



BOARD OF DIRECTORS DIVERSITY POLICY EN+ GROUP IPJSC



APPROVED

by the Board of Directors of

EN+ GROUP IPJSC

25 December 2020 Minutes No. 29

Contents

1. Introduction	3
2. Principles of this Policy.....	4
3. Aspects of diversity of the Board.....	4
4. Monitoring and Reporting.....	5
5. Review and Revision of this Policy	5
6. Disclosure of this Policy	5

1. Introduction

- 1.1. This Board of Directors Diversity Policy of EN+ GROUP IPJSC (the “Policy”) aims to set out the IPJSC EN+ GROUP’s (the “Company”) approach to promoting and maintaining the diversity of the Board of Directors of the Company.
- 1.2. The Company embraces the benefits of having a diverse Board to enhance the quality of its performance and ensure that its strategic objectives and sustainable development targets are achieved.
- 1.3. In this policy, the following terms and abbreviations are used:

#	Term	Definition
1	Annual report	A report published on an annual basis, which includes performance results of EN+ GROUP IPJSC together with certain other information. An annual report is prepared with accordance with the rules of mandatory public information disclosure, as defined by the relevant laws and regulations applicable to the Company
2	Committee	The Board committee which is responsible for the nominations matters
3	Company	EN+ GROUP IPJSC
4	Policy	This Board of Directors Diversity Policy of EN+ GROUP IPJSC
5	Meritocracy principle	A principle under which the nomination of members of the Board of Directors of EN+ IPJSC should be based entirely on the evaluation of a nominee’s qualifications, experience and other professional competencies, and should not depend on individual characteristics such as the nominee’s social background, gender, financial welfare or any other similar characteristics (including those set out in clause 3.1 of this Policy)
6	Board of Directors	The Board of Directors of EN+ GROUP IPJSC

2. Principles of this Policy

- 2.1. The Company sees diversity at the Board of Directors level as a cornerstone component of the attainment of its strategic objectives and its sustainable development.
 - 2.2. In considering the selection of candidates to the Board of Directors by the Committee, the need to promote diversity has been and will continue to be a key factor in decision-making.
 - 2.3. Subject to the rights of the Company’s shareholders set forth in the Company’s Charter, and applicable laws and regulations, the selection of candidates to the Board of Directors must be based on meritocratic principles, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.
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3. Aspects of diversity of the Board

- 3.1. For the purposes of this Policy, the concept of “diversity” encompasses the following characteristics:
 - + gender;
 - + age;
 - + cultural and educational background;
 - + ethnicity and nationality;
 - + professional experience, skills, knowledge and length of service;
 - + any other characteristics pertaining solely to the personality of an individual.
- 3.2. Any decision regarding the selection of candidates to the Company’s Board of Directors will be made by the Committee in accordance with the method and procedures stipulated in the Company’s Charter, and will be based on merit and the potential contribution that the candidates will bring to the Board of Directors in ensuring that the Company’s objectives are achieved subject to applicable laws and other mandatory rules applicable to the Company, including any mandatory rules relating to the structure, composition or membership of the Board.

4. Monitoring and Reporting

- 4.1. The Committee will monitor the implementation of this Policy.
- 4.2. The Committee will report annually to the Board of Directors, as part of the Company's Annual Report, on all aspects of diversity of the Board of Directors as listed in clause 3.1 above.

5. Review and Revision of this Policy

- 5.1. The Committee will review this Policy, as appropriate, to ensure the effectiveness of this Policy for achieving the Company's objectives.
- 5.2. This Policy and any future revision hereof shall be subject to approval by the Board of Directors.

6. Disclosure of this Policy

- 6.1. This Policy will be published, in Russian and English, on the Company's website, for public information (www.enplusgroup.com).
- 6.2. A summary of this Policy and the progress made towards achieving the diversity objectives stated herein will be disclosed in the Annual Report of the Company.