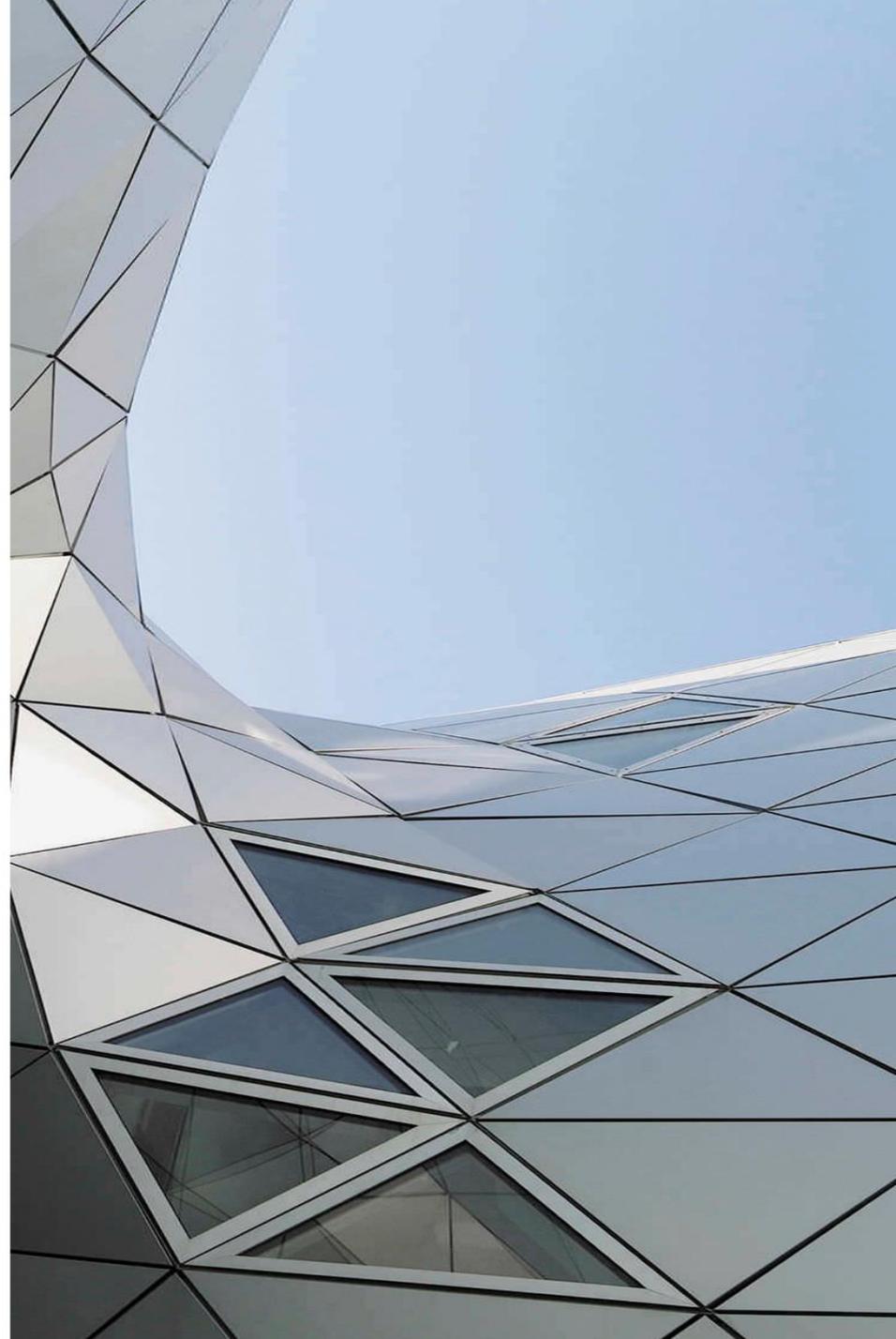




ESG Presentation
2021

September 2022



All forward-looking statements, analyses, reviews, discussions, commentaries and risks presented herein are based upon the financial information of the Company covering the Review Period from January 1, 2021 to December 31, 2021 only and not thereafter. Shareholders and potential investors should be aware that, as widely reported in the media in 2022, certain countries and multilateral organisations announced new packages of sanctions against the public debt of the Russian Federation, Russia's central bank, a number of Russian banks and certain Russian government-related entities and institutions, as well as personal sanctions against a number of individual as well as certain other restrictions

Due to the growing geopolitical tensions since February 2022, there has been a significant increase in volatility on the securities and currency markets. It is expected that these events will affect the activities of Russian enterprises in various sectors of the economy. The quantitative effect of these events cannot be accurately estimated at the moment with any degree of confidence. Due to all these circumstances, the Company may potentially face difficulties in the supply of equipment, which may lead to the postponement of investment projects. The probable necessity to replace foreign currency credit facilities with debt denominated in RUB may have a negative impact on the financial results of the Company due to high interest rates in the local RUB market caused by general instability and the significant increase of the key rate set by the Bank of Russia.

The recently announced intention by the Russian Government to change the regulation of domestic metals' sales prices affecting En+ Group's metals segment represented by RUSAL may have an adverse effect on the Company's profitability. On 1 March 2022, the Group has announced that due to unavoidable logistical and transport challenges on the Black Sea and the surrounding area, it has been obliged to temporarily halt production at the Nikolaev Alumina Refinery located in the Nikolaev Region, Ukraine. Also, on 20 March 2022, the Australian government imposed an immediate ban on exports of alumina and aluminium ores, including bauxite, to Russia. This action will affect, among other things, the alumina export from Australia. That is almost 20% of RUSAL demand. Currently, the Company's management is evaluating the effect of all of the above and analysing the possible impact of changing and uncertain micro and macroeconomic conditions on the Company's future financial position and results of operations in 2022 and onwards, and will make further announcements if and when it is necessary or required.

Shareholders and potential investors should be aware that the information presented herein does not take into account all these new developments or any potential impact which these may have on the Company or the Group. Accordingly, the information presented herein including but not limited to all forward-looking statements, analyses, reviews, discussions, commentaries and risks, does not reflect the latest position (financial or otherwise) of the Group. Given the global nature of the business of the Group, the international politico-economic dimension of the circumstances indicated above this matter is continually evolving. Shareholders and potential investors are therefore strongly advised to make reference to the latest announcements issued by the Company (i.e. announcements issued by the Company after 24 February 2022) and such other announcement(s) to be issued by the Company in accordance with the applicable laws and regulations as and when appropriate before dealing in the Company's securities. Shareholders and potential investors should exercise caution when dealing in the Company's securities. If in doubt, recently are advised to consult their stockbrokers, bank managers, solicitors and/or other professional advisers before dealing in the Company's securities.

AT A GLANCE

- En+ at a glance
- Business model
- Material topics
- Sustainability progress overview
- Awards

4

SOCIAL

- Health and safety
- Employees
- Sociocultural diversity, equal opportunities and human rights
- Community engagement

21

ENVIRONMENT

- Climate change mitigation
- Energy management
- Air quality
- Water resources
- Waste and tailings management
- Biodiversity

14

GOVERNANCE

- Corporate governance
- Business ethics and compliance
- Supply chain

26



AT A GLANCE

EN+ GROUP OPERATES

IN **12** COUNTRIES

ON **5** CONTINENTS

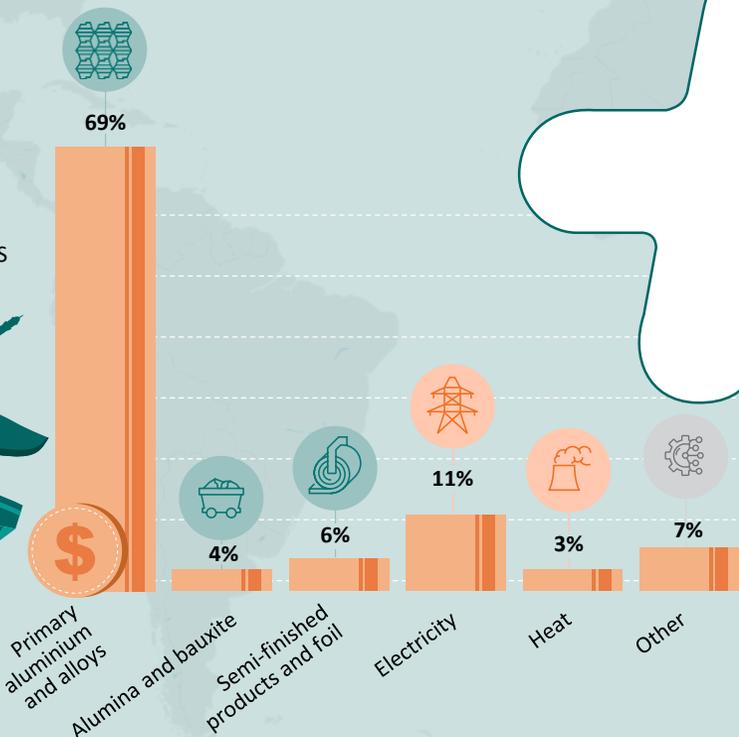
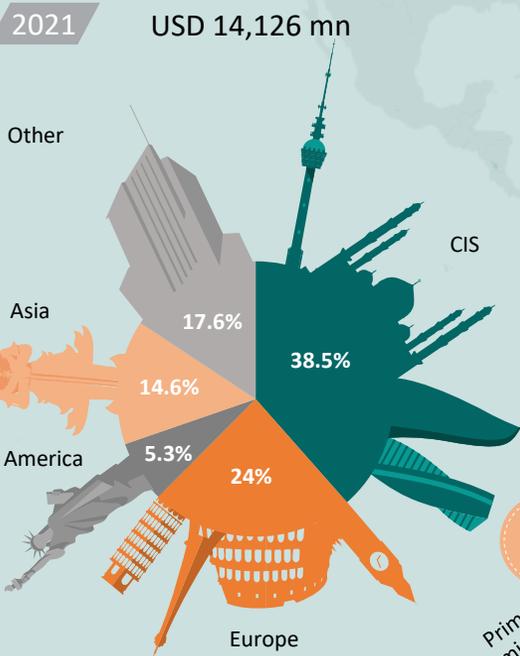
THE GROUP'S CORE ASSETS ARE LOCATED IN SIBERIA —



A REGION OF GLOBAL NATURAL SIGNIFICANCE UNDER THE GROUP'S SPECIAL RESPONSIBILITY.

Revenue by region in 2021¹

Revenue by product in 2021¹



(1) Ex. Boguchany Aluminium Smelter (BoAZ), a joint 50/50 project of RUSAL and RusHydro.

No 1

aluminium producer excluding China

78.2 TWh

low-carbon hydropower generation

5.6%

of the world's aluminium production

19.4 GW

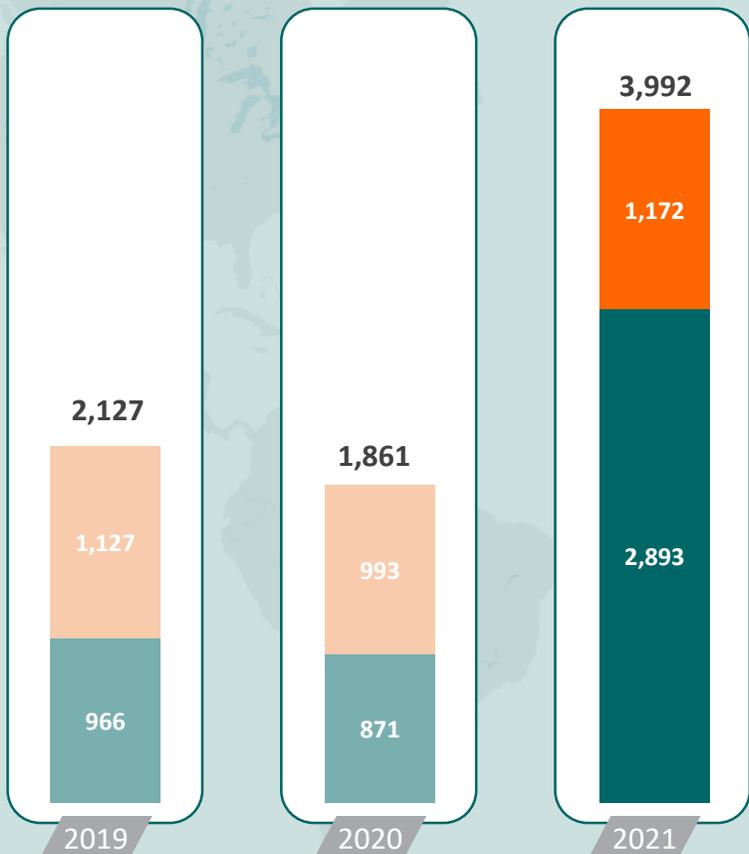
total installed electricity capacity

Adjusted EBITDA, USD mn⁵

Power



Metals



5
HPPs¹

- Total capacity: **15.1 GW¹**
- Production level, 2021¹: **78.2 TWh**

16
CHPs

- Total capacity: **4.3 GW**
- Production level, 2021: **12.7 TWh**

Abakan SPP

- Total capacity: **5.2 MW**
- Production level, 2021: **6.1 GWh**

11
aluminium smelters²

- Total capacity: **4.2 mtpa**
- Production level, 2021: **3.8 mt**

10
alumina refineries³

- Total capacity: **10.7 mtpa⁴**
- Production level, 2021: **8.3 mt**

7
bauxite production sites

- Total capacity: **20.6 mtpa**
- Production level, 2021: **15.0 mt**

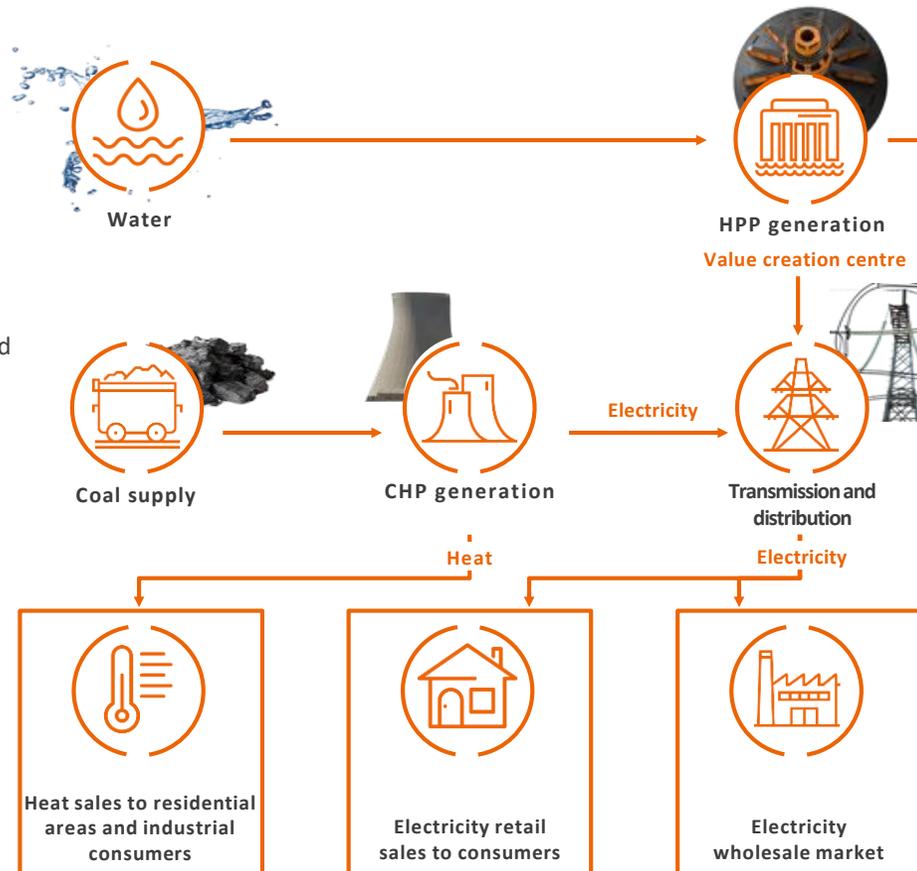
(1) Including Onda HPP.
 (2) Ten aluminium smelters in operation (Alskon in Nigeria is mothballed).
 (3) Eight alumina refineries in operation (Eurallumina in Italy is mothballed) and QAL, located in Australia, in which RUSAL owns a 20% share.
 (4) RUSAL attributable capacity.
 (5) Total figures provided after consolidation adjustments.

Over 98% of the aluminium production energy needs are met by carbon-free power sources

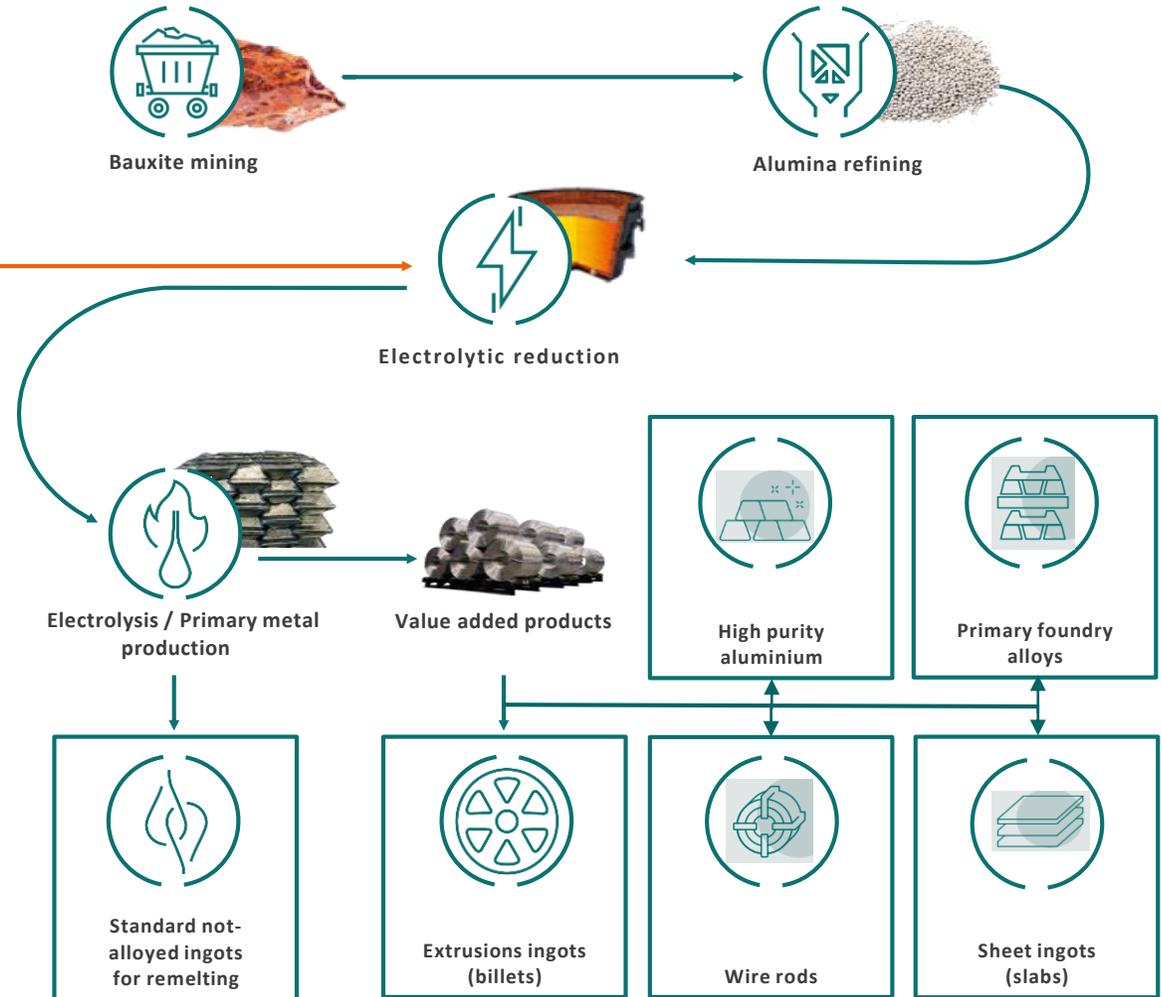
HOW WE GENERATE POWER

Water with its potential energy accumulates in HPP reservoirs. HPP generation potential energy of water is converted into rotational kinetic energy by hydropower turbines. Rotational kinetic energy is converted to electricity.

Coal is extracted and transported by rail vehicles from the open pit to storage facilities



HOW WE PRODUCE ALUMINIUM





By publishing Sustainability Reports, En+ Group highlights its commitment to maximum transparency for all stakeholders.

The 2021 Sustainability Report is in English and Russian and shows the En+ Group's key sustainability highlights for the period January 1, 2021 to December 31, 2021. The Report covers all the most relevant topics and also the ESG performance.

The 2021 Sustainability Report is verified by TSATR - Audit Services Limited Liability Company.

THIS REPORT HAS BEEN PREPARED IN ACCORDANCE WITH THE BELOW STANDARDS AND RECOMMENDATIONS:



Global Reporting Initiative (GRI) (disclosed 127 indices vs. 109 in the 2020 Report)

Requirements of Directive 2014/95/EU implemented through the UK Companies, Partnerships and Groups (Accounts and Non-Financial Reporting) Regulations 2016 No.1245



Sustainability Accounting Standards Board (SASB), incl. standards for the Metals & Mining and the Electric Utilities & Power Generators industries (total 56 indices vs. 51 in the 2020 Report)

Streamlined Energy and Carbon Reporting (SECR) technical guidelines



UN Global Compact

EU Taxonomy for Sustainable Finance



Requirements and recommendations of the London Stock Exchange

On the basis of the En+'s contribution to attaining the United Nations Sustainable Development Goals (SDGs)

Recommendations of the Bank of Russia on non-financial disclosures related to activities of public joint stock companies



Aluminium Carbon Footprint Technical Support Document

MoEx recommendations on compliance with the best sustainability practices



Recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD)

- The Company's reports are available on the website:
www.enplusgroup.com/en/sustainability/sustainability-report/



- More information about the sustainability performance is available at:
www.enplusgroup.com/en/sustainability/



E ENVIRONMENT

11.6% reduction in GHG emission intensity (compared to 2014)

5% reduction in energy consumption (compared to 2019)

98.77% of energy used for primary aluminium production are made with hydropower

7% reduction in total air emissions (excluding GHG and CO compared to 2019)

12.3% reduction in SOx emissions (compared to 2019)

20% reduction in VOC emissions (compared to 2019)

95% of hazardous waste used and recycled

USD 154.9 million environmental investments

13 ASI certified production facilities

S SOCIAL

27.3% of the workforce were female

86% of employees were covered by collective bargaining agreements

24% reduction in LTIFR

18% reduction in severe injuries (compared to 2019)

Increase the salary level of the company's employees, which ensured the average income level is 10–15% higher compared to the regional salary level

USD 55 million amount of social investments

110% increase in government payments

333 employees with disabilities worked in the Power segment

499 employees participated in the Transformation programme for the talent pool, 38% of them were rotated within the Group

G GOVERNANCE

7 out of 12 members of the Board were independent directors as at 31 December 2021

33% female representation on the Board of Directors

791 total employees' messages on the Signal Hotline

35 internal and 22 independent quality audits were conducted

34% of purchases from local suppliers

Over USD 97.4 million allocated for HPPs and CHPs modernisation

USD 47.9 million overall economic effect of implementing business system project

6 new ESG-related policies approved by the Board

70% of critical issues brought escalated to the Board of Directors related to ESG issues

RUSAL «A-»
LLC EUROSIBENERGO-
HYDROGENERATION «C»



Winner of the BRICS solutions for SDGS
awards 2021 for the company's stellar
360 project



LLC Baikal Energy Company was ranked by world
wildlife fund (WWF) as first among power generating
companies in Russia for the third time in a row



Winner of the "Industry Leadership
Award: Aluminium" at the 2021 S&P
Global Platts Global Metals Awards



Top ranked in expert RA's ESG-transparency
rating of Russian companies and banks



Winner for ESG breakthrough in the
Green Light awards



En+ Group is one of just 28 companies globally
with confirmation from un energy that its
commitments to expanding clean energy
generation and access have been officially
recognised as an Energy Compact



ISS ESG Rating:

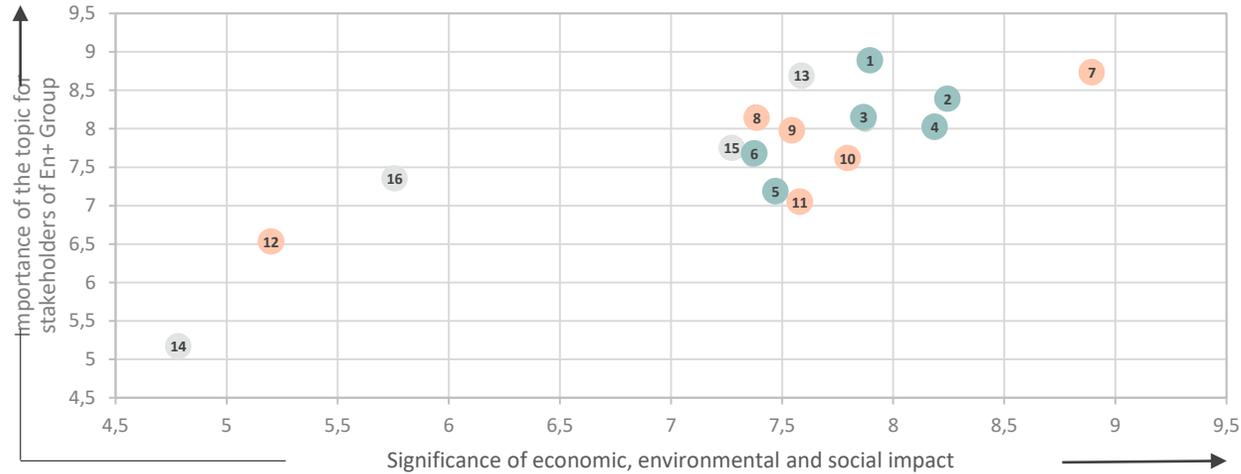
Disclosure quality rating:

- Social: -4*.
- Environment: 2.



* where 1 is the highest score and 10 is the lowest score of disclosure quality.

Materiality matrix



Перечень существенных тем

ENVIRONMENT	SOCIAL	GOVERNANCE
1 Air quality	7 Health and safety	13 Economic performance
2 Climate change	8 Employees management and engagement	14 Corporate governance
3 Energy management	9 Business ethics	15 Compliance and anti-corruption
4 Water and wastewater management	10 Local communities	16 Sustainable supply chain
5 Biodiversity	11 Human rights	
6 Safe management of tailings and waste	12 Social and cultural diversity and equal opportunity	

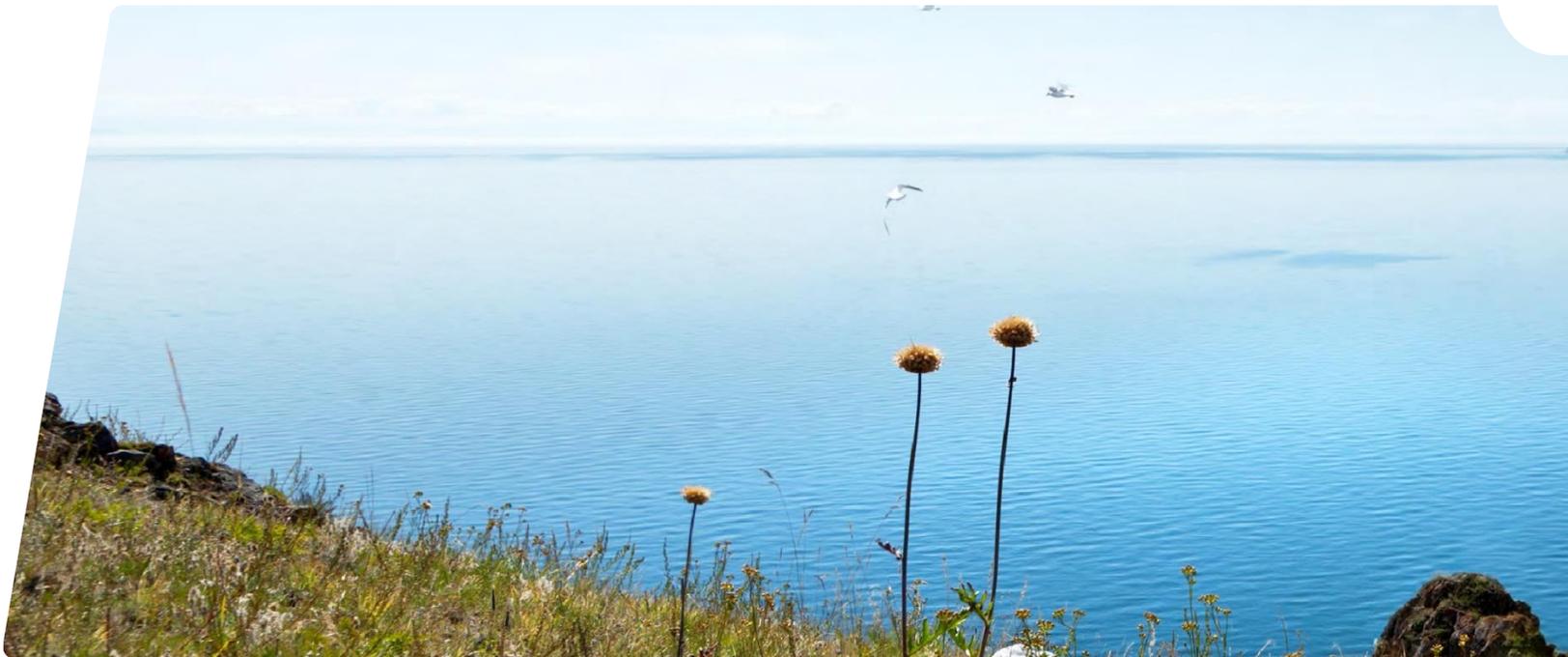
Approach to materiality assessment

- 1 Preliminary analysis of material issues**
Preliminary list of material topics
- 2 Stakeholder surveys (internal and external)**
Placing the topics along the vertical axis (Y) of the materiality matrix
- 3 Prioritisation of the topics for the Company**
Placing the topics along the horizontal axis (X) of the materiality matrix
- 4 Consolidation of the data obtained**
Approved list of material topics
Preliminary materiality matrix
- 5 Approval**
Approved materiality matrix

Stakeholder concerns

- Impact monitoring and management**
Monitoring of progress, methods for calculation of quantitative indicators
- Assessment of environmental projects implemented on lake Baikal**
Assessment of the Company's environmental impact on Lake Baikal, as well as the social impact resulting from the Company's activities
- Energy consumption and energy efficiency**
Replacement of coal-fired power generation with energy from renewable sources
- Local communities engagement**
Mechanisms of consultation with local communities, implementation of measures to solve socially significant problems, support of local population
- ESG management**
Sustainability risk management, involvement of senior management in ESG issues

ENVIRONMENT



KEY HIGHLIGHTS



2.44 mt of CO₂e emissions **avoided** due to the partial replacement of thermal power generation volumes



11.6% decrease in intensity of GHG emissions from electrolysis operations from 2.28 t CO₂ e/t Al in 2014

POLICY

- Environmental policy

OUR GOALS

- To become net zero by 2050 and to reduce greenhouse gas emissions by at least 35% by 2030 (Scopes 1 & 2 against a 2018 baseline).

Metals segment's goals:

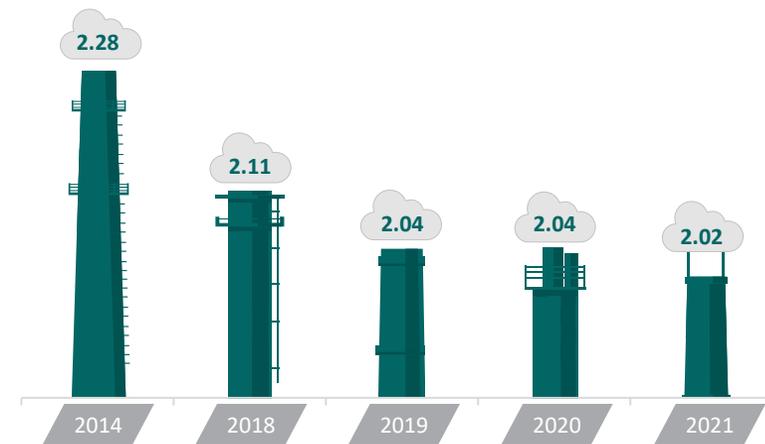
- To reduce direct specific greenhouse gas emissions by 15% from 2014 levels (2.28 tCO₂e/tAl) at existing aluminium smelters by 2025
- To reduce direct specific GHG emissions by 10% vs. the 2014 level in existing alumina refineries by 2025
- To use an internal carbon price when making strategic and investment decisions, starting in 2017
- To support Russian and international initiatives and associations advocating actions to prevent climate change and backing carbon prices, provided they are aligned with the Company's strategic goals



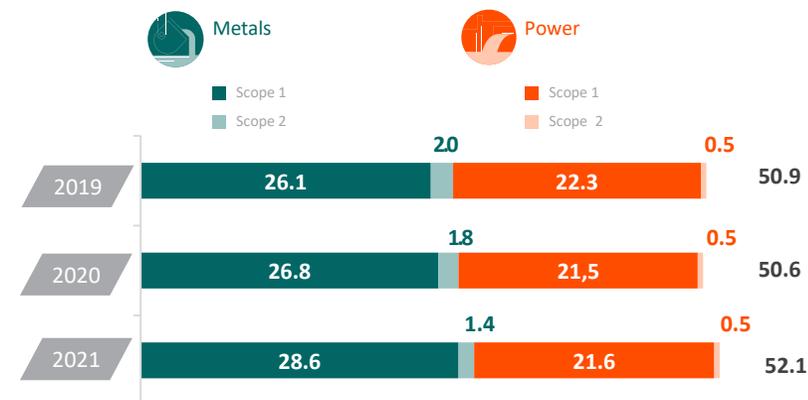
KEY RESULTS

- A detailed pathway for achieving 35% of emissions reduction and Net Zero by 2050 published on 20 September 2021. Each direction of the pathway is under detailed planning.
- Annual cycle of measurements for Bratsk and Ust-Ilimsk HPP reservoirs performed (autumn, summer and spring campaigns). The second-year cycle for Bratsk reservoir commenced in autumn 2021. The preliminary data for average annual methane emissions are at the lower end of the emissions range for the world's boreal HPP reservoirs.
- In 2020, we developed project documentation for Segozerskaya HPP in Russia (Karelia).
- En+ Group submitted its SBTs and roadmap to net zero for verification to the SBTi by 30 September. The targets are under verification by SBTi.

Intensity of GHG emissions from electrolysis operations (t CO₂ e/t Al)



Direct (Scope 1) and indirect (Scope 2) greenhouse gas emissions of En+ Group, mt CO₂ e



KEY HIGHLIGHTS



En+ **decreased** energy consumption **by 1.8%**

POLICY

- Environmental policy

OUR GOALS

- To increase the use of alternative energy sources by 2030
- To reduce the average carbon intensity of generated and consumed electricity
- To increase clean electricity generation by improving hydropower plant efficiency by 2.5 TWh, from the same amount of water passing through the turbines, and prevent over 2.5 mt of CO2 emissions per annum from 2025

Metals segment's goals:

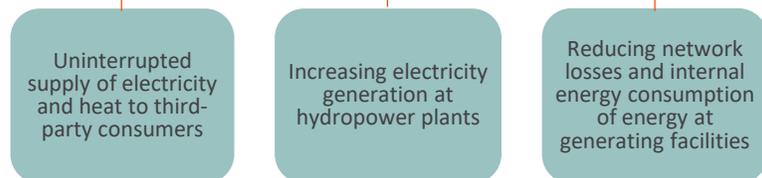
- To purchase at least 95% of electricity from HPPs and other carbon-free sources of power generation for aluminium smelters by 2025
- To reduce specific electric power consumption by aluminium smelters by 7% vs. the 2011 level by 2025



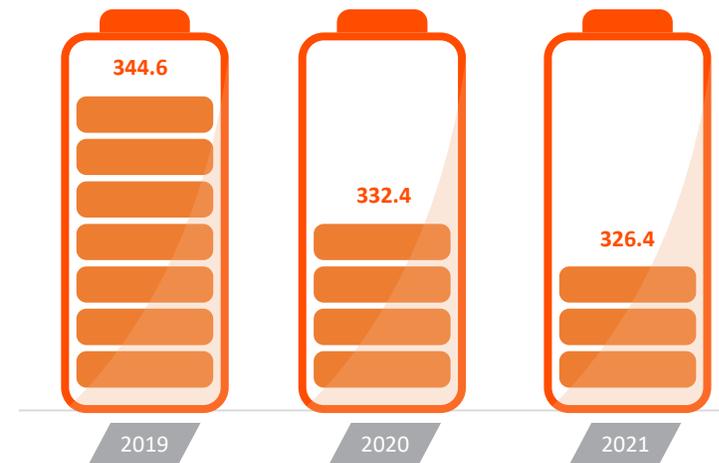
KEY RESULTS

- The internal audit and inventory of available actions were implemented in the Power segment. The energy efficiency projects were prioritised by term and complexity of implementation and expected effect.
- The Company kept implementing its New Energy modernisation programme that supports the strategic goal of increasing the electricity production derived from renewable energy sources.
- En+ Group issued over one million international renewable energy certificates (I-RECs). The certificates correspond to the electric energy produced by En+ Group companies. The I-REC Standard ensures that issued certificates adhere to major international sustainability and carbon accountability standards including the GHGP, CDP and RE100.

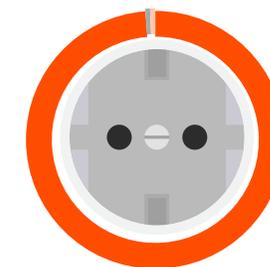
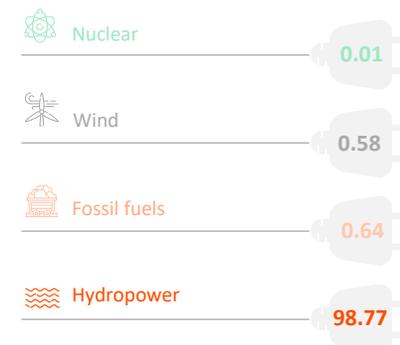
Group strategy on energy production and consumption



Energy consumption, GJ mn



Sources of electricity used for aluminium smelters of the Metals segment in 2021, %



KEY HIGHLIGHTS



6%

reduction in total air emissions, excluding GHG and CO (as compared to 2020)



RUSAL issued a voluntary report concerning the Company's contribution to the Clean Air national project

POLICY

- Environmental policy

OUR GOALS

- Complying with environmental legislation

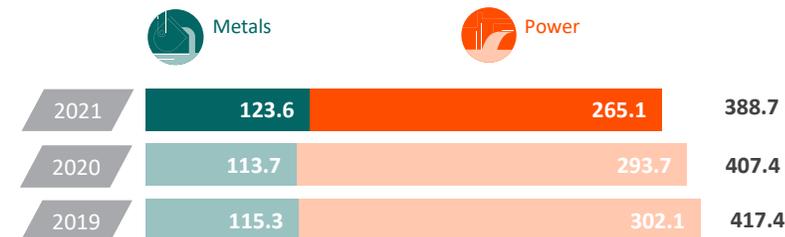
Metals segment's goals (RUSAL):

- To reduce the Company's emissions and to achieve the levels prescribed by the environmental legislation by 2025 (100% reduction of excess emissions)
- To ensure air quality with a level of pollutants acceptable for health of residents of the regions where the Company has operations by 2030

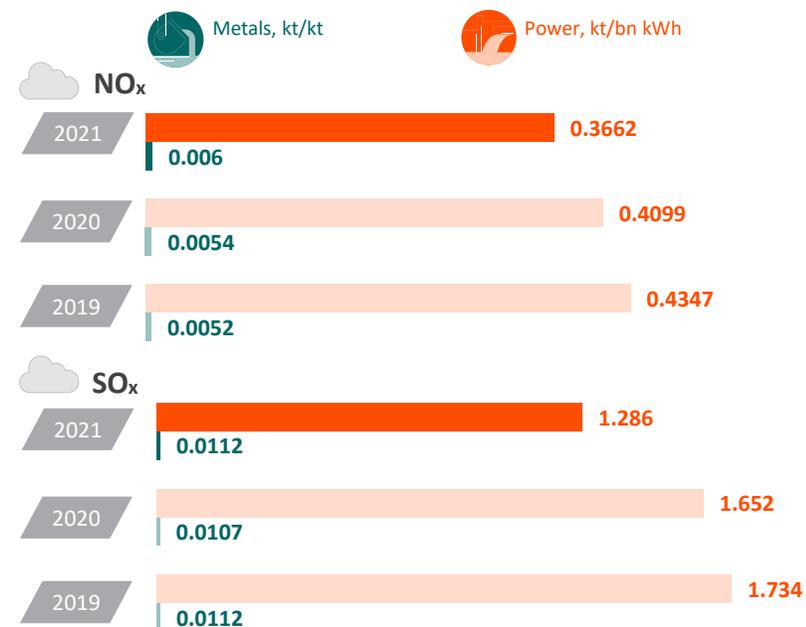
KEY RESULTS

- Modernisation of the electrostatic precipitators was completed at Novo-Irkutsk CHP and Novo-Ziminskaya CHP.
- Two complexes of automatic control systems at KrAZ have been transmitting data on emissions to the information resource of the Ministry of Ecology and Rational Nature Management of the Krasnoyarsk Territory every 20 minutes. The information is available on the website of the regional information and analytical system – krasecology.ru. The results of this experiment will form the basis of a comprehensive environmental monitoring system throughout the country.
- Baikal Energy Company LLC facilities managed to significantly reduce sulphur oxide emissions at owing to a decrease in the weighted average sulphur content in coal from 1.31% (dry weight) in 2020 to 1.09% (dry weight) in 2021. Thus, the Power segment reduced its total sulphur oxide emissions by 15.4% as compared to 2020.

Total emissions (ex. GHG and CO), kt



Intensity of emissions



KEY HIGHLIGHTS



5%

Reduction of total water withdrawal intensity of the Power segment



The Metals segment **kept** the overall intensity of water withdrawal **in spite of output growth**

POLICY

- Environmental policy

OUR GOALS

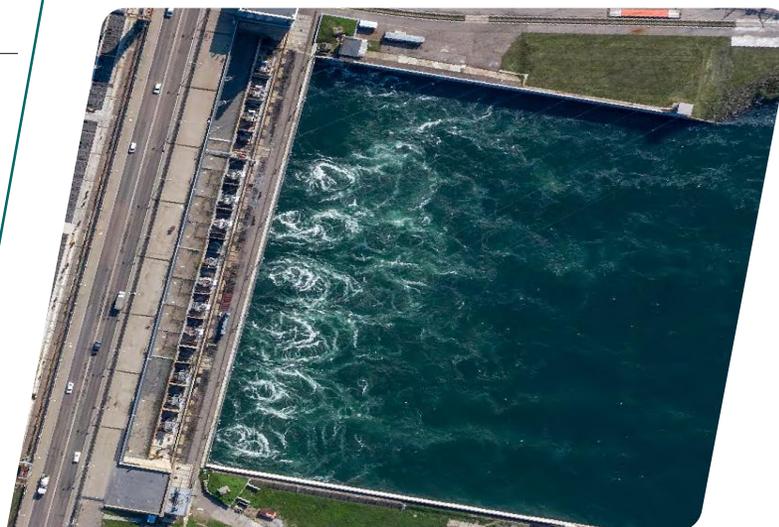
- To eliminate untreated wastewater discharge generated by the Power segment by 2030
- To minimise non-production water losses through technological optimisation by 2030
- To deploy recycled water systems for main processes in the Metals segment by 2025



6 ЧИСТА ВОДА И САБИТАРНА

KEY RESULTS

- Project documentation stage for wastewater treatment facilities commenced in 2021 at Bratsk, Ust-Ilimsk and Irkutsk HPPs. Finalising is planned for 2022.
- Preliminary survey for wastewater treatment facilities at Krasnoyarsk HPP was completed.
- RUSAL completed the construction of the closed water circulation system at Krasnoturyinsk Alumina Refinery.



Total water withdrawal, mn m³



Total water discharge, mn m^m



Total water consumption, mn m³



KEY HIGHLIGHTS



95% of hazardous waste **used and recycled**



5% reduction in total weight of sludge and tailings waste generated (compared to 2019)

POLICY

- Environmental policy

OUR GOALS

- To decommission equipment with PCBs (polychlorinated biphenyls) and ensure their safe disposal by 2025

Metals segment's goals:

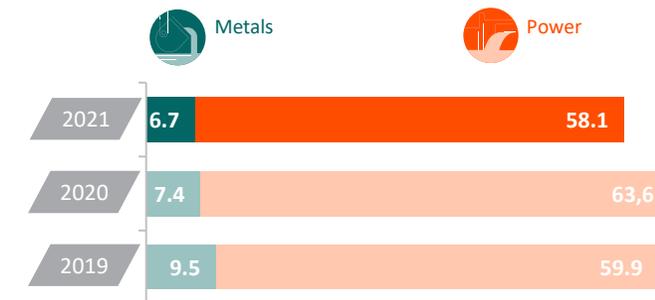
- To get at least 15% of alumina production waste and at least 95% of aluminium and silicon production waste involved in the economic turnover and recycling, as well as to ensure that at least 20% of the aluminium consumption waste is returned to the economic loop-cycle by 2030
- To ensure the fulfilment of the obligations to recultivate degraded lands, including decommissioned waste disposal facilities, implying the best available technologies, by 2030



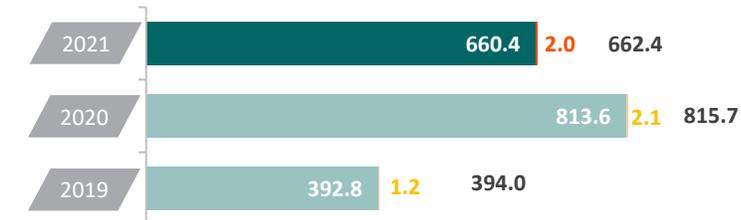
KEY RESULTS

- The Company carried out the construction and reconstruction of the waste disposal facilities (sludge accumulators, sludge storages, sludge dumps, ash and slag dumps, industrial waste landfills) at its production facilities: Novokuznetsk Aluminium Smelter, Volgograd Aluminium Smelter, Aughinish, EURALLUMINA, Winalco and others.
- Aughinish Alumina Ltd in association with industry partners, developed and constructed a pilot scale Residue Dealkalisation plant to produce residue with a soda content <0.5%, making it usable in the iron and cement industries. AAL also demonstrated the use of farmed bauxite residue as a stabiliser with other industrial by-products (fly ash) for civil work applications, with the successful construction of a 150-m section of road on our Bauxite Residue Disposal Area (BRDA).
- Another project commenced concerns the use of waste as a component for road construction.
- Environmental expertise has been done for the project of land rehabilitation.

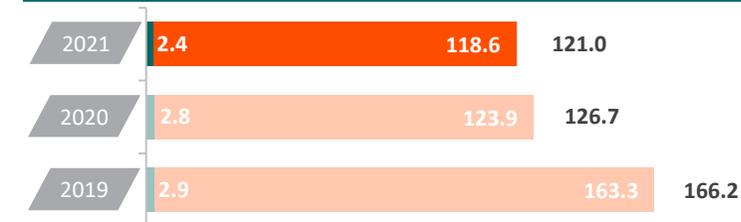
Share of recycled tailings, %



Total volume of re-used of recycled hazardous waste, kt



Total volume of re-used of recycled non-hazardous waste, incl. overburden waste, mn t



KEY HIGHLIGHTS



Biodiversity Policy developed



Conducted the environmental monitoring of Lake Baikal for three years

POLICY

- Environmental policy
- Biodiversity Policy

OUR GOALS

- To assess and minimise biodiversity risks



KEY RESULTS

- Biodiversity monitoring is underway in cooperation with leading scientific institutions and NOGs.
- The calculation of the natural(restored) water level in Lake Baikal was carried out. Based on this approach, new rules for regulating the operating modes of the Angara Cascade HPPs were proposed, which will allow meeting the requirements of water users while maintaining environmental restrictions (including for the purpose of preserving biodiversity).
- In 2021, En+ Group continued its long-term work on the implementation of programmes for restoration of forest and aquatic biological resources.

Green Million project

- the Group planted additional 500 trees in the city of Krasnoyarsk;
- in the Nizhny-Yeniseisky forestry of the Krasnoyarsk Territory, the Company continued the annual aerial forest fire protection of over 505,000 hectares;
- En+ Group representatives together with local volunteers and university students planted trees on the occasion of the 360th anniversary of Irkutsk.



Avifauna protection

Since 2021, En+ Group has been implementing its project to assess, monitor and minimise the impact of Irkutsk HPP on the water birds' nesting sites.

As a result of monitoring in 2021, carried out by ornithologists from Baikal and Irkutsk State Universities, four local bird species have been selected - black-headed gull, common tern, mallard and gray duck. It has been established that model species are well adapted to fluctuations in water levels, and in recent years an increase in their populations has been noted. However, with the onset of a high-water period, the risk of adverse situations increases. Scientists have presented proposals to reduce the negative impacts for these species.

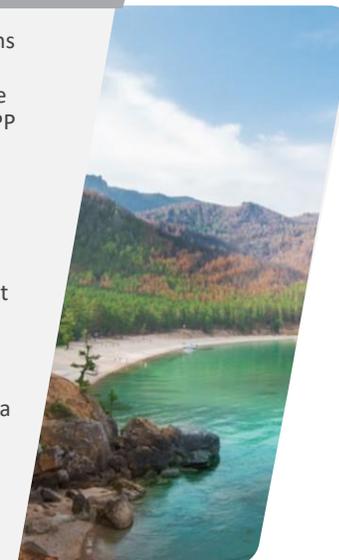


Lake Baikal water level

In 2021, the Institute of Water Problems of the Russian Academy of Sciences (RAS) developed a proposal to optimise the operation of the Angara-Yenisei HPP cascade, taking into account environmental restrictions.

The proposals were submitted to the federal executive authorities as En+ Group's contribution to solving the problem of improving the management of Baikal's water resources.

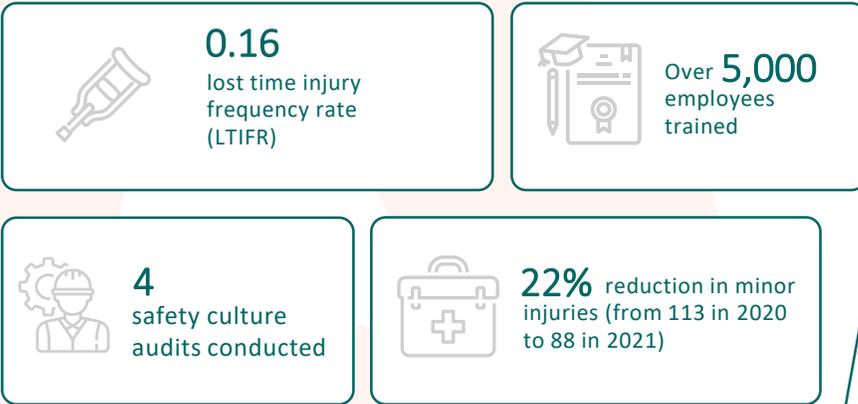
In 2022, En+ Group plans to study the possible hydrological consequences of climate change in the Baikal and Angara basins.





SOCIAL

KEY HIGHLIGHTS



POLICY

- Health, Occupational, Industrial and Fire Safety Policy

OUR GOALS

- To achieve zero fatalities as well as zero serious work-related injuries related to production processes.

Metals segment goals:

- To provide a safe working environment for Company's employees and main suppliers with an 75% reduction in the frequency of occupational injuries and zero level "A" fatal injuries, accidents, and fires at work by 2030.

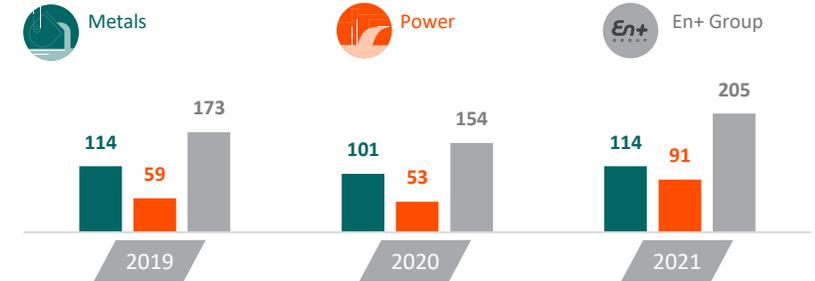


KEY RESULTS

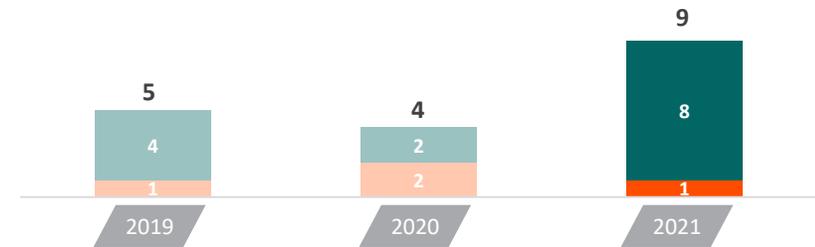


- In 2021, the Group has developed contractor injury data collection and reporting process and systematised treaty requirements in terms of health and safety.
- The pilot project was launched on the implementation of the Health and Safety informational system. This tool enables to automatise processes related to PPE provision, conduction of medical check-ups, a special assessment of working conditions, H&S trainings etc.
- In 2021, the project on preparing H&S voluntary reserve was finalised.

Employee occupational illness cases



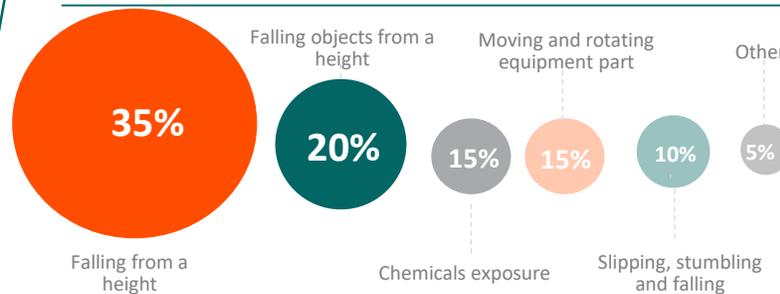
Work-related employee fatalities



Lost time injury frequency rate (LTIFR)



Main factors of work-related injuries in 2021



KEY HIGHLIGHTS



86% of employees were covered by collective bargaining agreements (up from 87% in 2020)



93,189 employees at the end of 2021



The average income level is **10–15%** higher compared to the regional salary level after the Company decided to increase the salary level of the company's employees

POLICY

- Corporate Code of Ethics



OUR GOALS

- To comply with all requirements of the employment laws and terms and conditions of employment contracts, respect personal freedom and human rights, provide everyone with equal opportunities and prevent any discrimination in the field of employment, as well as not using child labour.

Metals segment goal:

- To gain the status of the 'Top employer for young generation' by creating a value proposition based on the principle of equal opportunities for employees of any gender, age, and background.



KEY RESULTS

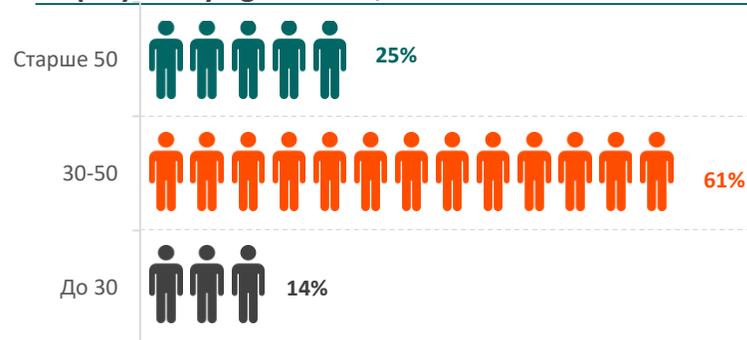
- The main staff has been retained;
- New employees were attracted through targeted training programmes in colleges and universities implemented by the Company;
- Continued implementation of the corporate housing programme;
- Social benefits have been preserved and implemented (provision of sanatorium and resort vouchers, children's recreation, sports support, social projects);
- Agreements were concluded with professional educational institutions in the regions where the Power segment operate.



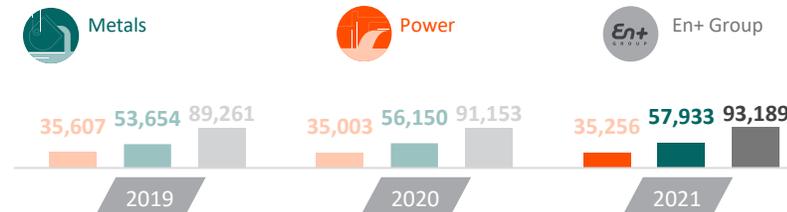
Key social benefits for employees:

- Pension benefits;
- Medical support;
- Sports activities;
- Financial aid;
- Sanatorium and resort voucher provision;
- Programmes for children;
- Provision of meals;
- Housing programme;
- Preferential mortgage programme.

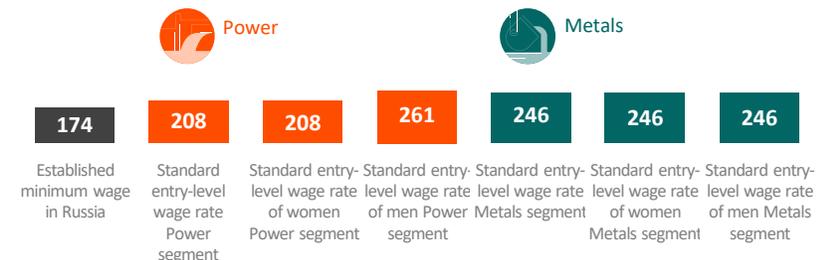
Employees by age in 2021, %



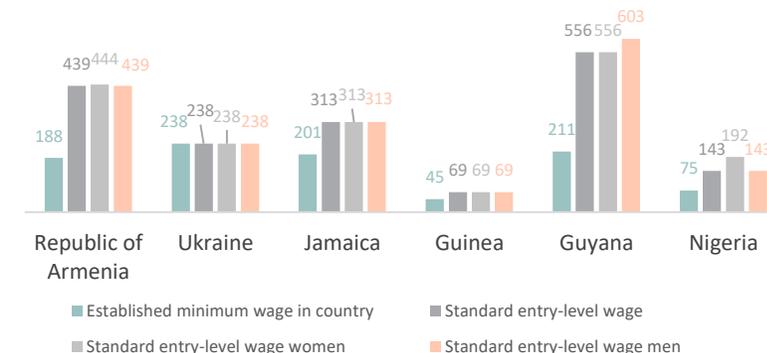
Total number of employees at the end of the year



Standard entry-level wage¹ in Russia, USD, 2021



Standard entry-level wage in other countries, USD, 2021



¹ Standard entry-level wage refers to wages paid to workers of the lowest level, of a full time basis (i.e. minimum wage). Wages of interns and students are not included.

KEY HIGHLIGHTS



27.3% of the workforce were female (up from 27% in 2020)



In 2021, the Group identified:

- No incidents of discrimination;
- No incidents of child labour;
- No incidents of forced or compulsory labour.

POLICY

- Diversity and Equal Opportunities Policy
- Board of Directors Diversity Policy
- Policy on human rights

OUR GOALS

- To promote and maintain diversity, create conditions for effective performance and provide equal opportunities for all of the Group's employees



The Group is guided by:

- The Universal Declaration of Human Rights;
- The ILO Declaration on Fundamental Principles and Rights at Work;
- The UN Global Compact;
- The UN Guiding Principles on Business and Human Rights.



The Group does not allow discrimination on the following grounds:

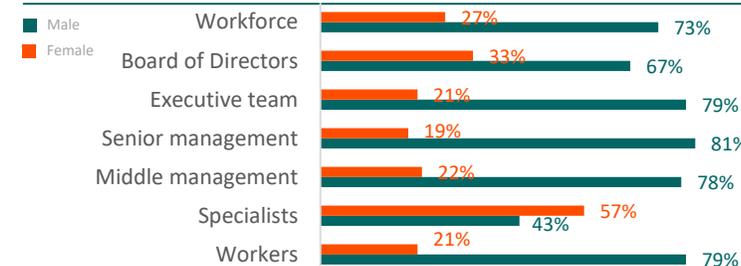
- age;
- disability;
- gender;
- sexual orientation;
- ethnicity and nationality;
- religion and beliefs;
- marital status;
- pregnancy and motherhood;
- or other signs protected by law.

Opportunities for people with disabilities

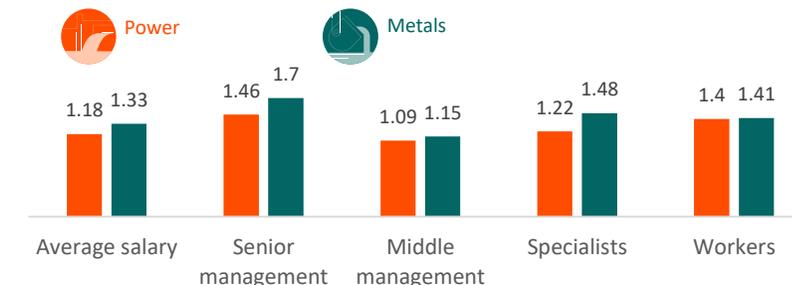
En+ Group complies with all legal requirements regarding employees with disabilities, incl. the quotas established by law for employing people with disabilities. s. In 2021, 333 employees with disabilities worked in the Power segment.

We also provide the opportunity to transfer and retrain employees who have received an occupational injury without reducing the level of remuneration.

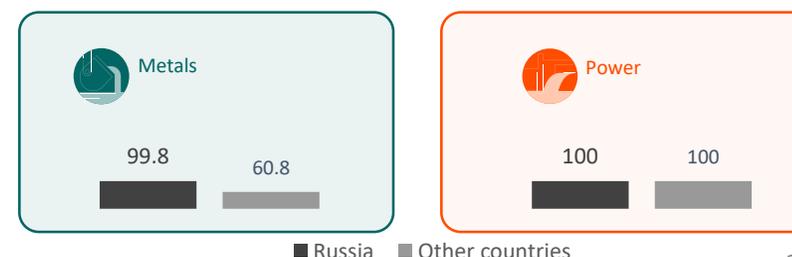
Gender diversity in En+ Group, 2021 (%)



The ratio of the basic salary of men to women at the Russian enterprises of the Company, 2021



Share of senior managers recruited from the local population in Russia and other countries, 2021 (%)



KEY HIGHLIGHTS



More than USD 55 mn were allocated for social investments and charitable projects



the 360 project won the BRICS International Prize in the Clean Water category



USD 692,000 were invested in the construction of ski depots



More than USD 67,000 were granted to improve the equipment of sports facilities and support the professional development of the training staff at Siberian ski depots



USD 27 mn were allocated for the implementation of projects and activities in Russia under the programme "Sustainable development of the areas of responsibility"



USD 234,000 were invested in projects and events to develop urban and corporate volunteering under the Helping is Easy programme

POLICY

- Stakeholder Engagement Policy

OUR GOALS

- To ensure that all communities in operating regions benefit from our presence
- To establish close cooperation with local communities, government agencies, and non-profit organisations

Metals segment goal:

- To allocate 100% of social investments based on the methodology of the Sustainable Urban Development Index with measurable indicators of improved living standards as compared to other regions



Key areas for social investments:

- Development of infrastructure and urban environment
- Maintaining a healthy lifestyle
- Volunteering
- Healthcare
- Education
- Provision of assistance to vulnerable groups

Social projects Metals segment

RUSAL Territory

Helping is Easy

School of Urban Change

Social projects Power segment

Energy in Every Drop

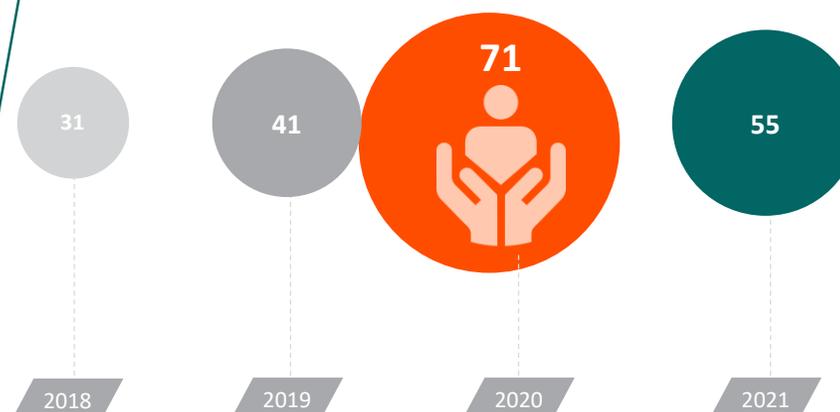
"360" Volunteer Project

Joint projects of two segments

Get on Your Skis!

IT Academy

Social investments of En+ Group, USD mn



GOVERNANCE



KEY HIGHLIGHTS



7 out of 12 members of the Board were independent directors at the end of



> 30% of the Board are women

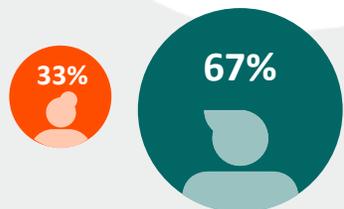


6 new ESG-related policies approved by the Board

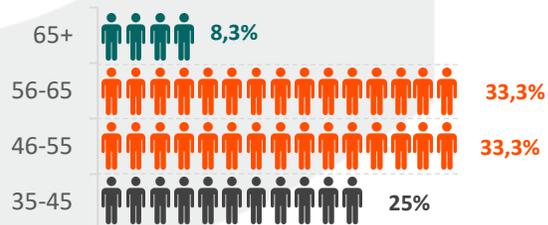
POLICY

- Regulations on the Board of Directors
- Corporate Code of Ethics
- Board of Directors Diversity Policy

Gender diversity of the Board at 31.12.2021



Age diversity of the Board at 31.12.2021



	Energy industry	Strategic management	Health and safety	Environmental management	Legal and corporate governance	Ethics and compliance	Risk management and audit
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Chairman of the Board							
Christopher Bancroft Burnham							
A N C	•				•	•	
Non-executive directors							
Olga Filina							
G C						•	•
Vadim Geraskin							
H	•				•		
Elena Nesvetaeva							
R		•					
Timur Valiev							
R C					•		
Independent non-executive directors							
Zhanna Fokina							
G N H				•			
Thurgood Marshall Jr.							
R H C					•		
Andrey Sharonov							
A G N	•				•		
Andrey Yanovsky							
A R H		•	•				
Lyudmila Galenskaya							
G N H				•			
JW Rayder							
A R C					•	•	•

- A** **Audit and Risk Committee** ensures the effectiveness of the risk management system within the Company
 - G** **Corporate Governance Committee** determines values and priorities of the corporate governance system
 - N** **Nominations Committee** ensures diversity and inclusion at the Board of Directors
 - R** **Remuneration Committee** assists the Board with formation of efficient and transparent remuneration practices
 - C** **Compliance Committee** ensures the reliable functioning of the compliance system within the Group
 - H** **Health, Safety and Environment Committee** supports the Board of Directors in developing health, safety and environment strategies and ensures that a sustainability management system is in place
- Committee Chairman

Committees composition is presented as at 31 of August 2022

KEY HIGHLIGHTS



574 relevant employees' messages received on the Signal hotline in 2021



Information campaign about Signal hotline launched in 2021



En+ did not register any conflicts of interest affecting members of the Board or CEO

POLICY

- Corporate Code of Ethics
- Anti-bribery and Corruption Policy
- Human Rights Policy
- Diversity and Equal Opportunities Policy

OUR GOALS

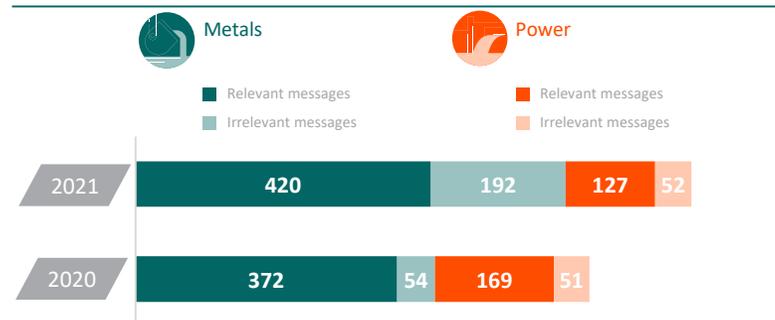
- To maintain zero tolerance of any form of discrimination, workplace harassment, or any other conduct that could be considered offensive and unacceptable.
- To build mutually beneficial relationships with all our stakeholders based on the principles of partnership and mutual respect.
- To ensure the awareness and compliance of the Group with the Anti-Corruption Laws and this Policy.
- To prohibit and prevent the Group, Employees and Third Parties from engaging in Bribery and Corruption

KEY RESULTS

- The automated Know Your Client system performs the assessment of all the Company's counterparties in order to identify any potential compliance risk
- En+ Group updated the corporate code of ethics, anti-bribery and corruption policy, and the Conflict of Interest Policy at the Group's subsidiaries and affiliates level.
- Awareness campaign on anti-corruption issues, ways to report unfair practices and the Signal hotline was conducted



Employees' messages on the Signal hotline, number



KEY HIGHLIGHTS



34% share of local supplier purchases



Automated the supplier rating assessment and supplier claims process¹



100% of suppliers were identified as having no significant actual and potential negative social impacts



Adopted Supplier Standards

POLICY

- Supplier Standards

OUR GOALS

- To work in partnership with our suppliers, contractors and others with whom we do business to ensure adherence to Supplier Standard's principles

Metals segment goal:

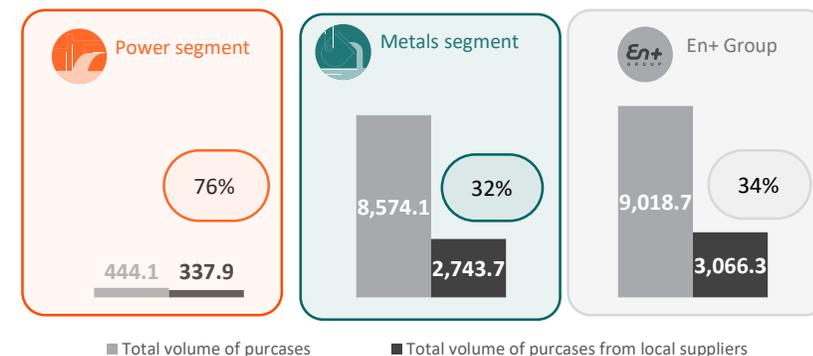
- To form a sustainable ethical system for supplying raw materials, end products, and services based on our own accreditation, assessment and audit system in compliance with the ESG criteria to cover the top 200 suppliers by 2025 and 100% of suppliers by 2030

¹ The first stage has been implemented; the rating score is integrated into the PayDox electronic document management system and is automatically loaded when selecting a counterparty during the selection and contracting process; for 2022–2023 it is planned to create a separate module for evaluating contractors by quality and expanding the use of evaluation for planning audits of suppliers and control schemes.



- En+, being a global company operating in 12 countries, recognises the importance of supporting local suppliers of goods and services.
- When interacting with local suppliers, we not only comply with all necessary local regulatory requirements, but we ourselves initiate measures to support them, especially small and medium-sized businesses.

The total volume of purchases from local suppliers in 2021, USD mn



Principles of Supplier Standards of En+ Group

- Ethical business conduct and anti-corruption
- Minimising environmental impact
- Creation of safe working conditions
- Respect for human rights
- Continuous improvement

- Contractors and suppliers shall ensure compliance with the En+ Group's requirements towards supply chains and shall adhere to the sustainability principles. The Group's both segments conduct audits of their potential, new and existing suppliers.
- To become an En+ Group partner, a potential supplier must pass a comprehensive compliance check.
- All suppliers are subject to the qualification process to eliminate those that do not meet the requirements of En+ upon the first contact already.

POLICIES ADOPTED IN 2021

- Diversity and Equal Opportunities Policy
- Supplier Standards
- Quality Policy
- Biodiversity Policy
- Regulations on Insider Information
- Regulations on Information Policy

These policies are available on the Company website:
www.enplusgroup.com/ru/investors/corporate-documents/

OUR REPORTS

- [Sustainability Report](#)
- [ESG Databook](#)
- [Annual report](#)
- [Pathway to net zero](#)
- [SDG Report](#)

Reports are available on Company website:
www.enplusgroup.com/en/sustainability/downloads/

MAIN CORPORATE REGULATIONS

- [Regulations on the Board of Directors](#)
- [Corporate Code of Ethics](#)
- [Board of Directors Diversity Policy](#)
- [Anti-bribery and Corruption Policy](#)
- [Policy on Human Rights](#)



Sustainability Directorate

IR and ESG Directorate

 **Phone:** +7 495 642 7937

 **Email:** csr@enplus.ru

 **Phone:** +7 495 642 7937

 **Email:** ir@enplus.ru

