

Information (materials) to be provided to the persons who have the right to participate in the annual general shareholders meeting of EN+ GROUP IPJSC (the “Company”) in 2026 (the “Meeting”) in the course of preparation for the Meeting

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¹ The Company’s Consolidated (Annual) Report for 2025 is available as a separate file.

² The Company’s annual accounting (financial) statements for the 2025 reporting year is available as a separate file.

Agenda of the Meeting

1. Approval of the Company's Consolidated (Annual) Report for 2025.
2. Approval of the Company's annual accounting (financial) statements for the 2025 reporting year.
3. Distribution of profits and losses for the 2025 reporting year.
4. Election of members to the Company's Board of Directors.
5. Approval of the Company's auditor for audit of the accounting (financial) statements.

Draft resolutions of the Meeting

Draft resolution on item 1 of the agenda: “Approval of the Company’s Consolidated (Annual) Report for 2025”:

To approve the Company’s Consolidated (Annual) Report for 2025.

Draft resolution on item 2 of the agenda: “Approval of the Company’s annual accounting (financial) statements for the 2025 reporting year”:

To approve the Company’s annual accounting (financial) statements for the 2025 reporting year.

Draft resolution on item 3 of the agenda: “Distribution of profits and losses for the 2025 reporting year”:

Not to distribute the net profit received by the Company in 2025 and not to pay dividends on shares for 2025.

Draft resolution on item 4 of the agenda: “Election of members to the Company’s Board of Directors”:

To elect the Board of Directors of the Company consisting of 12 members from the list of candidates approved by the Board of Directors of the Company:

1. [●];
2. [●];
3. [●];
4. [●];
5. [●];
6. [●];
7. [●];
8. [●];
9. [●];
10. [●];
11. [●];
12. [●].

Draft resolution on item 5 of the agenda: “Approval of the Company’s auditor for audit of the accounting (financial) statements”:

To approve B1 – Audit Limited Liability Company as the auditor of the Company for the audit of accounting (financial) statements prepared in accordance with the legislation of the Russian Federation on accounting.

Position and recommendations of the Board of Directors of the Company on the agenda items of the Meeting

1. On item 1 of the agenda of the Meeting: “Approval of the Company's Consolidated (Annual) Report for 2025.”

Position:

Pursuant to Article 9.1 of the Company's Charter, the annual general shareholders meeting of the Company shall resolve on the matter of approval of the Company's annual report. Article 28.6 of the Company's Charter provides that the Company's annual report shall be preliminarily approved by the Board of Directors of the Company not later than thirty (30) days before the annual general shareholders meeting.

On 28 April 2026, the Board of Directors of the Company has considered and preliminarily approved the Company's Consolidated (Annual) Report for 2025 (Minutes No. 93 dated 28 April 2026).

The Board of Directors of the Company believes that the Company's Consolidated (Annual) Report for 2025 is accurate and in every respect reflects the information which should be disclosed in an annual report in accordance with the applicable requirements.

Recommendation:

To approve the Company's Consolidated (Annual) Report for 2025.

2. On item 2 of the agenda of the Meeting: “Approval of the Company's annual accounting (financial) statements for the 2025 reporting year.”

Position:

Pursuant to Article 9.1 of the Company's Charter, the annual general shareholders meeting of the Company shall resolve on the matter of approval of the annual accounting (financial) statements of the Company.

The Audit and Risk Committee of the Board of Directors of the Company has reviewed the Company's annual accounting (financial) statements for the 2025 reporting year prepared in accordance with the Russian accounting standards (RAS).

On 20 May 2026, the Board of Directors of the Company has preliminarily approved the annual accounting (financial) statements (Minutes No. 94 dated 20 May 2026) and familiarised itself with the auditor's report prepared by the Company's auditor (B1 – Audit Limited Liability Company³) on the Company's accounting (financial) statements for the 2025 reporting year prepared in accordance with the RAS.

In reliance on the auditor's report, the Board of Directors of the Company believes that the Company's accounting (financial) statements for the 2025 reporting year prepared in accordance with the RAS reliably reflect in all material aspects the Company's financial position as of 31 December 2025, the results of its financing activities and cash flows for the period from 1 January 2025 to 31 December 2025 in accordance with the RAS.

Recommendation:

To approve the Company's annual accounting (financial) statements for the 2025 reporting year.

3. On item 3 of the agenda of the Meeting: “Distribution of profits and losses for the 2025 reporting year.”

³ Before 11 April 2022 – Ernst & Young Limited Liability Company, before 14 January 2026 – TSATR – Audit Services Limited Liability Company.

Position:

Pursuant to Article 9.1 of the Company's Charter, the annual general shareholders meeting of the Company shall resolve on the matter of distribution of profits (including payment (declaration) of dividends), and losses of the Company based on the results of the reporting year (except for the payment (declaration) of dividends based on the results of the first quarter, six months and nine months of the reporting year).

Pursuant to Article 7.2 of the Company's Charter, a resolution on distribution (declaration) of dividends shall be adopted by the general shareholders meeting of the Company, however the amount of dividends shall not exceed the one recommended by the Company's Board of Directors.

Given the current situation caused by various factors, including extreme instability, geopolitical tensions, inflationary risks, persistently high interest rates, the lack of access to alternative lending markets, and a high level of obligations related to investment projects, the Board of Directors of the Company does not believe that the distribution of profits received by the Company in 2025 is in the best interests of the Company. While making this decision the Board of Directors of the Company takes into consideration the Company's dividend policy, based on the balance between short-term and long-term interests of the Company, and the actual investment needs of the Company.

Recommendation:

Not to distribute the net profit received by the Company in 2025 and not to pay dividends on shares for 2025.

4. On item 4 of the agenda of the Meeting: "Election of members to the Company's Board of Directors."**Position:**

Pursuant to Article 9.1 of the Company's Charter, the annual general shareholders meeting of the Company shall resolve on the election of the Company's Board of Directors.

Pursuant to Article 20.1 of the Company's Charter, the number of members of the Board of Directors shall be twelve (12).

The list of candidates for election to the Board of Directors of the Company was approved by the Board of Directors of the Company on 20 May 2026 (Minutes No. 94 dated 20 May 2026) and includes the following persons:

1. Christopher Burnham;
2. Lyudmila Petrovna Galenskaya;
3. Anastasia Vladimirovna Gorbatova;
4. Andrey Sergeevich Mitselsky;
5. Thurgood Marshall Jr.;
6. Andrey Georgievich Plugar;
7. J. W. Rayder;
8. Olga Vladimirovna Filina;
9. Zhanna Sergeevna Fokina;
10. Andrey Vladimirovich Sharonov;
11. James Schwab;
12. Andrey Vladimirovich Yanovsky.

The Board of Directors of the Company has earlier analysed the professional qualifications and assessed the independence of the candidates to the Company's Board of Directors on the basis of the available information regarding the candidates to the Board of Directors of the Company.

The Board of Directors of the Company acknowledged that the candidates to the Board of Directors of the Company have flawless business reputations and possess the professional qualifications, knowledge, skills and experience required for resolving the matters reserved for the Board of Directors of the Company and required for its functioning in an effective manner.

Following the assessment of the compliance of the candidates to the Board of Directors of the Company with the independence criteria set out in the Listing Rules of the Moscow Exchange and the provisions of the Corporate Governance Code⁴, it was concluded that four (4) candidates to the Board of Directors of the Company satisfy these independence criteria, namely:

- 1) Thurgood Marshall Jr.;
- 2) J. W. Rayder;
- 3) James Schwab;
- 4) Andrey Vladimirovich Yanovsky.

In addition, on the basis of the relevant substantive explanation, the Company's Board of Directors has recognized (1) Christopher Burnham (Minutes No. 94 dated 20 May 2026), (2) Andrey Vladimirovich Sharonov (Minutes No. 94 dated 20 May 2026), (3) Zhanna Sergeevna Fokina (Minutes No. 94 dated 20 May 2026), (4) Lyudmila Petrovna Galenskaya (Minutes No. 94 dated 20 May 2026) as independent candidates despite their affiliation with the Company (per the formal criterion established by the Listing Rules of the Moscow Exchange).

Therefore, the requirements of the Listing Rules of the Moscow Exchange as to the composition of the board of directors of the issuers whose securities are included in the Level One listing of the Moscow Exchange, envisaging that the number of independent directors shall be not less than one fifth of the total number of the board members and not be less than three, will be satisfied.

Recommendation:

To elect the Board of Directors of the Company consisting of 12 members from the list of candidates approved by the Board of Directors of the Company.

5. On item 5 of the agenda of the Meeting: "Approval of the Company's auditor for audit of the accounting (financial) statements."

Position:

Pursuant to Article 9.1 of the Company's Charter, the annual general shareholders meeting of the Company shall resolve on the matter of approval of the Company's auditor for the audit of accounting (financial) statements prepared in accordance with the legislation of the Russian Federation on accounting for 2026.

In 2026 the Company has completed an open tender to select an auditor for financial statements for 2026-2030 in accordance with the requirements of art. 5.1 of the Federal Law "On Auditing" dated 30.12.2008 No. 307-FZ. The tender was conducted in accordance with art. 447-449 of the Civil Code of the Russian Federation. In addition to the mandatory criteria for auditors of socially significant organizations to which the Company belongs, the tender considered the professional competencies of the auditor, as well as its market position.

On the basis of the recommendations given by the Audit and Risk Committee of the Board of Directors of the Company, B1 – Audit Limited Liability Company (main state registration number: 1027739707203, taxpayer identification number: 7709383532, member of the self-

⁴ Code of Corporate Governance approved by the Bank of Russia on 21 March 2014.

regulatory organization of auditors Association "Sodruzhestvo", the main registration number of the entry in the register of auditors and audit organizations is 12006020327) ("B1 – Audit") is proposed to the Meeting for approval as the Company's auditor.

The Audit and Risk Committee of the Board of Directors of the Company assessed B1 – Audit for independence and absence of conflict of interests. During the assessment, the Audit and Risk Committee of the Board of Directors of the Company considered the relevant professional and regulatory requirements. The results of the assessment show that B1 – Audit complies with the principles of independence and impartiality. No conflict of interests has been identified.

On 20 May 2026 the Board of Directors of the Company (Minutes No. 94 dated 20 May 2026) recommended to the Meeting to approve B1 – Audit as the Company's auditor for the audit of the Company's accounting (financial) statements for 2026 prepared in accordance with the legislation of the Russian Federation on accounting.

B1 – Audit was selected as one of the leaders in the sphere of audit services in Russia and has proven expertise in methodology and audit in accordance with the Russian Accounting Standards (RAS) and International Financial Reporting Standards (IFRS). In addition, B1 – Audit has been appointed as the auditor of the Company's consolidated financial statements prepared in accordance with IFRS. Choosing one auditor for both the RAS and IFRS financial statements ensures a uniform approach and the application of relevant knowledge and experience in the course of the audit. B1 – Audit complies with international audit standards and ethical rules applicable to auditors' independence, which helps to ensure the quality and confidentiality of the audit.

Recommendation:

To approve B1 – Audit Limited Liability Company as the auditor of the Company for the audit of accounting (financial) statements prepared in accordance with the legislation of the Russian Federation on accounting.

**Assessment of the Auditor's Report by the Audit and Risk Committee
of the Board of Directors of the Company**

Having reviewed the annual accounting (financial) statements of the Company for the 2025 reporting year prepared in accordance with the Russian accounting standards, together with the unqualified audit report of the Company's auditor, B1 – Audit Limited Liability Company, the Audit and Risk Committee of the Board of Directors of the Company confirms its acceptance of the audit report of B1 – Audit Limited Liability Company and recommends to the Board of Directors of the Company to preliminary approve the annual accounting (financial) statements of the Company for the 2025 reporting year and to provide them for approval to the annual general shareholders meeting of the Company.

**Information about candidates to the Board of Directors
of the Company**



1. Christopher Burnham

Independent Non-Executive Director, Chairman of the Board of Directors of EN+ GROUP IPJSC

Year of birth: **1956**

Education: **Washington and Lee University, Bachelor of Arts, 1980**
Harvard University, MPA, 1990

Information about organizations in which the candidate was a member of the governing bodies for the last 3 years:

Period		Name of the entity	Position
from	to		
2025	present	Kings Rock Advisors	Senior Advisor
2025	present	QTL Encryption, LLC	Advisory Board member
2022	present	EN+ GROUP IPJSC	Chairman of the Board of Directors
2019	present	EN+ GROUP IPJSC	Independent Non-Executive Director
2019	present	UC RUSAL, IPJSC	Independent Non-Executive Director
2013	present	Cambridge Global Capital, LLC	Chief Executive Officer
2013	present	Cambridge Global Capital, LLC	Chairman of the Board of Directors
2013	present	Cambridge Global Advisors, LLC	Senior Advisor
2018	2025	Institute for Pension Fund Integrity	President
2014	2025	Rothermere American Institute at Oxford University	Advisory Board member
2013	2025	Cambridge Global Advisors, LLC	Partner

Mr. Burnham has a distinguished career in government, diplomacy, banking, and private equity. He is a globally recognized expert in the implementation of accountability and transparency, having served as Under Secretary General for Management of the U.N., Under Secretary of State

for Management (acting), Assistant Secretary of State for Resource Management and CFO of the U.S. Department of State.

Mr. Burnham serves as Chairman and CEO of Cambridge Global Capital, which he co-founded. He is the former Vice Chairman and Managing Director of Deutsche Asset Management.

He studied at Georgetown's National Security Studies Program, graduated from Washington and Lee University, and Harvard University, where he earned an M.P.A. in 1990.

No criminal records for economic offenses and crimes against the public order.

Recognized as an independent candidate to the Board of Directors by the resolution of the Company's Board of Directors.

No holdings in the Company's share capital.

No family ties with other persons who are members of the Company's management bodies and/or bodies supervising the Company's financial and economic activities.

Proposed for election to the Board of Directors of EN+ GROUP IPJSC by the Company's Board of Directors.

Written consent to be elected as a member of the Board of Directors of EN+ GROUP IPJSC has been given.



2. Lyudmila Galenskaya

Independent Non-Executive Director

Year of birth: **1958**

Education: **Irkutsk State University named after Zhdanov, Chemistry, Chemist-teacher, 1980**

Information about organizations in which the candidate was a member of the governing bodies for the last 3 years:

Period		Name of the entity	Position
from	to		
2022	present	EN+ GROUP IPJSC	Independent Non-Executive Director

In 1980, Lyudmila Galenskaya graduated from Irkutsk State University named after A.A. Zhdanov.

From 1980 to 1997, she worked at the Angarsk Production Association “Angarsknefteorgsintez”, holding the positions of a 4th-grade laboratory assistant for chemical analysis, an engineer-laboratory assistant, and deputy head of the workshop, with a staff of 150 people under her supervision.

From 1997 to 2002, Lyudmila Galenskaya was the Deputy Head of the Laboratory at Angarsky Polymer Plant JSC.

From 2003 to 2020, she headed the Environmental Safety and Natural Resources Management Service at Irkutskenergo JSC.

Since 2020, Lyudmila Galenskaya has been the Head of the Environmental Safety and Rational Use of Natural Resources Department at Baikal Energy Company LLC.

Nowadays, Lyudmila Galenskaya is responsible for environmental issues and protection. She supports the company's environmental activities and collaborates with all company branches, subsidiaries, and environmental authorities, as well as with the public. She also provides information about environmental work and participates in environmental events and discussions. She actively engages with television and the press on environmental issues. She actively shares her expertise with all environmental safety services at EN+. She is open to new ideas and participates in the development and implementation of new projects.

No criminal records for economic offenses and crimes against the public order.

Recognized as an independent candidate to the Board of Directors by the resolution of the Company's Board of Directors.

No holdings in the Company's share capital.

No family ties with other persons who are members of the Company's management bodies and/or bodies supervising the Company's financial and economic activities.

Proposed for election to the Board of Directors of EN+ GROUP IPJSC by a shareholder holding more than 2% of voting shares in the Company.

Written consent to be elected as a member of the Board of Directors of EN+ GROUP IPJSC has been given.



3. Anastasia Gorbatova

Non-Executive Director

Year of birth: **1979**

Education: **Moscow State Institute of International Relations (University),
International Lawyer with Foreign Language Skills, 2003**

Information about organizations in which the candidate was a member of the governing bodies for the last 3 years:

Period		Name of the entity	Position
from	to		
2023	present	EN+ GROUP IPJSC	Non-Executive Director

Ms. Gorbatova is the advisor to the Director General at Impulse Group LLC.

Anastasia has over 20 years of professional experience with top tier law firms and Russian key blue chip companies advising on multibillion cross border transactions on M&As, EPC, capital markets and corporate finance.

Ms. Gorbatova graduated from Moscow State University of International Relations (MGIMO) with a degree in Law (cum laude).

No criminal records for economic offenses and crimes against the public order.

No holdings in the Company's share capital.

No family ties with other persons who are members of the Company's management bodies and/or bodies supervising the Company's financial and economic activities.

Proposed for election to the Board of Directors of EN+ GROUP IPJSC by a shareholder holding more than 2% of voting shares in the Company.

Written consent to be elected as a member of the Board of Directors of EN+ GROUP IPJSC has been given.



4. Thurgood Marshall Jr.

Independent Non-Executive Director

Year of birth: **1956**

Education: **University of Virginia, BA, 1978**
University of Virginia, JD, 1981

Information about organizations in which the candidate was a member of the governing bodies for the last 3 years:

Period		Name of the entity	Position
from	to		
2021	present	EN+ GROUP IPJSC	Independent non-Executive Director
2021	present	DRB Capital LLC	Non-Executive Director
2021	present	Schwarzenegger Institute for State & Global Policy	Trustee
2017	present	Campaign Legal Center	Trustee
2012	present	Genesco Inc.	Non-Executive Director
2007	present	The Third Way	Trustee
2002	present	CoreCivic Inc.	Non-Executive Director
2016	2025	President Lincoln's Cottage	Trustee
2014	2025	DC Grays	Trustee

Mr. Marshall Jr. has an extensive experience at the intersection of law, business, politics and policy.

Throughout his career, Mr. Marshall Jr. served as an international law firm partner, was a member of the boards of listed companies and held a wide range of positions in the US Government: Staff Director and Chief Counsel to Senator Al Gore, Director of Legislative Affairs & Deputy Counsel to Vice President Al Gore, Cabinet Secretary.

Mr. Marshall Jr. also practiced law in Washington DC when he completed his judicial clerkship.

Meets the requirements established for Independent Directors of EN+ GROUP IPJSC.

No criminal records for economic offenses and crimes against the public order.

No holdings in the Company's share capital.

No family ties with other persons who are members of the Company's management bodies and/or bodies supervising the Company's financial and economic activities.

Proposed for election to the Board of Directors of EN+ GROUP IPJSC by the Company's Board of Directors.

Written consent to be elected as a member of the Board of Directors of EN+ GROUP IPJSC has been given.



5. Aleksey Sergeevich Mitselsky

Non-Executive Director

Year of birth: **1981**

Education: **Moscow State Aviation Institute (Technical University) 2003 – 2004, Mathematician-Engineer, Bachelor of Management**

Information about organizations in which the candidate was a member of the governing bodies for the last 3 years:

Period		Name of the entity	Position
from	по		
2023	Present	LLC «Glavstroy – Regiony»	Member of the Board
2024	2025	LLC «Glavstroy – SPb specialized developer»	Member of the Board
2016	2023	LLC «Glavstroy»	Member of the Board

Alexey Mitselsky is an expert in the field of risk management and corporate governance with experience in senior positions in large Russian companies. Alexey Mitselsky specializes in operational management, increasing operational efficiency and crisis management in conditions of high uncertainty.

Currently, Alexey Mitselsky holds the position of Risk Advisor to the CEO of Impulse Group LLC.

No criminal records for economic offenses and crimes against the public order.

No holdings in the Company's share capital.

No family ties with other persons who are members of the Company's management bodies and/or bodies supervising the Company's financial and economic activities.

Proposed for election to the Board of Directors of EN+ GROUP IPJSC by a shareholder holding more than 2% of voting shares in the Company.

Written consent to be elected as a member of the Board of Directors of EN+ GROUP IPJSC has been given.



6. Andrey Plugar

Non-Executive Director

Year of birth: **1970**

Education: **Moscow State Institute of International Relations (University),
International Lawyer with Foreign Language Skills, 1993**

Information about organizations in which the candidate was a member of the governing bodies for the last 3 years:

Period		Name of the entity	Position
from	to		
2023	present	EN+ GROUP IPJSC	Non-Executive Director

Mr. Plugar has extensive experience in international law and providing legal advice on M&A transactions. He has led investment (M&A) and legal departments at major Russian companies with diversified asset portfolios.

He currently heads the investment department at Impulse Group, where he manages investment projects and is responsible for M&A transactions.

Mr. Plugar graduated from the International Law School of the Moscow State Institute of International Relations (MGIMO University). He has a diploma of international lawyer with knowledge of foreign languages (English, French).

No criminal records for economic offenses and crimes against the public order.

No holdings in the Company's share capital.

No family ties with other persons who are members of the Company's management bodies and/or bodies supervising the Company's financial and economic activities.

Proposed for election to the Board of Directors of EN+ GROUP IPJSC by a shareholder holding more than 2% of voting shares in the Company.

Written consent to be elected as a member of the Board of Directors of EN+ GROUP IPJSC has been given.



7. J.W. Rayder

Independent Non-Executive Director

Year of birth: 1960

Education: **Georgetown University Law Center, LLM, 1989**
University of Arkansas, JD, 1985
University of Arkansas, BSBA, Accounting, 1982

Information about organizations in which the candidate was a member of the governing bodies for the last 3 years:

Period		Name of the entity	Position
from	to		
2022	present	EN+ GROUP IPJSC	Independent Non-Executive Director
2001	present	Ashby Consulting (previous Gas South)	President Executive Chairman

J.W. Rayder has been involved in or led significant corporate restructuring projects, financings, acquisitions and mergers, and had successfully negotiated numerous power supply and natural gas contracts on behalf of his clients.

J.W. Rayder also advises clients on a myriad of legislative, regulatory and transactional issues related to energy markets and federal taxation.

No criminal records for economic offenses and crimes against the public order.

Meets the requirements established for Independent Directors of EN+ GROUP IPJSC.

No holdings in the Company's share capital.

No family ties with other persons who are members of the Company's management bodies and/or bodies supervising the Company's financial and economic activities.

Proposed for election to the Board of Directors of EN+ GROUP IPJSC by the Company's Board of Directors.

Written consent to be elected as a member of the Board of Directors of EN+ GROUP IPJSC has been given.



8. Olga Filina

Non-Executive Director

Year of birth: **1983**

Education: **Russian University of Cooperation (International Economics), 2006**

Information about organizations in which the candidate was a member of the governing bodies for the last 3 years:

Period		Name of the entity	Position
from	to		
2021	present	EN+ GROUP IPJSC	Non-Executive Director

Ms. Filina has over 15 years of experience in internal control and compliance (including senior positions at Deloitte and KPMG).

Main areas of specialization: investigations of complex cases of fraud, anti-corruption investigations (including in the field of financial investigations and audits for compliance with the US Foreign Corrupt Practices Act (FCPA)), formation and testing of the compliance function, outsourcing and support of hotlines, project management for internal audit and internal control.

No criminal records for economic offenses and crimes against the public order.

No holdings in the Company's share capital.

No family ties with other persons who are members of the Company's management bodies and/or bodies supervising the Company's financial and economic activities.

Proposed for election to the Board of Directors of EN+ GROUP IPJSC by a shareholder holding more than 2% of voting shares in the Company.

Written consent to be elected as a member of the Board of Directors of EN+ GROUP IPJSC has been given.



9. Zhanna Fokina

Independent Non-Executive Director

Year of birth: **1978**

Education: **Siberian Federal University, Engineer, 2009**

Information about organizations in which the candidate was a member of the governing bodies for the last 3 years:

Period		Name of the entity	Position
from	to		
2021	present	EN+GROUP IPJSC	Independent non-Executive Director

Ms. Fokina has extensive experience working in environmental control and supervisory authorities.

Currently she heads the Environment unit at RUSAL Krasnoyarsk. Ms. Fokina manages the company's environmental reporting and monitoring in the zone influenced by the enterprise, as well as programmes of industrial ecological control. She also supports government supervisory authorities' inspections in the environmental protection field.

Before joining RUSAL Ms. Fokina worked in Rosprirodnadzor (Federal Service for Supervision of Natural Resources) and in pharmaceutical industry.

No criminal records for economic offenses and crimes against the public order.

Recognized as an independent candidate to the Board of Directors by the resolution of the Company's Board of Directors.

No holdings in the Company's share capital.

No family ties with other persons who are members of the Company's management bodies and/or bodies supervising the Company's financial and economic activities.

Proposed for election to the Board of Directors of EN+ GROUP IPJSC by a shareholder holding more than 2% of voting shares in the Company.

Written consent to be elected as a member of the Board of Directors on EN+ GROUP IPJSC has been given.



10. Andrey Sharonov

Independent Non-Executive Director

Year of birth: **1964**

Education: **Ufa State Aviation Institute, Electrical Engineer, 1986**
Russian Academy of Public Administration under the President of the Russian Federation, Lawyer, Expert Advisor on Legal Affairs of the Market Economy, 1996

Information about organizations in which the candidate was a member of the governing bodies for the last 3 years:

Period		Name of the entity	Position
from	to		
2024	present	Association of digital platforms	Chairman of the Advisory Board
2022	present	Autonomous non-commercial organization "National Alliance for Social and Environmental Responsibility, Corporate Governance and Sustainable Development"	General Director
2021	present	Non-commercial organization "Foundation for Development of the Center for Elaboration and Commercialization of New Technologies" (Skolkovo Foundation)	Member of the Board of Directors
2021	present	LLC PROFILUM	Chairman of the Board
2021	present	Non-commercial organization "Foundation for Development of the Center for Elaboration and Commercialization of New Technologies" (Skolkovo Foundation)	Chairman of the Nomination and Remuneration Committee of the Board of Directors
2019	present	EN+ GROUP IPJSC	Independent Non-Executive Director
2018	present	JSC Medicine	Chairman of the Board of Directors

2017	present	PJSC PhosAgro	Member of the Board of Directors
2014	present	PJSC Sovkomflot	Member of the Board of Directors

Mr. Sharonov is CEO of National ESG Alliance, Chairman of the Board of NefteTransService, Skolkovo Foundation, a member of several other boards.

Mr. Sharonov was a People's Deputy of the USSR, Chairman of the State Committee for Youth Affairs, served in the Ministry of Economic Development and Trade, was managing director and chairman of the Board of Troika Dialog, Deputy Mayor of Moscow for Economic Policy, Chairman of the Regional Energy Commission, and headed the Executive Committees of Moscow Urban and Open Innovations Forums.

No criminal records for economic offenses and crimes against the public order.

Recognized as an independent candidate to the Board of Directors by the resolution of the Company's Board of Directors.

No holdings in the Company's share capital.

No family ties with other persons who are members of the Company's management bodies and/or bodies supervising the Company's financial and economic activities.

Proposed for election to the Board of Directors of EN+ GROUP IPJSC by the Company's Board of Directors.

Written consent to be elected as a member of the Board of Directors of EN+ GROUP IPJSC has been given.



11. James Schwab

Independent Non-Executive Director

Year of birth: **1965**

Education: **United States Naval Academy, Bachelor in mathematics, 1988**
Harvard Business School, MBA, 1995

I Information about organizations in which the candidate was a member of the governing bodies for the last 3 years:

Period		Name of the entity	Position
from	to		
2024	present	Providence Marketing Group	Chairman, Member
2024	present	LEHR Upfilters LLC	Director
2023	present	EN+ GROUP IPJSC	Independent Non-Executive Director
2021	present	CrimStone Partners, USA	Founding Partner and Managing Director

James Schwab has 30 years of general management and Private Equity experience across a variety of industries, including logistics, paper and forest products, telecommunications, government etc.

Held board positions of CrimStone portfolio companies, Western Marketing, Cimcon Finishing, Waples Manufacturing, Greenscape Landscaping.

He is a current member of the Board of Trustees of the United States Naval Academy Alumni Association, former Chairman of the National Wood Pallet and Container Manufacturers Association of the United States, and former Executive Board Member of Circle Ten (Boy Scouts of America).

No criminal records for economic offenses and crimes against the public order.

Meets the requirements established for Independent Directors of EN+ GROUP IPJSC.

No holdings in the Company's share capital.

No family ties with other persons who are members of the Company's management bodies and/or bodies supervising the Company's financial and economic activities.

Proposed for election to the Board of Directors of EN+ GROUP IPJSC by the Company's Board of Directors.

Written consent to be elected as a member of the Board of Directors of EN+ GROUP IPJSC has been given.



12. Andrey Yanovsky

Independent Non-Executive Director

Year of birth: **1966**

Education: **Saint-Petersburg State Technological Institute (Technical University), Chemistry, 1985**

Riga High Military School, Social Psychology, 1990

Saint-Petersburg State University of Economics and Finance, Accounting and Taxation, 1992

Kingston University, Strategic Management, MBA, 2007

Information about organizations in which the candidate was a member of the governing bodies for the last 3 years:

Period		Name of the entity	Position
from	to		
2025	present	Veritas Investment Management Limited	General Director
2023	present	UNITED MEDICAL GROUP IPJSC	General Director
2020	present	EN+ GROUP IPJSC	Independent Non-Executive Director
2014	present	LLC Future Management	General Director (CEO)
2008	present	JSC European Medical Centre	Member of the Board of Directors

Mr. Yanovsky has been CEO of the Moscow-based hospital operator European Medical Center and a member of the Board since 2014.

During his career, Mr. Yanovsky was CEO of the Coca-Cola Company franchise in Russia, CEO of Nidan Juices (2003 – 2009), vice-president for organizational development and personnel at TNK-BP (2009 – 2013), Director for strategy and organizational development at Nefteservice (2013 – 2014).

No criminal records for economic offenses and crimes against the public order.

Meets the requirements established for Independent Directors of EN+ GROUP IPJSC.

No holdings in the Company's share capital.

No family ties with other persons who are members of the Company's management bodies and/or bodies supervising the Company's financial and economic activities.

Proposed for election to the Board of Directors of EN+ GROUP IPJSC by the Company's Board of Directors.

Written consent to be elected as a member of the Board of Directors of EN+ GROUP IPJSC has been given.

**ВЫПИСКА ИЗ ПРОТОКОЛА №94
СОВЕТА ДИРЕКТОРОВ
МКПАО «ЭН+ ГРУП»
(далее – «Общество»)**

**EXTRACT FROM MINUTES No 94
OF THE BOARD OF DIRECTORS
OF EN+ GROUP IPJSC
(the "Company")**

**Дата проведения заочного голосования
(дата окончания приема бюллетеней):** 20 мая 2026 г.

**Date of absentee voting (deadline for
accepting voting ballots):** 20 May 2026

Время окончания приема бюллетеней:
17.00 (по московскому времени) 20 мая
2026 г.

Deadline for acceptance of voting ballots:
5 p.m. Moscow time, 20 May 2026.

Дата составления протокола: 20 мая
2026 г.

Date of preparation of the minutes: 20
May 2026

Дата составления выписки: 03 июня 2026
г.

Date of preparation of the extract: 03
June 2026

Место составления выписки: г. Москва

Place of preparation of the extract: Moscow

Способ принятия решений: заочное
голосование

Method of decision-making: absentee
voting

Место подведения итогов голосования:
ул. Василисы Кожиной, д. 1, г. Москва,
121096, Россия

Place where votes were counted: 1 Vasilisy
Kozhinoy st., Moscow, 121096, Russia

Число членов совета директоров:
12 человек

**Number of members of the Board of
Directors:** 12 persons

**Секретарь совета директоров и лицо,
осуществляющее подсчет голосов:**
Сергей Макаrchук

**Board Secretary and person counting
votes:** Sergey Makarchuk

Члены совета директоров,
предоставившие заполненные бюллетени
Обществу в установленный срок
(принявшие участие в заочном
голосовании):

Members of the Board of Directors who have
submitted their voting ballots before the
established deadline (participated in the
absentee voting):

- 1) Кристофер Бернем
- 2) Людмила Галенская
- 3) Вадим Гераскин
- 4) Анастасия Горбатова
- 5) Тэргуд Маршалл Мл.
- 6) Андрей Плугарь
- 7) Дж. У. Рэйдер
- 8) Ольга Филина
- 9) Жанна Фокина
- 10) Андрей Шаронов
- 11) Джеймс Шваб
- 12) Андрей Яновский

- 1) Christopher Burnham
- 2) Lyudmila Galenskaya
- 3) Vadim Geraskin
- 4) Anastasia Gorbatova
- 5) Thurgood Marshall Jr.
- 6) Andrey Plugar
- 7) J.W. Rayder
- 8) Olga Filina
- 9) Zhanna Fokina
- 10) Andrey Sharonov
- 11) James Schwab
- 12) Andrey Yanovsky

Кворум имеется. Совет директоров правомочен принимать решения по всем вопросам повестки дня.

The meeting is quorate. The Board of Directors is authorised to adopt resolutions on all items of the agenda.

ПОВЕСТКА ДНЯ:

[...]

8. Признание кандидата для избрания в совет директоров Общества Кристофера Бернема независимым кандидатом.

AGENDA:

[...]

8. Recognition of a candidate for election to the Board of Directors of the Company Christopher Burnham as an independent candidate.

9. Признание кандидата для избрания в совет директоров Общества Андрея Шаронова независимым кандидатом.

9. Recognition of a candidate for election to the Board of directors of the Company Andrey Sharonov as an independent candidate.

10. Признание кандидата для избрания в совет директоров Общества Людмилы Галенской независимым кандидатом.

10. Recognition of a candidate for election to the Board of Directors of the Company Lyudmila Galenskaya as an independent candidate.

11. Признание кандидата для избрания в совет директоров Общества Жанны Фокиной независимым кандидатом.

11. Recognition of a candidate for election to the Board of Directors of the Company Zhanna Fokina as an independent candidate.

[...]

[...]

ВОПРОСЫ ПОВЕСТКИ ДНЯ И РЕШЕНИЯ, ПОСТАВЛЕННЫЕ НА ГОЛОСОВАНИЕ, РЕЗУЛЬТАТЫ (ИТОГИ) ГОЛОСОВАНИЯ И ПРИНЯТЫЕ РЕШЕНИЯ ПО ВОПРОСАМ ПОВЕСТКИ ДНЯ:

AGENDA AND RESOLUTIONS PROPOSED FOR VOTING, VOTING RESULTS AND RESOLUTIONS ADOPTED ON THE AGENDA ITEMS:

[...]

Вопрос 8:

«Признание кандидата для избрания в совет директоров Общества Кристофера Бернема независимым кандидатом.»

Решение, поставленное на голосование:

«Руководствуясь рекомендациями комитета по назначениям совета директоров Общества и мотивированным обоснованием (Приложение №10), признать кандидата для избрания в совет директоров Общества Кристофера Бернема независимым кандидатом, несмотря на его связанность с Обществом (в соответствии с формальным критерием, установленным Правилами листинга ПАО Московская Биржа), поскольку такая

[...]

Item 8:

“Recognition of a candidate for election to the Board of Directors of the Company Christopher Burnham as an independent candidate.”

Resolution proposed for voting:

“On the basis of the recommendations of the Nominations Committee of the Board of Directors of the Company and the substantive explanation (Addendum No. 10) to recognise a candidate for election to the Board of Directors of the Company Christopher Burnham as an independent candidate, despite his affiliation with the Company (per the formal criterion established by the Listing Rules of the Moscow Exchange), since such

связанность не оказывает влияния на его способность выносить независимые, объективные и добросовестные суждения в качестве члена совета директоров.»

Итоги голосования:

«ЗА» – 11 голосов:

- 1) Людмила Галенская
- 2) Вадим Гераскин
- 3) Анастасия Горбатова
- 4) Тэргуд Маршалл Мл.
- 5) Андрей Плугарь
- 6) Дж. У. Рэйдер
- 7) Ольга Филина
- 8) Жанна Фокина
- 9) Андрей Шаронов
- 10) Джеймс Шваб
- 11) Андрей Яновский

«ПРОТИВ» – нет

«ВОЗДЕРЖАЛСЯ» – 1 голос:

- 1) Кристофер Бернем

Решение принято большинством голосов членов совета директоров, принявших участие в голосовании.

Принятое решение:

«Руководствуясь рекомендациями комитета по назначениям совета директоров Общества и мотивированным обоснованием (Приложение №10), признать кандидата для избрания в совет директоров Общества Кристофера Бернема независимым кандидатом, несмотря на его связанность с Обществом (в соответствии с формальным критерием, установленным Правилами листинга ПАО Московская Биржа), поскольку такая связанность не оказывает влияния на его способность выносить независимые, объективные и добросовестные суждения в качестве члена совета директоров.»

Вопрос 9

«Признание кандидата для избрания в совет директоров Общества Андрея Шаронова независимым кандидатом.»

Решение, поставленное на голосование:

«Руководствуясь рекомендациями комитета по назначениям совета директоров Общества и мотивированным обоснованием (Приложение №11), признать кандидата для избрания в совет директоров Общества Андрея Шаронова

affiliation does not influence his ability to make independent, objective and good faith conclusions as a member of the Board of Directors.»

Voting results:

«FOR» – 11 votes:

- 1) Lyudmila Galenskaya
- 2) Vadim Geraskin
- 3) Anastasia Gorbatova
- 4) Thurgood Marshall Jr.
- 5) Andrey Plugar
- 6) J.W. Rayder
- 7) Olga Filina
- 8) Zhanna Fokina
- 9) Andrey Sharonov
- 10) James Schwab
- 11) Andrey Yanovsky

«AGAINST» – nil

«ABSTAINED» – 1 vote:

- 1) Christopher Burnham

Decision has been taken by a majority of votes of members of the Board of Directors who participated in voting.

Resolution adopted:

“On the basis of the recommendations of the Nominations Committee of the Board of Directors of the Company and the substantive explanation (Addendum No. 10) to recognise a candidate for election to the Board of Directors of the Company Christopher Burnham as an independent candidate, despite his affiliation with the Company (per the formal criterion established by the Listing Rules of the Moscow Exchange), since such affiliation does not influence his ability to make independent, objective and good faith conclusions as a member of the Board of Directors.”

Item 9:

“Recognition of a candidate for election to the Board of Directors of the Company Andrey Sharonov as an independent candidate.”

Resolution proposed for voting:

“On the basis of the recommendations of the Nominations Committee of the Board of Directors of the Company and the substantive explanation (Addendum No. 11) to recognise a candidate for election to the Board of Directors of the Company Andrey Sharonov as

независимым кандидатом, несмотря на его связанность с Обществом (в соответствии с формальным критерием, установленным Правилами листинга ПАО Московская Биржа), поскольку такая связанность не оказывает влияния на его способность выносить независимые, объективные и добросовестные суждения в качестве члена совета директоров.»

Итоги голосования:

«ЗА» – 11 голосов:

- 1) Кристофер Бернем
- 2) Людмила Галенская
- 3) Вадим Гераскин
- 4) Анастасия Горбатова
- 5) Тэргуд Маршалл Мл.
- 6) Андрей Плугарь
- 7) Дж. У. Рэйдер
- 8) Ольга Филина
- 9) Жанна Фокина
- 10) Джеймс Шваб
- 11) Андрей Яновский

«ПРОТИВ» – нет

«ВОЗДЕРЖАЛСЯ» – 1 голос:

- 1) Андрей Шаронов

Решение принято большинством голосов членов совета директоров, принявших участие в голосовании.

Принятое решение:

«Руководствуясь рекомендациями комитета по назначениям совета директоров Общества и мотивированным обоснованием (Приложение №11), признать кандидата для избрания в совет директоров Общества Андрея Шаронова независимым кандидатом, несмотря на его связанность с Обществом (в соответствии с формальным критерием, установленным Правилами листинга ПАО Московская Биржа), поскольку такая связанность не оказывает влияния на его способность выносить независимые, объективные и добросовестные суждения в качестве члена совета директоров.»

Вопрос 10:

«Признание кандидата для избрания в совет директоров Общества Людмилы Галенской независимым кандидатом.»

Решение, поставленное на голосование:

an independent candidate, despite his affiliation with the Company (per the formal criterion established by the Listing Rules of the Moscow Exchange), since such affiliation does not influence his ability to make independent, objective and good faith conclusions as a member of the Board of Directors.”

Voting results:

«FOR» – 11 votes:

- 1) Christopher Burnham
- 2) Lyudmila Galenskaya
- 3) Vadim Geraskin
- 4) Anastasia Gorbatova
- 5) Thurgood Marshall Jr.
- 6) Andrey Plugar
- 7) J.W. Rayder
- 8) Olga Filina
- 9) Zhanna Fokina
- 10) James Schwab
- 11) Andrey Yanovsky

«AGAINST» – nil

«ABSTAINED» – 1 vote:

Andrey Sharonov

Decision has been taken by a majority of votes of members of the Board of Directors who participated in voting.

Resolution adopted:

“On the basis of the recommendations of the Nominations Committee of the Board of Directors of the Company and the substantive explanation (Addendum No. 11) to recognise a candidate for election to the Board of Directors of the Company Andrey Sharonov as an independent candidate, despite his affiliation with the Company (per the formal criterion established by the Listing Rules of the Moscow Exchange), since such affiliation does not influence his ability to make independent, objective and good faith conclusions as a member of the Board of Directors.”

Item 10:

“Recognition of a candidate for election to the Board of Directors of the Company Lyudmila Galenskaya as an independent candidate.”

Resolution proposed for voting:

«Руководствуясь мотивированным обоснованием (Приложение №12), признать кандидата для избрания в совет директоров Общества Людмилу Галенскую независимым кандидатом, несмотря на её связанность с Обществом (в соответствии с формальным критерием, установленным Правилами листинга ПАО Московская Биржа), поскольку такая связанность не оказывает влияния на её способность выносить независимые, объективные и добросовестные суждения в качестве члена совета директоров.»

Итоги голосования:

«ЗА» – 11 голосов:

- 1) Кристофер Бернем
- 2) Вадим Гераскин
- 3) Анастасия Горбатова
- 4) Тэргуд Маршалл Мл.
- 5) Андрей Плугарь
- 6) Дж. У. Рэйдер
- 7) Ольга Филина
- 8) Жанна Фокина
- 9) Андрей Шаронов
- 10) Джеймс Шваб
- 11) Андрей Яновский

«ПРОТИВ» – нет

«ВОЗДЕРЖАЛСЯ» – 1 голос:

- 1) Людмила Галенская

Решение принято большинством голосов членов совета директоров, принявших участие в голосовании.

Принятое решение:

«Руководствуясь мотивированным обоснованием (Приложение №12), признать кандидата для избрания в совет директоров Общества Людмилу Галенскую независимым кандидатом, несмотря на её связанность с Обществом (в соответствии с формальным критерием, установленным Правилами листинга ПАО Московская Биржа), поскольку такая связанность не оказывает влияния на её способность выносить независимые, объективные и добросовестные суждения в качестве члена совета директоров.»

Вопрос 11:

«Признание кандидата для избрания в совет директоров Общества Жанны Фокиной независимым кандидатом.»

“On the basis of the substantive explanation (Addendum No. 12) to recognise a candidate for election to the Board of Directors of the Company Lyudmila Galenskaya as an independent candidate, despite her affiliation with the Company (per the formal criterion established by the Listing Rules of the Moscow Exchange), since such affiliation does not influence her ability to make independent, objective and good faith conclusions as a member of the Board of Directors.»

Voting results:

«FOR» – 11 votes:

- 1) Christopher Burnham
- 2) Vadim Geraskin
- 3) Anastasia Gorbatova
- 4) Thurgood Marshall Jr.
- 5) Andrey Plugar
- 6) J.W. Rayder
- 7) Olga Filina
- 8) Zhanna Fokina
- 9) Andrey Sharonov
- 10) James Schwab
- 11) Andrey Yanovsky

«AGAINST» – nil

«ABSTAINED» – 1 vote:

- 1) Lyudmila Galenskaya

Decision has been taken by a majority of votes of members of the Board of Directors who participated in voting.

Resolution adopted:

“On the basis of the substantive explanation (Addendum No. 12) to recognise a candidate for election to the Board of Directors of the Company Lyudmila Galenskaya as an independent candidate, despite her affiliation with the Company (per the formal criterion established by the Listing Rules of the Moscow Exchange), since such affiliation does not influence her ability to make independent, objective and good faith conclusions as a member of the Board of Directors.»

Item 11:

“Recognition of a candidate for election to the Board of Directors of the Company Zhanna Fokina as an independent candidate.”

Решение, поставленное на голосование:

«Руководствуясь мотивированным обоснованием (Приложение №13), признать кандидата для избрания в совет директоров Общества Жанну Фокину независимым кандидатом, несмотря на её связанность с Обществом (в соответствии с формальным критерием, установленным Правилами листинга ПАО Московская Биржа), поскольку такая связанность не оказывает влияния на её способность выносить независимые, объективные и добросовестные суждения в качестве члена совета директоров.»

Итоги голосования:

«ЗА» – 11 голосов:

- 1) Кристофер Бернем
- 2) Людмила Галенская
- 3) Вадим Гераскин
- 4) Анастасия Горбатова
- 5) Тэргуд Маршалл Мл.
- 6) Андрей Плугарь
- 7) Дж. У. Рэйдер
- 8) Ольга Филина
- 9) Андрей Шаронов
- 10) Джеймс Шваб
- 11) Андрей Яновский

«ПРОТИВ» – нет

«ВОЗДЕРЖАЛСЯ» – 1 голос:

- 1) Жанна Фокина

Решение принято большинством голосов членов совета директоров, принявших участие в голосовании.

Принятое решение:

«Руководствуясь мотивированным обоснованием (Приложение №13), признать кандидата для избрания в совет директоров Общества Жанну Фокину независимым кандидатом, несмотря на её связанность с Обществом (в соответствии с формальным критерием, установленным Правилами листинга ПАО Московская Биржа), поскольку такая связанность не оказывает влияния на её способность выносить независимые, объективные и добросовестные суждения в качестве члена совета директоров.»

[...]

Resolution proposed for voting:

“On the basis of the substantive explanation (Addendum No.13) to recognise a candidate for election to the Board of Directors of the Company Zhanna Fokina as an independent candidate, despite her affiliation with the Company (per the formal criterion established by the Listing Rules of the Moscow Exchange), since such affiliation does not influence her ability to make independent, objective and good faith conclusions as a member of the Board of Directors.”

Voting results:

«FOR» – 11 votes:

- 1) Christopher Burnham
- 2) Lyudmila Galenskaya
- 3) Vadim Geraskin
- 4) Anastasia Gorbatova
- 5) Thurgood Marshall Jr.
- 6) Andrey Plugar
- 7) J.W. Rayder
- 8) Olga Filina
- 9) Andrey Sharonov
- 10) James Schwab
- 11) Andrey Yanovsky

«AGAINST» – nil

«ABSTAINED» – 1 vote:

- 1) Zhanna Fokina

Decision has been taken by a majority of votes of members of the Board of Directors who participated in voting.

Resolution adopted:

“On the basis of the substantive explanation (Addendum No.13) to recognise a candidate for election to the Board of Directors of the Company Zhanna Fokina as an independent candidate, despite her affiliation with the Company (per the formal criterion established by the Listing Rules of the Moscow Exchange), since such affiliation does not influence her ability to make independent, objective and good faith conclusions as a member of the Board of Directors.»

[...]

Приложение №10

Мотивированное обоснование признания кандидата для избрания в совет директоров МКПАО «ЭН+ ГРУП» (далее – «Общество») Кристофера Бернема независимым кандидатом

В результате проведенной проверки на соответствие кандидата для избрания в совет директоров Общества критериям независимости, которые установлены Правилами листинга ПАО Московская Биржа, была выявлена связанность с Обществом кандидата для избрания в совет директоров Общества Кристофера Бернема.

Кристофер Бернем с 29 января 2026 г. является лицом, связанным с Обществом, по основанию вхождения в состав Совета директоров Общества на протяжении более 7 лет. Кристофер Бернем был назначен членом Совета директоров Общества с 28 января 2019 года, т.е. начиная с 29 января 2026 года он занимает должность члена Совета директоров более 7 лет.

Связанность Кристофера Бернема с Обществом является формальной и не влияет на способность Кристофера Бернема выносить независимые, объективные и добросовестные суждения, поскольку:

- i. Будучи членом и председателем Совета директоров Общества, Кристофер Бернем принимает активное участие во всех заседаниях Совета директоров и комитетов, членом которых он являлся или является, с момента его вхождения в состав Совета директоров, ставя перед менеджментом и другими членами Совета директоров нетривиальные вопросы, проявляя инициативность и активное стремление участвовать в развитии Общества в долгосрочной перспективе.
- ii. Решения, принимаемые Кристофером Бернемом в качестве члена и председателя Совета директоров Общества, направлены не на соблюдение интересов отдельных групп акционеров, третьих лиц или менеджмента, а на интересы самого Общества и всех его акционеров в соответствии со стратегией развития Общества.
- iii. Наличие в составе Совета директоров Кристофера Бернема, одного из

Addendum No.10

Substantive explanation relating to recognition of a candidate for election to the Board of Directors of EN+ GROUP IPJSC (the "Company") Christopher Burnham as an independent candidate

As a result of the assessment of a candidate for election to the Board of Directors of the Company against the criteria set out in the Listing Rules of the Moscow Exchange, a candidate for election to the Board of Directors of the Company, Christopher Burnham, has been identified as being affiliated with the Company.

Christopher Burnham is considered a person associated with the Company as of 29 January 2026 on the basis of his membership in the Board of Directors of the Company for more than seven years. Christopher Burnham was appointed as a member of the Board of Directors of the Company since 28 January 2019; therefore, starting from 29 January 2026, he has held the office of the member of the Board of Directors for more than 7 years.

The connection of Christopher Burnham with the Company is formal and does not affect the ability of Christopher Burnham to make independent, unbiased and good faith judgements because of the following:

- i. Being the Company's Board Member and its Chairman, Christopher Burnham takes an active part in all meetings of the Board of Directors and its committees of which he was or is a member since his appointment to the Board of Directors, raising non-trivial questions before the management and other Board members, showing initiative and active desire to participate in the development of the Company in the long term.
- ii. The decisions taken by Christopher Burnham as the Company's Board Member and its Chairman are aimed not at pursuing the interests of certain groups of shareholders, third parties or the management, but at the interests of the Company itself and all its shareholders in accordance with the Company's development strategy.
- iii. The presence on the Board of Directors of Christopher Burnham, a world-class

признанных экспертов мирового уровня в вопросах отчётности и прозрачности, а также в сфере применения передового опыта в работе государственного аппарата, бизнес-структур и межправительственных организаций, его солидный опыт работы в государственном секторе, на дипломатической службе, а также в сфере частных инвестиций, имеет существенное значение для Общества и всех его акционеров. Независимые профессиональные суждения Кристофера Бернема вносят ощутимый вклад в устойчивое развитие Общества.

iv. Кристофер Бернем не получал и не получает дополнительного вознаграждения от Общества, кроме вознаграждения в качестве независимого неисполнительного директора, не участвует в каких-либо опционах на акции Общества или в системе оплаты труда, связанной с результатами деятельности Общества, не является участником пенсионной программы Общества.

v. С финансовой точки зрения Кристофер Бернем не зависит от Общества, реализует свое участие в Совете директоров в интересах Общества и не представляет интересы каких-либо отдельных акционеров Общества. При избрании в Совет директоров в качестве независимого директора в 2019 году Кристофер Бернем обязался информировать Общество о любых обстоятельствах, которые могут повлиять на его независимость.

vi. Продолжительный срок работы в Совете директоров Общества является преимуществом, поскольку способствует лучшему пониманию Кристофером Бернемом обстоятельств, в которых работает Общество, и их влияния на внутренние процессы в Обществе, более оперативной и осмысленной реакции при принятии качественных управленческих решений.

Приложение № 11

Мотивированное обоснование признания кандидата для избрания в совет директоров МКПАО «ЭН+ ГРУП» (далее – «Общество») Андрея Шаронова независимым кандидатом

recognized expert in the implementation of accountability and transparency and in the implementation of the best practice in government, corporations and inter-governmental organizations, with sound experience in public sector, diplomacy and private equity, has material importance for the Company and all its shareholders. Christopher Burnham's independent professional judgments make a substantive contribution to the sustainable development of the Company.

iv. Christopher Burnham has not received and does not receive additional remuneration from the Company, except for remuneration as an independent non-executive director, does not participate in any stock options of the Company or in the remuneration system related to the results of the Company's activities, and is not a participant in the Company's pension program.

v. From a financial perspective, Christopher Burnham is independent from the Company, participates in the Board of Directors in the interest of the Company and does not represent the interests of any particular shareholders of the Company. When elected to the Board of Directors as an independent director in 2019, Christopher Burnham undertook to inform the Company of any circumstances that might affect his independence.

vi. A long term of service on the Company's Board of Directors is an advantage, as it contributes to a better understanding by Christopher Burnham of the circumstances in which the Company operates and their impact on internal processes in the Company, and a more prompt and meaningful response when making high-quality management decisions.

Addendum No.11

Substantive explanation relating to recognition of a candidate for election to the Board of Directors of EN+ GROUP IPJSC (the "Company") Andrey Sharonov as an independent candidate

В результате проведенной проверки на соответствие кандидата для избрания в совет директоров Общества критериям независимости, которые установлены Правилами листинга ПАО Московская Биржа, была выявлена связанность с Обществом кандидата для избрания в совет директоров Общества Андрея Шаронова.

Андрей Шаронов с 29 января 2026 г. является лицом, связанным с Обществом, по основанию вхождения в состав Совета директоров Общества на протяжении более 7 лет. Андрей Шаронов был назначен членом Совета директоров Общества с 28 января 2019 года, т.е. начиная с 29 января 2026 года он занимает должность члена Совета директоров более 7 лет.

Связанность Андрея Шаронова с Обществом является формальной и не влияет на способность Андрея Шаронова выносить независимые, объективные и добросовестные суждения, поскольку:

i. Будучи членом Совета директоров Общества, Андрей Шаронов принимает активное участие во всех заседаниях Совета директоров и комитетов, членом которых он являлся или является, с момента его вхождения в состав Совета директоров, ставя перед менеджментом и другими членами Совета директоров нетривиальные вопросы, проявляя инициативность и активное стремление участвовать в развитии Общества в долгосрочной перспективе.

ii. Решения, принимаемые Андреем Шароновым в качестве члена Совета директоров Общества, направлены не на соблюдение интересов отдельных групп акционеров, третьих лиц или менеджмента, а на интересы самого Общества и всех его акционеров в соответствии со стратегией развития Общества.

iii. Наличие в составе Совета директоров Андрея Шаронова, ведущего эксперта по вопросам устойчивого развития в России, а также в области экономического регулирования, государственно-частного партнерства и трансформации бизнеса, его солидный опыт работы в государственном секторе и крупных российских холдингах имеют существенное значение для Общества и всех его акционеров. Независимые профессиональные суждения Андрея Шаронова вносят

As a result of the assessment of a candidate for election to the Board of Directors of the Company against the criteria set out in the Listing Rules of the Moscow Exchange, a candidate for election to the Board of Directors of the Company, Andrey Sharonov, has been identified as being affiliated with the Company.

Andrey Sharonov is considered a person associated with the Company as of 29 January 2026 on the basis of his membership in the Board of Directors for more than seven years. Andrey Sharonov was appointed as a member of the Board of Directors of the Company since 28 January 2019; therefore, starting from 29 January 2026, he has held the office of the member of the Board of Directors for more than 7 years.

The connection of Andrey Sharonov with the Company is formal and does not affect the ability of Andrey Sharonov to make independent, unbiased and good faith judgements because of the following:

i. Being the Company's Board Member, Andrey Sharonov takes an active part in all meetings of the Board of Directors and its committees of which he was or is a member since his appointment to the Board of Directors, raising non-trivial questions before the management and other Board members, showing initiative and active desire to participate in the development of the Company in the long term.

ii. The decisions taken by Andrey Sharonov as the Company's Board Member are aimed not at pursuing the interests of certain groups of shareholders, third parties or the management, but at the interests of the Company itself and all its shareholders in accordance with the Company's development strategy.

iii. The presence on the Board of Directors of Andrey Sharonov, a leading expert on sustainable development in Russia, as well as in the field of economic regulation, public-private partnership and business transformation, with solid experience in public sector and large Russian holdings, has material importance for the Company and all its shareholders. Andrey Sharonov's independent professional judgments make a

ощутимый вклад в устойчивое развитие Общества.

iv. Андрей Шаронов не получал и не получает дополнительного вознаграждения от Общества, кроме вознаграждения в качестве независимого неисполнительного директора, не участвует в каких-либо опционах на акции Общества или в системе оплаты труда, связанной с результатами деятельности Общества, не является участником пенсионной программы Общества.

v. С финансовой точки зрения Андрей Шаронов не зависит от Общества, реализует свое участие в Совете директоров в интересах Общества и не представляет интересы каких-либо отдельных акционеров Общества. При избрании в Совет директоров в качестве независимого директора в 2019 году Андрей Шаронов обязался информировать Общество о любых обстоятельствах, которые могут повлиять на его независимость.

vi. Продолжительный срок работы в Совете директоров Общества является преимуществом, поскольку способствует лучшему пониманию Андреем Шароновым обстоятельств, в которых работает Общество, и их влияния на внутренние процессы в Обществе, более оперативной и осмысленной реакции при принятии качественных управленческих решений.

Приложение № 12

Мотивированное обоснование признания кандидата для избрания в совет директоров МКПАО «ЭН+ ГРУП» (далее – «Общество») Людмилы Петровны Галенской независимым кандидатом

1. В результате проведенной проверки на соответствие кандидата для избрания в совет директоров Общества критериям независимости, которые установлены Правилами листинга ПАО Московская Биржа, была выявлена связанность с Обществом кандидата для избрания в совет директоров Общества Людмилы Петровны Галенской.

2. Кандидат для избрания в совет директоров Общества Людмила Петровна

substantive contribution to the sustainable development of the Company.

iv. Andrey Sharonov has not received and does not receive additional remuneration from the Company, except for remuneration as an independent non-executive director, does not participate in any stock options of the Company or in the remuneration system related to the results of the Company's activities, and is not a participant in the Company's pension program.

v. From a financial perspective, Andrey Sharonov is independent from the Company, participates in the Board of Directors in the interest of the Company and does not represent the interests of any particular shareholders of the Company. When elected to the Board of Directors as an independent director in 2019, Andrey Sharonov undertook to inform the Company of any circumstances that might affect his independence.

vi. A long term of service on the Company's Board of Directors is an advantage, as it contributes to a better understanding by Andrey Sharonov of the circumstances in which the Company operates and their impact on internal processes in the Company, and a more prompt and meaningful response when making high-quality management decisions.

Addendum No.12

Substantive explanation relating to recognition of a candidate for election to the Board of Directors of EN+ GROUP IPJSC (the "Company") Lyudmila Petrovna Galenskaya as an independent candidate

1. Following the assessment of a candidate for election to the Board of Directors of the Company against the criteria set out in the Listing Rules of the Moscow Exchange, a candidate for election to the Board of Directors of the Company, Lyudmila Petrovna Galenskaya, has been identified as being affiliated with the Company.

2. A candidate for election to the Board of Directors of the Company, Lyudmila Petrovna

Галенская считается связанной с Обществом, так как она является сотрудником общества с ограниченной ответственностью «Байкальская энергетическая компания» (далее – «БЭК»), занимая должность начальника службы экологической безопасности и рационального использования природных ресурсов, которое является подконтрольной Обществу организацией, поскольку Общество является 100% конечным участником БЭК.

3. Иные критерии связанности по каждому из критериев определения независимости, которые установлены действующей редакцией Правил листинга ПАО Московская Биржа, в отношении кандидата для избрания в совет директоров Общества Людмилы Петровны Галенской выявлены не были.

4. Однако указанная выше связанность Людмилы Петровны Галенской по мнению совета директоров Общества является формальной и не влияет на её способность выносить независимые, объективные и добросовестные суждения, поскольку:

(а) Людмила Петровна Галенская не принимает участие в работе органов управления БЭК и не имеет возможности влиять на ключевые вопросы деятельности указанного общества;

(б) Людмила Петровна Галенская имеет обширный опыт по вопросам экологии и охраны окружающей среды: возглавляет службу экологической безопасности и рационального использования природных ресурсов и сопровождает всю деятельность БЭК в сфере экологии и охраны окружающей среды, в том числе взаимодействует с государственными органами и занимается информированием населения о проведении экологических работ. Наличие в совете директоров Общества директора с таким опытом и экспертизой способствует продвижению повестки устойчивого развития в Обществе в долгосрочной перспективе, а также эффективной реализации Обществом принятых на себя обязательств в области экологии и борьбы с изменением климата. В этой связи членство Людмилы Петровны Галенской в совете директоров Общества рассматривается как преимущество для Общества, и её экспертиза в области вопросов экологии полезна в контексте

Galenskaya, is considered affiliated with the Company being an employee of Baikal Energy Company Limited Liability Company ("BEC"), holding the position of Head of the Environmental safety and rational use of natural resources department, which is qualified as being controlled by the Company because the Company is its 100% ultimate shareholder.

3. No other affiliation criteria for each of the criteria for determining independence set out in the current version of the Listing Rules of the Moscow Exchange have been identified with respect to a candidate for election to the Board of Directors of the Company, Lyudmila Petrovna Galenskaya.

4. However, the above-mentioned affiliation of Lyudmila Petrovna Galenskaya, in the opinion of the Board of Directors of the Company, is only formal and does not influence her ability to make independent, objective and good faith conclusions because:

(a) Lyudmila Petrovna Galenskaya does not participate in the work of the governance bodies of BEC and is not able to influence the key aspects of its activities;

(b) Lyudmila Petrovna Galenskaya has extensive ecology and environmental protection experience: she heads the Environmental safety and rational use of natural resources department in BEC and support its activities in the field of ecology and environmental protection, *inter alia* via working with state authorities and engaging in informing the public about environmental work. Having a director with such experience and expertise on the Board of Directors of the Company contributes to the sustainable development of the Company and to the achievement by the Company of its commitments in relation to environment protection and combating climate change. Thus, the membership of Lyudmila Petrovna Galenskaya in the Board of Directors of the Company is seen as a positive development for the Company and her expertise in relation to ecological issues benefits the professional composition of the Board of Directors of the Company and its overall competence;

усиления профессионального состава совета директоров Общества и его совокупной компетенции;

(с) за время своего членства в совете директоров Общества с даты избрания (18 мая 2022 г.) и работе в его комитетах (Комитете по охране труда, производственной безопасности и охране окружающей среды; Комитете по назначениям; Комитете по комплаенсу), Людмила Петровна Галенская не пропустила ни одного заседания и привнесла существенный вклад в формирование обоснованных решений по вопросам в зоне её экспертизы (включая объединение усилий различных сегментов бизнеса по достижению целей экологической повестки с учетом многолетнего опыта работы в службе экологической безопасности и рационального использования природных ресурсов), что повысило общую эффективность совета директоров Общества и, как следствие, внесло вклад в обеспечение более устойчивого и сбалансированного развития Общества в целом.

Приложение №13

Мотивированное обоснование признания кандидата для избрания в совет директоров МКПАО «ЭН+ ГРУП» (далее – «Общество») Жанны Сергеевны Фокиной независимым кандидатом

1. В результате проведенной проверки на соответствие кандидата для избрания в совет директоров Общества критериям независимости, которые установлены Правилами листинга ПАО Московская Биржа, была выявлена связанность с Обществом кандидата для избрания в совет директоров Общества Жанны Сергеевны Фокиной.

2. Кандидат для избрания в совет директоров Общества Жанна Сергеевна Фокина считается связанной с Обществом, так как она является сотрудником акционерного общества «РУСАЛ Красноярск» (далее – «РУСАЛ Красноярск»), занимая должность начальника отдела экологии, которое

(c) during her tenure on the Company's Board of Directors since the date of her election (May 18, 2022) and her work in its committees (Health, Safety and Environment Committee; Nominations Committee; Compliance Committee), Lyudmila Petrovna Galenskaya has not missed a single meeting and has made a significant contribution to the formulation of informed decisions regarding matters within her area of expertise (including combining the efforts of various business segments to achieve the goals of the environmental agenda, taking into account many years of experience in the Environmental safety and rational use of natural resources department), which has enhanced the overall efficiency of the Board of Directors, and, consequently, contributed to ensuring the more sustainable and balanced growth of the Company.

Addendum No.13

Substantive explanation relating to recognition of a candidate for election to the Board of Directors of EN+ GROUP IPJSC (the "Company") Zhanna Sergeevna Fokina as an independent candidate

1. Following the assessment of a candidate for election to the Board of Directors of the Company against the criteria set out in the Listing Rules of the Moscow Exchange, a candidate for election to the Board of Directors of the Company, Zhanna Sergeevna Fokina, has been identified as being affiliated with the Company.

2. A candidate for election to the Board of Directors of the Company, Zhanna Sergeevna Fokina, is considered affiliated with the Company being an employee of Joint-Stock Company "RUSAL Krasnoyarsk" ("RUSAL Krasnoyarsk"), holding the position of Head of the Ecology Department, which is qualified as being controlled by the Company because

является подконтрольной Обществу организацией в связи с тем, что косвенная доля владения Общества в указанном обществе составляет около 56.88%.

3. Иные критерии связанности по каждому из критериев определения независимости, которые установлены действующей редакцией Правил листинга ПАО Московская Биржа, в отношении кандидата для избрания в совет директоров Общества Жанны Сергеевны Фокиной выявлены не были.

4. Однако указанная выше связанность Жанны Сергеевны Фокиной по мнению совета директоров Общества является формальной и не влияет на её способность выносить независимые, объективные и добросовестные суждения, поскольку:

(a) Жанна Сергеевна Фокина не принимает участие в работе органов управления РУСАЛ Красноярск и не имеет возможности влиять на ключевые вопросы деятельности указанного общества;

(b) Жанна Сергеевна Фокина обладает обширным практическим опытом в вопросах охраны окружающей среды, который она приобрела, работая как в контролирующих государственных органах, таких как Росприроднадзор (Федеральная служба по надзору в сфере природопользования), так и в РУСАЛ Красноярск, что важно для устойчивого развития Общества и что способствует эффективной реализации инициатив Общества в сфере охраны окружающей среды. В этой связи членство Жанны Сергеевны Фокиной в совете директоров Общества рассматривается как позитивное событие для Общества, а знания и опыт Жанны Сергеевны Фокиной обладают высокой ценностью для Общества;

(c) за время своего членства в совете директоров Общества с даты избрания (26 мая 2021 г.) и работе в его комитетах (Комитете по охране труда, производственной безопасности и охране окружающей среды в качестве председателя; Комитете по корпоративному управлению; Комитете по назначениям), Жанна Сергеевна Фокина привнесла существенный вклад в формирование обоснованных решений по вопросам в зоне её экспертизы (включая

of the Company's c. 56.88% indirect equity interest therein.

3. No other affiliation criteria for each of the criteria for determining independence set out in the current version of the Listing Rules of the Moscow Exchange have been identified with respect to a candidate for election to the Board of Directors of the Company, Zhanna Sergeevna Fokina.

4. However, the above-mentioned affiliation of Zhanna Sergeevna Fokina, in the opinion of the Board of Directors of the Company, is only formal and does not influence her ability to make independent, objective and good faith conclusions because:

(a) Zhanna Sergeevna Fokina does not participate in the work of the governance bodies of RUSAL Krasnoyarsk and is not able to influence the key aspects of its activities;

(b) Zhanna Sergeevna Fokina has extensive practical environmental protection experience, which she has gained through her career both in the state regulatory authorities, such as Rosprirodnadzor (Federal Service for Supervision of Natural Resources), and in RUSAL Krasnoyarsk, which is important for sustainable development of the Company and which contributes to the effective implementation of the Company's initiatives in the field of environmental protection. Thus, the membership of Zhanna Sergeevna Fokina in the Board of Directors of the Company is seen as a positive development for the Company and Zhanna Sergeevna Fokina's knowledge and experience are of high value to the Company;

(c) during her tenure on the Company's Board of Directors since the date of her election (May 26, 2021) and her work in its committees (Head of Health, Safety and Environment Committee; Corporate Governance Committee; Nominations Committee), Zhanna Sergeevna Fokina has made a significant contribution to the formulation of informed decisions regarding matters within her area of expertise (including initiatives for the continuous monitoring of international standards in the field of sustainable

инициативы по постоянному мониторингу международных стандартов в области устойчивого развития и предложения по формированию целей Общества в сфере охраны окружающей среды), что повысило общую эффективность совета директоров Общества и, как следствие, внесло вклад в обеспечение более устойчивого и сбалансированного развития Общества в целом.

development and proposals for the formation of Company's goals in the field of environmental protection), which has enhanced the overall efficiency of the Board of Directors, and consequently, contributed to ensuring the more sustainable and balanced growth of the Company.

Opinion of the Internal Audit Directorate on Assessment of Reliability and Effectiveness of Risk Management and Internal Control of the Company in

This opinion is prepared in accordance with the Federal Law of the Russian Federation No. 208-FZ "On Joint-Stock Companies" dated 26 December 1995.

1. System of Internal Control

The Company maintains an integrated system of internal control aimed at protecting the Company's assets, improving business processes and ensuring that the financial and business activities of the Company are compliant with the applicable laws and regulations.

The Board of Directors of the Company controls the efficiency of the financial and economic activities of the Company and is responsible for maintaining and reviewing the effectiveness of the Company's internal control system and risk management in accordance with the highest standards of corporate governance.

The Board of Directors of the Company has established the Audit and Risk Committee (the "ARC"), which assists the Board of Directors of the Company in making independent assessments of the Company's financial statements, supervises the efficiency of internal control and risk management systems, as well as supervises the audit process and implementation of other instructions and directives of the Board of Directors of the Company.

The Company's structure includes the Internal Audit Directorate (the "Directorate"), which is independent from the management and assists the Board of Directors of the Company in overseeing the Company's financial and business activities, as well as implementing the Company's internal control and risk management measures. The Directorate informs the ARC on a regular basis of the results of both scheduled and unscheduled audits, identified deficiencies in the internal control system, recommendations and corrective measures given to the management, identified risks, the corresponding financial estimates and mitigation measures, as well as on the status of implementations of recommendations by the management. The Directorate provides assurance to management and the Company's shareholders that the Company's assets are safeguarded and profits are maximised while maintaining proper accounting records and ensuring compliance with the requirements of external regulators, laws, and regulations.

The Company's operational and financial control objectives are achieved through audits and control inspections in accordance with the annual audit plan (approved by the ARC) and a risk-oriented approach. Furthermore, the Directorate conducts unscheduled audits at the management's request and provides independent opinions in fields and areas requiring immediate decision-making by the management. The Directorate forwards the audit results to management along with its recommendations to develop corrective actions aimed at minimising or eliminating any breaches identified in the course of audits and inspections and preventing such breaches in the future.

Throughout 2025 the Directorate informed the management and the ARC on a quarterly basis about audit and inspection findings, as well as on the status of implementation of recommendations on elimination of deficiencies identified in the course of audits and inspections given by the Directorate.

2. System of Risk Management

The Company established a risk management system, which successfully functions as an integral part of the Company's internal control system and corporate governance framework, to reduce any potential threats to the Company's compliance with the corporate governance standards in ensuring consistent and sustainable business development.

The Company's risk management system provides for the identification and financial and probabilistic estimation and control over any change in risks, both internal and external, with

regard to the financial and/or economic activities of the operating companies and businesses of the Company.

Risk maps are used to illustrate potential risks to the Company's operating companies and businesses. Risk maps detail each risk event scenario, probability, financial estimates of risks, and measures aimed at mitigating the possible negative impacts of each identified risk.

The Company's risk map includes a list of all possible risks that might threaten the objectives of the Company during the next calendar year. Risk status monitoring is carried out on a quarterly basis so as to analyse all changes, update the estimates for existing risks, and implement measures of controlling the identified risks, as well as to search for, identify, and estimate the impact of new risks that arise during the relevant quarter or year.

Throughout 2025, the Directorate exercised control over compiling risk maps and implementing risk management measures at all of the Company's businesses, and provided risk management updates to the ARC on a quarterly basis.

3. Conclusion of the internal auditor

The audit findings made by the Directorate in 2025 confirm that the internal control, risk management and corporate governance systems of the Company are generally appropriate in view of the nature and scale of the Company's activities.

No violations were identified in respect of the Company's activities that could negatively affect the interests of the Company's shareholders, lenders or management, or have a negative impact on the efficiency of the Company's financial and business activities.

Information on shareholders agreements concluded within one year period prior to the date of the Meeting

The Company did not receive information about the conclusion of shareholder agreements within one year prior to the date of the Meeting.

Information on the total amount of the Company's unclaimed dividends determined according to its accounting (financial) statements as of the last reporting date prior to the adoption of the resolution on holding the Meeting

In accordance with Clause 7.7 of the Company's Articles of Association, shareholders who have not received declared dividends are entitled to request payment of such dividends (unclaimed dividends) within ten years from the date of the decision to pay them.

The total amount of unclaimed dividends of the Company, determined according to the accounting (financial) statements as of the last reporting date before the decision to hold the Meeting is: 0 (zero) rubles 00 kopecks.

Information on the total number of shareholders in respect of whom the sending of notices of the Meeting and (or) voting ballots, payment of dividends have been suspended and the share of their shares in the Company's authorized capital and in the total number of voting shares of the Company

The Company has not taken any decisions on suspending:

- sending notices to the Company's shareholders on holding a meeting or absentee voting and (or) voting ballots;
- payment of dividends to the Company's shareholders.