per tonne of aluminium, GJ/t	119.0	-	-	117.4	-	-	114.2	-	-
Energy intensity ratio per revenue, GJ/RUB mn	473	1,047	598	426	950,	545	398	846	506
Energy intensity ratio per revenue, GJ/USD mn	32,430	71,775	40,989	36,301	80,974	46,443	36,851	78,261	46,863
Energy consumption per unit of net value added, GJ/RUB mn	2,063	2,780	2,288	2,942	2,360	2,680	1,705	1,989	1,809

## GRI 302-1, 14.1.2, SASB EM-MM-130a.1 Use of non-renewable energy, %

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Percentage of non-renewable energy consumption	53.91	99.96	99.7	56	99.98	99.59	-	99.98	99.61
Percentage of renewable energy consumption	46.09	0.04	0.3	44	0.02	0.41	-	0.02	0.39
Percentage of supplied energy from non-renewable sources	-	15.37	15.37	-	16.71	16.71	-	16.37	-
Percentage of supplied energy from renewable sources	-	84.63	84.63	-	83.29	83.29	-	83.63	-
Percentage of renewable and low-carbon generating facilities in the installed capacity of generating facilities	-	78	-	-	78	-	-	82	-

## ADDITIONAL ESG DATA

## SASB IF-EU-240a.1, SASB IF-EU-240a.2, IF-EU-240a.3, IF-EU-420a.2, IF-EU-550a.1, IF-EU-550a.2 Indicators

	2022	2023	2024
Average retail electric rate, RUB/kWh			
• Residential	0.98	1.08	1.14
• Commercial	3.14	3.47	3.77
• Industrial	2.98	3.28	3.48
Typical monthly electric bill, RUB			
• 500 kWh	596.15	616.85	650.37
• 1000 kWh	1,189.69	1,229.24	1,296.13
Electric disconnections for non-payment			
• Number of residential customer electric disconnections for non-payment	90,774	73,577	65,506
• Percentage reconnected within 30 days, %	0.7	0.3	0.2
Percentage of electric load served by smart grid technology, %	52	51	57
Number of cases of non-compliance with standards and other regulation of physical and/or cyber security	0	0	0
SAIDI	66.57	60.54	47.21
SAIFI	0.48	0.50	0.43
CAIDI	137.30	120.43	108.55

## GRI 302-4 Reduction of energy consumption, GJ

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Reduction of energy consumption	-	3,126,243	3,126,243	-	5,948,299	5,948,299	-	8,517,001	8,517,001

## GRI 201-2, 14.2.1, 14.2.2 Consolidated financial assessment of the climate-related risks impact on En+ operations

Probabilistic financial loss from the realization of physical climate-related risks in the short term	up to USD 50 million per year
Probabilistic financial loss from the realization of transition climate-related risks in the short term	up to USD 10 million per year
Actual financial loss from the realisation of physical climate-related risks in 2024	USD 10.2 million

## ADDITIONAL ESG DATA

## Environment protection

Total environmental protection costs, mn<sup>7</sup>

	2022		2023		2024	
	RUB	USD	RUB	USD	RUB	USD
<b>Metals segment</b>						
PCB <sup>8</sup> management	10.4	0.2	0.9	0.0	5.5	0.1
Other environmental protection costs	216.4	3.2	102.3	1.2	195.5	2.1
Waste management	6,131.2	89.4	3,461.0	40.6	1,937.5	20.9
Environmental equipment maintenance	265.3	3.9	366.6	4.3	380.2	4.1
Land rehabilitation	68.4	1.0	400.7	4.7	41.1	0.4
Water protection	339.6	5.0	426.2	5.0	102.5	1.1
Atmospheric air protection and preventing climate change	7,813.9	114.0	9,939.8	116.6	14,387.6	155.4
Conservation of biodiversity and protection of natural areas	-	-	383.6	4.5	240.7	2.6
<b>Total</b>	<b>14,845.2</b>	<b>216.7</b>	<b>15,081.1</b>	<b>176.9</b>	<b>17,290.6</b>	<b>186.7</b>
<b>Power segment</b>						
PCB management	0.0	0.0	0.0	0.0	0.0	0.0
Other environmental protection costs	83.5	1.2	36.5	0.4	36.4	0.4
Waste management	126.2	1.8	127.9	1.9	259.4	2.8
Land rehabilitation	63.9	0.9	54.6	0.6	108.1	1.2
Water protection	796.4	11.6	1,116.3	13.1	950.8	10.3
Atmospheric air protection and preventing climate change	706.5	10.3	1,169.5	13.7	942.1	10.2
Protection of the environment from noise, vibration and other types of physical impact	3.6	0.1	2.4	0.1	2.6	0.0
Conservation of biodiversity and protection of natural areas	17.7	0.3	9	0.1	54.2	0.6
Ensuring radiation safety of the environment	0.4	0.01	0.4	0.0	0.8	0.0
Research and development activities to reduce negative anthropogenic impacts on the environment	9.6	0.1	17.1	0.2	9.1	0.1
<b>Total</b>	<b>1 807,8</b>	<b>26,31</b>	<b>2,533.7</b>	<b>30</b>	<b>2,363.5</b>	<b>25.6</b>
<b>En+</b>						
PCB management	10.4	0.2	0.9	0.0	5.5	0.1
Other environmental protection costs	299.4	4.4	138.8	1.6	231.9	2.5
Waste management	6,257.4	91.2	3,588.5	42.5	2,196.9	23.7
Environmental equipment maintenance <sup>9</sup>	265.3	3.9	366.6	4.3	380.2	4.1
Land rehabilitation	132.3	1.9	455.3	5.3	149.2	1.6
Water protection	1,136.0	16.6	1,542.5	18.1	1,053.4	11.4
Atmospheric air protection and preventing climate change	8,520.4	124.3	11,109.3	130.3	15,329.7	165.6
Protection of the environment from noise, vibration and other types of physical impact	3.6	0.1	2.4	0.03	2.6	0.0
Conservation of biodiversity and protection of natural areas	17.7	0.3	392.5	4.6	294.9	3.2
Ensuring radiation safety of the environment	0.4	0.01	0.4	0.0	0.8	0.0

<sup>7</sup> Data for 2022 and 2023 have been adjusted.<sup>8</sup> Polychlorinated biphenyls.<sup>9</sup> Maintenance of environmental equipment in the Power segment is accounted for by investment areas.

## ADDITIONAL ESG DATA

	2022		2023		2024	
	RUB	USD	RUB	USD	RUB	USD
Research and development activities to reduce negative anthropogenic impacts on the environment	9.6	0.1	17.1	0.2	9.1	0.1
<b>Total</b>	<b>16 653</b>	<b>243,01</b>	<b>17,614.3</b>	<b>207</b>	<b>19,654.1</b>	<b>212.3</b>

## GRI 2-27, SASB IF-EU-140a.2 Non-compliance with environmental laws and regulations

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total number of significant instances of non-compliance with environmental laws and regulations (including related to water use)	0	0	0	0	4	4	0	0	0
Total number of instances for which non-monetary sanctions were incurred	0	0	0	0	9	9	0	3	3
Total number of cases initiated to resolve disputes related to non-compliance with environmental laws and regulations	0	0	0	0	0	0	0	0	0

## Total payments for the negative environmental impact and non-compliance with environmental laws, mn

	2022		2023		2024	
	RUB	USD	RUB	USD	RUB	USD
<b>Metals segment</b>						
Payments for the negative environmental impact	854.5	12.5	974.9	11.4	654.5	7.1
Total fines paid for non-compliance with environmental laws	9.67	0.14	9.38	0.11	30.21	0.33
<b>Power segment</b>						
Payments for the negative environmental impact	98.3	1.5	96.1	1.1	160.3	2.3
Total fines paid for non-compliance with environmental laws	0.58	0.008	0.8	0.009	0.44	0.005
<b>En+</b>						
Payments for the negative environmental impact	952.8	14.0	1 071.0	12.6	814.8	9.4
Total fines paid for non-compliance with environmental laws	10.25	0.15	10.18	0.12	30.65	0.334

## Percentage of funds used to implement environmental projects

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Percentage of net profit used to implement environmental projects, %	12.1	6.7	9.7	62.9	8.4	26.6	22.9	4.6	15.6

## ADDITIONAL ESG DATA

## Air quality

GRI 305-7, 14.3.2, SASB EM-MM-120a.1 Emissions of the Metals segment<sup>10</sup>, kt

Pollutant	2022	2023	2024
Carbon monoxide (CO)	245.4	248.0	248.0
Particulate matter (PM) (excl. F solid, tarry substances, benzo(a)pyrene (B(a)P))	36.1	40.4	42.6
Sulphur dioxide (SO <sub>2</sub> )	44.3	42.3	43.9
Sum of nitric oxides as nitrogen dioxide (NO <sub>2</sub> )	19.9	22.9	20.7
Total fluoride (gaseous and solid fluoride)	5.5	5.2	4.7
Other emissions <sup>11</sup>	10.5	9.4	7.0
Volatile organic compounds (VOCs)	0.9	1.2	1.3
Benzo(a)pyrene	0.0036	0.0033	0.0030
<b>Total</b>	<b>362.6</b>	<b>371.7</b>	<b>368.2</b>

## GRI 305-7, 14.3.2, SASB IF-EU-120a.1 Emissions of the Power segment, kt

Pollutant	2022	2023	2024
Nitrogen oxides (NO <sub>x</sub> )	52.1	50.5	54.0
Sulphur oxides (SO <sub>x</sub> )	172.3	188.1	200.2
Persistent organic pollutants (POPs)	0	0	0
Volatile organic compounds (VOCs)	0.3	0.4	0.4
Particulate matter (PM) (excl. F solid, B(a)P, Pb, Hg)	67.3	74.9	78.2
Other standard categories of air emissions identified in relevant regulations <sup>12</sup>	7.6	6.0	7.2
<b>Total</b>	<b>299.6</b>	<b>319.9</b>	<b>340.0</b>

## SASB IF-EU-120a.1 Percentage of air emissions of the Power segment in or near areas of dense population, %

Pollutant	2022	2023	2024
Nitrogen oxides (NO <sub>x</sub> )	95,1	94,9	94,9
Sulphur oxides (SO <sub>x</sub> )	98,3	98,5	98,6
Particulate matter (PM)	91,7	89,4	86,5
Lead (Pb) <sup>13</sup>	0,0	0,0	0
Mercury (Hg) <sup>14</sup>	0,0	0,0	0,0
<b>Total</b>	<b>95</b>	<b>94</b>	<b>94</b>

## Specific emissions of pollutants

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total air emissions per unit of output (kt/kt Al for the Metals segment and kt/ bn kWh for the Power segment)	0.1	2.57	-	0.09	2.73	-	0.09	2.80	-
Total air emissions per revenue, kt/USD mn	0.0305	0.0874	0.0423	0.0259	0.0771	0.0371	0.0305	0.0882	0.0444
Total air emissions per revenue, kt/RUB mn	0.0004	0.0011	0.0006	0.0004	0.0011	0.0005	0.0003	0.0010	0.0005

<sup>10</sup> The data for the Friguia Bauxite and Alumina Complex, that may be material for consolidated indicators, is excluded due to the lack of metering systems and relevant requirements in national legislation.

<sup>11</sup> This category includes all pollutants specified by Russian legislation, with the exception of CO and pollutants already presented in this table.

<sup>12</sup> This category includes all pollutants specified by Russian legislation, with the exception of CO and pollutants already presented in this table.

<sup>13</sup> Emissions are not typical of the Company's main production facilities.

<sup>14</sup> Emissions are not typical of the Company's main production facilities.

ADDITIONAL ESG DATA

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
NOx emissions per unit of output (kt/kt Al for the Metals segment and kt/ bn kWh for the Power segment)	0.01	0.45	-	0.01	0.43	-	0.005	0.45	-
SOx emissions per unit of output (kt/kt Al for the Metals segment and kt/ bn kWh (for the Power segment)	0.01	1.48	-	0.01	1.61	-	0.01	1.65	-
Particulate matter emissions per unit of output (kt/kt Al for the Metals segment and kt/ bn kWh (for the Power segment)	0.01	0.58	-	0.01	0.64	-	0.01	0.64	-
VOCs emissions per unit of output (kt/kt Al for the Metals segment and kt/ bn kWh (for the Power segment)	0.0002	0.0025	-	0.0003	0.0032	-	0.0003	0.003	-

## ADDITIONAL ESG DATA

## Water resources

GRI 303-3, 14.7.4, SASB EM-MM-140a.1, IF-EU-140a.1 Water withdrawal<sup>15</sup>, mn m<sup>3</sup>

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
<b>Total water withdrawal, including:</b>	<b>172.7</b>	<b>820.2</b>	<b>992.9</b>	<b>163.5</b>	<b>871.8</b>	<b>1,035.3</b>	158.3	<b>903.7</b>	<b>1,062.0</b>
• Surface water	109.1	615.2	724.3	98.8	635.0	733.9	94.7	679.4	774.1
• Groundwater	12.6	40.5	53.1	14.4	33.4	47.8	14.0	34.9	48.9
• Public networks	12.5	164.5	177.0	12.8	203.4	216.2	12.6	189.3	201.8
• Seawater	22.8	0.0	22.8	22.6	0.0	22.6	23.0	0.0	23.1
• Other	15.7	0.0	15.7	14.8	0.0	14.8	13.9	0.0	13.9
<b>Freshwater withdrawal, including:</b>	<b>149.9</b>	<b>813.3</b>	<b>963.2</b>	<b>140.9</b>	<b>865.4</b>	<b>1,006.3</b>	<b>135.3</b>	<b>897.6</b>	<b>1,032.9</b>
• Surface water	109.1	615.2	724.3	98.8	635.0	733.8	96.4	679.4	775.8
• Groundwater	12.6	33.6	46.2	14.4	26.9	41.3	13.9	28.9	42.8
• Public networks	12.5	164.5	177.0	12.8	203.4	216.2	12.5	189.3	201.8
• Other	15.7	0.0	15.7	22.6	0.0	22.6	23.1	0.0	23.1
<b>Total water withdrawal from all areas with water stress</b>	<b>1.6</b>	<b>4.6</b>	<b>6.2</b>	<b>1.7</b>	<b>0.0</b>	<b>1.7</b>	<b>1.7</b>	<b>0.0</b>	<b>1.7</b>
• Surface water	1.5	0.8	2.3	1.6	0.0	1.6	1.6	0.0	1.6
• Groundwater	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
• Public networks	0.1	3.8	3.9	0.1	0.0	0.1	0.1	0.0	0.1
• Seawater	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
• Other	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total freshwater withdrawal from all areas with water stress</b>	<b>1.6</b>	<b>4.6</b>	<b>6.2</b>	<b>1.7</b>	<b>0.0</b>	<b>1.7</b>	<b>1.7</b>	<b>0.0</b>	<b>1.7</b>
• Surface water	1.5	0.8	2.3	1.6	0.0	1.6	1.6	0.0	1.6
• Groundwater	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
• Public networks	0.1	3.8	3.9	0.1	0.0	0.1	0.1	0.0	0.1
• Seawater	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
• Other	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Percentage of water withdrawal from all areas with water stress, %	0.9	0.6	0.6	1.0	0.0	0.2	1.1	0.0	0.2
Percentage of reused or recycled water <sup>16</sup> , %	91.5	49.0	75.3	91.9	49.0	77.4	87.4	50.7	64.3

GRI 303-5, 14.7.6, SASB IF-EU-140a.1, SASB EM-MM-140a.1 Water consumption<sup>17</sup>, mn m<sup>3</sup>

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total water consumption	99.0	565.4	664.4	91.6	619.0	710.6	90.0	637.1	727.2

<sup>15</sup> Water withdrawal excludes any quarry, mine, drainage, storm, and other water that is not used in the production process<sup>16</sup> Data for 2022 and 2023 have been adjusted.<sup>17</sup> Water for production needs. The dynamics of the Metal segment's water consumption is due to a change in the accounting approach: in 2022, water consumption was calculated using Form 2-TP (vodkhoz) as the sum of the following water use codes: '102' (production needs), '8' (other needs); in 2023, only code '102' (production needs) was taken into account when calculating the indicator. In the reporting period, codes '102' (production needs) and '101' (drinking and domestic) were taken into account when calculating the indicator. Water consumption of the Energy Segment for 2022-2024 was calculated as the sum of water use codes '102' (production needs) and '8' (other needs).

## ADDITIONAL ESG DATA

Total water consumption in all areas with water stress	1.5	2.0	3.5	1.0	0.0	1.0	1.0	0.0	1.0
Percentage of water consumption from all areas with water stress, %	1.5	0.4	0.5	1.0	0.0	1.0	1.8	0.0	0.2

GRI 303-4, 14.7.5 Water discharge, mn m<sup>3</sup>

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total water discharge <sup>18</sup>	47.3	509.1	556.4	41.6	545.9	592.0	43.0	621.9	664.9
• Surface water	23.0	560.0	583.0	41.6	594.8	636.4	-	603.7	-
• Groundwater	0.0	0.0	0.0	0.0	0.0	0.0	-	0.0	-
• Public networks	13.4	17.4	30.8	10.1	18.9	29.0	-	18.3	-
• Seawater	22.8	0.0	22.8	22.6	0.0	22.6	23.0	0.0	-
Freshwater discharge	23.0	509.1	532.1	41.6	545.9	587.5	19.9	621.9	641.9
Total water discharge in areas with water stress	0.03	0.8	0.83	27.40	0.0	27.40	27.30	0.0	27.30
Total fresh water discharge in areas with water stress	0.03	0.8	0.83	27.40	0.0	27.40	27.30	0.0	27.30
Total volume of wastewater discharged to surface water	47.30	509.1	556.4	41.60	594.2	635.80	43.0	621.9	664.9
bodies by dissolved solids content									
• Polluted, %	80.09	1.4	7.55	86.54	1.3	6.88	87.50	1.4	7.1
• Treated, %	19.48	1.3	2.69	12.98	1.2	1.93	12.40	1.1	1.86
• Normally clean, %	0.43	97.3	89.76	0.48	97.5	91.19	0.07	97.5	91.02

## GRI 303-4 Specific indicators for water resources

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total water withdrawal per unit of output, (mn m <sup>3</sup> /kt AI for the Metals segment and kt/ bn kWh for the Power segment)	0.05	7.05	-	0.04	7.45	-	0.04	7.45	-
Total water withdrawal per revenue, mn m <sup>3</sup> / RUB mn	0.000	0.003	0.001	0.000	0.003	0.001	0.000	0.003	0.001
Total water withdrawal per revenue, mn m <sup>3</sup> / USD mn	0.012	0.211	0.056	0.013	0.243	0.066	0.013	0.235	0.067
Total water discharge per unit of output, (mn m <sup>3</sup> /kt AI for the Metals segment and kt/ bn kWh for the Power segment)	0.012	4.37	-	0.011	4.66	-	0.011	5.13	-
Total water discharge per revenue, mn m <sup>3</sup> / RUB mn	0.00005	0.00191	0.00045	0.00004	0.00179	0.00044	0.00004	0.00174	0.00045

<sup>18</sup> Water discharge excludes any quarry, mine, drainage, storm, and other water that is not used in the production process.

## ADDITIONAL ESG DATA

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total water discharge per revenue, mn m <sup>3</sup> /USD mn	0.003	0.131	0.031	0.003	0.152	0.037	0.004	0.161	0.042
Total water consumption per unit of output, (mn m <sup>3</sup> /kt Al for the Metals segment and kt/ bn kWh for the Power segment)	0.026	4.859	-	0.024	5.286	-	0.024	5.265	-
Total water consumption per revenue, mn m <sup>3</sup> /RUB mn	0.00005	0.0021	0.00045	0.00004	0.00179	0.00044	0.00008	0.00179	0.00049
Total water consumption per revenue, mn m <sup>3</sup> /USD mn	0.003	0.1455	0.031	0.003	0.1725	0.037	0.007	0.165	0.046

## ADDITIONAL ESG DATA

## Waste and tailings

## GRI 306-3, 14.5.4, EM-MM-150a.7, EM-MM-150a.8 Waste generated

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
<b>Waste generated, mt <sup>19</sup></b>	<b>62.8</b>	<b>137.1</b>	<b>199.1</b>	<b>60.4</b>	<b>164.6</b>	<b>225.0</b>	<b>47.4</b>	<b>110.5</b>	<b>157.9</b>
<b>Hazardous waste generated, kt, including:</b>	<b>834.6</b>	<b>12.0</b>	<b>846.6</b>	<b>767.7</b>	<b>2.4</b>	<b>770.1</b>	<b>678.8</b>	<b>2.2</b>	<b>681</b>
• Class I	-	-	-	-	0.02	-	-	0.01	-
• Class II	-	-	-	-	0.04	-	-	0.04	-
• Class III	-	-	-	-	2.36	-	-	2.17	-
<b>Non-hazardous waste generated, mt, including:</b>	<b>13.8</b>	<b>8.6</b>	<b>22.4</b>	<b>13</b>	<b>15.9</b>	<b>28.9</b>	<b>11.5</b>	<b>8.56</b>	<b>20.06</b>
• Class IV	-	-	-	-	0.01	-	-	0.01	-
• Class V	-	-	-	-	15.9	-	-	8.55	-

## GRI 306-4, 306-5, 14.5.5, 14.5.6 Total weight of hazardous waste generated by management method, kt

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Reused and recycled	807.6	10.8	818.4	745.2	2	747.2	668	1.8	669.8
Offsite disposal	4.3	10.7	15.0	2.4	1.9	4.3	1.9	1.8	3.7
Onsite landfilling	8.5	0	8.5	10.5	0	10.5	8.1	0.0	8.1
Onsite storage	11.4	0.6	12.0	10.8	1	11.8	8.0	0.2	8.2

SASB EM-MM-150a.4 Total weight of non-mineral waste generated, mt<sup>20</sup>

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total weight of non-mineral waste generated	1.8	2.1	3.9	2	2.1	4.1	1.1	2.2	3.3

<sup>19</sup> The indicator includes hazardous and non-hazardous waste, overburden and rock, tailings and sludge.

<sup>20</sup> Tailings waste is not generated in the production processes of the Metals segment enterprises, therefore, tailings waste is presented in the form of data on red and nepheline sludge from alumina enterprises generated in the reporting period.

## ADDITIONAL ESG DATA

GRI 306-4, 306-5, SASB EM-MM-150a.6 Total weight of non-hazardous waste generated by management method<sup>21,22</sup>, mt

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Reused and recycled	2.6	122.9	125.5	3.6	148.4	152.0	2.7	95.1	97.8
Offsite disposal	0.0	0.1	0.1	0.2	0.3	0.5	0.2	0.4	0.6
Onsite landfilling	22.7	0.7	23.4	56.4	0.5	56.9	14.3	0.3	14.9
Onsite storage	36.4	14.6	51	32.0	17.0	49.0	29.5	15.8	45.3

## GRI 306-4, 306-5, 14.5.5, 14.5.6, SASB EM-MM-150a.1, EM-MM-150a.2, EM-MM-150a.5 Waste generation and management

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Tailings waste, <sup>23</sup> kt	11,988.4	6,517.6	18,506.0	11,792.9	6,405.5	18,198.4	10,406.2	6,325.5	16,731.7
Percentage of tailings waste recycled, <sup>24</sup> %	7.7	62.0	27.6	7.4	67.0	27.4	7.7	69.0	76.7
Amount of coal combustion residuals (CCR) generated, kt	-	1,946.1	1,946.1	-	2,092.7	2,092.7	-	2,196.8	2,196.8
Percentage of coal combustion residuals (CCR) generated, %	-	68.0	68.0	-	57.0	57.0	-	68.0	68.0

## SASB IF-EU-150a.2 Total number of tailings storage facilities broken down by hazard potential classification and structural integrity assessment in the Power segment

	2022	2023	2024
<b>Total number of coal combustion residual (CCR) impoundments</b>	<b>16</b>	<b>16</b>	<b>15</b>
• High hazard potential	2	2	2
• Significant hazard potential	12	12	12
• Low hazard potential	2	2	1

<sup>21</sup> Hereinafter in the Additional ESG data section, the data for Bauxite Company of Guyana, Bauxite Company of Kindia (Guinea), and the Dian-Dian (Guinea) project that may be material for consolidated indicators of overburden and rock waste is excluded due to the lack of metering systems and relevant requirements in national legislation.

<sup>22</sup> The indicator includes overburden waste that may be used for rehabilitation of abandoned land or reprocessed to make new materials.

<sup>23</sup> Tailings waste is not generated in the production processes of the Metals segment enterprises, therefore, tailings waste is presented in the form of data on red and nepheline sludge from alumina enterprises generated in the reporting period.

<sup>24</sup> Used as a constructive and anti-filtration element of hydraulic structures in the Power segment. Data for 2022 and 2023 have been adjusted.

## ADDITIONAL ESG DATA

## Specific waste indicators

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total generated waste/unit of output, (mt/kt Al for the Metals segment and kt/ bn kWh for the Power segment)	0.02	1.18	-	0.02	1.41	-	0.01	0.91	-
Total generated waste/revenue in USD mn	0.004	0.035	0.012	0.005	0.046	0.015	0.004	0.029	0.011
Total generated waste/revenue in RUB mn	0.00007	0.00051	0.00018	0.00006	0.00054	0.00018	0.00004	0.00031	0.00011

## GRI 306-3, 306-4, 14.5.4, 14.5.5, 14.5.6, 306-5, SASB EM-MM-150a.8, SASB IF-EU-150a.1 Structure of En+ waste generation and management in 2024, mt

	Hazardous	Non-hazardous	Total	%
Generation	0.7	157.2	157.9	-
Utilization	0.7	97.8	98.5	62.4
Disposal	0.6	59.8	60.3	38.2

## SASB EM-MM-150a.6 Overburden, rock, tailings, and sludge generation and accumulation, mt

		2022			2023			2024		
		Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Generated	Overburden	49.0	128.6	177.6	46.7	148.7	195.4	35.3	101.9	137.2
	Rock	-	11.3	11.3	-	12.4	12.4	-	11.1	11.1
	Tailings	-	6.3	6.3	-	6.1	6.1	-	5.6	5.6
	Sludge	12.0	0.2	12.2	11.8	0.3	12.1	10.4	0.3	10.7
Accumulated	Overburden	516.1	11.2	527.3	542.9	13.3	556.2	856.9	12.0	868.9
	Rock	-	11.2	11.2	-	12.2	12.2	-	10.9	10.9
	Tailings	-	1.7	1.7	-	1.7	1.7	-	1.7	1.7
	Sludge	437.5	0	437.5	396.7	0	396.7	404.8	0	404.8

## SASB EM-MM-540a.1 Inventory table of hydraulic structures

Facility	Hydraulic structure class	Year of commissioning	Condition for 2024
<b>Achinsk Alumina Refinery</b>			
Sludge disposal area, map 1	I	1969	Mothballed
Sludge disposal area, map 2	I	2004	Mothballed
Sludge disposal area, map 3	I	2017	In operation
<b>Bogoslovsky Aluminium Smelter</b>			
Sludge disposal area N°1	II	1953 1971 – expandable part	Filling has been suspended, the drainage system for returning seepage water is functioning
Sludge disposal area N°2, map 1	II	1982	In operation
Sludge disposal area N°2, map 2	II	2015	In operation
Ash disposal area N°2	II	1972 2015 – second phase	In operation
<b>Boksitogorsk Alumina Refinery</b>			
Sludge disposal area N°2	II	1968	Maintenance is in progress
<b>Bratsk Aluminium Smelter</b>			
Ash dump N°1	III	1983	In operation

## ADDITIONAL ESG DATA

Facility	Hydraulic structure class	Year of commissioning	Condition for 2024
Ash dump N°2	IV	1973	In operation
<b>Irkutsk Aluminium Smelter</b>			
Sludge collector N°1	IV	1971	Mothballed
Sludge collector N°2, map 1	III	1963	In operation
Sludge collector N°2, map 2	III	1977	In operation
Sludge collector N°2, map 3	III	1983	In operation
Sludge collector N°3, map 1	III	2011	In operation
Sludge collector N°3, map 2	III	2014	In operation
<b>Krasnoyarsk Aluminium Smelter</b>			
Sludge disposal area, map 1	III	1966	In operation
Sludge disposal area, map 3	IV	1998 – section 1 1994 – section 2	In operation
Sludge disposal area, map 5	III	2014 – section 1 2022 – section 2	In operation
<b>JSC Silicon</b>			
Sludge collector N°3	III	1989	In operation
<b>Novokuznetsk Aluminium Smelter</b>			
Sludge collector	III	1972	In operation
<b>Pikalevo Alumina Refinery</b>			
Sludge disposal area, map 4	II	1956	In operation
Sludge disposal area, map 5	II	1956	In operation
<b>Sayanogorsk Aluminium Smelter</b>			
Ash storage facility N°1	IV	1989	In operation
Ash storage facility N°2	IV	n/a	In operation
<b>Kamensk-Uralsky Alumina Refinery</b>			
Sludge disposal site N°1	III	1971	In operation as an emergency drain map
Sludge disposal site N°2, map 1	II	1964	Mothballed
Sludge disposal site N°2, map 2	II	1968	In operation
Sludge disposal site N°3, map 1	II	1983	In operation
Sludge disposal site N°3, map 2	II	1983	In operation
Sludge disposal site N°3, map 3	II	1983	Work is underway to build up
Sludge disposal site N°4	n/a <sup>25</sup>	2022	In operation
Ash dump N°2	IV	1975	In operation
<b>South Ural cryolite plant</b>			
Sludge disposal area N°1	I	1971	In operation
Sludge disposal area N°2	I	1987	In operation
<b>Yaroslavl Mining Company</b>			
Sludge disposal area N°3	III	1978	In operation
Sludge disposal area N°4	III	1994	In operation
<b>Aughinish</b>			
Sludge disposal area	n/a	1983	In operation
<b>Eurallumina</b>			
Sludge disposal area	n/a	1973	Mothballed
<b>Friguia</b>			
Dam 1	II	1960	In operation
Dam 2	I	1960	In operation

<sup>25</sup> Hydraulic structure class will be determined after approval of the safety declaration.

## ADDITIONAL ESG DATA

Facility	Hydraulic structure class	Year of commissioning	Condition for 2024
Dam 3	I	1960	In operation
<b>Winalco</b>			
Sludge disposal area	n/a	1985	In operation

## Biodiversity

## Amount of land disturbed because of open-pit mining and rehabilitated, ha

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total amount of land disturbed because of open-pit mining but not yet rehabilitated as at 1 January of the reporting year	12,104	11,995	24,099	11,017	12,206	23,223	11,778	12,372	24,150
Total amount of land disturbed because of open-pit mining	45	227	272	164	226	390	288	223	511
Total amount of rehabilitated land for which a permit for use has been obtained	77	-	77	290	60	350	98	76	175
Total amount of land disturbed because of open-pit mining but not yet rehabilitated as at 31 December of the reporting year	12,072	12,221	24,293	10,891	12,372	23,263	11,967	12,519	24,486

## Tree planting, mn

	2022	2023	2024
Tree planting in Krasnoyarsk and Irkutsk region	1,300	0,000	0.274

## ADDITIONAL ESG DATA

## Occupational health and safety

## GRI 403-9, 403-10, SASB EM-MM-320a.1, SASB IF-EU-320a.1 Key indicators (employees)

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Number of recordable work-related injuries	-	-	-	115	43	158	119	48	167
Number of work-related incidents	85	36	121	84	29	113	92	27	119
Number of fatalities as a result of work-related injuries	4	1	5	1	1	2	6	1	7
Number of high-consequence work-related injuries	18	9	27	11	5	16	18	2	20
Number of easy-consequence work-related injuries	63	26	89	72	23	95	68	24	92
Micro injuries that required medical treatment	-	-	-	-	-	-	27	21	48
Total number of man-hours worked, thousand	95,639	53,574	149,213	97,111	55,994	153,105	90,827	47,768	138,595
Number of days lost due to work-related injuries	5,157	-	-	6,107	2,199	8,306	6,528	-	-
Total number of employees disability days during the reporting period	-	-	-	-	-	-	-	210,072	-
Number of man-days of illness per employee for all reasons	-	-	-	-	-	-	-	5,94	-
Number of cases of occupational diseases <sup>26</sup>	123	65	188	142	113	255	163	65	228

GRI 403-9, SASB EM-MM-320a.1, IF-EU-320a.1 Key indicators (contractors)<sup>27</sup>

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Number of recordable work-related injuries	-	-	-	31	-	-	22	9	31
Number of work-related incidents	22	2	24	26	2	28	24	5	29
Number of fatalities as a result of work-related injuries	1	1	2	2	0	2	4	0	4
Number of high-consequence work-related injuries	6	1	7	9	1	10	3	2	5
Number of easy-consequence work-related injuries	-	-	12	-	-	17	17	3	20
Micro-injuries (medical treatment beyond first aid)	-	-	-	-	-	-	10	4	14

<sup>26</sup> Occupational disease data contain only disclosed cases for current employees and contractors. The statistics do not include cases of occupational diseases detected for the first time in the post-exposure period.

<sup>27</sup> Contractor injury data represents cases disclosed in the Company.

## ADDITIONAL ESG DATA

Total number of man-hours worked, thousand	-	4,147	-	-	4,675	-	-	4,103	-
--	---	-------	---	---	-------	---	---	-------	---

## GRI 403-9, 403-10, SASB EM-MM-320a.1, IF-EU-320a.1, 2.13 Injury rates

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total Recordable Incident Rate (TRIR) <sup>28</sup> (employees), per 200,000 hours/1,000,000 hours	0.23/1.15	0.33/1.66	-	0.24/1.2	0.15/0.77	0.21/1.05	0.26/1.3	0.20/1	0.24/1.18
Total Recordable Incident Rate (TRIR) (contractors), per 200,000 hours/1,000,000 hours	-	-	-	-	-	-	-	0.44/2.19	-
Lost Time Injury Frequency Rate (LTIFR) <sup>29</sup> (employees), per 200,000 hours/1,000,000 hours	0.18/0.89	0.13/0.67	0.16/0.81	0.18/0.9	0.1/0.52	0.15/0.76	0.18/0.91	0.11/0.56	0.17/0.84
Lost Time Injury Frequency Rate (LTIFR) (contractors), per 200,000 hours/1,000,000 hours	-	-	-	-	0.09/0.43	-	-	0.24/1.22	-
Rate of fatalities (employees), per 200,000 hours/1,000,000 hours	0.008/0.04	-	-	0.002/0.01	0.004/0.018	0.003/0.015	0.013/0.066	0.004/0.02	0.01/0.05
Rate of fatalities (contractors), per 200,000 hours/1,000,000 hours	-	-	-	-	0/0	-	-	0	-
Rate of high-consequence work-related injuries (employees), per 200,000 hours/1,000,000 hours	0.04/0.2	-	-	0.02/0.1	0.018/0.089	0.02/0.1	0.04/0.20	0.008/0.042	0.03/0.14
Rate of high-consequence work-related injuries (contractors), per 200,000 hours/1,000,000 hours	-	-	-	-	0.043/0.214	-	-	0.1/0.49	-
Work-related injury rate	-	-	-	-	-	-	-	0.76	-
Specific total injury rate (employees)	-	-	-	-	-	-	-	0.028	-

<sup>28</sup> Hereinafter in the Additional ESG data section, the TRIR indicator covers fatalities as a result of work-related injuries, work-related injuries with temporary or permanent disability, and minor injuries requiring medical treatment and/or transfer to another job.

<sup>29</sup> Hereinafter in the Additional ESG data section, the LTIFR figure covers high-consequence and minor injuries with temporary disability recorded by the Company over the given period.

ADDITIONAL ESG DATA

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Lost Time Injury Severity Rate (LTISR, employees)	-	-	-	-	-	-	14.37	-	-
Near miss frequency rate (employees, NMFR) per 200 thousand hours/per 1 million hours	-	0.258	-	-	0.05	-	-	0.09/0.44	-
Near miss frequency rate (contractors, NMFR) per 200 thousand hours/per 1 million hours	-	0.05	-	-	0.25	-	-	0.15/0.73	-

GRI 403-8 Employees covered by the occupational health and safety management system

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Number and percentage of people covered by the occupational health and safety management system, people/%	59,463/ 100%	37,154/ 100%	97,583/ 100%	57,100/ 100%	32,964/ 100%	90,064/ 100%	58,174/ 100%	35,312/ 100%	93,486/ 100%

## ADDITIONAL ESG DATA

## GRI 403-5 Health and safety training

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Average amount of health and safety training (employees), hours/person	24.8	38	30	27.5	40	32	14	44	26

## Health and safety expenditures

	2022		2023		2024	
	RUB	USD	RUB	USD	RUB	USD
<b>Metals segment</b>						
<b>Total health and safety expenses, RUB thsd</b>	-	-	4,026,000	48,948	6 515 119	70 384
Share of OHS expenses in relation to revenue						-
Health and safety expenses per employee, RUB thsd	-	-	70.5	0.9	-	-
Amount of fines for health and safety violations, RUB thsd	-	-	2,832	34.4	-	-
<b>Power segment</b>						
<b>Total health and safety expenses, RUB thsd</b>	1,317,600	19,221	1,182,587	15,169	1,214,995	13,134
• Purchase of personal protective equipment, thsd	-	-	-	-	544,368	5,884
• Organizational measures, thsd	-	-	-	-	213,309	2,306
• Technical and technological measures, thsd	-	-	-	-	184,540	1,995
• Sanitary and hygienic measures, thsd	-	-	-	-	220,351	2,382
• OHS training, thsd	-	-	-	-	52,427	567
Share of OHS expenses in relation to revenue						0.0034
Health and safety expenses per employee, RUB thsd	35.5	0.5	38.1	0.5	37.1	1
Amount of fines for health and safety violations, RUB thsd	-	-	-	-	0	0
Financial losses from incidents, accidents, accidents thsd	-	-	-	-	18,623	201
Share of financial losses in relation to revenue, %						0.00005
<b>En+</b>						
<b>Total health and safety expenses, RUB thsd</b>	-	-	5,273,680	64,117	7 730 114	83 550
Share of OHS expenses in relation to revenue						-
Health and safety expenses per employee, RUB thsd	-	-	58.2	0.7	84.2	0.91

## ADDITIONAL ESG DATA

## Employees

GRI 2-7 Total headcount at the end of the year<sup>30</sup>

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Headcount at Russian and international facilities, people, including	59,463	37,154	96,617	57,100	32,964	90,064	58,174	35,312	93,486
Russia	49,313	37,146	86,459	49,702	32,956	82,658	51,013	35,303	86,316
Other countries	10,150	8	10,158	7,398	8	7,406	7,161	9	7,170
Percentage of full-time employees, %, including	97.1	99.1	97.9	98.7	99.3	98.9	98.6	98.9	98.7
Female	97.5	98.5	97.9	98.3	98.8	98.5	98.3	98.2	98.3
Male	97.0	99.4	97.8	98.9	99.6	99.1	98.7	99.3	98.9
Percentage of permanent employees, %, including	92.4	95.5	93.6	92.3	96.4	93.8	91.6	96	93.3
Female	90.0	93.7	91.6	90.1	94.5	92	89.9	94.8	92.1
Male	93.2	96.2	94.3	93.1	97.4	94.5	92.2	96.7	93.8
Percentage of employees working under fixed-term employment contracts, %, including	7.6	4.5	6.4	7.7	3.6	6.2	8.4	4	6.7
Female	10	2	8.4	9.9	1.9	8.0	10.1	5.2	7.9
Male	6.8	2.6	5.7	6.9	1.7	5.1	7.8	3.3	6.2

## GRI 2-7, 405-1 Gender diversity of employees, %

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
<b>Workforce gender diversity</b>									
Female, including	25.1	31.6	27.6	25.2	34.1	28.4	25.5	35.5	29.3
under 30 years old	10.1	10.9	10.4	9.8	11.3	10.4	10.2	11.4	10.7
30–50 years old	62.4	62.9	62.6	62.6	62.8	62.7	61.3	64.4	62.7
over 50 years old	27.6	26.2	27.0	27.6	25.9	26.9	28.5	24.2	26.6
Male, including	74.9	68.4	72.4	74.8	65.9	71.6	74.5	64.5	70.7
under 30 years old	14.6	13.8	14.3	14.1	13.9	14.0	14.2	14.7	14.4
30–50 years old	63.1	57.3	61.0	63.1	57.5	61.2	62.2	58.7	61.0
over 50 years old	22.4	28.8	24.7	22.8	28.6	24.8	23.6	26.6	24.6
<b>Gender diversity of senior management</b>									
Female, including	18.0	24.4	19.9	18.9	29.7	22.3	18.3	31.7	22.5
under 30 years old	0.0	2.8	1.0	0.0	5.3	2.2	0.0	1.9	0.8
30–50 years old	74.2	65.3	70.9	67.4	69.5	68.3	56.7	73.8	64.3
over 50 years old	25.8	31.9	28.1	32.6	25.3	29.5	43.3	24.3	34.9
Male, including	82.0	75.6	80.1	81.1	70.3	77.7	81.7	68.3	77.5
under 30 years old	0.2	0.4	0.3	1.1	0.4	0.9	0.0	0.4	0.1
30–50 years old	58.7	64.6	60.3	55.7	63.1	57.8	56.3	64.5	58.6
over 50 years old	41.2	35.0	39.4	43.2	36.4	41.3	43.7	35.1	41.3
<b>Gender diversity of middle-level management</b>									
Female, including	21.7	23.2	22.4	22.2	25.5	23.8	23.9	27.0	25.4

<sup>30</sup> The total number of employees at the end of the year does not include external part-time employees. Data was collected using the HR data collection system.

## ADDITIONAL ESG DATA

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
under 30 years old	2.1	3.4	2.7	10.6	4.1	3.2	3.0	3.7	3.4
30–50 years old	65.3	68.0	66.7	66.2	66.6	66.4	66.8	71.9	69.4
over 50 years old	32.7	28.6	30.6	23.2	29.3	30.3	30.2	24.4	27.2
Male, including	78.3	76.8	77.6	77.8	74.5	76.2	76.1	73.0	74.6
under 30 years old	2.7	3.9	3.3	2.4	4.0	3.1	2.3	4.1	3.2
30–50 years old	67.6	67.3	67.5	66.9	67.4	67.2	66.1	68.2	67.1
over 50 years old	29.7	28.8	29.2	30.7	28.6	29.7	31.6	27.7	29.7
<b>Gender diversity of specialists</b>									
Female, including	55.6	58.8	57.2	55.2	58.8	57.0	56.5	59.1	57.9
under 30 years old	14.3	12.0	13.0	13.2	12.5	12.8	13.8	12.5	13.1
30–50 years old	66.8	68.6	67.7	67.7	68.8	68.3	66.8	68.5	67.8
over 50 years old	18.9	19.5	19.2	19.1	18.7	18.9	19.4	19.0	19.2
Male, including	44.4	41.2	42.8	44.8	41.2	43.0	43.5	40.9	42.1
under 30 years old	11.4	12.8	12.1	10.7	14.0	12.3	12.3	16.2	14.3
30–50 years old	65.7	63.6	64.6	65.3	63.6	64.5	63.6	63.0	63.3
over 50 years old	23.0	23.6	23.3	24.0	22.4	23.2	24.1	20.8	22.4
<b>Gender diversity of blue-collar employees</b>									
Female, including	20.1	22.9	21.1	20.1	25.4	21.7	20.0	26.9	22.2
under 30 years old	9.0	11.4	9.9	9.0	11.7	10.0	9.3	12.2	10.4
30–50 years old	59.7	56.3	58.5	59.5	56.0	58.2	57.7	58.4	58.0
over 50 years old	31.3	32.4	31.7	31.5	32.3	31.8	32.9	29.4	31.6
Male, including	79.9	77.1	78.9	79.9	74.6	78.3	80.0	73.1	77.8
under 30 years old	16.3	16.2	16.3	15.8	16.1	15.9	15.9	16.8	16.2
30–50 years old	62.4	54.0	59.7	62.6	53.9	60.0	61.7	55.4	59.8
over 50 years old	21.3	29.8	24.1	21.6	30.0	24.1	22.4	27.8	24.0

## GRI 405-1, 14.21.5 Employees by age, %

	2022	2023	2024
under 30 years old	13.2	13.0	13.3
30–50 years old	61.4	62.0	61.5
over 50 years old	25.3	25.0	25.2

## Number of employees with three or more children, people

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Number of employees with three or more children	2,869	-	-	2,854	1,947	4,801	2 893	1 999	4 892

## ADDITIONAL ESG DATA

## GRI 401-1 New employee hires, people

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total, including	6,480	7,226	13,706	6,429	6,761	13,190	9,569	8,578	18,147
Russia	5,747	7,226	12,973	5,848	6,761	12,609	9,010	8,576	17,586
Other countries	733	0	733	581	0	581	559	2	561

## GRI 401-1 New employee hires, %

	2022			2023			2024		
	<b>By gender</b>								
Male			30.8			32.7			33.9
Female			69.2			67.3			66.1
<b>By age</b>									
Under 30 years old			33.7			37.3			35.8
30–50 years old			55			50.5			51.4
Over 50 years old			11.3			12.2			12.8
By gender			11.3			12.2			12.8

## GRI 2-30, SASB EM-MM-310a.1 Employees covered by collective bargaining agreements, %

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Employees covered by collective bargaining agreements, including	-	-	86.3	85.5	83.6	84.8	84.4	77.2	81.7
Russia	87.9	86.5	-	87.7	83.6	86.1	85.9	77.2	82.3
Other countries	78.4	-	-	70.8	-	70.7	74	0	74

## GRI 401-1 Employee turnover, %

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Employee turnover	9.5	12.2	10.5	11.3	15.4	12.8	14.7	20.4	16.8
Female	9.8	14.0	11.6	11.4	18.6	14.6	13.1	23.3	17.8
under 30 years old	21.5	26.5	23.8	23.4	43.5	32.9	27.5	54.2	40.5
30–50 years old	7.9	12.0	9.7	9.7	16.3	12.6	11.0	19.7	15.1
over 50 years old	9.9	13.6	11.5	11.1	13.3	12.0	12.3	18.4	14.9
Male	9.4	11.4	10.1	11.2	13.8	12.1	15.2	18.7	16.4
under 30 years old	17.7	18.7	18.0	21.5	31.9	25.0	29.1	40.0	33.0
30–50 years old	6.8	10.1	7.9	8.6	11.6	9.5	12.5	14.9	13.3
over 50 years old	11.3	10.6	11.0	12.1	9.5	11.1	13.8	15.4	14.9

## GRI 401-1 Employee turnover by region, %

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Russia	9.7	12.2	11.0	11.7	15.4	13.2	15.0	20.4	17.2
Other countries	8.7	12.5	10.8	8.2	0.0	8.2	12.0	11.1	12

## ADDITIONAL ESG DATA

GRI 202-2 Proportion of senior management hired from the local community in Russia and other countries<sup>31</sup>, %

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Russia	99.8	100.0	99.9	99.8	100.0	98.2	90.3	100.0	93.4
Other countries	91.9	100.0	82.3	60.7	100.0	60.7	55.3	-	55.3

## GRI 404-1, 14.21.4 Total hours of training, hours

	2022		2023		2024	
	Metals segment	Power segment	Metals segment	Power segment	Metals segment	Power segment
Average hours of training per employee per year	19.3	30.8	-	-	54.3	43.1
<b>By gender</b>						
Female	15.7	15.7	29.0	18.0	33.4	20.5
Male	20.5	37.8	41.0	49.0	61.5	55.6
<b>By employee category</b>						
Senior management	11.0	74.0	53.0	98.0	77.8	94.3
Middle-level management	23.2	55.6	51.0	88.0	59.2	94.3
Specialists	22.6	22.3	40.0	30.0	28.8	34.3
Blue-collar employees	3.0	28.6	34.0	30.0	58.2	30.4

## Training costs, thsd

	2022		2023		2024	
	RUB	USD	RUB	USD	RUB	USD
<b>Metals segment</b>						
Employee training costs	435,112	5,104.00	530,417	6,221.90	543,683	5,873.20
Training costs per employee	-	-	9.3	0.11	9.35	0.10
<b>Power segment</b>						
Employee training costs	408,100	4,787.10	730,353	8,567.20	450,776	4,869.57
Training costs per employee	7.3	0.1	22.3	0.3	12.8	0.14
<b>En+</b>						
Employee training costs	843,212	9,891.05	1,260,770	14,789.09	994,459	10,742.78
Training costs per employee	-	-	14	0.16	10.64	0.11

<sup>31</sup> The geographical definition of "local" includes a country. Senior management includes the president, vice-presidents, directors of enterprises and production units and other functions, as well as their deputies.

## ADDITIONAL ESG DATA

GRI 202-1, 14.17.2 Standard entry level wage for employees and established minimum wage in the Company's regions of operations<sup>32</sup>

Region	2022				2023				2024			
	Standard entry level wage		Established minimum wage in the region		Standard entry level wage		Established minimum wage in the region		Standard entry level wage		Established minimum wage in the region	
	RUB	USD	RUB	USD	RUB	USD	RUB	USD	RUB	USD	RUB	USD
<b>Metals segment</b>												
Russia	22,000	321	15,279	223	23,785	279	16,242	191	23,833	257	19,242	208
Republic of Armenia	37,851	564	14,570	213	53,963	626	22,318	262	54,537	589	24,514	265
Ukraine	14,203	207	14,203	207	-	-	-	-	-	-	-	-
Jamaica	23,624	345	17,338	253	32,742	384	30,956	363	38,263	413	38,263	413
Guinea	5,284	77	4,338	63	6,705	79	5,504	65	7,238	78	5,942	64
Guyana	37,958	554	19,640	286	47,656	560	24,396	286	51,683	558	26,457	286
Nigeria	8,955	131	4,852	71	8,504	42	3,977	47	4,579	49	4,380	47
<b>Power segment</b>												
Russia	17,600	257	15,279	223	18,000	211	16,242	191	44,108	477	19,242	208
Volgograd Region	17,600	257	15,279	223	22,880	269	17,519	206	27,260	294	19,242	208
Moscow	31,680	462	23,508	343	38,736	456	29,389	345	64,192	694	29,389	318
St. Petersburg	41,745	609	23,500	343	46,260	543	25,000	294	69,181	748	25,000	270
Trans-Baikal Territory	19,863	290	19,863	290	24,363	286	24,363	286	33,807	365	29,825	322
Irkutsk Region	22,423	327	23,508	343	22,801	268	16,242	191	42,858	463	31,749	343
Krasnodar Territory	18,000	263	16,043	234	18,000	211	17,054	200	29,379	318	20,204	218
Krasnoyarsk Territory	24,446	357	24,446	357	25,987	305	25,987	305	49,359	533	30,787	333
Moscow Region	22,989	335	15,279	223	28,736	337	19,000	223	37,578	406	21,000	227
Nizhny Novgorod Region	18,908	276	15,279	223	24,593	289	16,242	191	34,422	372	19,242	208
Republic of Karelia	34,513	503	27,502	401	39,680	466	29,236	343	45,613	493	34,636	374
Republic of Tyva	29,030	423	29,030	423	30,860	362	30,860	362	38,253	413	36,560	395
Republic of Khakassia	24,446	357	24,446	357	25,987	305	25,987	305	30,787	333	30,787	333
Chelyabinsk Region	23,178	338	17,571	256	-	-	-	-	-	-	-	-
Yaroslavl Region	63,201	922	15,279	223	59,880	703	16,242	191	63,790	689	19,242	208
Armenia	17,975	262	14,352	209	25,049	294	20,000	235	22,437	242	17,714	191
Primorsky Territory	40,000	584	22,919	334	47,123	553	25,987	305	49,022	530	28,863	312
Sakhalin Region	29,794	435	29,794	435	29,279	344	29,279	344	68,967	745	40,408	437

<sup>32</sup> Calculated on the basis of the average exchange rate of USD to RUB 68.55 for 2022, RUB 85.25 for 2023, RUB 92.57 for 2024.

## ADDITIONAL ESG DATA

GRI 405-2, 14.21.6. Ratio of basic salary and remuneration of men to women<sup>33</sup>

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Average salary	1.16	1.13	-	1.29	0.95	-	1.77	1.21	1.28
Senior management	1.19	1.26	-	1.32	1.32	-	1.53	0.92	1.44
Middle-level management	1.06	1.02	-	1.09	1.06	-	1.05	1.10	1.12
Specialists	1.19	1.22	-	1.44	1.19	-	1.17	1.23	1.37
Blue-collar employees	1.53	1.34	-	1.41	1.34	-	1.38	1.24	1.45

GRI 405-2, 14.21.6 Average salary<sup>34</sup>

	2022		2023		2024	
	RUB	USD	RUB	USD	RUB	USD
<b>Metals segment</b>						
Average salary	-	-	-	-	121,250	1,310
Female	-	-	-	-	102,353	1,106
Male	-	-	-	-	127,734	1,380
Average salary of senior management, including	-	-	-	-	693,099	7,487
Female	-	-	-	-	567,065	6,126
Male	-	-	-	-	721,247	7,791
Average salary of middle-level management, including	-	-	-	-	194,198	2,098
Female	-	-	-	-	182,505	1,972
Male	-	-	-	-	197,861	2,137
Average salary of specialists, including	-	-	-	-	128,346	1,386
Female	-	-	-	-	109,152	1,179
Male	-	-	-	-	153,247	1,655
Average salary of blue-collar employees, including	-	-	-	-	99,594	1,076
Female	-	-	-	-	74,439	804
Male	-	-	-	-	105,892	1,144
<b>Power segment</b>						
Average salary	72,866	1,063	84,705	993	90,948	983
Female	66,959	977	87,590	1,027	80,064	865
Male	75,595	1,103	83,246	976	96,949	1,047
Average salary of senior management, including	-	-	-	-	407,519	4,405
Female	355,109	3,836	339,775	3,670	429,822	3,906
Male	446,861	4,827	448,507	4,845	397,189	4,293
Average salary of middle-level management, including	-	-	-	-	157,878	1,706
Female	124,576	1,345	130,509	1,410	146,675	1,585
Male	126,712	1,368	138,349	1,495	162,019	1,751
Average salary of specialists, including	-	-	-	-	96,241	1,040

<sup>33</sup> Were calculated as the average salary of men/the average salary of women.<sup>34</sup> Calculated on the basis of the average exchange rate of USD to RUB 68.55 for 2022, RUB 85.25 for 2023, RUB 92.57 for 2024.

## ADDITIONAL ESG DATA

	2022		2023		2024	
	RUB	USD	RUB	USD	RUB	USD
Female	76,164	822	79,815	862	87,868	950
Male	92,677	1,001	95,017	1,026	108,345	1,171
Average salary of blue-collar employees, including	-	,-	,	,	62,022	670
Female	43,217	466	47,490	513	52,739	570
Male	58,007	626	63,641	687	65,441	707
			<b>En+</b>			
Average salary	-	-	-	-	109,804	1,186
Female	-	-	-	-	92,147	995
Male	-	-	-	-	117,129	1,265
Average salary of senior management, including	-	-	-	-	639,149	6,904
Female	-	-	-	-	506,131	5,467
Male	-	-	-	-	631,166	6,818
Average salary of middle-level management, including	-	-	-	-	176,458	1,906
Female	-	-	-	-	161,953	1,750
Male	-	-	-	-	181,391	1,960
Average salary of specialists, including	-	-	-	-	114,005	1,232
Female	-	-	-	-	98,593	1,065
Male	-	-	-	-	135,174	1,460
Average salary of blue-collar employees, including	-	-	-	-	88,416	955
Female	-	-	-	-	65,555	708
Male	-	-	-	-	94,953	1,026

## ADDITIONAL ESG DATA

Employee diversity<sup>35</sup>

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Employees with disabilities	372	413	785	397	503	900	445	535	980
Percentage of employees with disabilities, %	1	1	1	1	2	1	1	2	1
Number of working pensioners, people	-	-	-	1,774	3,715	5,489	6,305	3,681	10,166
Percentage of working pensioners, %	-	-	-	3.1	11.3	6.0	10	11.1	10
Number of employees who received the status of "disabled" during the performance of their employment functions	-	-	-	-	-	-	-	31	-
Percentage of employees who received the status of "disabled" during the performance of their employment functions, %	-	-	-	-	-	-	-	0.1	-
Number of indigenous minorities of Russia	-	-	-	-	-	-	-	0	-
Percentage of indigenous minorities of Russia, %	-	-	-	-	-	-	-	0	-

## GRI 401-3 Parental leave

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total number of employees that were entitled to parental leave	5,924	1,750	7,674	6,539	1,592	8,131	5,795	1,914	7,709
Female	1,275	810	2,085	1,634	960	2,594	1,318	789	2,107
Male	4,649	940	5,589	4,905	632	5,537	4,477	1,125	5,602
Total number of employees that took parental leave	333	579	912	352	487	839	559	587	1,146
Female	320	547	867	309	467	776	305	513	818
Male	13	32	45	43	20	63	254	74	328
Total number of employees that returned to work in the reporting period after parental leave ended	317	287	604	270	219	489	486	244	730
Female	300	272	572	237	210	447	265	209	474
Male	17	15	32	33	9	42	221	35	256
Total number of employees that	227	149	376	222	121	343	207	133	340

<sup>35</sup> To enforce the Federal Law "On Social Protection of Disabled Persons in the Russian Federation" in terms of the required number of people with disabilities employed in quota jobs, the Metals segment recently decided to enter into agreements with local branches of the All-Russian Society of the Disabled People in the regions where the Metals segment operates. This allows enterprises to meet the quota through the agreements rather than by directly employing people with disabilities as full-time employees.

## ADDITIONAL ESG DATA

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
returned to work after parental leave ended that were still employed 12 months after their return to work									
Female	221	142	363	213	118	331	189	120	309
Male	6	7	13	9	3	12	18	13	31
Retention rate of employees that took parental leave, %	81.1	68.3	75.5	83.6	44	57.9	77	61	70

## GRI 401-2 Social security for full-time employees

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Life insurance	-	-	-	-	33	-	-	29	-
Medical care	-	-	-	-	54	-	-	48	-
Health resort treatment and recreation	-	-	-	-	7	-	-	10	-
Parental leave	-	-	-	-	3	-	-	1	-
Pension programs	-	-	-	-	5	-	-	5	-
Financial assistance of all types	-	-	-	-	57	-	-	55	-
One-time incentive payments for employees' anniversaries (from age 50 onwards)	-	-	-	-	5	-	-	6	-
Compensation of 50% of the cost of fitness club membership	-	-	-	-	1	-	-	1	-
Provision of daily food subsidies	-	-	-	-	71	-	-	101	-
Compensation of 80% of the cost of a children's trip to the children's health camp "Town of the Sun"	-	-	-	-	2	-	-	1	-
Preferential mortgage programme	-	-	-	-	1	-	-	1	-

## ADDITIONAL ESG DATA

## Costs of social programs for staff, mn

	2022		2023		2024	
	RUB	USD	RUB	USD	RUB	USD
<b>Metals segment</b>						
Organisation and holding of social and fitness events for employees and their families	9,815.3	106.0	8,006.8	86.5	8,726.5	94.3
Organisation and holding of medical events for employees and their families	-	-	-	-	1,544	16.7
Family and Parenthood Support Programs	1,432.6	15.5	1,273.5	13.8	-	-
Financial assistance programmes for employees of the organisation who find themselves in a difficult life situation	-	-	-	-	278.8	3.0
Housing programmes	302.7	3.3	245.4	2.7	134.5	1.5
Corporate programmes of non-state pension coverage and/or long-term savings	176.1	1.9	144.3	1.6	91.3	1.0
Other	94.9	1.0	83.8	0.9	-	-
<b>Total</b>	<b>12,055.0</b>	<b>130.2</b>	<b>10,003.7</b>	<b>108.1</b>	<b>11,196.4</b>	<b>121.0</b>
<b>Power segment</b>						
Organisation and holding of social and fitness events for employees and their families	-	-	-	-	181.5	2.0
Organisation and holding of medical events for employees and their families	-	-	-	-	430.0	4.6
Family and Parenthood Support Programmes	-	-	-	-	29.7	0.3
Financial assistance programmes for employees of the organisation who find themselves in a difficult life situation	-	-	-	-	210.7	2.3
Housing programmes	-	-	-	-	87.9	0.9
Corporate programs of non-state pension coverage and/or long-term savings	-	-	-	-	311.0	3.4
Other	-	-	-	-	1,237.1	13.4
<b>Total</b>	<b>-</b>	<b>-</b>	<b>2 180.3</b>	<b>23.57</b>	<b>2,487.8</b>	<b>26.9</b>
<b>En+</b>						
Organisation and holding of social and fitness events for employees and their families	-	-	-	-	8,908.0	96.2
Organisation and holding of medical events for employees and their families	-	-	-	-	1,974.0	21.3
Family and Parenthood Support Programmes	-	-	-	-	29.7	0.3
Financial assistance programmes for employees of the organisation who find themselves in a difficult life situation	-	-	-	-	489.5	5.3
Housing programmes	-	-	-	-	222.3	2.4
Corporate programmes of non-state pension coverage and/or long-term savings	-	-	-	-	311.0	4.4
Other	-	-	-	-	0.0	0.0
<b>Total</b>	<b>-</b>	<b>-</b>	<b>12 184</b>	<b>131,7</b>	<b>13,684.2</b>	<b>147.9</b>

## GRI 2-27 Substantial fines

	2022	2023	2024
Total number of cases of non-financial sanctions	0	0	0
Total number of cases involving dispute resolution mechanisms	0	0	0

## ADDITIONAL ESG DATA

## GRI 419-1 The number of employees belonging to the association, people

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Number of employees who are members of Youth Councils	-	-	-	-	874	-	-	489	-
Number of employees on the Work Councils	-	-	-	-	383	-	-	379	-
Number of employees who are members of Women's Councils	-	-	-	-	195	-	-	189	-

## Contribution to local communities

## GRI 203-1 Social investments, mn

	2022		2023		2024	
	RUB	USD	RUB	USD	RUB	USD
<b>Metals segment</b>						
Volunteering	26.8	0.4	71.2	0.8	24.6	0.3
Social assistance and support	122.8	1.8	174.9	2.1	926.2	1.0
• including support for veterans	-	-	-	-	-	-
Sports projects	810.8	11.8	738.2	8.7	1,616.0	17.5
• including to support mass sports	-	-	-	-	-	-
Healthcare	91.9	1.3	411.4	4.8	282.6	3.1
Culture	82.7	1.2	11.0	0.1	190.5	2.1
Ecology and animal welfare	177.9	2.6	146.6	1.7	104.5	1.1
Educational projects	725.1	10.6	1,645.3	19.3	1,751.2	18.9
Social infrastructure and the urban environment	142.0	2.1	1,138.0	13.3	614.5	6.6
Development of NPOs and local communities	0.0	0.0	392.0	4.6	1,462.4	15.8
Other	0.0	0.0	0.0	,	0	0
<b>Total</b>	<b>2,180.0</b>	<b>31.8</b>	<b>4,728.6</b>	<b>55.5</b>	<b>6,138.5</b>	<b>66.3</b>
<b>Power segment</b>						
Volunteering	0.0	0.0	5.0	0.1	21.7	0.2
Social assistance and support	36.9	0.5	40.6	0.5	86.4	0.9
• including support for veterans	-	-	-	-	0.2	0.0
Sports projects	46.2	0.7	43.4	0.5	181.5	2.0
• including to support mass sports	-	-	-	-	41.7	0.5
Healthcare	1.9	0.0	7.9	0.1	1.1	0.0
Culture	47.4	0.7	27.8	0.3	144.1	1.6
• including the development of infrastructure in the field of culture, art and folk art	-	-	-	-	0.0	0.0
• including the organization's expenses for initiatives and projects aimed at the formation of traditional Russian spiritual, moral, cultural and historical values	-	-	-	-	0.0	0.0
Ecology and animal welfare	74.7	1.1	57.4	0.7	66.8	0.7
Educational projects	937.0	13.7	311.2	3.7	184.0	2.0
• including to support general education organizations	-	-	-	-	92.0	1.0
• including to support organizations implementing secondary vocational education programs	-	-	-	-	14.0	0.2
• including programs and activities aimed at the professional orientation of children and youth	-	-	-	-	18.8	0.2
• including those aimed at supporting additional education for children and youth	-	-	-	-	8.7	0.1

## ADDITIONAL ESG DATA

	2022		2023		2024	
	RUB	USD	RUB	USD	RUB	USD
• including those aimed at supporting higher education organizations	-	-	-	-	25.3	0.3
Social infrastructure and the urban environment	116.2	1.7	25.3	0.3	162.4	1.8
• including the organization's expenses for improving the housing conditions of representatives of local communities	-	-	-	-	0.0	0.0
• including the organization's expenses for improving the quality of roads	-	-	-	-	0.2	0.0
Development of NPOs and local communities	10.2	0.1	4.7	0.1	36.4	0.4
Other	50.9	0.7	4.7	0.1	8.6	0.1
<b>Total</b>	<b>1,270.5</b>	<b>18.5</b>	<b>528.0</b>	<b>6.1</b>	<b>893.1</b>	<b>9.6</b>
	<b>En+</b>					
Volunteering	26.8	0.4	77.1	0.9	46.3	0.5
Social assistance and support	159.7	2.3	217.6	2.6	178.6	1.9
Sports projects	857.0	12.5	790.2	9.3	1,797.5	19.4
Healthcare	93.8	1.4	424.1	5.0	283.8	3.1
Culture	130.1	1.9	39.0	0.5	334.6	3.6
Ecology and animal welfare	252.6	3.7	205.8	2.4	171.3	1.9
Educational projects	1,662.1	24.2	1,975.8	23.2	1,935.2	20.9
Social infrastructure and the urban environment	258.2	3.8	1,176.7	13.8	776.8	8.4
Development of NPOs and local communities	10.2	0.1	401.3	4.7	1,498.8	16.2
Other	50.9	0.7	4.7	0.1	8.6	0.1
<b>Total</b>	<b>3,450.5</b>	<b>50.3</b>	<b>5,312.1</b>	<b>62.3</b>	<b>7,031.5</b>	<b>76.0</b>

## ADDITIONAL ESG DATA

## Corporate governance

## Board of Directors

	2022	2023	2024
Number of the Board meetings	13	11	11
Number of members of the Board	11	12	12
Number of meetings of the audit and risk committee	6	6	7

## GRI 2-9, 405-1 Diversity of the Board of Directors of IPJSC «EN+ GROUP», %

	2022	2023	2024
Independence:			
Independent	64	67	67
Non-independent	36	33	33
Gender:			
Female	36	33	33
Male	64	67	67
Age:			
35-45	27	17	17
46-55	18	17	17
56-65	27	42	42
65+	27	24	24
Tenure:			
1-3 years	64	75	25
4-9 years	36	25	50
10+ years	0	0	25

## GRI 2-9, 405-1 Composition and diversity of committees as at 31 December 2024, %

	Audit and Risk Committee	Compliance Committee	Corporate Governance Committee	Health, Safety, and Environment Committee	Nominations Committee	Remuneration Committee
Executiveness:						
Executive	0	0	0	0	0	0
Non-executive	100	100	100	100	100	100
Independence:						
Independent	100	60	60	80	100	60
Non-independent	0	40	40	20	0	40
Tenure:						
1-3 years	60	100	80	80	75	80
4-9 years	40	0	20	20	25	20
10+ years	0	0	0	0	0	0
Gender:						
Male	100	40	60	60	50	80
Female	0	60	40	40	50	20

## ADDITIONAL ESG DATA

## Auditor's remuneration for audit and non-audit services

			Audit services	Non-audit services	Total fees paid to the audit firm
2022	Metals segment	USD mn	4.2	0.7	4.9
		%	91	9	100
	Power segment	USD mn	0.7	0.1	0.8
		%	87.5	12.5	100
	En+	USD mn	4.9	0.8	5.7
		%	86	14	100
2023	Metals segment	USD mn	4.1	1.1	5.2
		%	78	22	100
	Power segment	USD mn	0.5	0.2	0.7
		%	65	35	100
	En+	USD mn	4.6	1.3	5.9
		%	78	22	100
2024	Metals segment	USD mn	2.6	1.2	3.8
		%	68	32	100
	Power segment	USD mn	0.3	0.2	0.5
		%	60	40	100
	En+	USD mn	2.9	1.4	4.3
		%	67	33	100

## Compliance with the recommendations and principles of the Bank of Russia's Corporate Governance Code

	2022	2023	2024
Fully complied with	53	56	57
Partially complied with	20	18	17
Not complied with	5	4	4
Not applicable	1	1	1

## Remuneration of key executives, USD mn

	2022	2023	2024
Total remuneration of key executives, including the CEO	11.6	11.7	6.7
Base salary	6.2	6.0	4.7
Bonuses	5.4	5.7	2.0
Total remuneration of the Board of Directors, excluding social insurance contributions	6.1	10.0	10.8

## ADDITIONAL ESG DATA

## Corporate ethics and compliance

## GRI 2-25, 2-26 Employee reports received via the Signal hotline, quantity

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Employee reports received via the Signal hotline	303	95	398	273	101	374	328	76	404

## GRI 2-25, 2-26 Categories of relevant messages to the Signal hotline, %

	2022	2023	2024
Labour relations	38	47	51
Relations with counterparties	31	21	19
HSE issues	11	9	10
Asset protection	10	8	11
Conflict of interest	-	-	3
Other	10	14	6

## GRI 205-3, 206-1, 410-1 Ethics and anti-corruption metrics

	2022	2023	2024
Corruption court cases	-	-	1
Violations of the Code of Corporate Ethics by members of the Board of Directors	-	-	0
Appeals regarding conflicts related to business ethics	-	-	4
En+ Group's security staff were briefed on the Policy on Human Rights, %	-	-	100
Lawsuits for obstruction of competition or violation of antitrust laws	-	-	0
Cases of terminating contracts with business partners following the identification of corruption violations	-	-	0
Meetings of the Ethics Committee were held	-	-	484
Conflicts of interest resolved	-	-	36

## ADDITIONAL ESG DATA

## Supply chain management

## GRI 204-1 Total volume of goods, works, and services purchased from small and medium-sized businesses

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total purchases	7,802	1,847	9,649	3,874	1,997	5,841	3,380	3,267	6,647
Percentage of purchases from local suppliers, %	35	57	39	68	50	62	62	99	80
Percentage of purchases from Russian suppliers, %	-	-	-	-	-	-	48	99	73
Percentage of purchases from small and medium-sized suppliers, %	-	-	-	-	40	-	47	7	27

## Responsible business practices

## Innovation management

	2022			2023			2024		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Investment in R&D, USD mn	0.8	2.2	3.1	21.4	1.1	22.5	21.6	3.3	24.8
Investment in R&D, RUB mn	54.7	152.0	206.7	1,824.0	90.0	1,914.0	1,996.0	304.0	2,300
Total economic effect of business system projects and proposals, USD mn	41.3	9.3	50.6	76.4	9.8	86.2	122.4	6.1	128.5
Total economic effect of business system projects and proposals, RUB mn	2,833	643	3,476	6,500	843	7,343	11,329	566	11,894

## ADDITIONAL ESG DATA

**GRI content index**

En + prepared the Report according to the GRI Standards for the period from 1 January 2024 to 31 December 2024.

Topic	GRI indicator	GRI 14 indicator	Reference/response
<b>GRI 1 Foundation</b>			
<b>GRI 2 General disclosures</b>			
<b>1. THE ORGANIZATION AND ITS REPORTING PRACTICES</b>			
Organizational details	GRI 2-1	-	About the Report, p. 7 Our presence and scale, p. 14 Information for shareholders and investors, p. 181
Entities included in the organization's sustainability reporting	GRI 2-2	-	About the Report, p. 7
Reporting period, frequency and contact point	GRI 2-3	-	About the Report, p. 6
Restatements of information	GRI 2-4	-	About the Report, p. 7
External assurance	GRI 2-5	-	About the Report, p. 6 Corporate governance, p. 176 Independent practitioner's assurance report, p. 306-307
<b>2. ACTIVITIES AND WORKERS</b>			
Activities, value chain and other business relationships	GRI 2-6	-	Materiality assessment, p. 84 Supply chain management p. 202
Employees	GRI 2-7	-	Employees, p. 145 Appendix Additional ESG data, p. 25-26
External personnel	GRI 2-8	-	Employees, p. 145 The number of non-employees, changes in this indicator and calculation methods were not collected
<b>3. GOVERNANCE</b>			
Governance structure and composition	GRI 2-9	-	Corporate governance, p. 162, 165 Appendix Additional ESG data, p. 36
Nomination and selection of the highest governance body	GRI 2-10	-	Corporate governance, p. 171
Chair of the highest governance body	GRI 2-11	-	Corporate governance, p. 164
Role of the highest governance body in overseeing the management of impacts	GRI 2-12	-	Sustainability management, p. 77 Corporate governance, p. 164 Internal control and risk management, p. 186
Delegation of responsibility for managing impacts	GRI 2-13	-	Sustainability management, p. 77 Stakeholder engagement, p. 86 Climate change and energy management, p. 90,92 Environmental protection, p. 106 Occupational health and safety, p. 124 Employees, p. 137 Contribution to local communities, p. 150

## ADDITIONAL ESG DATA

Topic	GRI indicator	GRI 14 indicator	Reference/response
			Corporate governance, p. 162 Internal control and risk management, p. 186 Corporate ethics and compliance, p. 194 Supply chain management, p. 202 Responsible business practices, p. 209, 212, 215
Role of the highest governance body in sustainability reporting	GRI 2-14	-	About the Report, p. 6 Sustainability management, p. 77 Materiality assessment, p. 83
Conflicts of interest	GRI 2-15	-	Corporate governance, p. 162,164, 176 Corporate ethics and compliance, p. 196
Communication of critical concerns	GRI 2-16	-	Corporate governance, p. 173 Internal control and risk management, p. 187
Collective knowledge of the highest governance body	GRI 2-17	-	Corporate governance, p. 170
Evaluation of the performance of the highest governance body	GRI 2-18	-	Corporate governance, p. 172
Remuneration policies	GRI 2-19	-	Corporate governance, p. 178,179
Process to determine remuneration	GRI 2-20	-	Corporate governance, p. 177,179
Annual total compensation ratio	GRI 2-21	-	The data cannot be disclosed as the annual total compensation ratio is confidential
<b>4. STRATEGY, POLICIES AND PRACTICES</b>			
Statement of sustainable development strategy	GRI 2-22	-	Statement from the CEO, p. 20-21 Statement from the Chairman of the Board of Directors, p. 18-19
Policy commitments	GRI 2-23	-	Contribution to the UN SDGs and the national goals of the Russian Federation, p. 78 Employees, p. 141 Corporate ethics and compliance, p. 195,199
Embedding policy commitments	GRI 2-24	-	Corporate ethics and compliance, p. 194-196 Supply chain management, p. 204
Processes to remediate negative impacts	GRI 2-25	-	Sustainability management, p. 76 Materiality assessment, p. 83 Stakeholder engagement, p. 86 Climate change and energy management, p. 92 Occupational health and safety, p. 126 Internal control and risk management, p. 188 Corporate ethics and compliance, p. 196, 201 Appendix Additional ESG data, p. 41
Mechanisms for seeking advice and raising concerns	GRI 2-26	-	Corporate ethics and compliance, p. 196, 201 Stakeholder engagement, p. 86
Compliance with laws and regulations	GRI 2-27	-	Environmental protection, p. 116 Employees, p. 136 Corporate governance, p. 162 Appendix Additional ESG data, p. 12, 37
Membership associations	GRI 2-28	-	Cooperation and partnerships, p. 80

## ADDITIONAL ESG DATA

Topic	GRI indicator	GRI 14 indicator	Reference/response
<b>5. STAKEHOLDER ENGAGEMENT</b>			
Approach to stakeholder engagement	GRI 2-29	-	Stakeholder engagement, p. 86 Contribution to local communities, p. 149
Collective bargaining agreements	GRI 2-30	-	Employees, p. 141 Appendix Additional ESG data, p. 29
<b>GRI 3 MATERIAL TOPICS</b>			
Process to determine material topics	GRI 3-1	-	Materiality assessment, p. 83-84 Appendix Additional ESG data, p. 2
List of material topics	GRI 3-2	-	Materiality assessment, p. 83 Appendix Additional ESG data, p. 2
Management of material topics	GRI 3-3	-	Stakeholder engagement, p. 86 Climate change and energy management, p. 90, 93, 94, 101 Environmental protection, p. 105, 106, 108, 109, 114, 115, 119 Occupational health and safety, p. 122, 128, 130, 132 Employees, p. 136 Contribution to local communities, p. 149 Corporate governance, p. 160 Supply chain management, p. 202 Responsible business practices, p. 206, 207, 209, 213, 215, 217
<b>GRI 101 BIODIVERSITY</b>			
Policies to halt and reverse biodiversity loss	GRI 101-1	14.4.2	Environmental protection, p. 115
Management of biodiversity impacts	GRI 101-2	14.4.3	Environmental protection, p. 111, 113, 114
Access and benefit-sharing	GRI 101-3		Not disclosed
Identification of biodiversity impacts	GRI 101-4	14.4.4	Environmental protection, p. 111
Locations with biodiversity impacts	GRI 101-5	14.4.5	Environmental protection, p. 111 Partially disclosed (in the area of impact of the Angara Cascade of HPPs)
Direct drivers of biodiversity loss	GRI 101-6	14.4.6	Environmental protection, p. 111 Partially disclosed (in the area of impact of the Angara Cascade of HPPs)
Changes to the state of biodiversity	GRI 101-7	14.4.7	Environmental protection, p. 111 Partially disclosed (in the area of impact of the Angara Cascade of HPPs)
Ecosystem services	GRI 101-8	14.4.8	Not disclosed (ecosystem services assessment was not conducted)
<b>GRI 200 ECONOMIC</b>			
<b>GRI 201 ECONOMIC PERFORMANCE</b>			
Direct economic value generated and distributed	GRI 201-1	14.9.2; 14.23.2	Appendix Additional ESG data, p. 3
Financial implications and other risks and opportunities due to climate change	GRI 201-2	14.2.2	Climate change and energy management, p. 96-98 Appendix Additional ESG data, p. 9

## ADDITIONAL ESG DATA

Topic	GRI indicator	GRI 14 indicator	Reference/response
Defined benefit plan obligations and other retirement plans	GRI 201-3	-	Consolidated Financial Statements , p. 246, 287-288
Financial assistance received from government	GRI 201-4	14.23.3	Appendix Additional ESG data, p. 5
<b>GRI 202 MARKET PRESENCE</b>			
Ratios of standard entry level wage by gender compared to local minimum wage	GRI 202-1	14.17.2	Appendix Additional ESG data, p. 5, 31 In the Metals segment, the amount of the standard entry level wage is disclosed without a breakdown by gender due to the specifics of data collection
Proportion of senior management hired from the local community	GRI 202-2	14.21.2	Employees, p. 145 Appendix Additional ESG data, p. 31 Significant locations of En+ operations are the regions where production facilities and key personnel of its enterprises are located
<b>GRI 202 MARKET PRESENCE</b>			
Ratios of standard entry level wage by gender compared to local minimum wage	GRI 203-1	14.9.3	Contribution to local communities, p. 151, 159 Appendix Additional ESG data, p. 37
Proportion of senior management hired from the local community	GRI 203-2	14.9.2	Sustainability management, p. 84 Contribution to local communities, p. 149, 152, 154 Supply chain management, p. 205
<b>GRI 204 PROCUREMENT PRACTICES</b>			
Proportion of spending on local suppliers	GRI 204-1	14.9.5	Supply chain management, p. 205 Appendix Additional ESG data, p. 42
<b>GRI 205 ANTI-CORRUPTION</b>			
Operations assessed for risks related to corruption	GRI 205-1	14.22.2	Corporate ethics and compliance, p. 198 The Company does not disclose the total number and percentage of operations assessed for risks related to corruption. Significant risks related to corruption were not identified during the risk assessment.
Communication and training about anti-corruption policies and procedures	GRI 205-2	14.22.3	Information on the total number and percentage of employees who have been informed about the Company's anti-corruption policies and procedures, as well as information on the total number and percentage of employees who have received the relevant training has been excluded due to existing reporting processes
Confirmed incidents of corruption and actions taken	GRI 205-3	14.22.4	Corporate ethics and compliance, p. 200
<b>GRI 206 ANTI-COMPETITIVE BEHAVIOR</b>			
Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	GRI 206-1	-	Corporate ethics and compliance, p. 200
<b>GRI 207 TAX</b>			
Approach to tax	GRI 207-1	14.23.4	En+ is a responsible and reliable taxpayer. The basis for the preparation of accounting policies for tax purposes in subsidiaries and affiliates is the general accounting principles,

## ADDITIONAL ESG DATA

Topic	GRI indicator	GRI 14 indicator	Reference/response
			<p>which are reviewed annually by En+. En+ also has a policy describing its approach to taxation.</p> <p>Most of our tax expenses are related to income tax. The methodology for calculating income tax expense is set out on <a href="#">Consolidated Financial Statements for the year ended 31 December 2024</a>.</p> <p>En+ is a tax resident of the Russian Federation. It is also registered as a resident of the SAR (Special Administrative Region) of Russia, which, subject to certain conditions, provides a number of tax benefits.</p> <p>En+ is a tax resident of the Russian Federation. It is also registered as a resident of the SAR (Special Administrative Region) of Russia, which, subject to certain conditions, provides a number of tax benefits.</p> <p>The tax rate for the parent company and subsidiaries registered in Russia is 20%. In addition, subsidiaries are registered in 10 other countries where the tax rate varies from 0% to 30%.</p> <p>En+ regularly publishes tax information using <a href="#">various types of sources</a>.</p>
Tax governance, control, and risk management	GRI 207-2	14.23.5	<p>Systematic and rational tax risk management is key to the Company's investment attractiveness and financial stability. Thus, we take a responsible approach to tax risk management, which includes identification and monitoring of tax risks.</p> <p>The Audit and Risk Committee is responsible for reviewing material aspects of the accounting policies of the Company and its subsidiaries to ensure their proper and consistent application. Further responsibilities of the Audit and Risk Committee are described in the Corporate governance section.</p> <p>The departments responsible for tax issues within the Company develop measures to eliminate or minimise the risks and work to avoid them in compliance with tax legislation. Tax compliance is included in the KPIs of the key divisions responsible for the Company's tax management. The Accounting Department is in charge of tax policy compliance of the Company. The Tax Policy Department is authorised to consider and approve the Company's projects and transactions.</p> <p>The Company performs regular internal and external audits of financial statements.</p>
Stakeholder engagement and management of concerns related to tax	GRI 207-3	14.23.6	<p>En+ closely monitors the risks associated with the possibility of varying interpretations and frequent changes in applicable tax, currency and customs legislation. For example, as tax authorities take an increasingly assertive stance in interpreting and enforcing tax laws, the Company may need to challenge their interpretations of legal provisions that differ</p>

## ADDITIONAL ESG DATA

Topic	GRI indicator	GRI 14 indicator	Reference/response
			from previous interpretations, which may involve dealing with local, state, and federal authorities.
			In planning our tax-related expenses, En+ estimates the maximum cumulative additional amounts that could be paid if tax positions were not sustained, as it is probable (although less than 50%) that additional taxes may be due as a result of tax audits or disputes with tax authorities.
Country-by-country reporting	GRI 207-4	14.23.7	The data is partially presented in the financial review.  Financial review, p. 69
<b>GRI 300 ENVIRONMENTAL</b>			
<b>GRI 302 ENERGY</b>			
Energy consumption within the organization	GRI 302-1	14.1.2	Climate change and energy management, p. 103 Appendix Additional ESG data, p. 8-9
Energy consumption outside the organization	GRI 302-2	14.1.3	Energy consumption outside the Company is insignificant
Energy intensity	GRI 302-3	14.1.4	Climate change and energy management, p. 103
Reduction of energy consumption	GRI 302-4	-	Climate change and energy management, p. 102 Appendix Additional ESG data, p. 10
<b>GRI 303 WATER AND EFFLUENTS</b>			
Interactions with water as a shared resource	GRI 303-1	14.7.2	Environmental protection, p. 108
Management of water discharge-related impacts	GRI 303-2	14.7.3	Environmental protection, p. 108 The water withdrawal and wastewater discharges are carried out by the Company's enterprises in accordance with project design solutions and established legal requirements. Interaction with water bodies is regulated taking into account their properties and the chemical composition of discharges affecting water bodies
Water withdrawal	GRI 303-3	14.7.4	Environmental protection, p. 118-119 Appendix Additional ESG data, p. 15
Water discharge	GRI 303-4	14.7.5	Environmental protection, p. 119 Appendix Additional ESG data, p. 16-17
Water consumption	GRI 303-5	14.7.6	Environmental protection, p. 118-119 Appendix Additional ESG data, p. 16
<b>GRI 305 EMISSIONS</b>			
Direct (Scope 1) GHG emissions	GRI 305-1	14.1.5	Climate change and energy management, p. 101-102 Appendix Additional ESG data, p. 6
Energy indirect (Scope 2) GHG emissions	GRI 305-2	14.1.6	Climate change and energy management, p. 101-102
Energy indirect (Scope 3) GHG emissions	GRI 305-3	14.1.7	Climate change and energy management, p. 102 Appendix Additional ESG data, p. 6

## ADDITIONAL ESG DATA

Topic	GRI indicator	GRI 14 indicator	Reference/response
GHG emissions intensity	GRI 305-4	14.1.8	Climate change and energy management, p. 102 Appendix Additional ESG data, p. 5, 7 Indirect energy emissions of scope 3 include emissions from fuels and raw materials purchased by the Company
Reduction of GHG emissions	GRI 305-5	14.1.9	Climate change and energy management, p. 94
Emissions of ozone-depleting substances (ODS)	GRI 305-6		There are no emissions of ODS
Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	GRI 305-7	14.3.2	Environmental protection, p. 117 Appendix Additional ESG data, p. 13-14
<b>GRI 306 WASTE</b>			
Waste generation and significant waste-related impacts	GRI 306-1	14.5.2	Environmental protection, p. 109
Management of significant waste-related impacts	GRI 306-2	14.5.3	Environmental protection, p. 109
Waste generated	GRI 306-3	14.5.4; 14.15.2	Environmental protection, p. 120 Appendix Additional ESG data, p. 17, 19
Waste diverted from disposal	GRI 306-4	14.5.5	Environmental protection, p. 120 Appendix Additional ESG data, p. 18-19
Waste directed to disposal	GRI 306-5	14.5.6	Environmental protection, p. 120 Appendix Additional ESG data, p. 18-19
<b>GRI 308 SUPPLIER ENVIRONMENTAL ASSESSMENT</b>			
New suppliers that were screened using environmental criteria	GRI 308-1	-	Supply chain management, p. 203 Qualitative information on requirements for new and existing suppliers has been disclosed
Negative environmental impacts in the supply chain and actions taken	GRI 308-2	-	Supply chain management, p. 203, 205
<b>GRI 400 SOCIAL</b>			
<b>GRI 401 EMPLOYMENT</b>			
New employee hires and employee turnover	GRI 401-1	14.17.3	Employees, p. 145-146 Appendix Additional ESG data, p. 29
Benefits provided to full-time employees that are not provided to temporary or part-time employees	GRI 401-2	14.17.4	Employees, p. 138 Appendix Additional ESG data, p. 36
Parental leave	GRI 401-3	14.17.5; 14.21.3	Appendix Additional ESG data, p. 35-36
<b>GRI 402 LABOR/MANAGEMENT RELATIONS</b>			
Minimum notice periods regarding operational changes	GRI 402-1	14.8.2; 14.17.6	For Group companies located in the Russian Federation: “the minimum period shall be two months pursuant to the current Labour Code of the Russian Federation, federal laws and other regulatory legal acts containing labor law norms, agreements and employment contracts, according to part 2 of Art. 74 of the Labour Code of the Russian Federation”
<b>GRI 403 OCCUPATIONAL HEALTH AND SAFETY</b>			

## ADDITIONAL ESG DATA

Topic	GRI indicator	GRI 14 indicator	Reference/response
Occupational health and safety management system	GRI 403-1	14.16.2	Occupational health and safety, p. 122, 125-126, 132, 135
Hazard identification, risk assessment, and incident investigation	GRI 403-2	14.16.3	Occupational health and safety, p. 122, 125, 126, 128, 130, 132
Occupational health services	GRI 403-3	14.16.4	Occupational health and safety, p. 126
Worker participation, consultation, and communication on occupational health and safety	GRI 403-4	14.16.5	Occupational health and safety, p. 122, 126, 130
Worker training on occupational health and safety	GRI 403-5	14.16.6	Occupational health and safety, p. 125, 128 Appendix Additional ESG data, p. 26
Promotion of worker health	GRI 403-6	14.16.7	Occupational health and safety, p. 126 Employees, p. 140
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	GRI 403-7	14.16.8	Occupational health and safety, p. 125
Workers covered by an occupational health and safety management system	GRI 403-8	14.16.9	Occupational health and safety, p. 122 Appendix Additional ESG data, p. 25
Work-related injuries	GRI 403-9	14.16.10	Occupational health and safety, p. 130, 132, 134 Appendix Additional ESG data, p. 23-25
Work-related ill health	GRI 403-10	14.16.11	Occupational health and safety, p. 126, 135 Appendix Additional ESG data, p. 23-25
<b>GRI 404 TRAINING AND EDUCATION</b>			
Average hours of training per year per employee	GRI 404-1	14.17.7; 14.21.4	Appendix Additional ESG data, p. 30
Programs for upgrading employee skills and transition assistance programs	GRI 404-2	14.8.3; 14.17.8	Employees, p. 142
Percentage of employees receiving regular performance and career development reviews	GRI 404-3	-	Employees, p. 146
<b>GRI 405 DIVERSITY AND EQUAL OPPORTUNITY</b>			
Diversity of governance bodies and employees	GRI 405-1	14.21.5	Employees, p. 145 Corporate governance, p. 169 Appendix Additional ESG data, p. 27-28, 39
Ratio of basic salary and remuneration of women to men	GRI 405-2	14.21.6	Employees, p. 146 Appendix Additional ESG data, p. 33
<b>GRI 406 NON-DISCRIMINATION</b>			
Incidents of discrimination and corrective actions taken	GRI 406-1	14.21.7	Employees, p. 141
<b>GRI 407 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>			
Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	GRI 407-1	14.20.2	Employees, p. 141 Supply chain management, p. 204
<b>GRI 408 CHILD LABOR</b>			

## ADDITIONAL ESG DATA

Topic	GRI indicator	GRI 14 indicator	Reference/response
Operations and suppliers at significant risk of incidents of the use of child labor	GRI 408-1	14.18.2	Employees, p. 141 Supply chain management, p. 204
<b>GRI 409 FORCED AND COMPULSORY LABOR</b>			
Operations and suppliers at significant risk for incidents of forced or compulsory labor	GRI 409-1	14.19.2	Employees, p. 141 Supply chain management, p. 204
<b>GRI 410 SECURITY PRACTICES</b>			
Security personnel trained in human rights policies or procedures	GRI 410-1	-	Employees, p. 141 Corporate ethics and compliance, p. 200 Training requirements do not apply to third party organisations providing security employees
<b>GRI 411 RIGHTS OF INDIGENOUS PEOPLES</b>			
Incidents of violations involving rights of indigenous peoples	GRI 411-1	14.11.2	Contribution to local communities, p. 149 In 2024, the Company did not record any conflicts related to lands or objects that present historical or cultural value for indigenous communities
<b>GRI 413 LOCAL COMMUNITIES</b>			
Operations with local community engagement, impact assessments, and development programs	GRI 413-1	14.10.2	Occupational health and safety, p. 129 Employees, p. 141 Contribution to local communities, p. 149
Operations with significant actual and potential negative impacts on local communities	GRI 413-2	14.10.3	Contribution to local communities, p. 158
<b>GRI 414 SUPPLIER SOCIAL ASSESSMENT</b>			
New suppliers that were screened using social criteria	GRI 414-1	14.17.9	Supply chain management, p. 203 Qualitative information on requirements for new and existing suppliers has been disclosed
Negative social impacts in the supply chain and actions taken	GRI 414-2	14.17.10	Supply chain management, p. 203
<b>GRI 415 PUBLIC POLICY</b>			
Political contributions	GRI 415-1	14.24.2	The company does not finance political parties, their candidates or representatives in Russia or abroad, and also refrains from direct or indirect pressure on political figures
<b>GRI 417 MARKETING AND LABELING</b>			
Requirements for product and service information and labeling	GRI 417-1	-	Finished products manufactured by the Company's enterprises are automatically labelled in accordance with legal requirements. The label contains information about the trademark and name of the manufacturer, the grade of aluminium or alloy, the heat number, and other information
Incidents of non-compliance concerning product and service information and labeling	GRI 417-2	-	In 2024, the Company complied with the relevant legislation affecting RUSAL in terms of product labelling, no significant labelling violations were identified
<b>GRI 418 CUSTOMER PRIVACY</b>			
Substantiated complaints concerning breaches of	GRI 418-1	-	Responsible business practices, p. 212

ADDITIONAL ESG DATA

Topic	GRI indicator	GRI 14 indicator	Reference/response
customer privacy and losses of customer data			

Non-material topics of the GRI 14: Mining Sector 2024

N°	Topic GRI 14: Mining Sector 2024	Comment
1	Artisanal and small-scale mining	Not applicable for En+. Bauxite, quartzite, nepheline and coal are mined on an industrial scale
2	Public policy	According to the Human Rights Policy, the Company: "Respects the civil rights of Employees and recognizes their right to participate in political activities as individuals. The Group does not finance political activities or provide support to political parties."

## ADDITIONAL ESG DATA

## SASB content index

## Metals segment

Topic	Code	Accounting metric	Reference/response
Greenhouse Gas Emissions	EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Climate change and energy management, p. 101-102 According to regulations, European assets of the Company in Ireland and Sweden are subject to European requirements
	EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Climate change and energy management, p. 93,101
Air Quality	EM-MM-120a.1	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Environmental protection, p. 117 Appendix Additional ESG data, p. 13-14 The Company keeps records in accordance with the requirements of the national legislation of the regions where the Company operates and does not collect data on lead and mercury emissions. Besides, these substances are not specific to the Company's main production units
Energy Management	EM-MM-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Climate change and energy management, p. 102-103 Appendix Additional ESG data, p. 8-9 The share of renewable fuels is insignificant
Water Management	EM-MM-140a.1	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Environmental protection, p. 118-119 Appendix Additional ESG data, p. 15-16
	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Environmental protection, p. 116
Waste & Hazardous Materials Management	EM-MM-150a.4	Total weight of non-mineral waste generated	Appendix Additional ESG data, p. 18
	EM-MM-150a.5	Total weight of tailings produced	Appendix Additional ESG data, p. 19
	EM-MM-150a.6	Total weight of waste rock generated	Appendix Additional ESG data, p. 18, 20
	EM-MM-150a.7	Total weight of hazardous waste generated	Environmental protection, p. 120 Appendix Additional ESG data, p. 17-18
	EM-MM-150a.8	Total weight of hazardous waste recycled	Environmental protection, p. 120 Appendix Additional ESG data, p. 17-18, 19
	EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste	Environmental protection, p. 116 There are no critical risks associated with waste management and hazardous materials. In 2024, neither of the Power and Metals segments recorded any significant incidents.
	EM-MM-150a.10	Description of waste and hazardous materials management policies and	Environmental protection, p. 109

## ADDITIONAL ESG DATA

Topic	Code	Accounting metric	Reference/response
		procedures for active and inactive operations	
Biodiversity Impacts	EM-MM-160a.1	Description of environmental management policies and practices for active sites	Environmental protection, p. 109
	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	Environmental protection, p. 109 Production facilities of both Metals and Power segments do not have any acid effluents. Acidic waters are not typical for nepheline and bauxite fields, since these fields do not contain sulphide-containing rocks.
	EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	In its biodiversity activities, the Metals and Power segments are governed by the requirements of the legislation of the countries of the Company's presence, the provisions of the Company's Environmental Policy, the Regulations on the initial assessment of risks and materiality of impacts on biodiversity for existing enterprises and other regulations and documents.  The Metals and Power segments implement a comprehensive approach based on an assessment of the risks of potential impacts on biodiversity in the Company's regions of presence, which makes it possible to identify focus areas, minimize and mitigate such impacts as a result of own production activity, and manage biodiversity conservation issues in a rational manner.  Additional information: there are no restrictions related to SPNAs and habitat zones of endangered species (not established) for the mineral deposits being developed by the Company's enterprises.
Security, Human Rights & Rights of Indigenous Peoples	EM-MM-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	To help our clients meet the Dodd-Frank Act obligations, we affirm that, in accordance with the Declaration of DRC Conflict Minerals Free manufacturer, none of the Conflict Minerals from the Democratic Republic of the Congo or neighbouring countries (Angola, Republic of Congo, Burundi, Central African Republic, Rwanda, South Sudan, Tanzania, Uganda or Zambia) are used in the production and products of En+. Also, En+ does not in any way contribute to armed conflicts or violations of human rights in the Conflict Areas and in the High-Risk Areas.
	EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	The Company does not operate in areas located on or near indigenous lands.
	EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Contribution to local communities, p. 149 No human rights violations, including violations of the rights of indigenous peoples and minorities, were recorded in the reporting year.
Community Relations	EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	The environmental conditions affected by the work of enterprises and the regional economic situation are of huge concern to local communities. The Company pays considerable attention to such issues as the amount of tax payments to budgets, the availability of jobs and decent salaries, social guarantees, opportunities for children to receive a decent education and the prospects for their employment in the future. The Company strives to create favourable living conditions for local

## ADDITIONAL ESG DATA

Topic	Code	Accounting metric	Reference/response
			communities, to ensure a good social climate and increase the Company's trust and loyalty to the population.
	EM-MM-210b.2	Number and duration of non-technical delays	No non-technical delays were recorded in respect of the Metals and Power segments in the reporting year.
Labour Relations	EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	Appendix Additional ESG data, p. 30
	EM-MM-310a.2	Number and duration of strikes and lockouts	In the reporting year, no risks of violations of employees' rights to freedom of association or collective bargaining were identified in respect of the Metals and Power segments' production facilities and suppliers. There were also no strikes or mass layoffs.
Workforce Health & Safety	EM-MM-320a.1	(1) MSHA all-incidence rate, disclosed in accordance with national law (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	Appendix Additional ESG data, p. 23-26 Data is disclosed under the requirements of the legislation of the Russian Federation.
Business Ethics & Transparency	EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	Corporate ethics and compliance, p. 195
Tailings Storage Facilities Management	EM-MM-540a.1	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	Appendix Additional ESG data, p. 20-21 Tailings waste is not generated in the production processes of the Metals segment enterprises, therefore, the Metals segment has no tailings storage facilities. As for the Power segment, this information cannot be disclosed in the current reporting period due to the peculiarities of data collection.
	EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Environmental protection, p. 109 Tailings waste is not generated in the production processes of the Metals segment enterprises, therefore, the Metals segment has no tailings storage facilities As for the Power segment, a tailings management system has been developed to monitor and maintain the condition of tailings storage facilities. This includes internal production and environmental control and control by state supervisory bodies and independent organisations. The Company has a multi-level structure that ensures transparency in all tailings management processes and maintains a high level of control over them. Tailings storage facilities are managed as part of the environmental management system.
	EM-MM-540a.3	Approach to development of Emergency Preparedness and	Environmental protection, p. 109 Tailings waste is not generated in the production processes of the Metals segment enterprises,

## ADDITIONAL ESG DATA

Topic	Code	Accounting metric	Reference/response
		Response Plans (EPRPs) for tailings storage facilities	therefore, the Metals segment has no tailings storage facilities.  As for the Power segment, Emergency Preparedness and Response Plans have been developed for all tailings storage facilities. EPRPs, in particular, provide for measures to eliminate accidents, operational actions of personnel in case of preemergency and emergency situations, and a list of persons responsible for the implementation of such measures. The plans also include probable scenarios of emergencies at tailings storage facilities.
Activity Metrics	EM-MM-000.A	Production of (1) metal ores and (2) finished metal products	Business review, p. 31-33
	EM-MM-000.B	Total number of employees, percentage of contractors	Employees, p. 145  The Company collects data only on the number of full-time employees and the share of permanent contracts.

## Power segment

Topic	Code	Accounting metric	Reference/response
Greenhouse Gas Emissions & Energy Resource Planning	IF-EU-110a.1	1) Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulations and (3) emission inventory standards	Climate change and energy management, p. 101, 102  Appendix Additional ESG data, p. 6  Decree of the President of the Russian Federation No. 666 of 04.11.2020 "On Reducing GHG Emissions" establishes the national contribution of the Russian Federation as part of the implementation of the Paris Agreement.
	IF-EU-110a.2	Greenhouse gas (GHG) emissions associated with power deliveries	Climate change and energy management, p. 101, 102  Appendix Additional ESG data, p. 6
	IF-EU-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Climate change and energy management, p. 93, 101
	IF-EU-110a.4	(1) Number of customers served in markets subject to renewable portfolio standards (RPS) and (2) percentage fulfilment of RPS target by market	There are no requirements in Russia for the minimal share of renewable energy in the portfolio of generating companies.
Air Quality	IF-EU-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) particulate matter (PM10), (4) lead (Pb), and (5) mercury (Hg); percentage of each in or near areas of dense population	Environmental protection, p. 117  Appendix Additional ESG data, p. 14  This category includes all pollutants specified by Russian legislation.
Water Management	IF-EU-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Environmental protection, p. 119  Appendix Additional ESG data, p. 15-16

## ADDITIONAL ESG DATA

Topic	Code	Accounting metric	Reference/response
	IF-EU-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Environmental protection, p. 116 Appendix Additional ESG data, p. 12
	IF-EU-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	Environmental protection, p. 108
Coal combustion residuals disposal	IF-EU-150a.1	Amount of coal combustion residuals (CCR) generated, percentage recycled	Environmental protection, p. 120 Appendix Additional ESG data, p. 19
	IF-EU-150a.2	Total number of coal combustion residual (CCR) impoundments, broken down by hazard potential classification and structural integrity assessment	Appendix Additional ESG data, p. 19
Coal combustion residuals disposal	IF-EU-240a.1	Average retail electric rate for (1) residential, (2) commercial, and (3) industrial customers	Appendix Additional ESG data, p. 10 The maximum electric rate for the residential customers is set in accordance with the directive of the Federal Antimonopoly Service of Russia.
Energy affordability	IF-EU-240a.2	Typical monthly electric bill for residential customers (breakdown by users of differentiated tariffs)	Appendix Additional ESG data, p. 10 The maximum electric rate for the residential customers is set in accordance with the directive of the Federal Antimonopoly Service of Russia.
	IF-EU-240a.3	Number of residential customer electric disconnections for nonpayment, percentage reconnected within 30 days	Appendix Additional ESG data, p. 10 The regulatory framework for disconnecting electricity is provided by Russian Federation Government Resolutions No. 354 and No. 442, which state that the contractor (organisation providing housing and utilities services), if there are legal grounds, terminates or suspends the provision of unpaid services.
	IF-EU-240a.4	Discussion of impact of external factors on affordability of electricity for customers, including the economic conditions of the service territory	Energy affordability is mainly determined by regional factors and maximum federal rates stipulated and controlled by the Federal Antimonopoly Service of Russia.
Workforce Health and Safety	IF-EU-320a.1	1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	Appendix Additional ESG data, p. 23-26
End-Use Efficiency & Demand	IF-EU-420a.1	Percentage of electric utility revenues from rate structures that (1) are decoupled and (2) contain a lost revenue adjustment mechanism (LRAM)	Not applicable
	IF-EU-420a.2	Percentage of electric load served by smart grid technology	Appendix Additional ESG data, p. 10
	IF-EU-420a.3	Customer electricity savings from efficiency measures	The Company does not implement efficiency measures for electricity savings on the customer's side.
Emergency Preparedness and Response in the Field of Nuclear Safety	IF-EU-540a.1	Total number of nuclear power units	Not applicable
	IF-EU-540a.2	Description of efforts to manage nuclear safety and emergency preparedness	Not applicable

## ADDITIONAL ESG DATA

Topic	Code	Accounting metric	Reference/response
Stability of Power Grids	IF-EU-550a.1	Number of incidents of noncompliance with physical and/or cybersecurity standards or regulations	Responsible business practices, p. 215 Appendix Additional ESG data, p. 10
	IF-EU-550a.2	(1) System Average Interruption Duration Index (SAIDI), (2) System Average Interruption Frequency Index (SAIFI), and (3) Customer Average Interruption Duration Index (CAIDI)	Appendix Additional ESG data, p. 10 According to the legislation of the Russian Federation, utilities must provide electricity without interruption. The Company has redundancy infrastructure and backup plans to ensure 24/7/365 availability. The regulatory framework for disconnecting electricity is provided by Russian Federation Government Resolutions No. 354 and No. 442.

## ADDITIONAL ESG DATA

## Disclosure of the SECR requirements in the Report

The UK government's Streamlined Energy and Carbon Reporting (SECR) policy was implemented on 1 April 2019, when the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 came into force. SECR extends the reporting requirements for quoted companies and mandates new annual disclosures for large partnerships and limited liability partnerships (LLPs) whose shares are not quoted on the market.

Topic	Requirement	Reference/response
GHG emissions	Annual global GHG emissions (global Scope 1 and 2 GHG emissions in tonnes of carbon dioxide equivalent including all seven gases included under the Kyoto Protocol) from activities for which the Company is responsible, including combustion of fuel and operation of any facility, and the annual emissions from the purchase of electricity, heat, steam or cooling by the Company for its own use	The greenhouse gases included in the calculations are listed in Climate and environment of the Report.
	Energy use and GHG emissions figures for the previous year (not included in the 1st year)	Appendix Additional ESG data, p. 6
Intensity measurement	At least one emissions intensity ratio	Climate change and energy management, p. 102-103 Appendix Additional ESG data, p. 5
Energy use	Underlying global energy use	Climate change and energy management, p. 103 Appendix Additional ESG data, p. 7-9
/Measures taken to improve energy efficiency	Narrative on energy efficiency measures	Climate change and energy management, p. 94-95
Quantification and reporting methodology	Details of the methodology used	<ul style="list-style-type: none"> <li>• Order of the Ministry of Natural Resources and Environment of the Russian Federation No. 371 on Approval of Quantification Methods for GHG Emissions and Removals</li> <li>• Order of the Ministry of Natural Resources and Environment of the Russian Federation No. 330 on Approval of Methodological Guidelines on Quantification of Indirect Energy Emissions of Greenhouse Gases</li> <li>• Greenhouse gas protocol Scope 3 Calculation Guidance</li> <li>• IPCC Guidelines for National Greenhouse Gas Inventories</li> </ul>

## ADDITIONAL ESG DATA

## Disclosures with reference to IFRS S2 Climate-related Disclosures

Section	Reporting element	Disclosure
<b>Governance</b>	S2.06a-i (1) how responsibilities for climate-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s)	Climate change and energy management, p. 91 The HSE Committee exercises supervision over the management of climate-related risks and opportunities and reports them to the Board of Directors for prompt consideration.
	S2.06a-iii how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities	Climate change and energy management, p. 91 Information is provided on a quarterly basis
	S2.06a-iv (1) how the body(s) or individual(s) takes into account climate related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities	Climate change and energy management, p. 91
	S2.06a-v(i), S2.06a-v (2) how the body(s) or individual(s) oversees the setting of targets related to climate-related risks and opportunities, and monitors progress towards those targets	Climate change and energy management, p. 91 The HSE Committee examines the need to revise climate goals on an annual basis and escalates recommendations to the Board of Directors to approve climate goals. Progress towards goals is monitored.  To analyse the effectiveness of measures to achieve the set climate goals, the Company quantifies greenhouse gas emissions.
	S2.06b-ii (1) whether management uses controls and procedures to support the oversight of climate-related risks and opportunities	Climate change and energy management, p. 91-92
	S2.06b-i (1) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee	Climate change and energy management, p. 91-92 Climate-related KPIs are set across management levels, from Director for Sustainable Development to line management.
	<b>Strategy</b>	<b>Climate-related risks and opportunities</b>
	S2.10a climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects	Climate change and energy management, p. 93-95
	S2.10b explain, for each climate-related risk the entity has identified, whether the entity considers the risk to be a climate-related physical risk or climate-related transition risk	Climate change and energy management, p. 98-99 Breakdown by physical and transition risks is provided.
	S2.10c, S2.10d (1) specify, for each climate-related risk and opportunity the entity has identified, over which time horizons — short, medium or long term — the effects of each climate-related risk and opportunity could reasonably be expected to occur; and explain how the entity defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the entity for strategic decision-making	Climate change and energy management, p. 98-99 Risks are assessed over the following time horizons: Short-term – until 2025; Medium-term – until 2030; Long-term – until 2050.
	<b>Business model and value chain</b>	

## ADDITIONAL ESG DATA

Section	Reporting element	Disclosure
	S2.13a, S2.13b a description of the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain and a description of where in the entity's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	Climate change and energy management, p. 98-99
	<b>Strategy and decision-making</b>	
	S2.14a-i(1), S2.14a-i(2) current and anticipated changes to the entity's business model, including its resource allocation, to address climate-related risks and opportunities and how the entity plans to achieve any climate-related targets	Climate change and energy management, p. 93-95, 98-100 To achieve the set climate goals, the Company takes measures to reduce greenhouse gas emissions and improve energy efficiency, and uses cutting-edge technologies such as pre-baked and inert anode technologies in aluminium production.
	S2.14a-ii, S2.14a-iii current and anticipated direct and indirect mitigation and adaptation efforts	Climate change and energy management, p. 93-95, 98-100 The Company performs timely repairs of production facilities, monitors information on expected weather conditions, creates stocks of produced raw materials, and acquires equipment capable of operating in various climatic conditions.
	S2.14a-iv any climate-related transition plan the entity has, including information about key assumptions used in developing its transition plan, and dependencies on which the entity's transition plan relies	The Company has in place a decarbonization roadmap to achieve net zero GHG emissions balance and measures to offset them by 2050. For more details, see the Climate Change and Energy Management section. Climate change and energy management, p. 93-95
	<b>Financial position, financial performance and cash flows</b>	
	S2.15b, S2.15a, S2.16a the effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period, the anticipated effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how climate-related risks and opportunities are included in the entity's financial planning, and how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period	Probabilistic financial loss from the occurrence of physical risks associated with climate change in the short term is up to USD 50 million per year. Probabilistic financial loss from the occurrence of transition risks associated with climate change in the short term is up to USD 10 million per year. Actual financial loss from the occurrence of physical risks associated with climate change in 2024 is USD 10.2 million.
	<b>Climate resilience</b>	
	S2.22a-i(1), S2.22a-i(2) the implications, if any, of the entity's assessment for its strategy and business model, including how the entity would need to respond to the effects identified in the climate-related scenario analysis	Climate change and energy management, p. 98-100
	S2.22a-iii-3 the entity's capacity to adjust or adapt its strategy and business model to climate change	Climate change and energy management, p. 98-100
	S2.22b, S2.22b-i-1, S2.22b-i-6, S2.22b-ii-2 how and when the climate-related scenario analysis was carried out and which climate-	The scenarios provided in the IPCC Sixth Assessment Report are used:

## ADDITIONAL ESG DATA

Section	Reporting element	Disclosure
	related scenarios the entity used for the analysis	<ul style="list-style-type: none"> <li>• SSP1-2.6: 1.5–2°C warming;</li> <li>• SSP2-4.5: 2–4°C warming;</li> <li>• SSP5-8.5: 4–7°C warming</li> </ul> <p>These scenarios were used to assess the physical and transition risks associated with climate change</p>
<b>Risk management</b>	<p>S2.25a, S2.25c the processes and related policies the entity uses to identify, assess, prioritise and monitor climate-related risks and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the entity’s overall risk management process</p> <p>S2.25a-iii, S2.25a-iv how the entity assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the entity considers qualitative factors, quantitative thresholds or other criteria) and whether and how the entity prioritises climate-related risks relative to other types of risk</p>	<p>The materiality of climate-related risks is assessed in conformity with the Regulations on Risk Management as part of an overall risk management process by reference to the two parameters – impact and the probability of occurrence. The strategic impact is assessed by estimating the financial impacts of the risk within regular assessments of the entire risk portfolio. Assessing risks by the above parameters makes it possible to rank the risk portfolio by the materiality criteria, identify the most critical risks, and set priorities for determining the risk management strategy.</p>
<b>Metrics and targets</b>	<p><b>GHG</b></p> <p>S2.29a-i disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tonnes of CO<sub>2</sub> equivalent, classified as: Scope 1, Scope 2 and Scope 3 greenhouse gas emissions</p> <p>S2.29a-iii(1) disclose the approach used to measure the greenhouse gas emissions including any changes the entity made to the measurement approach, inputs and assumptions during the reporting period</p>	<p>The Company discloses its gross Scope 1, 2 and 3 GHG emissions, as well as emissions intensity for each segment.</p> <p>Climate change and energy management, p. 98-100</p> <p>In quantifying its GHG emissions, En+ Group abides by the following methodological guidelines:</p> <ul style="list-style-type: none"> <li>• Order of the Ministry of Natural Resources and Environment of the Russian Federation No. 371 of 27 May 2022 “On Approval of Quantification Methods for GHG Emissions and Removals”;</li> <li>• Order of the Ministry of Natural Resources and Environment of the Russian Federation No. 330 of 29 June 2017 “On Approval of the Guidance for Quantification of Energy Indirect GHG Emissions”;</li> <li>• Greenhouse Gas Protocol <a href="#">Scope 3 Calculation Guidance</a>;</li> <li>• IPCC Guidelines for National Greenhouse Gas Inventories</li> <li>• Methodology for determining direct GHG emissions during the production of primary aluminium (internal document);</li> <li>• Methodology for determining direct GHG emissions during the production of alumina (internal document);</li> <li>• Methodological Guidelines for Quantifying Greenhouse Gas Emissions from the Production of Electricity Supplied from the Energy System of the Russian Federation.</li> </ul> <p>The market approach is used to estimate Scope 2 emissions.</p>
	<p><b>Other cross-industry metrics</b></p> <p>S2.29b, S2.29c, S2.29d climate-related risks and opportunities — the amount and percentage of assets or business activities</p>	100%

## ADDITIONAL ESG DATA

Section	Reporting element	Disclosure
	vulnerable to climate-related risks and aligned with climate-related opportunities	
	S2.29f-i(1), S2.29f-i(2), S2.29f-ii whether and how the entity is applying a carbon price in decision-making and the price for each metric tonne of greenhouse gas emissions	To assess investment projects and business development options, the internal carbon price is used.
	S2.29g-i(1), S2.29g-i(2) a description of whether and how climate-related considerations are factored into executive remuneration	Climate and energy efficiency KPIs have been established across the Company structure that play a role in management remuneration. For example, for the Director for Sustainable Development, the climate KPI accounts for 5% of the annual bonus. Climate change and energy management, p. 92-93
	S2.32 Industry-based metrics disclosure	Appendix Additional ESG data, p. 5-7
<b>Climate-related targets</b>		
	S2.33 quantitative and qualitative climate-related targets it has set to monitor progress towards achieving its strategic goals, and any targets it is required to meet by law or regulation, including any greenhouse gas emissions targets	The Company's climate goals are to reduce gross GHG emissions by 35% by 2035 vs 2018 in the Metals segment and achieve net zero GHG emissions balance by 2050.
	S2.33c, S2.33d the period over which the target applies and the part of the entity to which the target applies	
	S2.33g whether it is an absolute target or an intensity target	
	S2.36a, S2.36b for each greenhouse gas emissions target an entity shall disclose, which greenhouse gases are covered by the target and whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target	The indicators are set for all scope areas for all greenhouse gases emitted by the Company, namely carbon dioxide, methane, perfluorocarbon, nitrous oxide, sulphur hexafluoride.
	S2.36e the entity's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target	The goal to reduce emissions for the Metals segment leaves out measures to offset GHG emissions. The goal to achieve net zero GHG emissions balance by 2050 features GHG emissions offsets. Climate change and energy management, p. 94-95

## ADDITIONAL ESG DATA

### List of the key (basic) indicators of sustainability reporting in line with the recommendations of the Russian Ministry of Economic Development (MED)

N°	Indicator	2022	2023	2024	Reference/Response
<b>Economic indicators</b>					
1	Revenue (its equivalent), RUB mn	1,134,424	1,248,692	1,355,988	Financial review, p. 44 Appendix Additional ESG data, p. 4-5
2	Value added, RUB mn	443,086	434,353	582,513	Appendix Additional ESG data, p. 5
3	Net value added, RUB mn	307,992	279,779	410,342	Appendix Additional ESG data, p. 5
4	General R&D expenses, RUB mn	206.7	1,914.0	2,300.0	Responsible business practices, p. 214-215
5	Labour productivity, RUB mn	3.5	3.6	5.1	Appendix Additional ESG data, p. 5
6	Amount of mandatory payments assessed (excluding fines and penalties), total, including:				Appendix Additional ESG data, p. 5
	• taxes and levies	123,205	105,464	105,412	
	• insurance contributions and				
	• other statutory payments				
	RUB mn				
7	Amount of mandatory payments paid (excluding fines and penalties), total, including:				Appendix Additional ESG data, p. 5
	• taxes and levies	121,984	106,577	106,375	
	• insurance contributions and				
	• other statutory payments				
	RUB mn				
8	Share of purchases of Russian goods, works and services in total purchases of goods, works and services, %	-	-	73	Appendix Additional ESG data, p. 42
9	Share of purchases of goods, works and services from SMEs in total purchases from Russian entities, %	-	-	27	Appendix Additional ESG data, p. 42
10	Sustainable, including green, investments, RUB mn	26,204	26,457	13,161	Appendix Additional ESG data, p. 5
11	Investments in projects related to achieving technological sovereignty and structural adaptation of Russia's economy, RUB mn	1,110	1,624	457	Appendix Additional ESG data, p. 5
<b>Environmental indicators</b>					
13	Amount of water used from all water supply sources, mn m <sup>3</sup>	664.4	710.6	727.2	Environmental protection, p. 118-119 Appendix Additional ESG data, p. 15-16

## ADDITIONAL ESG DATA

N°	Indicator	2022	2023	2024	Reference/Response
14	Amount of recycled and reused water supply, %	75.3	74.7	63.7	Environmental protection, p. 118-119 Appendix Additional ESG data, p. 16
15	Amount of contaminated wastewater discharge, total, including untreated wastewater, mn m <sup>3</sup>	42.0	43.7	47.2	Environmental protection, p. 118-119 Appendix Additional ESG data, p. 16-17
16	Water use efficiency (specific water consumption), mn m <sup>3</sup> /RUB mn	0.00045	0.00044	0.00049	Appendix Additional ESG data, p. 17
17	Waste of hazard classes I–V generated, total, including: <ul style="list-style-type: none"> <li>• class I</li> <li>• class II</li> <li>• class III</li> <li>• class IV</li> <li>• class V</li> </ul> mt	199.1	225.0	157.9	Environmental protection, p. 120-121 Appendix Additional ESG data, p. 17-18 Partially disclosed (disclosed by hazard class for the Power segment)
18	Waste of hazard classes I–V managed, total, including by category: <ul style="list-style-type: none"> <li>• waste disposed of</li> <li>• waste neutralised</li> <li>• waste buried</li> <li>• waste reused</li> <li>• waste recycled</li> <li>• waste generation reduced</li> </ul> mt	-	-	-	Environmental protection, p. 120-121 Appendix Additional ESG data, p. 18
19	Air pollutant emissions from stationary sources, kt	662.2	691.6	708.2	Information on all sources is disclosed. Environmental protection, p. 117 Appendix Additional ESG data, p. 13-14
20	GHG emissions, mt CO <sub>2</sub> e	65.7	65.9	66.7	Climate change and energy management, p. 102-103 Appendix Additional ESG data, p. 6
21	Expenses on implementing environmental protection measures, total, including: <ul style="list-style-type: none"> <li>• atmospheric air protection and climate change prevention</li> <li>• wastewater collection and treatment</li> <li>• waste management</li> <li>• conservation of biodiversity and protection of natural areas</li> </ul> RUB mn	16,653	17,614.3	19,654.1	Environmental protection, p. 117 Appendix Additional ESG data, p. 11-12

## ADDITIONAL ESG DATA

N°	Indicator	2022	2023	2024	Reference/Response
22	Renewable and low-carbon energy consumption, GJ	1,414,746	1,983,684	1,883,108	Climate change and energy management, p. 102-103 Appendix Additional ESG data, p. 8
23	Energy efficiency: energy consumption per unit of net value added, GJ/RUB mn	2,288	2,680	1,809	Appendix Additional ESG data, p. 9
<b>Social indicators</b>					
24	Payroll expenses, total, RUB mn	130,107.90	133,501.50	171,069.36	Financial statement, p. 246
25	Average headcount, total, including the number of disabled persons	96,617	90,064	93,486	Employees, p. 145 Appendix Additional ESG data, p. 27
26	Average salary, total, including: <ul style="list-style-type: none"> <li>by occupation groups</li> <li>by gender</li> <li>by age groups</li> </ul> RUB	-	-	109,804	Employees, p. 146 Appendix Additional ESG data, p. 32 Partially disclosed (information for 2022 and 2023 is disclosed in the Power segment) Partially disclosed (The methodology used is different from the MED)
27	Expenses on occupational health and safety events, total, including on average per employee, RUB mn	-	5,273.680 0.582	7,730.114 0.842	Appendix Additional ESG data, p. 26
28	Expenses on organising and holding social, fitness, recreational and medical events for employees and their family members, RUB mn	-	-	13,684	Employees, p. 138 Appendix Additional ESG data, p. 36
29	Number of occupational accident victims with disability for one or more working days and with fatal outcome, including fatalities, people	121	113	119	Appendix Additional ESG data, p. 23
30	Expenses on employees training, total, including on average per employee, RUB mn	843.2	1,260.8	994.5	Employees, p. 142 Appendix Additional ESG data, p. 30
31	Average hours of training per year per employee by occupation groups	-	-	-	Employees, p. 142 Appendix Additional ESG data, p. 30
32	Percentage of employees covered by collective bargaining agreements in the average headcount	86.3	84.8	81.7	Employees, p. 138 Appendix Additional ESG data, p. 29 The methodology used is different from the MED.
33	Staff turnover rate, %	10.5	12.8	16.8	Employees, p. 146 Appendix Additional ESG data, p. 29 The methodology used is different from the MED

## ADDITIONAL ESG DATA

N°	Indicator	2022	2023	2024	Reference/Response
34	Expenses on contributing to support for social programmes not aimed at employees and their family members, total, including: <ul style="list-style-type: none"> <li>charitable housing programmes</li> <li>in healthcare</li> <li>in education</li> <li>in support for citizens in need of social assistance</li> </ul> RUB mn	3,451	5,312	6,824	Contribution to local communities, p. 159 Appendix Additional ESG data, p. 37-38 The methodology used is different from the MED
<b>Governance indicators</b>					
35	Availability of the sustainability policy and/or other related strategic documents	+	+	+	Sustainability management, p. 91
36	Number of Board meetings and attendance rate	13	11	11	Corporate governance, p. 165 Appendix Additional ESG data, p. 40
37	Number of Board members, total, including by age groups	11	12	12	Corporate governance, p. 169 Appendix Additional ESG data, p. 39
38	Number of the Audit Committee meetings and attendance rate	6	6	7	Corporate governance, p. 175 Appendix Additional ESG data, p. 39
39	Participation in ESG indices and ratings	+	+	+	Key figures, p. 12-13
40	Number of recorded cases of infringing the rights of indigenous minorities of the Russian Federation	0	0	0	Contribution to local communities, p. 149
43	Cases of bringing the organisation, its subsidiaries and associates to administrative liability for corrupt practices	-	0	0	Corporate ethics and compliance, p. 200-201
44	Share of female managers in the total number of managers, total, including on the Board of Directors (Supervisory Board), %	19.9	22.3	22.5	Appendix Additional ESG data, p. 27, 39

## ADDITIONAL ESG DATA

### List of indicators on sustainable development in accordance with the draft Sustainability Reporting Standard of the Ministry of Economic Development of Russia (Annex No. 1)

N°	Indicator	2022	2023	2024	Reference/Response
<b>1. Environmental indicators</b>					
1.1	Amount of water used from all water supply sources, mn m <sup>3</sup>	664.4	710.6	727.2	Environmental protection, p. 118-119 Appendix Additional ESG data, p. 15-16
1.2	Own water consumption from all water supply sources, excluding unused water supply to external consumers, mn m <sup>3</sup>	664.4	710.6	727.2	Environmental protection, p. 118-119 Appendix Additional ESG data, p. 15-16
1.3	Proportion of recycled and reused water supply in total own water consumption from all sources, %	75.3	74.7	63.7	Environmental protection, p. 118-119 Appendix Additional ESG data, p. 15-16
1.4	Amount of polluted wastewater discharged into water bodies (polluted wastewater, clean standard-quality wastewater, wastewater treated to standard quality) and/or sent for treatment to other enterprises, mn m <sup>3</sup>	42.0	43.7	47.2	Environmental protection, p. 118-119 Appendix Additional ESG data, p. 16-17
1.5	Waste of hazard classes I-V generated, total, including: <ul style="list-style-type: none"> <li>• Class I</li> <li>• Class II</li> <li>• Class III</li> <li>• Class IV</li> <li>• Class V</li> </ul> mt	200.7	225.1	157.9	Environmental protection, p. 120-121 Appendix Additional ESG data, p. 17-18 Partially disclosed (disclosed by hazard class for the Power segment)
1.6	Waste managed, total, including by category: <ul style="list-style-type: none"> <li>• waste disposed of</li> <li>• waste neutralized</li> <li>• waste landfilled</li> <li>• waste reused</li> <li>• waste recycled</li> </ul> mt	-	-	-	Environmental protection, p. 120-121 Appendix Additional ESG data, p. 18
1.7	Air pollutant emissions from stationary sources, kt	662.2	691.6	708.2	Information on all sources is disclosed. Environmental protection, p. 117 Appendix Additional ESG data, p. 13-14
1.8	GHG emissions, including: <ul style="list-style-type: none"> <li>• Scope 1</li> <li>• Scope 2</li> </ul> mt CO <sub>2</sub> e	53.7	53.8	53.6	Climate change and energy management, p. 102-103 Appendix Additional ESG data, p. 6

## ADDITIONAL ESG DATA

N°	Indicator	2022	2023	2024	Reference/Response
1.9	Carbon footprint	-	-	-	Appendix Additional ESG data, p. 5, 7
1.10	Intensity of emissions of hazard classes I and II that negatively affect the environment and human health:				Partially disclosed (not categorised by hazard class) Appendix Additional ESG data, p. 14-15
	<ul style="list-style-type: none"> <li>• Hazard class I</li> <li>• Hazard class II</li> <li>• Hazard class III</li> <li>• Hazard class IV</li> </ul>	0.0006	0.0005	0.0005	
	kt/ RUB mn of revenue				
1.11	Expenses on implementing environmental protection measures, total, including:	16,653	17,614.3	19,654.1	Environmental protection, p. 117 Appendix Additional ESG data, p. 11-12
	<ul style="list-style-type: none"> <li>• air protection and climate change prevention;</li> <li>• wastewater collection and treatment;</li> <li>• waste management;</li> <li>• conservation of biodiversity and natural areas;</li> <li>• land protection and rational use, land rehabilitation;</li> <li>• protection of the environment from noise, vibration or other physical impacts;</li> <li>• radiation safety of the environment;</li> <li>• other environmental protection measures</li> </ul>				
	RUB mn				
1.12	Amount of renewable and low-carbon energy consumption, GJ	1,414,746	1,983,684	1,883,108	Climate change and energy management, p. 102-103 Appendix Additional ESG data, p. 8
1.13	Own energy consumption, excluding heat and electricity supply to external consumers, total, including:				Climate change and energy management, p. 102-103 Appendix Additional ESG data, p. 8
	<ul style="list-style-type: none"> <li>• heat</li> <li>• electricity</li> <li>• by type of fuel used</li> </ul>	732,022,750	733,791,721	746,765,614	
	GJ				
1.15	Environmental fees, RUB mn	98.3	1,071.0	818.0	Appendix Additional ESG data, p. 12-13
1.16	Compensation payments and fines, including:				Environmental protection, p. 116-117 Appendix Additional ESG data, p. 11-12
	a) environmental fines				
	b) compensation for damages caused to the environment or certain components of the natural environment (land, water bodies, forests, wildlife, etc.)	10.25	10.18	30.65	

## ADDITIONAL ESG DATA

N°	Indicator	2022	2023	2024	Reference/Response
	RUB mn				
1.17	Number of environmental impact incidents (including as a result of man-made disasters)	0	0	0	Environmental protection, p. 116
<b>2. Social indicators</b>					
2.1	Payroll expenses, total, RUB mn	130,107.90	133,501.50	171,069.36	Financial statement, p. 246
2.2	Ratio of the average wage in the organization to the average wage level in the region	-	-	-	Appendix Additional ESG data, p. 31-32 Partially disclosed (disclosed the standard rate of the initial level of remuneration of employees and the established minimum wage in the regions of the Russian Federation and CIS in the Power segment)
2.3	Average headcount, people	96,617	90,064	93,486	Employees, p. 145 Appendix Additional ESG data, p. 27
2.4	Percentage of employees with disabilities, %	1	1	1	Employees, p. 145 Appendix Additional ESG data, p. 34
2.5	Number of employees who received the status of a "person with disabilities" during the performance of their employment functions	-	-	31	Appendix Additional ESG data, p. 34 Partially disclosed (information disclosed for the Power segment)
2.7	Percentage of retired employees, %	-	6	10	Appendix Additional ESG data, p. 34
2.9	Percentage of employees by: <ul style="list-style-type: none"> <li>gender</li> <li>age group</li> </ul>	-	-	-	Employees, p. 145 Appendix Additional ESG data, p. 27
2.10	Average salary, total, including: <ul style="list-style-type: none"> <li>by occupation groups (separately for managers and separately for line personnel)</li> <li>by gender, considering occupation groups</li> <li>by age groups</li> </ul> RUB	-	-	109,804	Employees, p. 146 Appendix Additional ESG data, p. 32-33 Partially disclosed (Information for 2022 and 2023 disclosed for the Power segment) Partially disclosed (The methodology used is different from the MED)
2.11	Expenses on occupational health and safety events, total, including on average per employee, RUB mn	-	5 273. 680	7 730.114	Appendix Additional ESG data, p. 26 Partially disclosed (information is disclosed for the Power segment)
2.12	Expenses on organizing and holding social and sports events for employees and their family members, total, including	-	-	13,684	Employees, p. 138 Appendix Additional ESG data, p. 36

## ADDITIONAL ESG DATA

N°	Indicator	2022	2023	2024	Reference/Response
	average expenses per employee, RUB mn				
2.13	Lost Time Injury Frequency Rate (LTIFR) per 1,000,000 man-hours for the organization's employees, excluding contractors' employees	0.81	0.76	0.84	Occupational health and safety, p. 134 Appendix Additional ESG data, p. 24-25
2.14	Number of fatalities among the organization's employees, excluding contractors' employees	5	2	7	Occupational health and safety, p. 134 Appendix Additional ESG data, p. 23
2.15	Expenses on employee training, total, including on average per employee, RUB mn	843.2	1,260.8	994.5	Employees, p. 142 Appendix Additional ESG data, p. 30
2.16	Average hours of training per year per employee	-	-	-	Employees, p. 142 Appendix Additional ESG data, p. 30
2.17	Percentage of employees covered by collective bargaining agreements in the average headcount, %	86.3	84.8	81.7	Employees, p. 141 Appendix Additional ESG data, p. 29 The methodology used is different from the MED
2.18	Percentage of permanent employees, %	93.6	93.8	93.3	Employees, p. 145 Appendix Additional ESG data, p. 27
2.19	Percentage of temporary employees, %	6.4	6.2	6.7	Employees, p. 145 Appendix Additional ESG data, p. 27
2.20	Employee turnover rate, %	10.5	12.8	16.8	Employees, p. 146 Appendix Additional ESG data, p. 29 The methodology used is different from the MED
2.21	Expenses to support social programmes, including charity, not intended for employees or their family members, total, including in the following areas: <ul style="list-style-type: none"> <li>• healthcare;</li> <li>• education and science;</li> <li>• sports;</li> <li>• culture, art, and tourism;</li> <li>• accessible infrastructure and inclusive environment;</li> <li>• landscaping and comfortable urban environment;</li> <li>• creation and placement of social advertisements;</li> <li>• access to affordable and high-quality housing;</li> <li>• public security and anti-terrorist protection of infrastructure</li> </ul>	3,451	5,312	7,031.5	Contribution to local communities, p. 159 Appendix Additional ESG data, p. 36 The methodology used is different from the MED

## ADDITIONAL ESG DATA

N°	Indicator	2022	2023	2024	Reference/Response
	<ul style="list-style-type: none"> <li>support for citizens in need of social assistance, including support for persons belonging to the following categories of veterans under the Federal Law "On Veterans": <ul style="list-style-type: none"> <li>veterans of the Great Patriotic War</li> <li>veterans of combat operations in the USSR, Russian Federation and other countries</li> <li>military service veterans</li> </ul> </li> </ul> <p>RUB mn</p>				
2.22	Number of social programmes, including charity, in which the organization participates	-	-	-	Contribution to local communities, p. 157 Partially disclosed (list of programs disclosed)
2.23	Expenses on organizing and holding medical events for employees and their family members, total, including average expenses per employee, RUB mn	-	-	1,974	Employees, p. 138 Appendix Additional ESG data, p. 36
2.25	Number of corporate volunteering projects	-	-	-	Contribution to local communities, p. 157 Partially disclosed (list of projects disclosed)
2.27	Fines and penalties imposed on the organization for non-compliance with labour laws and other regulations containing labour-related provisions	-	-	-	No fines related to labour law violations
<b>3. Governance indicators</b>					
3.1	Availability of the sustainability policy and/or other related strategic documents (e.g. sustainability strategy, environmental strategy, strategy for implementing prompt and long-term measures to adapt to climate change and mitigate anthropogenic impacts on the climate (climate strategy))	+	+	+	Sustainability management, p. 91
3.2	A management body or committee established under the collective management body of the organization responsible for approving and monitoring the implementation of the sustainability policy and/or other related strategic documents (e.g. sustainability strategy, climate strategy)	+	+	+	Corporate governance, p. 177 Sustainability management, p. 76-77

## ADDITIONAL ESG DATA

N°	Indicator	2022	2023	2024	Reference/Response
3.3	Whether the organization's remuneration policy provides for consideration of sustainability- and climate-related targets when determining management remuneration	+	+	+	Climate change and energy management, p. 92 Corporate governance, p. 178-180
3.4	Total number of directors in the organization's collective management body, including the percentage of independent directors	15	12	12	Corporate governance, p. 169
3.5	Percentage of female managers in the total number of managers, total, including in the collective management body, %	19.9	22.3	22.5	Appendix Additional ESG data, p. 27, 39
3.6	Whether the organization applies sustainability principles when it purchases goods, work and services	+	+	+	Supply chain management, p. 203
3.7	Number of recorded incidents of violation of the rights of indigenous minorities of the Russian Federation	0	0	0	Contribution to local communities, p. 149
3.10	Cases of bringing the organization, its subsidiaries and associates to administrative liability for corrupt practices	-	0	0	Corporate ethics and compliance, p. 200-201
3.11	Number of corporate disputes	-	-	0	Corporate governance, p. 162
3.12	Availability of a policy on managing risks, including climate risks, and/or other related documents	+	+	+	Internal control and risk management, p. 186 Climate change and energy management, p. 90
3.13	Liability under the laws of the Russian Federation for violation of consumer rights	-	-	0	No relevant incidents
3.14	Number of recorded social impact incidents (strikes and cases of the organization's violation of the rights of local communities that resulted in public outrage)	0	0,	0	No relevant incidents
3.15	Availability of programmes related to reintegration of employees leaving the organization due to retirement, sickness or disability	+	+	+	The main pension programmes are disclosed
3.16	Availability of a policy and/or other documents stipulating the application of inclusion principles in the organization's operations	+	+	+	<a href="#">Diversity and Equal Opportunities Policy</a>
3.17	Potential damage from the impacts of physical climate risks, USD mn	-	-	50	Climate change and energy management, p. 98-99

## ADDITIONAL ESG DATA

N°	Indicator	2022	2023	2024	Reference/Response
3.18	Number of incidents resulting in disruption or termination of critical facilities or critical information infrastructure facilities	-	-	0	No relevant incidents
<b>4. Economic indicators</b>					
4.1	Revenue (its equivalent), RUB mn	1,134,424	1,248,692	1,355,988	Financial review, p. 44 Appendix Additional ESG data, p. 4, 5
4.2	General R&D expenses, RUB mn	206.7	1,914.0	2,300.0	Responsible business practices, p. 214-215
4.3	Labour productivity, RUB mn	3.5	3.6	5.1	Appendix Additional ESG data, p. 5
4.4	Amount of mandatory payments assessed (excluding fines and penalties), total, including: <ul style="list-style-type: none"> <li>taxes and levies</li> <li>insurance contributions and</li> <li>other statutory payments</li> </ul> RUB mn	123,205	105,464	105,412	Appendix Additional ESG data, p. 5
4.5	Amount of mandatory payments paid (excluding fines and penalties), total, including: <ul style="list-style-type: none"> <li>taxes and levies</li> <li>insurance contributions and</li> <li>other statutory payments</li> </ul> RUB mn	121,984	106,577	106,375	Appendix Additional ESG data, p. 5
4.6	Share of purchases of Russian goods, works and services in total purchases of goods, works and services, %	-	-	73	Appendix Additional ESG data, p. 42
4.7	Share of purchases of goods, works and services from SMEs in total purchases from Russian entities, %	-	-	27	Appendix Additional ESG data, p. 42
4.9	Sustainable, including green, investments, RUB mn	26,204	26,457	13,161	Appendix Additional ESG data, p. 5
4.10	Investments in projects related to achieving technological sovereignty and structural adaptation of Russia's economy, RUB mn	1,110	1,624	457	Appendix Additional ESG data, p.5
4.12	Percentage of assets for which a quantitative and/or qualitative assessment of climate risks was performed, %	-	-	-	Climate change and energy management, p. 96-100 Partially disclosed (there is a list of the assets of the assets that have been assess)
4.13	Efficiency of climate change adaptation measures and/or cost-effectiveness of climate change adaptation measures implemented as part of corporate plans, strategies or programmes intended for	-	-	-	Climate change and energy management, p. 96-100

## ADDITIONAL ESG DATA

N°	Indicator	2022	2023	2024	Reference/Response
	climate change adaptation (if any)				

## ADDITIONAL ESG DATA

### List of indicators on sustainable development reflecting the organisation's contribution to the national development goals of the Russian Federation, in accordance with the draft Sustainability Reporting Standard of the Ministry of Economic Development of Russia (Annex No. 2)

N°	Indicator	2024	Reference/Response
<b>1.</b>	<b>Preservation of the population, promotion of health and well-being, family support</b>		
1.1	Expenses of the organisation to implement family and parenthood support programmes, RUB mn	29.7	Appendix Additional ESG data, p. 36
1.2	Ratio of the organisation's expenses to implement family and parenthood support programmes to the organisation's revenue, %	0.002	
1.3	Ratio of the organisation's expenses to implement occupational health and safety measures to the organisation's revenue, %	0.09	
1.4	The organisation's expenses on supporting the health of employees and local community members, RUB mn, including: a) the organisation's expenses on supporting the health of employees b) the organisation's expenses on supporting the health of local community members	2,257.8 a) 1,974.0 b) 283.8	Appendix Additional ESG data, p. 37-40
1.5	Ratio of the organisation's expenses on supporting the health of employees and local community members, %, including: a) the ratio of the organisation's expenses on supporting the health of employees to the total amount of the organisation's management expenses; b) the ratio of the organisation's expenses on supporting the health of local community members to the total amount of the organisation's management expenses	0.17 a) 0.15 b) 0.02	
1.6	Expenses of the organisation to develop healthcare infrastructure	-	Disclosed under indicator 1.4
1.7	Ratio of the organisation's expenses to develop healthcare infrastructure to the organisation's revenue	-	
1.8	Expenses of the organisation to support socially vulnerable groups of people, RUB mn	172.6	Contribution to local communities, p. 159 Appendix Additional ESG data, p. 37-38
1.9	Ratio of the organisation's expenses to support socially vulnerable groups of people to the organisation's revenue, %	0.013	
1.10	Expenses of the organisation to promote grassroots sports, RUB mn	41.7	Appendix Additional ESG data, p. 37-38 Partially disclosed (information is disclosed for the Power segment)
1.11	Ratio of the organisation's expenses to promote grassroots sports to the organisation's revenue, %	0.003	

## ADDITIONAL ESG DATA

N°	Indicator	2024	Reference/Response
1.12	Expenses of the organisation under programmes to provide financial assistance to employees in difficult life situations, RUB mn	489.5	Appendix Additional ESG data, p. 36
1.13	Ratio of the organisation's expenses under programmes to provide financial assistance to employees in difficult life situations to the organisation's revenue, %	0.04	
2.	Realisation of the potential of each individual, talent development, and fostering a patriotic and socially responsible personality		
2.1	Expenses of the organisation aimed at supporting education, RUB mn, including: a) the organisation's expenses aimed at supporting general education organisations b) the organisation's expenses aimed at supporting organisations implementing secondary vocational education programmes c) the organisation's expenses on programmes and activities aimed at professional orientation of children and young people d) the organisation's expenses aimed at supporting additional education for children and young people e) the organisation's expenses aimed at supporting higher education organisations	1,935.2 a) 92.0 b) 14.0 c) 18.8 d) 8.7 e) 25.3	Contribution to local communities, p. 159 Appendix Additional ESG data, p. 37-38 Partially disclosed (information by areas of expenses is disclosed for the Power segment)
2.2	Ratio of the organisation's expenses aimed at supporting education to the total amount of the organisation's management expenses, %, including: a) the ratio of the organisation's expenses aimed at supporting general education organisations to the total amount of the organisation's management expenses b) the ratio of the organisation's expenses aimed at supporting organisations implementing secondary vocational education programmes to the total amount of the organisation's management expenses c) the ratio of the organisation's expenses on programmes and activities aimed at professional orientation of children and young people to the total amount of the organisation's management expenses d) the ratio of the organisation's expenses aimed at supporting additional education for children and young people to the total amount of the organisation's management expenses e) the ratio of the organisation's expenses aimed at supporting higher education organisations to the total amount of the organisation's management expenses	0.14 a) 0.007 b) 0.001 c) 0.001 d) 0.0006 e) 0.002	
2.3	Ratio of expenses for research and/or development to the total amount of the organisation's management expenses, %	0.17	Appendix Additional ESG data, p. 44
2.4	Expenses of the organisation to finance initiatives and projects aimed at fostering traditional Russian	0	Appendix Additional ESG data, p. 37-38

## ADDITIONAL ESG DATA

N°	Indicator	2024	Reference/Response
	spiritual, moral, cultural and historical values, RUB mn		Partially disclosed (information is disclosed for the Power segment)
2.5	Ratio of the organisation's expenses to finance initiatives and projects aimed at fostering traditional spiritual, moral, cultural and historical values to the organisation's revenue, %	0	
2.6	The ratio of the organisation's expenses to implement projects aimed at enhancing the tourism appeal of the Russian Federation to the organisation's revenue, RUB mn	-	
2.7	Volunteering expenses of the organisation, RUB mn	24.7	Contribution to local communities, p. 159
2.8	Ratio of the organisation's volunteering expenses to the organisation's revenue, %	0.002	
2.9	Expenses of the organisation to develop infrastructure for culture, art and folk art	0	Appendix Additional ESG data, p. 37-38 Partially disclosed (information is disclosed for the Power segment)
2.10	Ratio of the organisation's expenses to develop infrastructure for culture, art and folk art to the organisation's revenue, %	0	
3.	Comfortable and safe environment for living		
3.1	The organisation's expenses on improving the living conditions of employees/local community members, RUB mn, including:  a) the organisation's expenses on improving the living conditions of employees  b) the organisation's expenses on improving the living conditions of local community members	223,3 a) 223,3 b) -	Employees, p. 138 Appendix Additional ESG data, p. 37
3.2	Ratio of the organisation's expenses on improving the living conditions of employees/local community members to the organisation's revenue, %, including:  a) the ratio of the organisation's expenses on improving the living conditions of employees to the total amount of the organisation's management expenses  b) the ratio of the organisation's expenses on improving the living conditions of local community members to the total amount of the organisation's management expenses	0.02 a) 0.02 b) -	
3.3	Expenses of the organisation related to improvement and comprehensive development of cities and other settlements, RUB mn	748.5	Contribution to local communities, p. 159 Appendix Additional ESG data, p. 37-38
3.4	Ratio of the organisation's expenses related to improvement and comprehensive development of cities and other settlements to the organisation's revenue, %	0.055	
3.5	Expenses of the organisation to improve the quality of roads, RUB mn	0.02	Appendix Additional ESG data, p. 37-38

## ADDITIONAL ESG DATA

N°	Indicator	2024	Reference/Response
			Partially disclosed (information is disclosed for the Power segment)
3.6	Ratio of the organisation's expenses to improve the quality of roads to the organisation's revenue, %	0.000001	Partially disclosed (information is disclosed for the Power segment)
3.8	Payments for emissions, pollutant discharges or waste disposal in excess of the established limits, and the percentage of such payments in the total amount of environmental fees, RUB mn	818.0	Appendix Additional ESG data, p. 12
3.9	Environmental fines paid, RUB mn	30.65	Appendix Additional ESG data, p. 12-13
3.10	Paid compensation for damages caused to the environment or certain components of the natural environment (land, water bodies, forests, wildlife, etc.), RUB mn	0	Appendix Additional ESG data, p. 12-13 Partially disclosed (information is disclosed for the Power segment)
4.	Environmental well-being		
4.1	Ratio of the organisation's expenses to implement environmental protection measures to the organisation's revenue, %	1.43	Appendix Additional ESG data, p. 11-12
5.	Sustainable and dynamic economy		
5.1	Ratio of the organisation's employee training expenses to the organisation's revenue, %	0.07	Appendix Additional ESG data, p. 30
5.2	Expenses for corporate non-state pension and/or long-term savings schemes, RUB mn	311	Appendix Additional ESG data, p. 37
5.3	Ratio of expenses for corporate non-state pension and/or long-term savings schemes to the organisation's revenue/total management expenses, %	0.02	

## ADDITIONAL ESG DATA

## List of ESG indicators to be disclosed by entities engaged in the generation of electric (heat) power in line with the recommendations of the NP Market Council Association

N°	Indicator	Reference/Response
1.1	Environmental management system	Environmental protection, p. 106
1.2	Environmental violations, accidents or emergencies	Appendix Additional ESG data, p. 12
1.3	Share of funds used to implement climate projects	Not disclosed More information about the Company's climate projects and investments in their implementation in the " <a href="#">En+ Pathway to net zero progress 2024</a> " report
1.4	Share of funds used to implement environmental projects	Appendix Additional ESG data, p. 12
1.5	Monitoring of the state and pollution of the environment during the implementation of climate projects	Partially disclosed Climate change and energy management, p. 94-95
1.6	Implementation of BAT	In a bid to minimise its environmental impact, the Company deploys best available technologies at its operating facilities BAT technologies are assessed for conformity during the acquisition of integrated environmental permits for facilities
1.7	Energy intensity	Climate change and energy management, p. 102-103 Appendix Additional ESG data, p. 8
1.8	Reduced energy consumption (dynamics of the indicator by year)	Climate change and energy management, p. 102-103 Appendix Additional ESG data, p. 10
1.9	Electricity generation efficiency: <ul style="list-style-type: none"> <li>Specific fuel consumption for the generation of 1 MWh of electricity</li> <li>Specific water consumption for the generation of 1 MWh of electricity</li> </ul>	Appendix Additional ESG data, p. 7-8 The methodology used is different from the proposed
1.10	Share of renewable and low-carbon generating facilities in the structure of installed capacity of generating facilities (dynamics of the indicator by year)	Appendix Additional ESG data, p. 8
1.11	Installed capacity utilisation rate of plants based on the use of renewable and low-carbon energy sources (weighted average value by plant) (dynamics of the indicator by year)	Appendix Additional ESG data, p. 7 The methodology used is different from the proposed
1.12	Electricity generation using renewable and low-carbon energy sources (dynamics of the indicator by year)	Appendix Additional ESG data, p. 7-8 The methodology used is different from the proposed
1.13	Volume of heat production in the combined generation mode with renewable and low-carbon energy (dynamics of the indicator by year)	Not applicable
1.14	GHG emissions per 1 MWh of electricity generated (weighted average by plants) (dynamics of the indicator by year)	Appendix Additional ESG data, p. 7 The methodology used is different from the proposed
1.15	GHG emissions attributable to the production of 1 Gcal of heat energy (dynamics of the indicator by year)	Not disclosed

## ADDITIONAL ESG DATA

N°	Indicator	Reference/Response
1.16	<p>Management of GHG emissions in the course of business operations:</p> <ul style="list-style-type: none"> <li>Adaptation of the general regulatory methodology for quantifying direct and indirect GHG emissions to specific business conditions and regular quantification of such emissions</li> <li>Implementation of a program on GHG emissions reduction and/or increase in GHG removal</li> <li>Compliance with best business practices</li> <li>Publication and verification of carbon reporting complying with Russian and international standards and requirements.</li> </ul>	<p>Climate change and energy management, p. 90-103</p> <p>Appendix Additional ESG data, p. 5-10</p>
1.17	Self-diagnostics/diagnostics according to ISO 14001 and 14040	Environmental protection, p. 106
1.18	<p>Cumulative impact</p> <ul style="list-style-type: none"> <li>Cumulative impacts mean impacts that arise as a result of additional impact on the area of activity or resources used in a project or directly affected by the impact of a project, as a result of other existing, planned or realistically established circumstances during the process of identifying risks and impacts</li> </ul>	Environmental protection, p. 115-121
1.19	Efficient use of auxiliary resources, wastewater discharge	Appendix Additional ESG data, p. 16-17
1.20	<p>Waste management</p> <ul style="list-style-type: none"> <li>Share of recycled and neutralised waste in the total amount of waste generated, %</li> <li>Waste of hazard classes I-IV generated, % of the total volume</li> </ul>	<p>Environmental protection, p. 120-121</p> <p>Appendix Additional ESG data, p. 18-19</p>
2.1	Compliance with the fundamental declarations, conventions and recommendations of the International Labour Organisation (ILO)	Employees, p. 141
2.2	Regulation of labour relations and human rights	Employees, p. 141
2.3	Occupational health and safety policies and procedures	Occupational health and safety, p. 122-125
2.4	<p>Stakeholder engagement</p> <ul style="list-style-type: none"> <li>Stakeholder engagement plan and policy</li> <li>Disclosure of relevant information</li> <li>Regular communication of information on ESG activities to the public</li> </ul>	Stakeholder engagement, p. 86-89
2.5	Self-diagnostics/diagnostics according to ISO 45001 (dynamics of the indicator by year)	Occupational health and safety, p. 123
2.6	<p>Indicators for monitoring and reporting (dynamics of the indicator by year)</p> <ul style="list-style-type: none"> <li>Number and structure of employees participating in activities related to a high risk of accidents or work-related ill health</li> <li>Number of hours of environmental training (rational use of resources)</li> <li>Number of work-related injuries (including fatalities), types of injuries or work-related ill health</li> <li>Average number of training hours per year per employee, with a breakdown by gender (male and female)</li> <li>Average number of hours of anti-corruption training per year per employee</li> </ul>	<p>Appendix Additional ESG data, p. 23, 26</p> <p>Partial disclosure in terms of:</p> <ul style="list-style-type: none"> <li>Number of hours of environmental training</li> <li>Average number of hours of anti-corruption training per year per employee</li> </ul>
2.7	Ratio of entry-level wages of employees of different genders	Appendix Additional ESG data, p. 31-32

## ADDITIONAL ESG DATA

N°	Indicator	Reference/Response
	to the established minimum wage in the regions of presence of the company (with an indication of the average wage by region) (dynamics of the indicator by year)	
2.8	Investments in the social sphere of the company's employees (dynamics of the indicator by year)	Appendix Additional ESG data, p. 36
2.9	Occupational health and safety expenses (dynamics of the indicator by year)	Appendix Additional ESG data, p. 26
2.10	Investments in socially important infrastructure, regional, social and charitable programs in the regions of presence, including through joint programs with regional authorities and communities	Contribution to local communities, p. 159 Appendix Additional ESG data, p. 37-38
2.11	Annual expenses on employee training per employee	Appendix Additional ESG data, p. 30
2.12	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employees, p. 139-140
2.13	Categories of employees <ul style="list-style-type: none"> <li>• Share of employees under 35, %</li> <li>• Share of working pensioners, %</li> </ul>	Appendix Additional ESG data, p. 29 The methodology used is different from the proposed
2.14	Employee turnover	Appendix Additional ESG data, p. 29
2.15	Employee performance and career development	Employees, p. 142-143
2.16	Causes of equipment failures and accidents	Occupational health and safety, p. 128-129
2.17	Industrial safety and reliability risks	Occupational health and safety, p. 130-131
3.1	Involvement and the level of competence of the BoD/Management Board/executive bodies in the area of the sustainability and ESG agenda	Sustainability management, p. 76-77 Corporate governance, p. 173,177
3.2	Total expenditures on research and development aimed at improving energy efficiency, reducing greenhouse gas emissions and other beneficial effects in the area of climate and environment	Appendix Additional ESG data, p. 42 General R&D data are disclosed
3.4	Public non-financial reporting <ul style="list-style-type: none"> <li>• Preparation of an annual progress report on sustainable development (including ESG) in accordance with national and international standards and recommendations</li> </ul>	About the Report, p. 6-7
3.5	Affiliates <ul style="list-style-type: none"> <li>• List of affiliated legal entities that may directly or indirectly affect the company's financial and non-financial performance</li> </ul>	The list of affiliated entities is available on <a href="#">the Company's website</a>
3.6	Cases of corruption	Corporate ethics and compliance, p. 200 Appendix Additional ESG data, p. 41
3.7	Effectiveness of management measures <ul style="list-style-type: none"> <li>• Assessment of the quality of work of the Board of Directors or another collegial management body</li> </ul>	Corporate governance, p. 172-173
3.8	GR work	Contribution to local communities, p. 158
3.9	Compliance risks <ul style="list-style-type: none"> <li>• Assessment of compliance with applicable laws, internal standards and other mandatory documents</li> </ul>	Corporate ethics and compliance, p. 198-199
3.10	Credit and ESG rating	Key figures, p. 11-13
3.11	Asset management system	The asset management system is implemented partially.

## ADDITIONAL ESG DATA

N°	Indicator	Reference/Response
3.12	Corporate governance system	Based on the results of asset management, measures were developed to improve the efficiency of asset management
3.13	Energy management system	Climate change and energy management, p. 90-92
3.14	Maintenance and repair management system	The maintenance and repair management system is implemented partially. Based on the results of energy management, measures have been developed to improve the effectiveness of maintenance and repair
3.15	Environmental and social assessment of suppliers and contractors	Supply chain management, p. 203

## ADDITIONAL ESG DATA

## Contents by Sustainability Indexes

N°	Indicator	Reference/Response
<b>Responsibility and Transparency Index</b>		
<b>Economic, social and environmental indicators</b>		
1	Labour productivity	Appendix Additional ESG data, p. 5
2	CAPEX/investments	Financial review, p. 57 Investment programme and modernisation, p. 70-73
3	Taxes paid	Appendix Additional ESG data, p. 5
4	High quality of products and services	Responsible business practices, p. 206-207
5	Share of purchases from local suppliers	Supply chain management, p. 205 Appendix Additional ESG data, p. 42
6	Innovation management	Responsible business practices, p. 214-215 Appendix Additional ESG data, p. 42
7	Headcount	Employees, p. 145 Appendix Additional ESG data, p. 27
8	Personnel characteristics	Employees, p. 145 Appendix Additional ESG data, p. 27-37
9	Occupational health and safety (performance)	Occupational health and safety, p. 132-135 Appendix Additional ESG data, p. 23-26
10	OHS costs	Appendix Additional ESG data, p. 26
11	Occupational health and safety management systems	Occupational health and safety, p. 122-125
12	Payroll	Employees, p. 146 Appendix Additional ESG data, p. 33-36
13	Expenses on social programmes for personnel	Employees, p. 138
14	Number of beneficiaries of social programmes for personnel	Appendix Additional ESG data, p. 38
15	Remuneration of management	Corporate governance, p. 178-180 Appendix Additional ESG data, p. 40
16	Employee turnover	Employees, p. 146 Appendix Additional ESG data, p. 29
17	Employee training	Employees, p. 142-143 Appendix Additional ESG data, p. 30
18	Employee training costs	Employees, p. 142 Appendix Additional ESG data, p. 33
19	Labour relations	Employees, p. 136-147
20	Respect for human rights	Employees, p. 141
21	Air emissions	Environmental protection, p. 117 Appendix Additional ESG data, p. 13-14
22	GHG emissions	Climate change and energy management, p. 102 Appendix Additional ESG data, p. 6
23	Energy consumption and energy efficiency	Climate change and energy management, p. 102-103

## ADDITIONAL ESG DATA

N°	Indicator	Reference/Response
		Appendix Additional ESG data, p. 8
24	Water consumption (the indicator is irrelevant for entities operating in financial markets)	Environmental protection, p. 118-119 Appendix Additional ESG data, p. 16
25	Discharges into water bodies (the indicator is irrelevant for entities operating in financial markets)	Environmental protection, p. 118-119 Appendix Additional ESG data, p. 16-17
26	Waste management	Environmental protection, p. 120-121 Appendix Additional ESG data, p. 17-21
27	Environmental costs	Environmental protection, p. 117 Appendix Additional ESG data, p. 11-12
28	Environmental management systems	Environmental protection, p. 106
29	Recording and assessment of environmental risks of funded projects (the indicator is relevant for entities operating in financial markets. It is factored in instead of indicator No. 24, which is irrelevant for such entities. It is factored out for entities operating in other industries)	Not applicable
30	Financing environmental projects and programmes (the indicator is relevant for entities operating in financial markets. It is factored in instead of indicator No. 25, which is irrelevant for such entities. It is factored out for entities operating in other industries)	Not applicable
31	Social investments	Contribution to local communities, p. 159 Appendix Additional ESG data, p. 37-38
<b>Employees management and engagement</b>		
32	Details of the Board of Directors: structure, independence, areas of activity, performance review	Corporate governance, p. 164-177
33	Involvement of senior management in administering CSR and sustainability issues	Sustainability management, p. 76-77 Corporate governance, p. 173,177
34	Incorporation of sustainability risks into the key risk management system and events to mitigate sustainability risks	Internal control and risk management, p. 188-193
35	New opportunities in the area of sustainable development	Responsible business practices, p. 206-217
36	Availability of the code of ethics, its fundamental principles and incorporation mechanisms	Corporate ethics and compliance, p. 194-195
37	Anti-corruption: policy, mechanisms, activities, outcomes	Corporate ethics and compliance, p. 194-201
38	Availability of the corporate sustainability (CSR) policy: contents, reference to the document	Sustainability management, p. 76-77
39	Refinement of sustainability (CSR) approaches in corporate policies <ul style="list-style-type: none"> <li>• in the area of environmental protection: contents, reference to the document</li> <li>• in the area of staff relations / HR policy (strategy): contents, reference to the document</li> <li>• in the area of occupational health and industrial safety: contents, reference to the document</li> </ul>	Sustainability management, p. 76-77 Occupational health and safety, p. 122-125 Environmental protection, p. 104-106 Employees, p. 136-137 Contribution to local communities, p. 148-150

## ADDITIONAL ESG DATA

N°	Indicator	Reference/Response
	<ul style="list-style-type: none"> <li>in the area of community support (regional policy, external social policy): contents, reference to the document</li> </ul>	
40	CSR/sustainability management across the supply chain: policies, mechanisms, metrics	Supply chain management, p. 202-205
41	Incorporation of CSR and sustainability KPIs in into the company's strategic KPI system	Corporate governance, p. 178-180
42	Structure of managing CSR and sustainability activity	Sustainability management, p. 76-77
43	Areas and formats of government relations, key programmes/projects	Contribution to local communities, p. 148-157
44	Areas and formats of community engagement, key projects	Contribution to local communities, p. 148-157
<b>Indicators of the Sustainability Vector Index</b>		
1	Labour productivity rate	Appendix Additional ESG data, p. 5
2	Occupational health, industrial safety	Occupational health and safety, p. 132-135
3	Remuneration and expenses on social programmes for personnel	Employees, p. 144-146 Appendix Additional ESG data, p. 31-34
4	Employee training	Employees, p. 142-143 Appendix Additional ESG data, p. 30
5	Employee turnover rate	Employees, p. 146 Appendix Additional ESG data, p. 29
6	Air emissions	Environmental protection, p. 117 Appendix Additional ESG data, p. 13-14
7	GHG emissions	Climate change and energy management, p. 102-103 Appendix Additional ESG data, p. 6
8	Water consumption and discharges into water bodies (irrelevant for the financial sector)	Environmental protection, p. 118-119 Appendix Additional ESG data, p. 16-17
9	Energy consumption and energy efficiency	Climate change and energy management, p. 102-103
10	Waste management	Environmental protection, p. 120-121 Appendix Additional ESG data, p. 17-21
11	Social investments	Contribution to local communities, p. 159 Appendix Additional ESG data, p. 37-38
12	Governance (involvement of senior management in sustainability control)	Sustainability management, p. 76-77 Corporate governance, p. 173,177
13	Risks and opportunities management	Internal control and risk management, p. 186-193
14	Focus of sustainability/CSR activity	Sustainability management, p. 76-77