



BIODIVERSITY POLICY EN+ GROUP IPJSC

APPROVED

by the Board of Directors of

EN+ GROUP IPJSC

23 December 2021 Minutes No. 46

Contents

Terms and definitions	3
1. Introduction	3
2. Scope of application	3
3. Key principles and respect for biodiversity.....	3
4. Our approach to biodiversity conservation management	4
5. Interaction and advice	5
6. Review and revision of standards.....	5
7. Miscellaneous.....	5

Terms and definitions

“**Group**” means the Company and its Group entities, including UC RUSAL, IPJSC and its Group entities.

“**Policy**” means this Biodiversity Policy.

“**Company**” means EN+ GROUP IPJSC, a legal entity registered in Russia under the Main State Registration Number (OGRN) 1193926010398.

1. Introduction

- 1.1. This Policy sets out the Group’s approach towards the assessment and minimization of biodiversity risks. Ecosystem diversity is important for human life and is vital for sustainable development.
 - 1.2. We recognise that deterioration of biodiversity and ecosystem services due to the anthropogenic impact is a global challenge requiring decisions to be taken at all levels of administration and governance, as well as practical action.
 - 1.3. The Group has its production facilities spread across five continents. Their potential impact on and dependence from the biodiversity and ecosystem services differs depending on specific features of their production processes and respective regions.
-

2. Scope of application

- 2.1. This Policy is binding for the Metals and Power segments of EN+ GROUP IPJSC.
-

3. Key principles and respect for biodiversity

- 3.1. The guiding principles for our activities are sustainable development, environmental protection and biodiversity conservation as stipulated by the Group’s Environmental Policy.
- 3.2. We endeavour to use a uniform approach in biodiversity conservation as stipulated by the ASI Performance Standard and the IHA’s Hydropower Sustainability Standard.
- 3.3. We recognise the value and boundaries of protected areas and other valuable ecosystems established by the laws of the countries where the Group operates with respect to the purposes

of their establishment and management, as well as to the special protection status designated for said territories.

- 3.4. We recognise the importance of preserving protected species at the regional, national and international levels, and the importance of preserving the combination of species and their habitats, crucial for their survival.
- 3.5. An integral part of our activities is supporting the preservation of ecosystem sustainability and biodiversity that may be impacted by the Group's segments.
- 3.6. One of our key objectives of biodiversity conservation and ecosystem services is the avoidance or minimisation of the impacts that may cause irretrievable loss of any species or their habitats.

4. Our approach to biodiversity conservation management

- 4.1. Our approach to managing biodiversity conservation and ecosystem services is based on evaluation of potential impacts, risks and opportunities.
- 4.2. The Group evaluates risks of material impact on biodiversity and ecosystem services as a result of pollution, overexploitation of natural resources, transformation of habitats, climate change, introduction of invasive alien species, and other threats caused by its operations.
- 4.3. If we identify any material risks, we set biodiversity preservation targets and develop respective Action Plans, subject to the hierarchy of mitigation measures aimed at prevention, minimization, rehabilitation or compensation.
- 4.4. Action Plans may include further research into the impacts, monitoring, maintenance or improvement of the biodiversity, each time developed in direct consultation with stakeholders and using modern scientific advances.
- 4.5. We conduct regular monitoring and analysis of the biodiversity conservation performance and reevaluate risks, subject to the progress of our action plans implementation.
- 4.6. Ecosystem rehabilitation is crucial whenever avoidance or mitigation of a material impact on the biodiversity is unachievable. We strive to reduce our impact by minimizing the area of impact on lands, by means of rehabilitation of mines and disturbed lands in accordance with the approved plans. The Group provides financial guarantees to meet the requirements of rehabilitation and closedown of mines.
- 4.7. We seek to improve the level of knowledge about the biodiversity conditions in the regions of our operations.
- 4.8. We also strive to support initiatives of conservation and research into the biodiversity of areas beyond the impact of our operations.

5. Interaction and advice

- 5.1. We work collaboratively with research and educational institutions, public authorities, NGOs and other stakeholders to implement the Group's principles and approaches to conservation of biodiversity and ecosystem services.
- 5.2. We publicly report on an annual basis on the Group's performance in conservation of biodiversity and ecosystem services as part of our Sustainability Report, thematic publications, and other formats.
- 5.3. We put special emphasis on developing responsible and careful attitude among our employees towards interaction with biodiversity and the use of natural resources. We encourage environmental education in our regions of operation.
- 5.4. We strive to build partnerships at the global and regional levels to facilitate conservation of biodiversity and ecosystem services.

6. Review and revision of standards

- 6.1. The Group will review this Policy, as appropriate, or add new documents to it, subject to changes in legislations and the Group's internal regulations.
- 6.2. This Policy and any future additions hereto or amendments hereof shall be subject to approval by the Company's Board of Directors.

7. Miscellaneous

- 7.1. This Policy will be published, in Russian and English on the Company's website for the general public's access (www.enplusgroup.com).
- 7.2. Please visit the Company's website at <https://enplusgroup.com/> for additional information on the Group's values, sustainable development, compliance, etc.