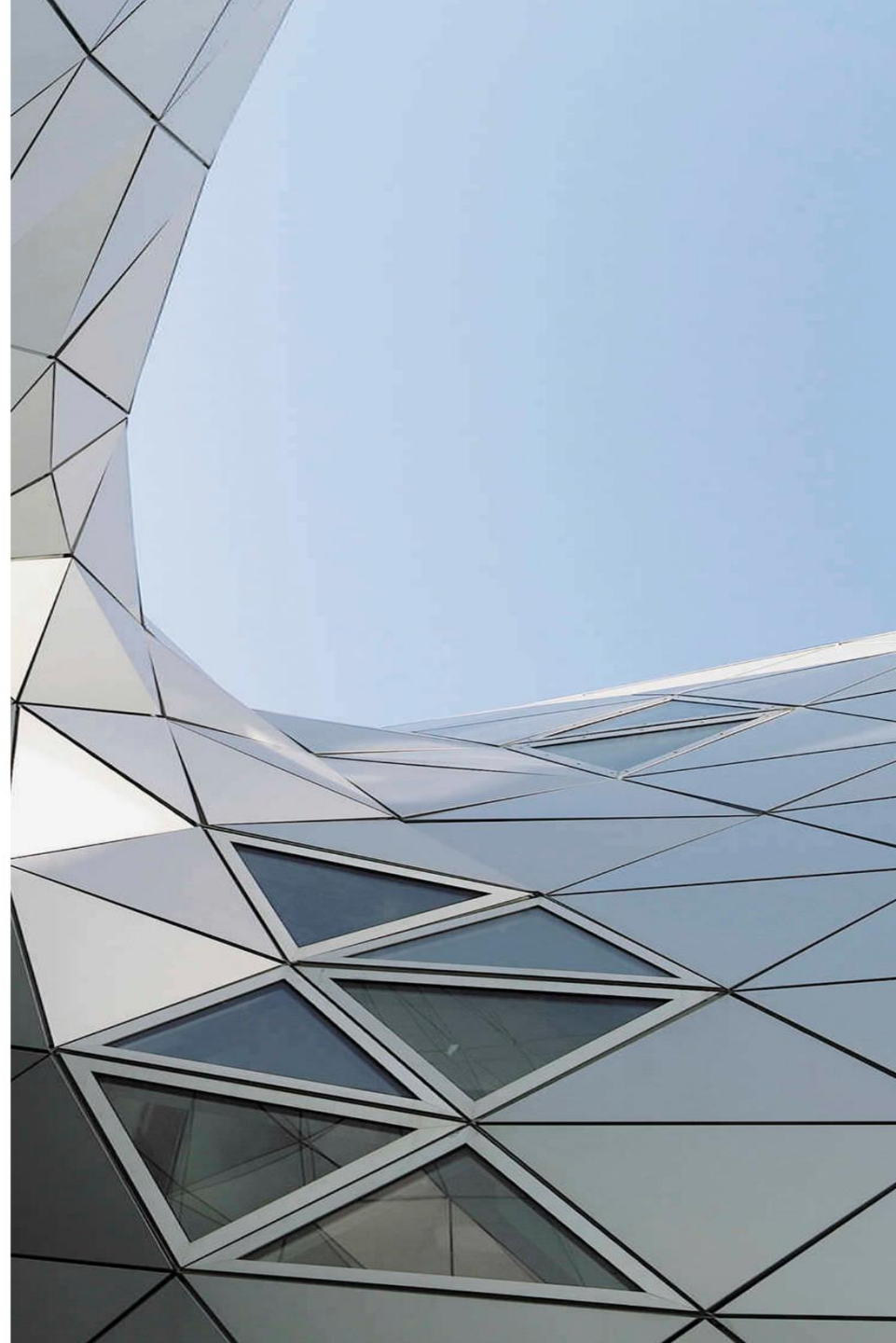




En+
G R O U P

**ESG presentation
2022**



En+ is a global leader in low-carbon aluminium production

No1

aluminium producer excluding China

5.6 %

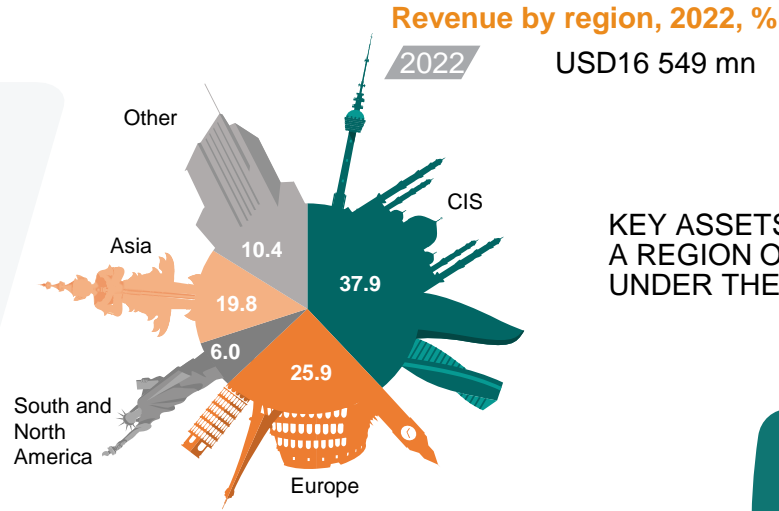
share of the world's aluminium production

69.0 TWh

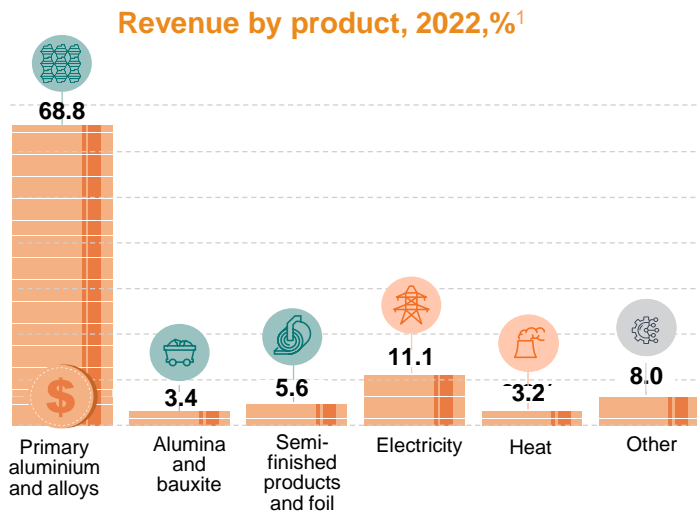
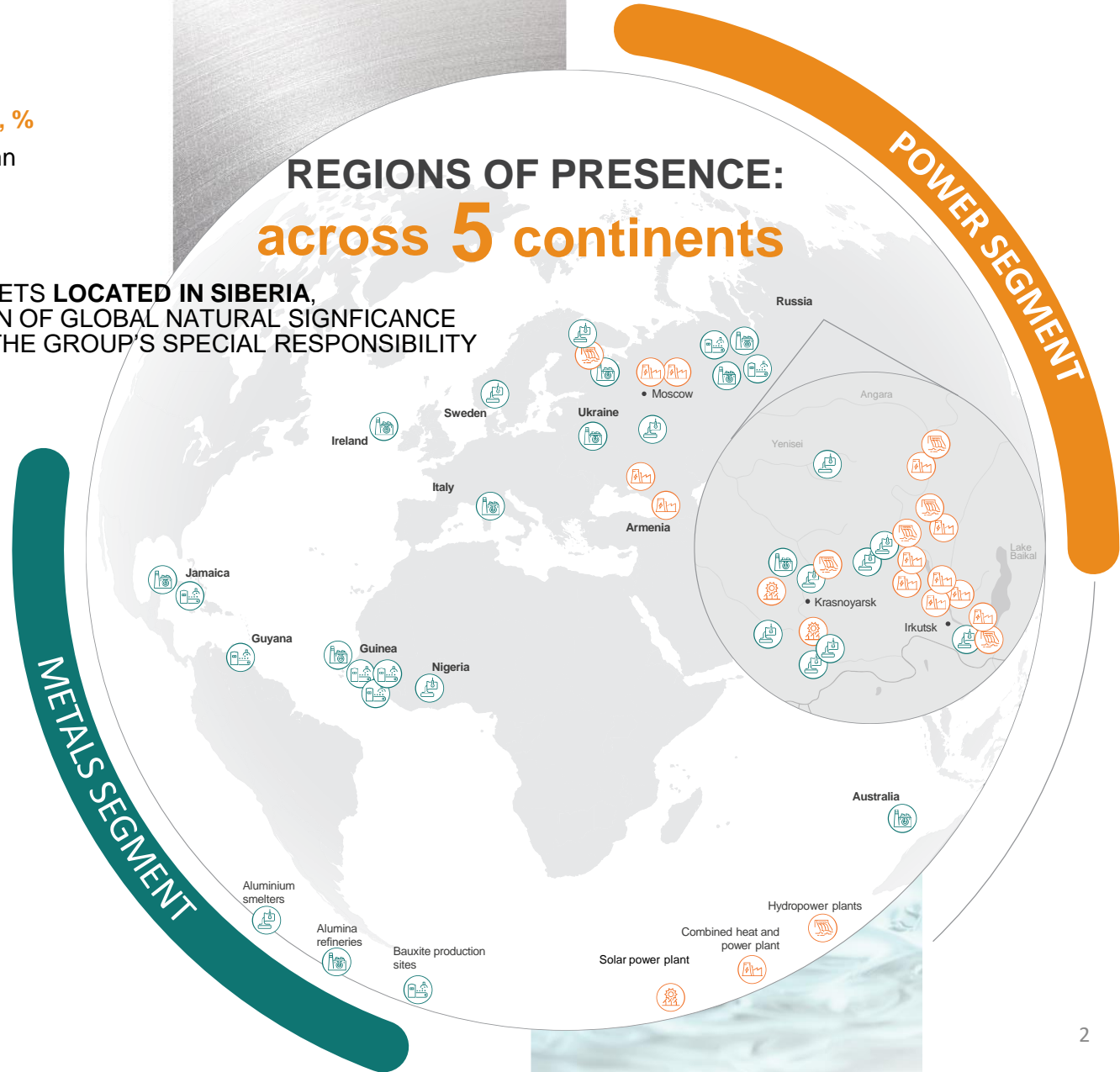
low-carbon hydropower generation

19.4 GW

total installed electricity capacity



KEY ASSETS LOCATED IN SIBERIA,
A REGION OF GLOBAL NATURAL SIGNIFICANCE
UNDER THE GROUP'S SPECIAL RESPONSIBILITY



^{1/} From external customers

CAPITAL

NATURAL
20.6 mpta total bauxite capacity
10.8 mtpa total alumina capacity¹
664.4 M³ water consumption

BUSINESS
19.4 GW total installed electricity capacity
4.2 mtpa aluminium production capacity²
41 792 km Of power lines in our networks

FINANCIAL
USD 30.7 bn total assets
USD 1.7 bn capital expenditure

INTELLECTUAL
100 professional training and development programmes to En+ employees
«A» sustainable corporate governance rating by Da-Strategy consulting firm

HUMAN
>96 тыс. Employees on 5 continents
73.8% level of employees satisfaction

SOCIAL AND REPUTATION
«A-» credit rating
27.5 («medium») ESG-risk rating by Sustainalytics

OUTPUT

POWER SEGMENT

PRODUCTION



Hydropower

69.0 TWh



Heat

23.1 TWh



Thermal

14.9 TWh

ELECTRICITY TRANSMISSION AND DISTRIBUTION

54.9 TWh

ELECTRICITY TRADING AND RETAIL

23.1 TWh sales

METALS SEGMENT

PRODUCTION



Bauxite

12.3 mt

Alumina

6.0 mt



Nepheline

4.4 mt

Aluminium

3.8 mt

SALES

3.9 mt aluminium sales

1.7 mt

VAP sales

VALUE FOR STAKEHOLDERS

EMPLOYEES

USD 351 mn retirement costs

USD 1 898 mn employee wages

CUSTOMERS

1.2 mt Low-carbon ALLOW aluminium sold

4.17 (out of 5) average customer satisfaction score

SUPPLIERS

USD 9 649 mn total amount of purchases

~39.1% purchases from local suppliers

АКЦИОНЕРЫ И ИНВЕСТОРЫ

USD 3.3 bn market capitalisation

USD 3.1 bn adjusted EBITDA

МЕСТНЫЕ СООБЩЕСТВА И НКО

USD 53 mn social investments

USD 697 mn payments to government

STRATEGY

1 ENSURING MAXIMUM EFFICIENCY



2 INCREASING PRODUCTION CAPACITY



3 IMPLEMENTING INNOVATIONS



4 ENSURING A STABLE FINANCIAL POSITION



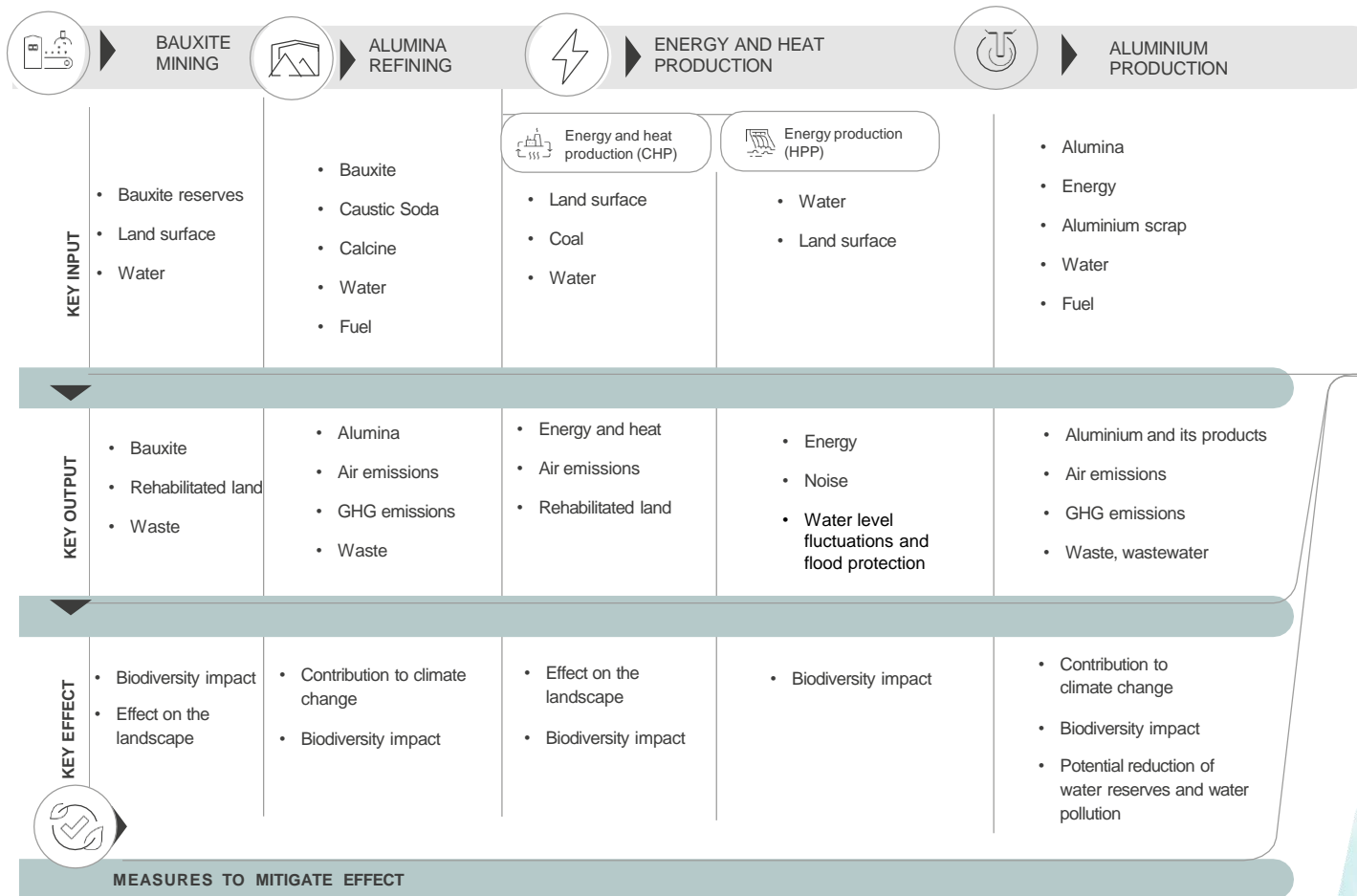
5 COMMITTING TO SUSTAINABILITY



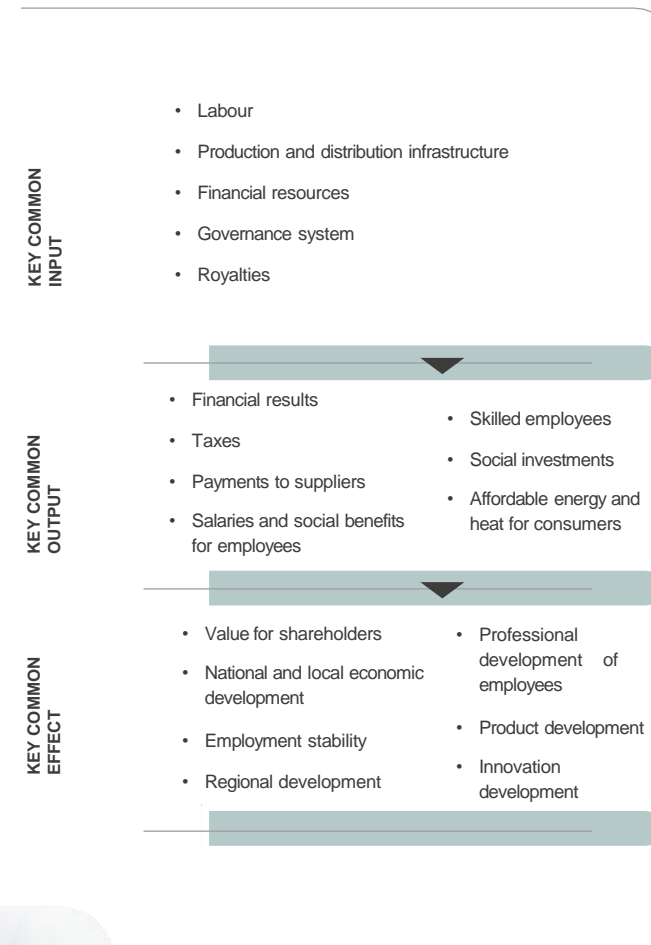
¹/RUSAL attributable capacity.

²/ Excluding BoAZ, a joint 50:50 project of RUSAL and RusHydro. 10 aluminium smelters in operation (Alscon in Nigeria is mothballed).

KEY PRODUCTION PROCESS



FOR THE GROUP



PROGRESS IN DISCLOSURE OF SUSTAINABLE DEVELOPMENT

Search for new reporting formats and more detailed information disclosure



2019

2020

2021

2022

2023



The report has been independently verified by auditors

Since 2022, En+ has switched to publish a **Consolidated report**



Benefits:

- Synergy of indicators
- Relationship between sustainability topics and operations



The Report is available [on our website](#)

The Report has two auditor's reports:

Financial audit
Reasonable assurance

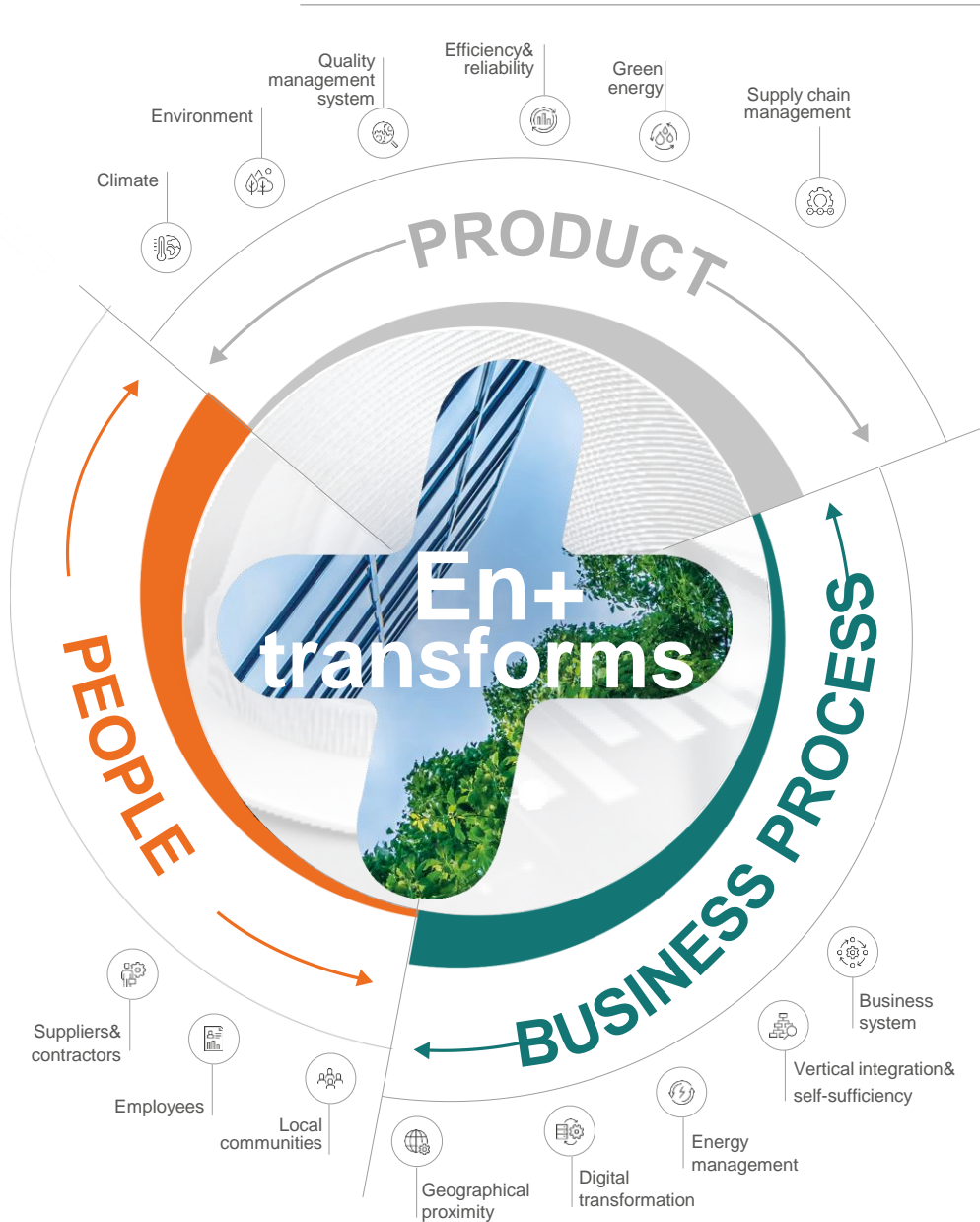
ESG audit
Complete assurance of sustainability chapter, limited assurance

The Report is prepared in accordance with the following standards and recommendations:

- Global Reporting Initiative (GRI) Standards
- The Sustainability Accounting Standards Board (SASB)
- UN Global Compact principles and UN SDGs
- The recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD)
- Moscow Stock Exchange guidance for issuers on how to comply with best sustainability Practices
- The requirements and recommendations of the London Stock Exchange
- The requirements of Directive 2014/95/EU implemented through the UK Companies, Partnerships and Groups (Accounts and Non-Financial Reporting) Regulations 2016 No.1245
- Aluminium Carbon Footprint Technical Support Document
- EU Taxonomy for Sustainable Finance
- The Streamlined Energy and Carbon Reporting (SECR) technical guidelines

En+ uses different formats for delivering information to different target audiences

Publication	Target audience (based on monitoring and feedback from stakeholders)
Consolidated report	Metal and stock exchanges Shareholders, investors, and financial analysts Rating agencies Non-governmental organisations (NGOs) Employees
ESG databook	Analysts Rating agencies
ESG presentation, investor presentation	Governmental authorities Financial institutes Employees
Press releases	Media and telegram channels
UN SDGs report	Employees and trade unions Local communities and NGOs Collaboration and Partnerships
Pathway to net zero progress	Customers and suppliers Governmental authorities
Sustainability section on website	Customers and suppliers Local communities and NGOs



- ENVIRONMENT**
 - REALISING CLIMATE STRATEGY**
 - En+ climate strategy aims to achieve net zero GHG emissions by 2050.
- QUALITY MANAGEMENT SYSTEM**
 - EFFICIENCY & RELIABILITY**
 - En+ invests to improve reliability and safety of equipment.
- SUPPLY CHAIN MANAGEMENT**
 - GREEN ENERGY**
 - The Company is exploring opportunities for the production of green hydrogen and the use of renewable energy.
- DEVELOPMENT OF THE REGIONS OF OPERATIONS**
 - IMPROVEMENT OF CONDITIONS FOR EMPLOYEES**
 - En+ systematically improves working conditions and raises the standard of living of employees.
- IMPACT ON SUPPLIERS AND CONTRACTORS**
 - The Company motivates its suppliers and contractors to comply with ESG principles, and also conducts audits of new suppliers.
- GEOGRAPHICAL PROXIMITY**
 - BUSINESS SYSTEM**
 - En+ constantly transforms business processes to improve efficiency and optimise costs.
- ENERGY MANAGEMENT**
 - DIGITAL TRANSFORMATION**
 - En+ implements advanced digital solutions to improve the efficiency of business processes.
- VERTICAL INTEGRATION & SELF-SUFFICIENCY**
 - The Company has a high level of self-sufficiency and reliable energy sources for aluminum production.

CHANGES IN 2022

- En+ has identified the economic, environmental and social impacts of its operations, including on human rights, through internal analysis, taking into account stakeholder views
- Instead of a materiality matrix, a list of material topics ranked by significance
- 475 stakeholder representatives surveyed

EN+ STAGES OF MATERIALITY ASSESSMENT

IDENTIFYING THE COMPANY'S IMPACTS



ASSESSING THE SIGNIFICANCE OF THE IMPACTS



PRIORITISING THE IMPACTS AND GROUPING THEM INTO TOPICS



APPROVING THE LIST OF MATERIAL TOPICS



As a result of the assessment, 17 material topics were identified, all of which are significant for the Company. HSE Committee of Board of directors approved final list of topics.

PRIORITY 1

Economic performance

Sustainable supply chain

Business ethics

Corporate governance

Human rights

Employees management and engagement

Local community engagement

Health and safety

PRIORITY 2

Social and cultural diversity and equal opportunity

Innovation management

Environmental compliance and BAT

Energy management

Water and wastewater management

Safe waste management

Air quality

PRIORITY 3

Climate change

Biodiversity

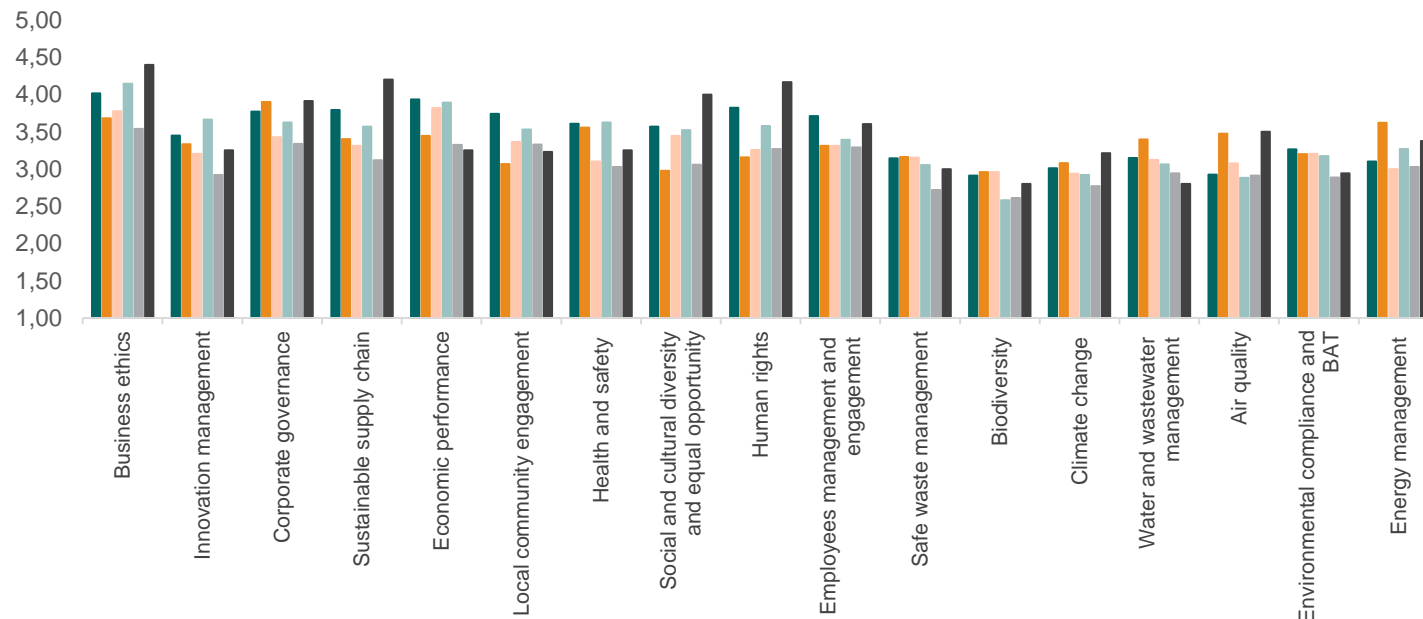
- environmental aspect, — social aspect, — governance aspect
- ✓ new material topic compared to 2021

COLLECTING FEEDBACK FROM STAKEHOLDERS

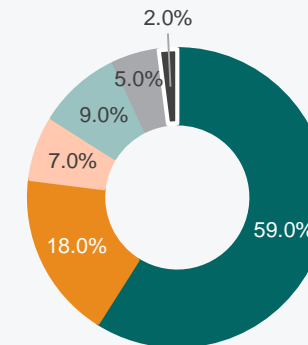
En+ takes into account the opinions of stakeholders in order to use all opportunities for mutually beneficial partnership and jointly prevent conflicts. The Company collects feedback from stakeholders on an ongoing basis, including conducting an annual survey to identify material topics.

Stakeholders	METHOD FOR COLLECTING FEEDBACK					
	Monitoring of incoming requests	Media monitoring, peers analysis	Public opinion analysis	Interviews	Survey	Public Report/Public Hearings
Customers and suppliers	✓				✓	
Employees and trade unions	✓			✓	✓	
Governmental authorities	✓				✓	✓
Local communities	✓	✓	✓	✓	✓	✓
NGO	✓	✓		✓	✓	✓
Rating agencies	✓				✓	
Shareholders, investors, and analysts	✓	✓		✓	✓	
Metal and stock exchanges	✓				✓	
Associations, initiatives, partnerships	✓				✓	✓

Evaluation of material topics by groups of stakeholders. Stakeholders evaluated the impact of En+ on aspects of sustainable development from 0 to 5. The graph shows the average values received from stakeholders for each topic.



475 SURVEY PARTICIPANTS IN 2022:



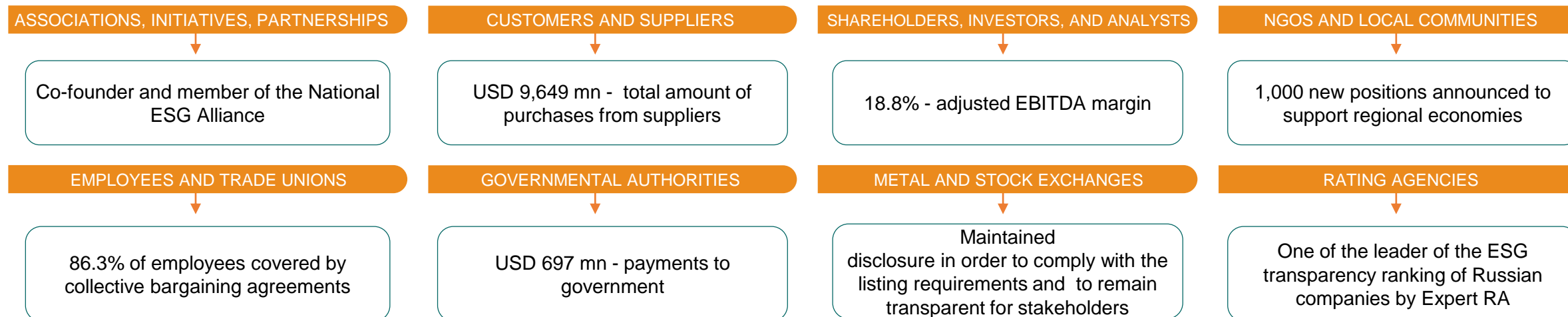
CONSIDERATION OF STAKEHOLDER VIEWS

En+ analyses issues raised by stakeholders. Based on the feedback, the Company takes measures to minimise impacts from its activities and increase the value created for all stakeholder groups.

COMMENTS RECEIVED FROM STAKEHOLDERS

STAKEHOLDER GROUP	COMMENTS OF STAKEHOLDERS ON THE REPORT	HOW COMMENT WAS TAKEN INTO ACCOUNT IN THE REPORT
Investor	Report annually on progress towards the set sustainable development targets	The separate table was formed on pages 70-73, where all the targets set were collected and the result for 2022 was described
NGO	Disclose information about the Company's impact on valuable natural objects (World Natural Heritage Sites)	The section «Baikal» was formed on pages 106-107
Employee	Disclose more about work-related injuries	Information about the number and causes of injuries in the section "Health and industrial safety" was added on page 111 and in the Appendix
Association	Disclose more detailed information about participation in working groups, expert councils or other similar initiatives in the field of sustainable development	The information is available in the section "Cooperation and partnerships" on pages 173-175
Investor	Disclose information about the Company's long-term plans and investment projects	The section «Investment program and modernisation» was formed on pages 58-61
NGO	Report amount of fines and payments for negative impact on the environment	Information was disclosed in the Appendix
Investor	Status on the demerger of the company's assets	Case study was added to the «Climate Leadership» section on page 79

CREATING STAKEHOLDER VALUE IN 2022





WHY SUSTAINABILITY IS IMPORTANT FOR EN+

- ① **GENERATING LONG-TERM VALUE**

En+ develops sustainable solutions and uses advanced best available technologies to create long-term value.
- ② **SUPPORTING OUR BUSINESS MODEL**

En+ strives to use the principles of sustainable development in all areas of its activity.
- ③ **PART OF OUR CULTURE**

In operations, En+ adheres to globally accepted moral and ethical standards, ensures transparency of activities, respects human rights and supports environmental initiatives.
- ④ **MITIGATING OUR RISKS**

As part of strategic planning and risk management, En+ separately identifies ESG risks, the management of which takes into account the Company's economic, environmental and social impacts.
- ⑤ **MEETING INTERESTS AND EXPECTATIONS OF STAKEHOLDERS**

The sustainable development of En+ is based on compliance with the principles of fair business conduct and responsible behaviour towards all stakeholders.

CONTRIBUTION TO GLOBAL AND NATIONAL SUSTAINABLE DEVELOPMENT GOALS

CLIMATE LEADERSHIP

ENVIRONMENTAL STEWARDSHIP

HUMAN DEVELOPMENT

COLLABORATION AND PARTNERSHIPS

UN SDG TARGETS



PROJECTS

- ALLOW
- Inert anode technology
- Advancing solar energy
- Green hydrogen development
- Forest aerial protection
- GHG inventory of hydro reservoirs
- New Energy modernisation programme

- 'Clean Air' federal ecology project
- CHP modernisation
- Transition to closed water supply system
- Reconstruction of wastewater treatment facilities
- Reclamation, reuse and repurpose of bauxite residue
- Grants supporting innovative ecological projects
- Waste management

- Leading Medical and Emergency Healthcare
- Preferential Mortgage lending and Housing Programme
- Investing in Local Communities
- Sport programmes
- Investments in Education
- Responsible Tourism
- Regional Development

- Advocacy
- Transparency and Certification
- Energy Transition
- Climate and Biodiversity

KEY RESULTS

over 3,960 tonnes of aluminium with the lowest carbon footprint in the world produced using inert anode technology for the entire duration of the project
505 thousand hectares of the Krasnoyarsk Territory wild forests are under aerial protection

USD 243 mn environmental investments
 4 HPPs were certified in accordance with the international ISO 14001 standard
36% decrease in volatile organic compound emissions (compared to 2020)
97% of hazardous waste are reused and recycled

USD 53 mn total social investments
USD 2.3 mn allocated to purchase recreation vouchers for employees and their families in the Power segment
130 employees have purchased flat/house or refinanced a dwelling under preferential mortgage lending
more than 100 professional retraining and development programmes are available for En+ employees

Co-founded association "Baikal Plastic Free"
 Among founding members of the national ESG Alliance

NATIONAL DEVELOPMENT GOALS

Preservation of the population, the health and welfare of the people



Conditions for self-fulfilment and the unlocking of talent



Digital transformation



Comfortable and safe environment



Decent and effective jobs and successful enterprise

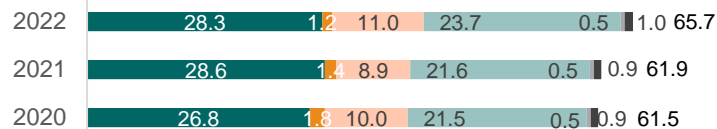


OVERVIEW OF PROGRESS ON SUSTAINABLE DEVELOPMENT



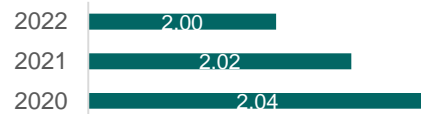
ENVIRONMENTAL ASPECT

Gross greenhouse gas emissions, mt of CO₂e



- Scope 1, Metals and Power segment
- Scope 2, Metals and Power segment
- Scope 3, Metals and Power segment

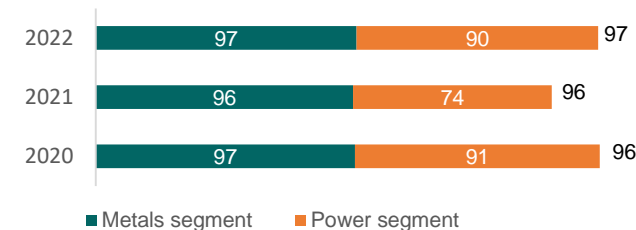
Intensity of GHG emissions from electrolysis operations for the Metals segment, t CO₂e/ t Al



Total air emissions (excluding greenhouse gases), kt

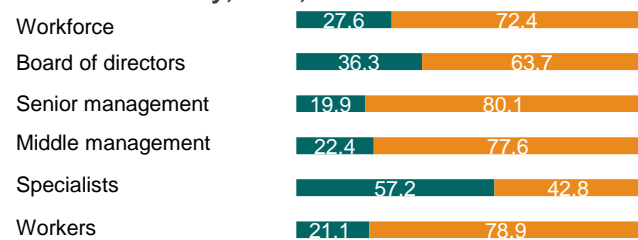


Share of hazardous waste recycled, %



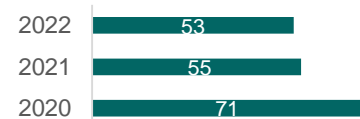
SOCIAL ASPECT

Gender diversity, 2022, %

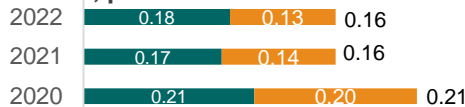


- Female
- Male

Social investments, USD mn

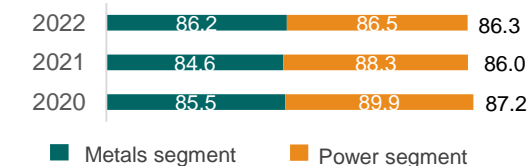


LTIFR, per 200 000 hours worked



- Metals segment
- Power segment

Employees covered by collective bargaining agreements, %

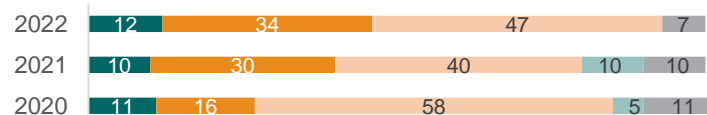


- Metals segment
- Power segment



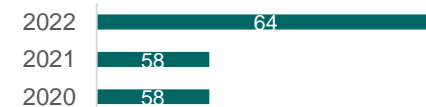
GOVERNANCE ASPECT

Issues escalated to the Board of directors, including sustainable development issues, %

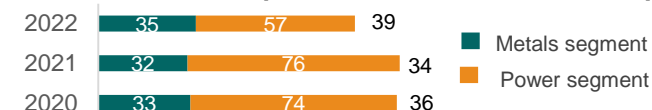


- Economic and financial issues
- Social and environmental issues
- Corporate governance
- Approval of transactions
- Other

Share of independent directors in Board of directors, %

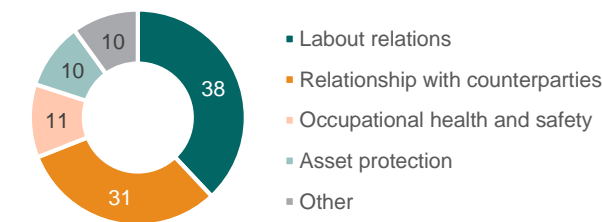


The total amount of purchases made from local suppliers in 2022, %



- Metals segment
- Power segment

Categories of relevant messages to the Signal hotline, 2022, %



- Labour relations
- Relationship with counterparties
- Occupational health and safety
- Asset protection
- Other



ESG-RATINGS



ESG risk rating—27.5 («medium» risk),
where 1- is the lowest risk, 100- is the highest risk

As at 6 March 2023



RUSAL «A-», Eurosisenergo «C»
As at 2021



4 — social aspect,
2 — environmental aspect,
where 1- is the highest level of disclosure and 10 -is the lowest level of disclosure

As at 1 December 2022



ESG-RANKINGS, INDEXES AND AWARDS



«A» in the Sustainability Vector Index
«B+» in the Responsibility and Openness Index

Company received a diploma in the category “High level of ESG transparency”



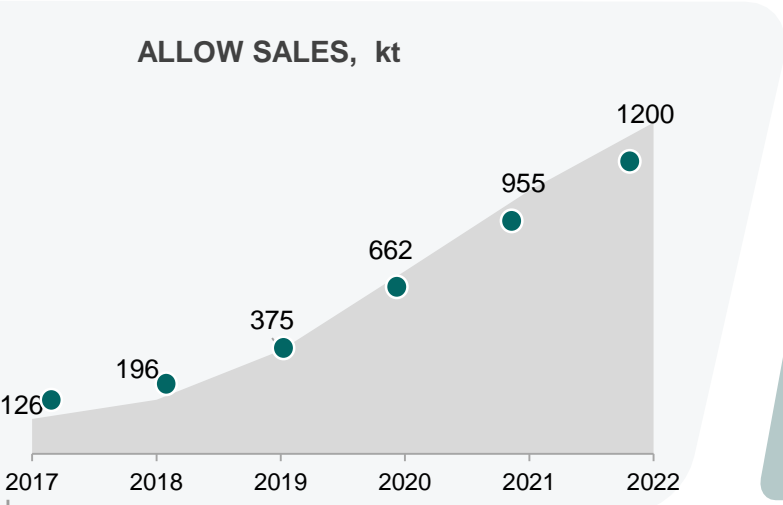
Sustainable Development Report 2021 was recognised as the best at “XIX Annual Practical Conference Annual reports: the experience of leaders”



Sustainable Development Report 2021 took 3rd place at “Best Disclosure of information on Sustainable Development” of the XXV Annual Reports Competition 2022

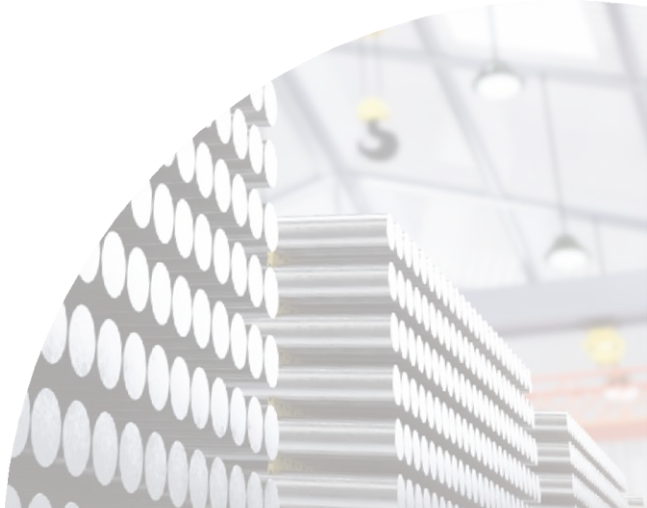
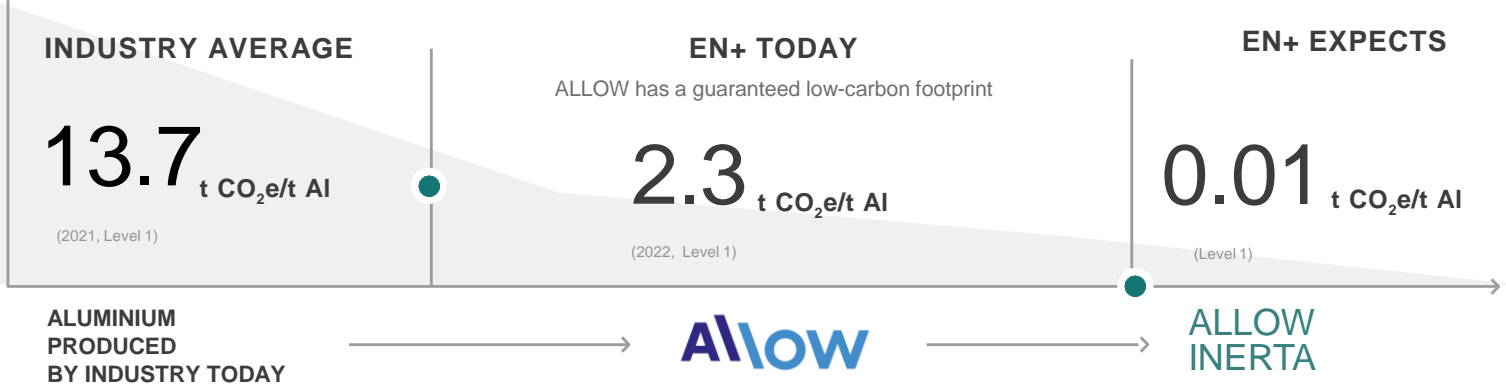
ALLOW is brand of aluminum products with a low carbon footprint

ALLOW is brand of independently verified aluminum with a low carbon footprint



BENEFITS FOR CLIENTS

- Guaranteed low carbon footprint
- Independent verification of the carbon footprint
- Tracking to an individual smelter



RENEWABLE ENERGY CERTIFICATES

En+ issued over one million I-REC renewable energy certificates in 2021. The certificates refer to electricity produced by companies that are part of the En+ Group.

I-REC certificates confirm that 1 MWh of electricity was generated from renewable energy sources that meet globally recognised green standards such as GHG Protocol, CDP and RE100. Consumers can use I-REC certifications to meet these standards, implement corporate social responsibility policies, and reduce Scope 2 GHG emissions, which include indirect emissions from manufacturing.

The issuance and sale of such certificates not only stimulate the development of green technologies, but also have a positive effect on the transparency of the entire power industry.

In 2023, En+ and GK Delo entered into the largest deal in Russia with a national voluntary renewable energy certificate trading system “Carbon Zero” for 30 million renewable energy certificates that will offset more than 10 thousand tons of CO2 equivalent.

REGULATORY DOCUMENTS

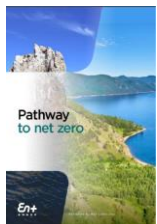
[Environment Policy](#)

2022 RESULTS

↓ **12.5%** – decrease in intensity of GHG emissions from electrolysis operations from 2.28 t of CO₂e/t Al (compared to 2014 baseline)

2,233 mt of CO₂e emissions avoided due to the partial replacement of prior thermal power generation volumes

More information about the Group's Climate Strategy in the reports:



[«Pathway to net zero report»](#)



[«Pathway to net zero progress»](#)

En+ implements a range of programs and strategies aimed at reducing climate impact by reducing direct and indirect GHG emissions, increasing their absorption, as well as improving energy efficiency in order to minimise the carbon footprint of products and increase the share of electricity generation from renewable sources

KEY CLIMATE GOALS

- Reduce greenhouse gas (GHG) emissions by 35% by 2030 (compared to 2018 emissions)
- Achieve net zero GHG emissions by 2050

KEY PRINCIPLES

SCOPE OF IMPACTS

- Scope 1
- Scope 2
- Scope 3 (some categories)

PERIMETER

- Metals segment
- Power segment

SCOPE OF ACTIVITIES

- All operations
- Supply chain
- Products

METHODS

- Mitigation
- Compensation

TIMEFRAME

- Medium term: 2030
- Long term: 2050

KEY ACTIONS IN THE PRODUCTION CHAIN TO ACHIEVE CLIMATE GOALS

Stage of the production chain	Mining	Refining	Smelting	Energy for smelting	Transport	Other
Projects and technologies	<ul style="list-style-type: none"> • Optimisation of raw materials supplying 	<ul style="list-style-type: none"> • Energy efficiency measures • Measures for capture CO₂ 	<ul style="list-style-type: none"> • Eco-soderberg technology • Pre-baked anode technology • Inert anode technology 	<ul style="list-style-type: none"> • Increasing the share of renewable sources • Energy efficiency measures 	<ul style="list-style-type: none"> • Conversion of transport to electricity or biofuel 	<ul style="list-style-type: none"> • Recycling of aluminium



METALS SEGMENT

Conversion to pre-baked anode technology

GOALS:

- To reduce energy consumption, greenhouse gas emissions and air pollutants.
- To improve the efficiency of gas cleaning.

2022 RESULTS:

- Continued energy efficient and environmental modernisation of aluminum smelters in Bratsk, Shelekhov, Krasnoyarsk and Novokuznetsk, which received positive conclusions from the state environmental review.

100%

– reduction of benzo(a)pyrene emissions



Conversion to Eco-soderberg technology

GOALS:

- To improve the post-combustion treatment of the anodic gas.
- To ensure the tightness of the electrolysis.
- To significantly improve the air quality due to the improved automated alumina feed system.

2022 RESULTS:

- Completion of the conversion of pots to technology at the Krasnoyarsk and continuation of work at the Bratsk, Irkutsk, Novokuznetsk and Volgograd aluminum smelters.

14%

– average reduction in pollutant emissions



POWER SEGMENT

The New energy modernisation programme

GOALS:

Modernisation of the power plants of the Angara and Yenisei HPP cascade:

- To ramp up the energy output from the same volume of water passing through the hydropower turbines and to improve safety and reliability of the HPPs.
- To reduce the Company's environmental footprint by curbing the greenhouse gas emissions of the Company's coal-fired power plants.

2022 RESULTS:

- Commissioning of a new hydroelectric unit at the Irkutsk HPP, continuation of work at the Bratsk and Krasnoyarsk HPPs.

2,233 mt of CO₂e

– prevented GHG emissions

2 TWh

– Increase in power output

CHP modernisation programme

GOALS:

Modernisation of the CHPs of the Irkutsk region:

- To improve the reliability and safety of CHP capacity.
- To improve the environmental situation in the Irkutsk Region.

2022 RESULTS:

- Completion of the main works at TA-1 of CHP-6, power unit No. 2 of CHP-10, boiler unit of Novo-Irkutsk CHP, continuation of work on other modernisation facilities.

33.7%

–total CHP modernisation capacity

ASSESSMENT OF CLIMATE RISKS AND OPPORTUNITIES (1/2)

En+ manages climate risks and considers opportunities in its activities.

In 2021 in accordance with the TCFD requirements En+ carried out an analysis of the climate risks of the Company's consolidated activities (Power and Metals segment). A scenario analysis was performed based on climate models developed by the Intergovernmental Panel on Climate Change (IPCC).

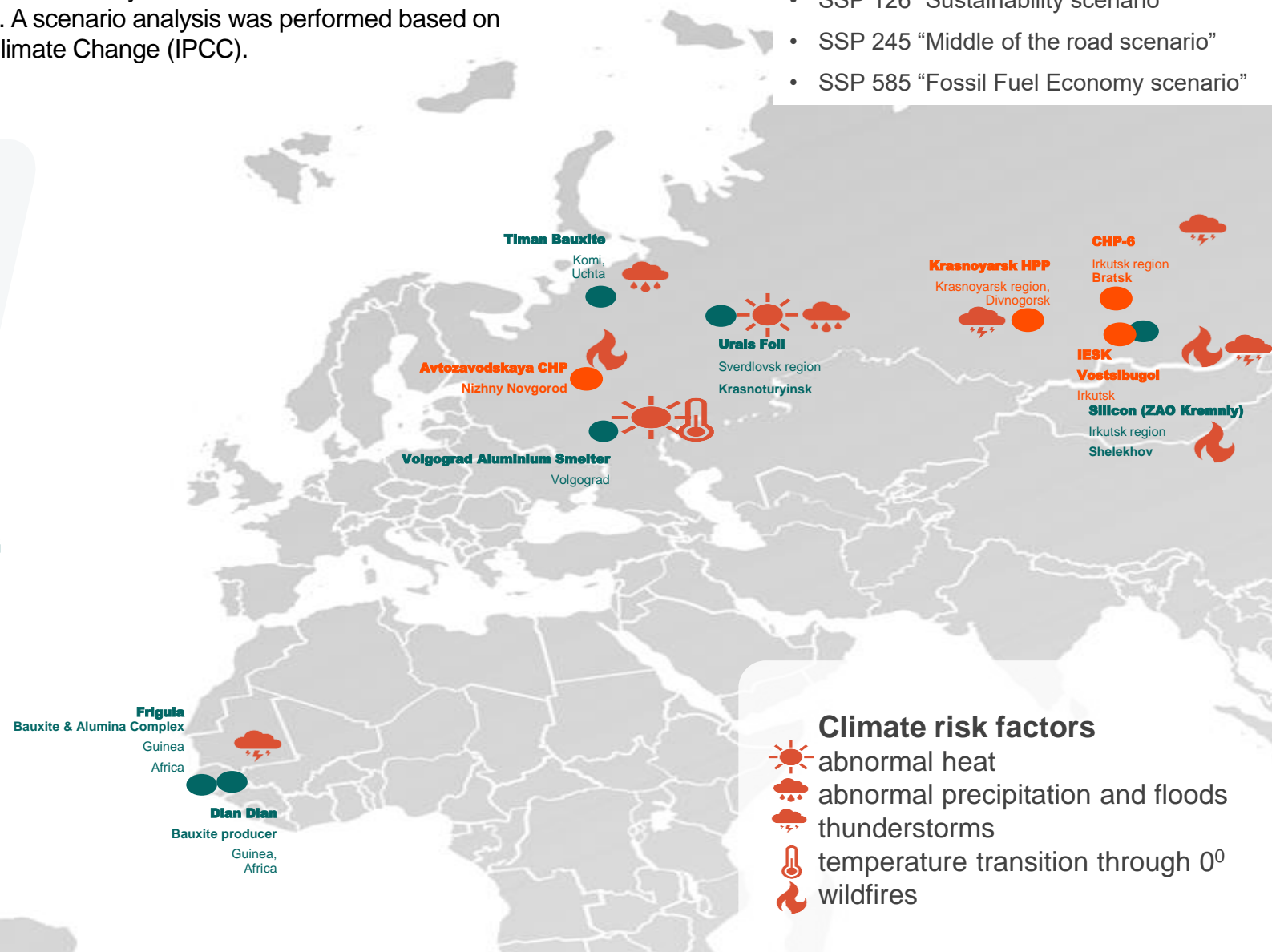
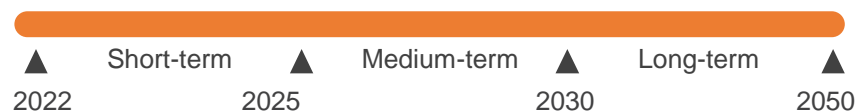
The following scenarios were chosen

- SSP 126 "Sustainability scenario"
- SSP 245 "Middle of the road scenario"
- SSP 585 "Fossil Fuel Economy scenario"

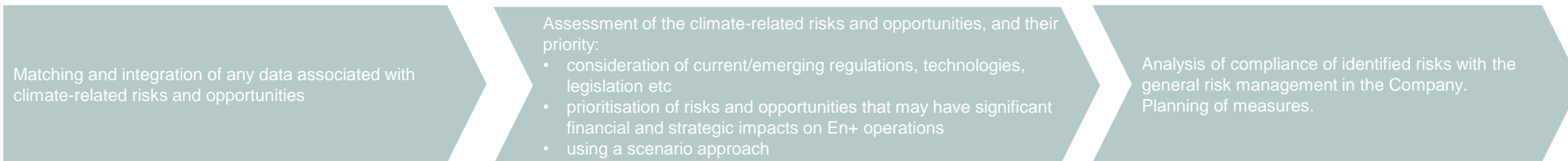
Climate risk governance structure



THE GROUP'S STRATEGY DEFINES 3 PLANNING TIME HORIZONS:



The process of analysing potential and realised climate risks is structured as follows:



PHYSICAL RISKS

- excessive rainfall and floods
- abnormal heat and cold
- an increase in the average annual temperature
- an increase in annual precipitation

TRANSITION RISKS

- introduction of new regulatory requirements
- risk of unstable production or increased greenhouse gas emissions due to the use of new materials or solutions

PHYSICAL OPPORTUNITIES

- reduction in own fuel and electricity consumption
- reducing the own need for heat generation capacities by reducing the heating season
- increasing the supply of electricity from low carbon sources through the development of low carbon energy

TRANSITION OPPORTUNITIES

- access to new and emerging markets,
- increasing demand for products and services with a low carbon footprint
- use of more efficient production and distribution processes

REGULATORY DOCUMENTS

- [Environment Policy](#)
- [Biodiversity policy](#)

2022 RESULTS



USD 243 mn
environmental
investments

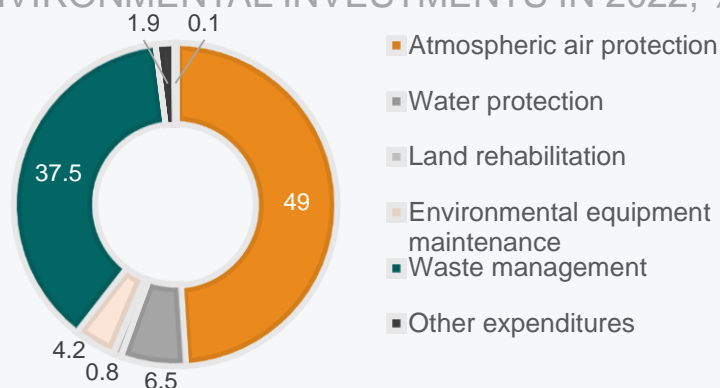


13 ASI
certified production
facilities



4 HPPs were certified in
accordance with the
international ISO 14001
standard

ENVIRONMENTAL INVESTMENTS IN 2022, %



En+ pays special attention to environmental protection. To reduce the environmental impact, the Company conducts R&D, introduces the best available technologies, and also participates in the federal environmental projects "Clean Air", "Improvement of the Volga", "Preservation of Lake Baikal", "Clean Water", "Preservation of Unique Water Bodies" and "Clean country".

MEASURES TO REDUCE THE IMPACTS ON THE ENVIRONMENT

Increase management and employee's involvement in environmental protection and climate change mitigation activities and raise employee's awareness	Minimisation of the impact on biodiversity and promotion of biodiversity conservation in the regions of operation
Continuous improvement of the environmental management system, environmental risk assessments	Increasing the involvement of suppliers and consumers in environmental protection and climate change mitigation
Increasing the share of recycling and reuse of waste and ensuring its safe disposal, accumulation and utilisation	Minimisation of air emissions
Decommissioning of equipment containing polychlorinated biphenyls (PCBs) and its safe disposal or destruction	Minimisation of water consumption and discharge

AIR QUALITY

36% reduction in volatile organic emissions (compared to 2020)

MAIN ACTIVITIES

- installing more efficient electrostatic precipitators;
- modernisation of existing gas treatment units;
- air quality monitoring.

WATER RESOURCES

36% reduction in fresh water discharge to surface water bodies in the Metals segment (compared to 2020)

MAIN ACTIVITIES

- construction and reconstruction of water treatment facilities;
- increase in the share of reused water, introduction of circulating water supply systems;
- monitoring and quality control of spillways.

WASTE

6% decrease in total waste generated (compared to 2020)

63% of total waste reused and recycled

MAIN ACTIVITIES

- organisation of waste safe storage and disposal;
- increase in the share of waste recycled and reused;
- decommissioning and disposal of equipment with PCBs;
- creation of products from red mud and ash and slag;
- implementation of the Green Office project.

LAND RESOURCES

1.3 million seedlings planted as part of En+ forest conservation initiatives

MAIN ACTIVITIES

- restoration of the disturbed relief and soil after the completion of open-cast mining;
- reclamation of disturbed and polluted lands, waste disposal facilities;
- implementation of projects aimed at growing and protecting forests.

BIODIVERSITY ACTIVITIES

Actively cooperate with research institutes and NGOs on projects aimed at studying the causes of threats to ecosystems and biodiversity and reducing the impact on biodiversity

Setting goals for biodiversity conservation, development and implementation of plans and activities to achieve them

Assess the risks of significant impacts of the Company's activities on biodiversity

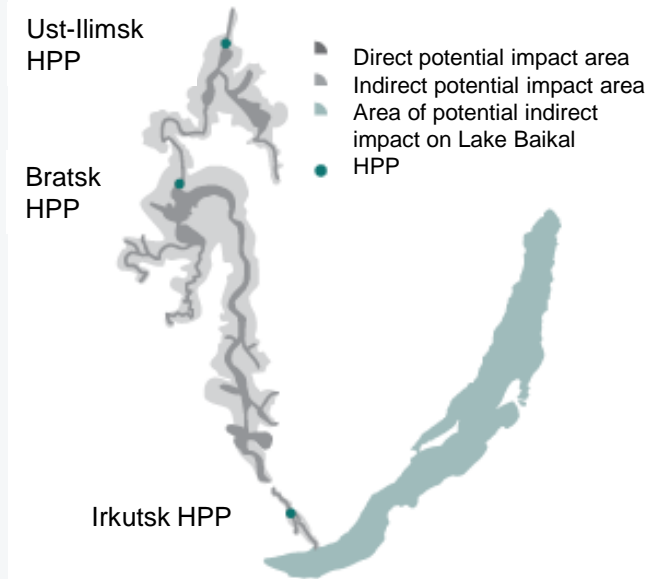
Main activities

- ✓ Monitoring and assessing impacts on biodiversity (including monitoring of Lake Baikal)
- ✓ Installation of bird-protecting devices on power transmission towers
- ✓ Long-term studies of biodiversity in the Krasnoyarsk Stolby National Park
- ✓ Promoting snow leopard conservation
- ✓ Establishment of the Baikal Plastic-Free association
- ✓ Release of fish fry
- ✓ Support for specially protected natural areas
- ✓ Introduction of separate waste collection
- ✓ Creation of ecotrails
- ✓ Environmental project grant competition
- ✓ Educational eco-volunteer project 360

THE BIODIVERSITY CONSERVATION PROGRAMME

for Irkutsk, Bratsk, Ust-Ilimsk HPP until 2030

Map-scheme of potential areas of impact of the Irkutsk, Bratsk and Ust-Ilimsk HPPs on biodiversity



- ✓ The programme will make it possible to implement the provisions of the En+'s Unified Biodiversity Conservation Policy at these facilities, focusing on key industry specific directions for biodiversity conservation associated with the potential impacts of the operation of the Angara HPP cascade.

REGULATORY DOCUMENTS

- [Corporate Code of Ethics](#)
- [Diversity and equal opportunities policy](#)
- [Policy on Human Rights](#)

2022 RESULTS

- **↑36.3%** share of women in the Board of Directors
- **27.6%** is the proportion of women in total headcount
- **86.3%** of employees covered by collective bargaining agreements
- **13.2%** share of employees under 30 years old
- **↓10.5%** employee turnover
- **↑96 617** employees at the end of year
- **By 10%** employee salaries were increased

En+'s most important asset is people. The effectiveness of personnel management is confirmed by the positive dynamics of labor productivity, low staff turnover and the results of annual surveys of employee satisfaction and involvement.

SOCIAL PARTNERSHIP

- Preferential mortgage lending and housing programme
- Supplementary health insurance
- Meal allowance
- Recreation vouchers for employees and their families
- Financial aid
- Dobroservice advisory support line

MEASURES ON SOCIAL POLICY

Increase satisfaction and engagement

Ensuring access to quality healthcare

Promoting diversity and equal opportunity

Ensuring decent wages and social benefits

Respect for human rights and individual freedom

Investments in training and professional development

Financing of leisure and children's activities

Promotion of healthy lifestyle and sports

REGULATORY DOCUMENTS

- [Health, Occupational, Industrial and Fire Safety Policy](#)

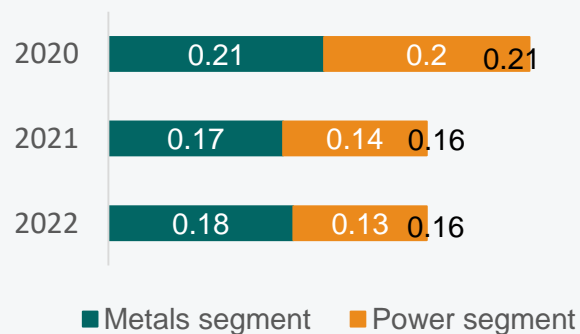
2022 RESULTS

8% reduction in occupational illness cases compared to 2021

0.16 Lost time injury frequency rate (LTIFR) per 200,000 hours worked

35 external audits were carried out to receive ISO 45001:2018 certificates

Lost time injury frequency rate (LTIFR), per 200,000 hours worked



En+ is actively working to achieve zero fatal injuries as well as zero employee injuries

GOAL

- preserving the life and well-being of its employees and creating safe working conditions.

PRIORITY OBJECTIVE

- compliance with the rules of labor protection and industrial safety by all employees and contractors.

MEASURES FOR OCCUPATIONAL HEALTH AND SAFETY DEVELOPMENT

Control over all processes related to compliance with OHS regulations	Development of employees' OHS competencies
Recording of all accidents, incidents, illnesses and without consequences, implementation of corrective actions based on this information	Implementation and execution of OHS programs and practices at each production site
Collection and processing of OHS indicators in order to find new solutions to improve the safety of the working environment	Conducting analysis to create a predictive security model
Conducting internal and external audits of OHS management systems	Analysis of contractors in terms of the level of OHS development

CONTRIBUTION TO THE DEVELOPMENT OF LOCAL COMMUNITIES



REGULATORY DOCUMENTS

- [Stakeholder Engagement Policy](#)

2022 RESULTS

USD 53 mn total social investments

More than **RUB 100 million** invested in the development of skiing infrastructure as part of the 'Get on Your Skis Everyone' project

Over 153,000 people became the '360' campaign eco-volunteers over the life of the programme

More than **RUB 90 million** invested in the 'Multilabs' project

DEVELOPMENT OF INFRASTRUCTURE AND URBAN ENVIRONMENT

En+ has unique experience in the implementation of social projects and regularly invests in the creation and renewal of regional infrastructure

HEALTHY LIFESTYLE

The Company actively supports both professional and amateur sports, implements programmes to develop sports infrastructure and provides financial support to professional sports teams

SUPPORTING PUBLIC ENVIRONMENTAL PROJECTS

In regions of responsibility En+ monitors the environmental status of natural objects and performing systematic work to support and develop environmental initiatives

CULTURAL DEVELOPMENT

En+ actively promotes the development of culture and the arts in the regions where they operate and support cultural and artistic projects

SUPPORTING EDUCATION

En+ pays great attention to improving the accessibility and quality of education. Supporting talented young people in obtaining the necessary skills for professional training and development is an integral part of En+'s social policy

CHARITY

The Company finances and supports charitable projects, which are becoming an important part of the Company's policy, and systematically provides charitable assistance to those who need it most – adults and children with disabilities, children from needy families, orphans

REGULATORY DOCUMENTS

- [Corporate Code of Ethics](#)
- [Anti-bribery and Corruption Policy](#)
- [Regulations on the Board of Directors](#)
- [Board of Directors Diversity Policy](#)
- Conflict of Interest Policy
- Sanctions Compliance Policy

2022 RESULTS

- **12** directors including 8 independent non-executive directors
- **6** Board committees
- **398** employees' messages received on the Signal hotline
- **Introduced three distance learning courses** in place: Corporate ethical standards, Anti-corruption and conflict of interest, Sanctions risks and compliance
- A **new IT resource** has been developed and put into operation to automate the processes of generating, storing, processing and consolidating risk maps of En+ companies

The Company is committed to high standards of corporate governance. The Group intends to continue to improve in this area and to adhere to internationally recognised standards of corporate governance, transparency, disclosure and accountability applicable to listed companies.

ESG COMPETENCIES OF THE BOARD (as of 31 December 2022)

	Power industry	Strategic management	Occupational health and industrial safety	Environmental management	Legal and corporate governance	Ethics and compliance with established requirements	Risk management and audit
Christopher Burnham, Chairman	•				•	•	
Non-Executive Directors							
Olga Filina						•	•
Vadim Geraskin	•				•		
Elena Nesvetaeva		•					
Timur Valiev					•		
Independent Non-Executive Directors							
Zhanna Fokina				•			
Lyudmila Galenskaya				•			
Thurgood Marshall Jr.					•		
Andrey Sharonov	•				•		
Andrey Yanovsky		•	•				
J.W. Rayder					•	•	•
James Schwab		•					

SUPPLY CHAIN MANAGEMENT

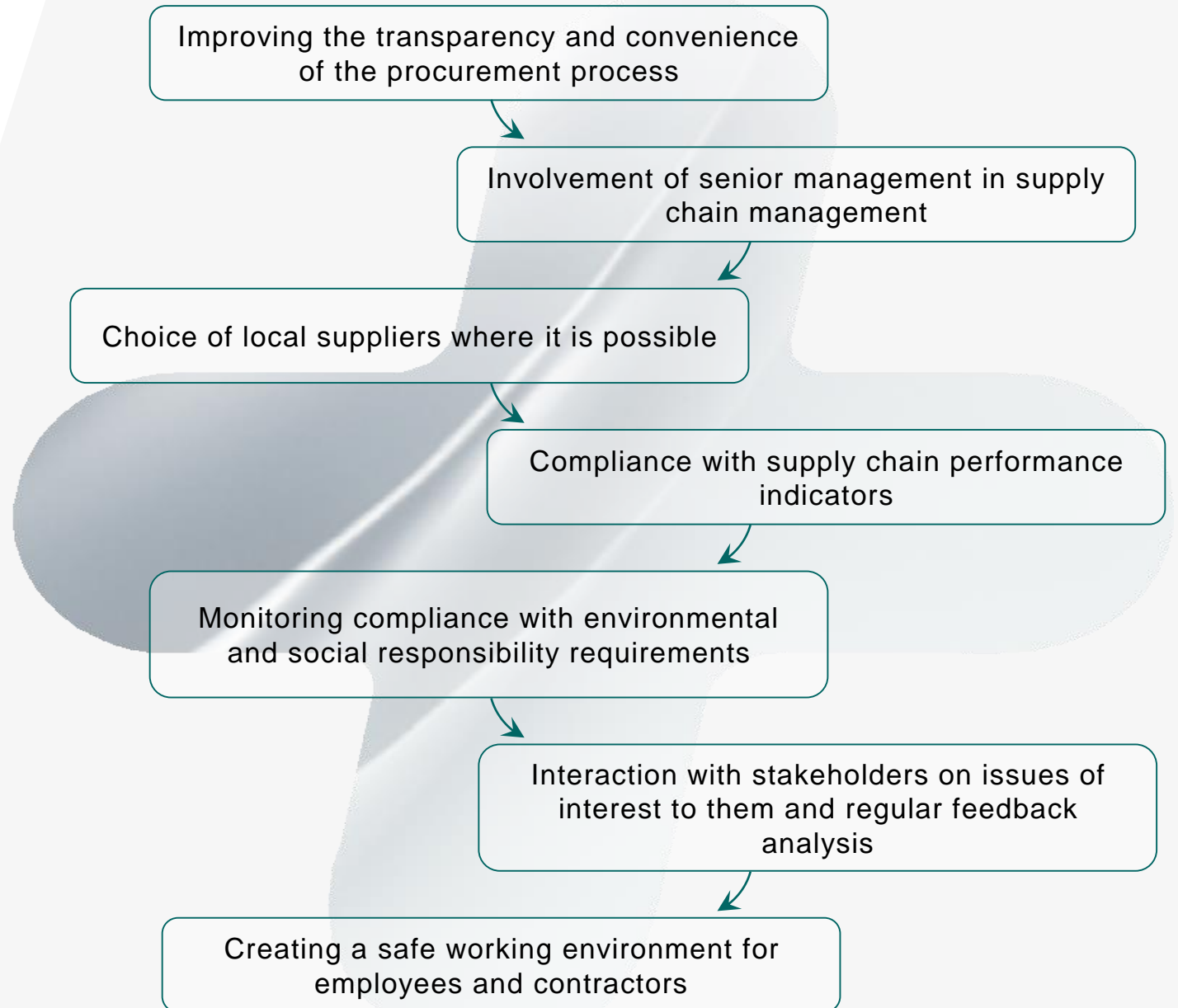


REGULATORY DOCUMENTS

- [Supplier Standards](#)

2022 RESULTS

- **100%** of suppliers having no significant actual and potential negative social impacts
- **39.1%** of purchases made from local suppliers
- Added health and safety mandatory requirements for contractors in supplementary agreements to contracts
- **40** supplier's audits conducted



As a responsible business, En+ is always looking to boost operational performance.

The Company remains committed to providing high quality at all stages, improving production efficiency, implementing best-available technologies and introducing innovative technologies throughout the production chain.

PERFORMANCE AND INNOVATION MANAGEMENT ACTIVITIES

Implementation of innovations

Digitalisation of business processes

Application of international practices and standards in quality management, monitoring their compliance

Professional training and development of employees, their involvement in the process of quality and efficiency management

Conducting R&D

Implementation and improvement of the business system

REGULATORY DOCUMENTS

- R&D Policy
- [Quality Policy](#)
- Patent Policy

2022 RESULTS

Updated its Digital Transformation Strategy



91% of customers assessing their suppliers gave RUSAL the highest rating



USD 3.1 mn allocated for R&D projects



USD 50.6 mn of the total economic effect of business system projects

MAIN PROJECTS

HYBRID PEROVSKITES FOR SOLAR PANELS

GREEN HYDROGEN PRODUCTION, TRANSPORTATION AND SALES PROJECTS

BUILDING A SMALL MODULAR REACTOR

DIGITAL TRANSFORMATION PROJECTS

QUALITY ACADEMY

CREATING A DIGITAL MANAGEMENT PLATFORM BASED ON BIG DATA AND ARTIFICIAL INTELLIGENCE