

SDG REPORT

2022



ABOUT THE COMPANY

En+ Group is a world leader in the production of aluminium and hydropower. En+ Group's competitive advantage lies in the full integration of our world-class hydropower assets with our aluminium production facilities. The synergy in the business model allows the Group to reduce costs and increase its economic efficiency. En+ Group is the only company in the world that is fully supplied by its own hydropower facilities. The Group has achieved 80% self-sufficiency in aluminium raw materials - bauxite and nepheline, the basis of aluminium production. This ensures the outstanding sustainability of the Group's business model.

As a company with more than 60 assets in 12 countries, more than 90 thousand employees and an end-to-end integrated supply chain, year after year we expand our programmes and investments in order to remain a global leader in the production of materials that will help shape the future low-carbon economy.

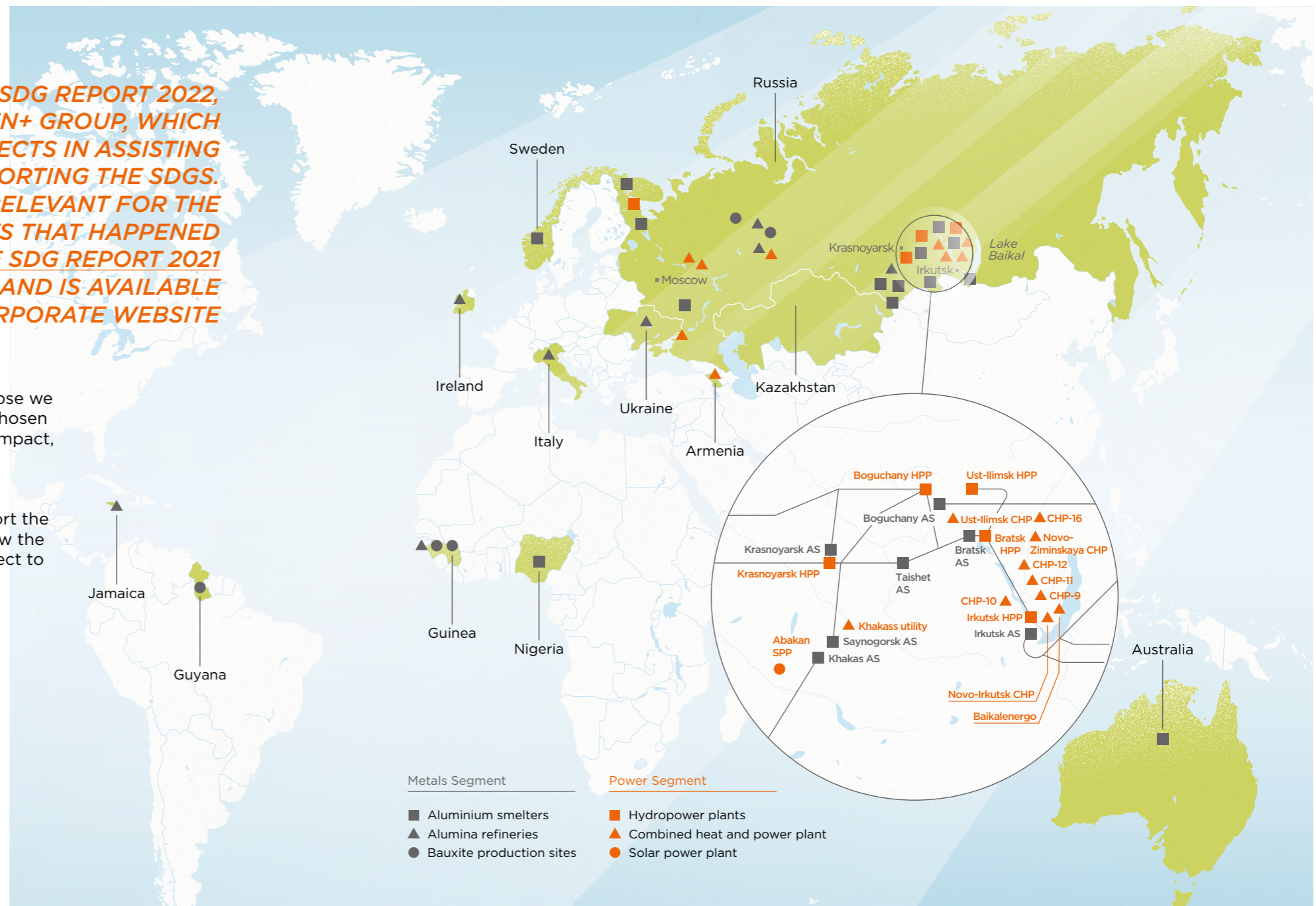
Supporting our unconditional commitment to transparency, En+ Group annually publishes sustainability reports to effectively track progress towards achieving our goals, while ensuring timely and up-to-date disclosure of information to all stakeholders.

ABOUT THE REPORT

WE ARE PLEASED TO PRESENT OUR SDG REPORT 2022, THE FOURTH ANNUAL SDG REPORT FOR EN+ GROUP, WHICH OUTLINES OUR APPROACH AND PROJECTS IN ASSISTING THE GLOBAL EFFORT TOWARDS SUPPORTING THE SDGs. THE REPORT DISCLOSES INFORMATION RELEVANT FOR THE DATE OF PUBLICATION COVERING EVENTS THAT HAPPENED FROM AUGUST 2021 TO AUGUST 2022. THE SDG REPORT 2021 WAS PUBLISHED IN OCTOBER 2021 AND IS AVAILABLE ON THE CORPORATE WEBSITE

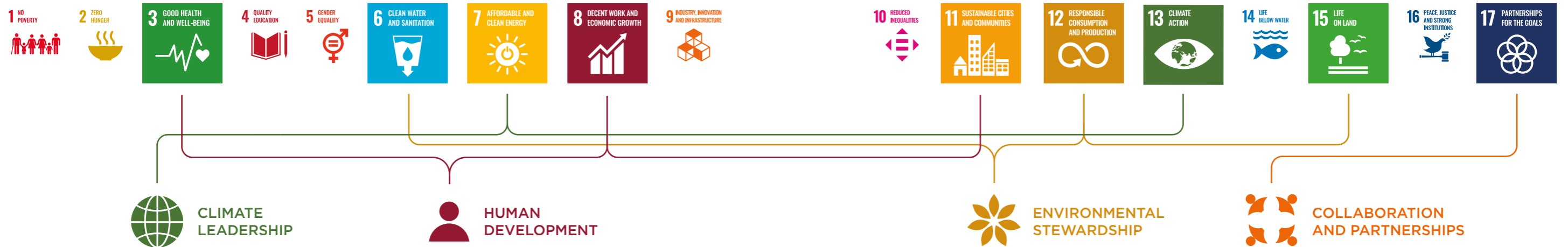
The Group supports all 17 SDGs. Our focus, however, is on those we have selected as priority ones for our business. These were chosen based on the areas where the Group can make the greatest impact, and have been separated into four tracks.

Recognising that without support for national sustainability priorities we cannot achieve the Global Goals and fully support the global sustainability efforts, this SDG Report also outlines how the National Development Goals of the Russian Federation connect to our SDG-focused strategy.



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INTRODUCTION FROM THE CHAIRMAN



*I AM DELIGHTED TO PRESENT
EN+ GROUP'S FOURTH ANNUAL
SUSTAINABLE DEVELOPMENT
GOALS REPORT*

Sustainability remains one of the key priorities for our business and the UN SDGs have continued to guide our sustainability strategy. The Group promotes and recognises the importance of all the SDGs, but has placed special focus upon eight SDGs spanning four key focus areas: Climate Leadership (SDGs 7 and 13), Environmental Stewardship (SDGs 6, 12 and 15), Human Development (SDGs 3 and 8) and Partnerships and Collaboration (SDG 17).

Not only do we continue moving towards our commitment to achieve net zero emissions by 2050 with an interim target of a 35% GHG reduction by 2030 - an industry-leading target as well as our SDG-related goals set back in early 2021, but we are continuously expanding the scope of our sustainability efforts. This report introduces a further priority SDG for the Group - SDG 11 (Sustainable Cities and Communities).

Through this report, we reiterate the importance to the Group of the global sustainability agenda and collaboration with the UN Global Compact. In 2021, we became global partners and sole sponsors of the UNGC Climate Ambition Accelerator, a programme focused on accelerating corporate commitments towards a net zero future.

We pride ourselves on being an Equal Opportunity Company, demonstrating full respect for individual freedoms and human rights. Our Human Rights Policy outlines our strong commitment to the UN Guiding Principles on Business and Human Rights, as well as our support for inclusivity, equality, diversity and non-discrimination.

Of paramount importance is transparency; beyond its commitment to reducing GHG emissions, En+ Group advocates for carbon footprint transparency and disclosure as a market mechanism to drive the low-carbon processes across various industries, especially hard-to-abate industries. Recognising the role today's low-carbon and sustainable materials will play in shaping and building the future green economy, we have been vocal on the necessity to remove trade barriers for the free circulation of low-carbon goods. Each year, we report our progress through our Annual and Sustainability Reports, and through our partnerships we support further efforts in establishing widely recognised sustainability disclosure mechanisms.

At international forums, such as UN COP26, the Group emphasised that while humanity strives for common sustainability goals, it is important to acknowledge regional priorities, and for large businesses to focus on tackling sustainability challenges close to home and use this experience for further offsetting projects in other territories.

On a national level, En+ Group continues to lead the biodiversity and ecosystem preservation agenda. Together with stakeholders, the Group conducts numerous science-based programmes for the preservation of local ecosystems, and advocates for responsible production and use of resources in the regions of Lake Baikal, a UNESCO Natural Heritage site. We have increased our focus on biodiversity with the launch of our Biodiversity Policy in late 2021.

The 17 SDGs were originally adopted by the United Nations as a pathway to peace and prosperity for all, and for the protection of the planet, recognising that there must be a balance between development, and social, economic and environmental sustainability. Now, more than ever, it is time for global companies, like En+ Group, to do their part.



SDG FOCUSED GOALS



SDG 13, SDG 7, SDG 9, SDG 12, SDG 15, SDG 17

Reduce emissions by at least 35% by 2030, and achieve net zero GHG emissions by 2050 (Scope 1 and 2, as benchmarked against the Group's 2018 GHG emissions).

Progress: detailed roadmap published 20 September 2021. See [Pathway to Net Zero Report](#).

The main progress made within the Metals segment relates to the technological improvement of aluminium smelters. In the Power segment, modernisation and a study of the improvement of energy efficiency is ongoing.



SDG 6, SDG 3, SDG 11, SDG 14, SDG 15

By 2030, eliminate untreated wastewater discharge generated by the Power segment

Progress: treatment facilities are in various stages of implementation across our facilities.

Design stage (procurement of design services)	Onda HPP, Avtozavodskaya CHP
Contracts concluded	Ulst-Illimsk, HPP Bratsk HPP
Implementation in process	Irkutsk HPP, Krasnoyarsk HPP ¹
Completed	Vostsibugol facilities

SDG 6, SDG 9, SDG 12

By 2030, minimise non-production water losses through technological optimisation

Progress: in 2022, inventory of water consumption and update of consolidated balances of facilities to identify unproductive losses and the additional development of measures to reduce them began.



SDG 7, SDG 9, SDG 11, SDG 13, SDG 15

Increase use of alternative energy sources by 2030

Progress: use of carbon-free energy in the Metals segment for Aluminium smelters: **2021** - 99.4% (98.8% hydro, 0.6% wind), **2020** - 99.1% (98.5% hydro, 0.6% wind), **2019** - 98.8% (98.3% hydro, 0.5% other).

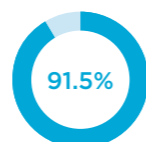
The Power segment is increasing the production of renewable electricity through the construction of new HPPs and increasing the efficiency of existing HPPs (through the "New Energy Programme").



SDG 6, SDG 12, SDG 15

By 2025, deploy recycled water systems for main processes in the Metals segment

Progress: total share of recycled water used for production needs of enterprises in 2021



SDG 7, SDG 9, SDG 11, SDG 13, SDG 15

Reduce the average carbon intensity of generated and consumed electricity

Progress:

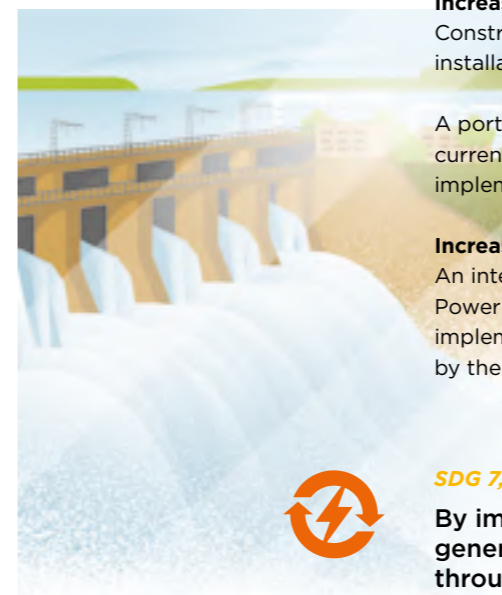
Increase in low-carbon renewable energy production.

Construction of small-scale Segozerskaya HPP. The construction, supply and installation of three turbine units is set to be completed by the end of 2023.

A portfolio of small HPP projects (with a total installed capacity of up to 200MW) is currently being evaluated in a feasibility study to determine the timeframe of project implementation.

Increase in energy efficiency.

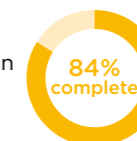
An internal audit and inventory of available efficiency measures was conducted in the Power segment. Efficiency projects were prioritised based on timing, complexity of implementation and projected impact. The first projects are planned to be considered by the Investment Committee in 2022.



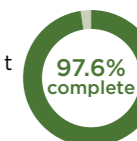
SDG 7, SDG 9, SDG 11, SDG 13

By improving hydropower plant efficiency, increase clean electricity generation by 2.5 TWh, from the same amount of water passing through the turbines, and prevent over 2.5 million tonnes of CO₂e emissions per annum from 2025

Progress: increase in clean electricity generation by 2.5 TWh



annual prevention of over 2.5 million t CO₂e emissions



Annual hydropower production increased by 2.1 TWh, preventing emissions of 2.44 tCO₂e (relative to the 2007 baseline) due to partial replacement of demand of CHP generated electricity.



By 2024, develop programmes and action plans for biodiversity conservation for pilot facilities (for three existing operational facilities in each segment)

Progress: separate projects on biodiversity and nature protection have been implemented for many years (see the [Environmental Stewardship](#) section of the report).

In 2022, the development of programmes and action plans were started for the pilot facilities of the Power segment - Irkutsk, Bratsk and Ust-Ilimsk HPPs.



By 2030, develop programmes and action plans for biodiversity conservation for the Group's facilities with significant biodiversity risks

Progress: methodological approaches to the development of biodiversity conservation programmes and action plans will be specified after the implementation of the development of programmes and action plans for the conservation of biodiversity for pilot facilities.

1. Excluding stormwater drainage systems

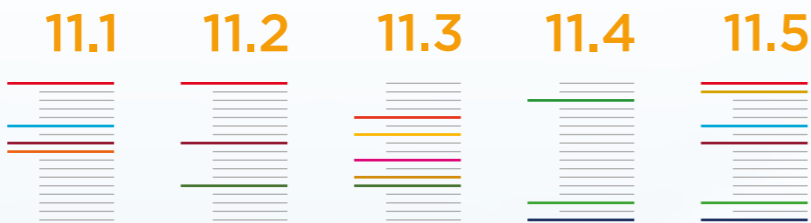
INTRODUCTION OF SDG 11

THE GROUP'S SUSTAINABILITY STRATEGY IS BASED ON THE PRIORITY SDGS SET BY THE COMPANY IN 2019. TO BE CERTAIN THAT THE STRATEGY ENCOMPASSES ALL OF THE GROUP'S OPERATIONS, INCLUDING REGIONAL DEVELOPMENT, EN+ GROUP DECIDED TO INCORPORATE SDG 11 INTO ITS PRIORITY GOALS AT THE BEGINNING OF 2022

Most of the Group's production facilities are located in small cities with relatively poor infrastructure. In order to ensure that our most valuable resource, our employees, do not move to larger, more developed cities, we are investing in the communities and cities of the Group's presence. Not only does it benefit the business by retaining qualified personnel, but it brings pride to our teams, who see and share their Company's active involvement in improving regional development.

Acknowledging the interconnectedness of the Global Goals, we see how our SDG 11 efforts yield a positive effect on other SDGs.

11 SUSTAINABLE CITIES AND COMMUNITIES



- 1 NO POVERTY
- 2 ZERO HUNGER
- 3 GOOD HEALTH AND WELL-BEING
- 4 QUALITY EDUCATION
- 5 GENDER EQUALITY
- 6 CLEAN WATER AND SANITATION
- 7 AFFORDABLE AND CLEAN ENERGY
- 8 DECENT WORK AND ECONOMIC GROWTH
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 10 REDUCED INEQUALITIES
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 13 CLIMATE ACTION
- 14 LIFE BELOW WATER
- 15 LIFE ON LAND
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
- 17 PARTNERSHIPS FOR THE GOALS

OUR SDG 11 FOCUS IS THREEFOLD:

Tourism

With our operational hub in Siberia, an area known for its rich nature and biodiversity, we recognise the importance of nature conservation. While increased tourism brings economic benefits and socio-economic development to the regions, we also see the negative environmental consequences of wildlife tourism. Our contribution to tackling this problem is through the construction of tourist infrastructure that is both sustainable and managed.

See: Project 360, Baikalsk, Burduguz, Responsible Tourism, Gates of Baikal, Baikal Track

Infrastructure

En+ Group recognises that the key to sustainable living is through accessible infrastructure. Hence, our projects range from support for sustainable and electrified transport in the regions, to construction of modern and sustainable housing, to the provision of medical facilities, offices and congress halls.

See: EV charging stations, RUSAL Quarter, Leading Medical and Emergency Healthcare in Guinea, Ski Bases, Playgrounds

Historical restoration

Sustainable cities are not just about new, modern constructions. En+ Group recognises this, and that is why we pay special attention to preserving major historical monuments and areas in our major cities of presence. Restoration or renovation of historical sites not only preserves the charm of historically rich cities, but also reduces the environmental impact compared to building from scratch.

See: Tsesovskaya Riverside, Renovation of the Irkutsk waterfront, Grand Hotel Rodina, Hotel Retro, Hippodrome

For more specific information on our SDG 11 related projects, please see the [Human Development](#) section of the report.



SUPPORTING SDG 11:

- RENEWABLE ENERGY FOR CLEANER CITIES
- REGIONAL WASTE MANAGEMENT
- PROVISION OF MODERN, SUSTAINABLE HOUSING
- PROTECTING LAKE BAIKAL, A WORLD HERITAGE SITE
- GREEN OPEN SPACES (PARKS AND PLAYGROUNDS)
- CHARGING STATIONS FOR REGIONAL GREEN TRANSPORT DEVELOPMENT
- ENSURING SAFETY THROUGH WATER REGIME MANAGEMENT¹
- SUSTAINABLE AND ECO-FRIENDLY TOURISM DEVELOPMENT

1. In collaboration with Rosvodresursy

CLIMATE LEADERSHIP

ALIGNMENT WITH THE FOLLOWING NATIONAL DEVELOPMENT GOALS:

- PRESERVATION OF THE POPULATION, THE HEALTH AND WELFARE OF THE PEOPLE;
- COMFORTABLE AND SAFE ENVIRONMENT;
- DIGITAL TRANSFORMATION

The climate crisis has remained one of the most pressing sustainability issues for over a decade. We are proud to be a company focused on supporting global climate change mitigation efforts. Climate leadership is reflected at the very core of our company, where our Metal segment relies on the renewable, clean energy generated by our Power segment.

Our net zero strategy, one of the most ambitious within the industry, and our support for the energy transition seen in our modernisation efforts, further development of alternative energy sources, and involvement in the renewable energy certificate markets has allowed us to solidify and demonstrate our leading position within the industry.

For more detailed information see our Pathway to [Net Zero Report](#)



THE KEY ASPECTS OF OUR CLIMATE APPROACH ARE OUTLINED BELOW:

Timeframe

Short-term targets set for 2025 – seven major climate targets set by our Metals segment in 2016

Mid-term targets set for 2030 – to cut GHG emissions by at least 35%, the most ambitious in the industry

Long-term target set for 2050 – achieve net zero emissions

Boundaries

Target boundaries include production facilities of both segments, and cover all material sources of GHG emissions under operational control

Scope

Our targets cover Scope 1 and Scope 2 in accordance with the GHG Protocol Corporate Standard and Scope 3, including purchased goods and services, and fuel and energy related activities

Mitigation strategy

To achieve the climate targets, En+ Group relies on the following pillars:

- emissions abatement;
- avoided emissions;
- compensation and neutralisation.

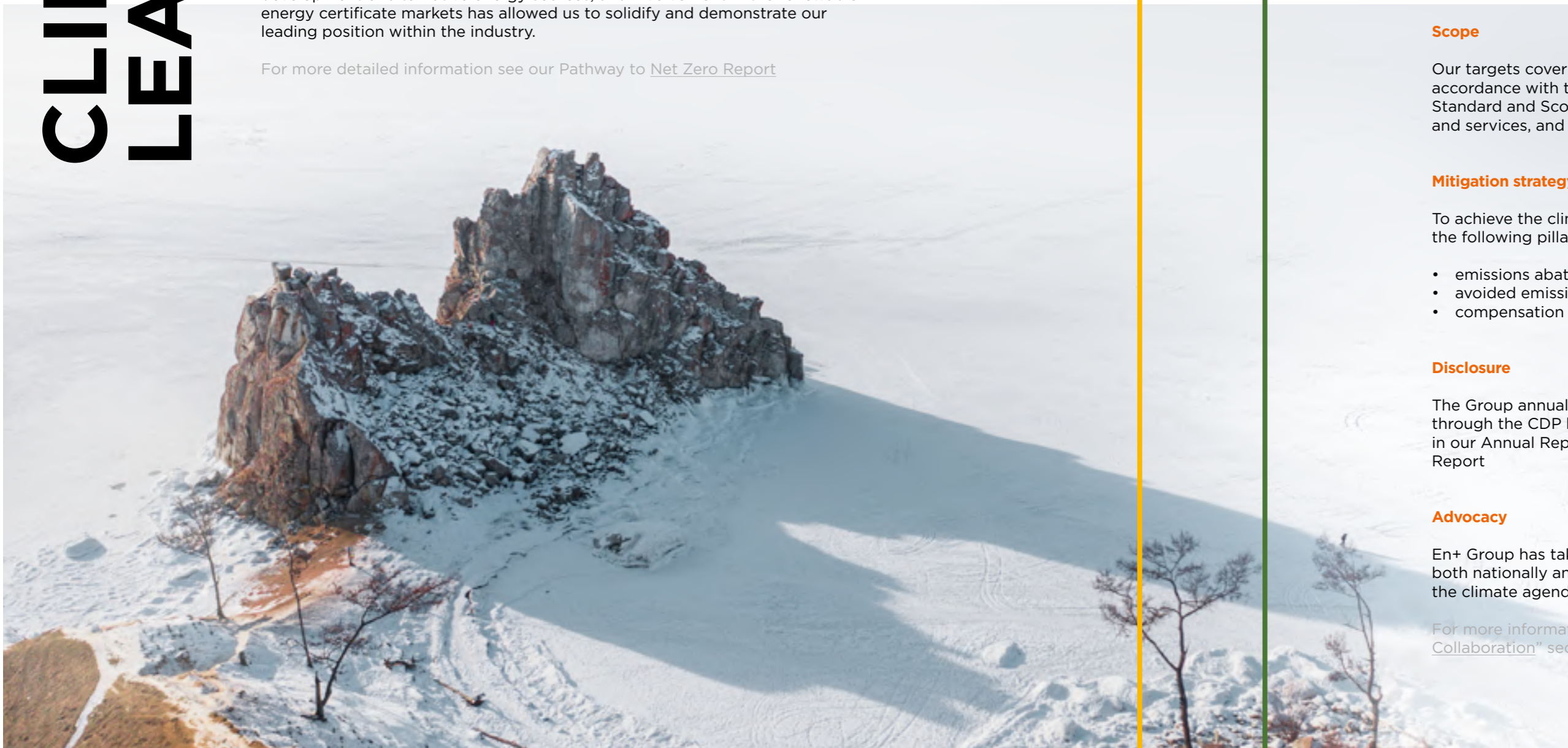
Disclosure

The Group annually discloses its Climate data through the CDP by certain businesses, as well as in our Annual Report, Sustainability Report, SDG Report

Advocacy

En+ Group has taken a strong, leading position both nationally and internationally in advancing the climate agenda within our core sectors.

For more information see the [“Partnerships and Collaboration”](#) section



MARKET TRANSFORMATION TOWARDS LOW CARBON

SDG TARGETS: 7.A, 8.2, 9.2, 9.4, 9.5, 9.B, 11.6, 13.2, 17.14, 17.15, 17.16

ALLOW – Premier choice for decarbonisation

ALLOW is RUSAL’s proprietary low-carbon aluminium brand that offers customers future-proof advantages. ALLOW comes from smelters powered by more than 95% clean hydro energy. The average carbon footprint of ALLOW is 2.4 (Level 1 in accordance with IAI Aluminium Carbon Footprint Technical Support Document v1.0). It is guaranteed by contract and traceable to individual smelters through independently audited carbon footprint and energy source statements. As of 2022, more than 13 of RUSAL’s sites are certified against both Aluminium Stewardship Initiative standards. In 2021, ALLOW sales approached 1 million metric tonnes, as demand for low-carbon aluminium spiked. RUSAL will progressively decarbonise its products to contribute to our 2050 net zero ambition.

Inert Anode – Decarbonising the smelting process

The use of inert anodes in the GHG reduction process is recognised as a revolutionary solution to the decarbonisation of the metal production industry. Inert anode technology replaces classic carbon anodes with inert non-consumable materials such as ceramics or alloys. Launched by the Group’s Metals segment in 2020, the technology can reduce pollutants, and completely eliminate emissions of greenhouse gases, polyaromatic hydrocarbons, benz(a)pyrene and sulphur from the production process, reduce the cost of production, and automate the production process. RUSAL, the Group’s Metals segment, is a global pioneer in the creation and development of this technology. We have already incorporated inert anode production at our Krasnoyarsk aluminium smelter and in 2021 launched a test production using this methodology.

Renewable Energy Certificates (I-RECs)

Having become the first company to start operating on the I-REC market in Russia in 2020, En+ Group continued actively supplying I-RECs throughout 2021 and 2022. In 2021, EuroSibEnergо expanded its customer base after receiving ‘Participant’ status on the I-REC market. This, in turn, allowed for the repayment of certificates that eventually facilitated the transfer of I-REC certificates not only to official I-REC market participants but also to any unregistered companies on the market.

In total, while the I-REC market operated in Russia, En+ Group companies issued more than 1.7 million certificates, occupying a market share of 45%.

On 10 March 2022, the I-REC market suspended its activities in Russia. En+ Group confirms its commitment to ESG principles and intends to continue issuing green certificates in the event of an establishment of a national certification system, as well as after the resumption of I-RECs in Russia.

I-RECS

882,639

issued to customers by En+ Group
in the period 01.08.2021-09.03.2022



GREEN ENERGY BEYOND HYDROPOWER

SDG TARGETS: 7.1, 7.2, 8.2, 8.3, 9.1, 9.2, 9.4, 9.5, 13.2

Advancing Solar Energy

Since 2016, the Group has been engaged in the ‘Perovskite Solar Module Development’ project in cooperation with the Faculty of Materials Science of Moscow State University (MSU). The project is currently supported by the Russian Scientific Foundation. In 2021, the research yielded the following results:

- new method of multilayer encapsulation of perovskite solar cells, resulting in a high resistance to atmospheric factors;
- increased photostability of synthesised films;
- test solar cells with increased efficiency;
- new computer modelling and machine learning algorithms to predict properties of hybrid perovskite-like materials.



Hydrogen infrastructure

En+ Group entered the green hydrogen market, recognising that hydrogen will grow to be at the centre of the future energy systems.

In 2021, we continued to implement our hydrogen projects, with a significant focus on domestic development and consumption. Projects focused on the development of hydrogen fueled corporate transportation and infrastructure for it (electrolysers and charging stations), as well as on the means of long-distance hydrogen transportation, which remains the main unsolved challenge in advancing the green hydrogen agenda. Jointly with partners, a project is in place to develop cryogenic tank containers for the transportation of liquid hydrogen.



SDG TARGETS: 13.1, 13.2, 15.1, 15.2, 15.5, 17.4, 17.6

As part of the Group's comprehensive decarbonisation programme, in 2019, the Company launched its 'Green Million' forestry projects.

This first large-scale project for the conservation and restoration of forests in Russia is expected to achieve 5 million tonnes of CO₂ reductions by 2025, and 25 million tonnes by 2050.

'Green Million' consists of three main elements: volunteer initiatives, reforestation and aerial forest protection.



Reforestation

From 2019 to 2020, over 1.1 million seedlings were planted on 520 hectares across the Krasnoyarsk Territory and the Irkutsk Region. Over the next five years, all necessary maintenance measures for these forests (additional planting, agrotechnical and forestry care) will be funded. Other pilot projects on effective forest plantation care and efficient forest planting are also being considered for implementation.

Aerial Forest Protection

Siberian forests are at high risk of fires and require both restoration and protection on an ongoing basis.

Since 2019, in the Lower Yenisei Forestry of the Krasnoyarsk Territory, the Company has organised forest fire patrols and extinguishing operations on an area of 505,000 ha. The operation also includes the purchase of new and engagement of existing machinery, fuel, and firefighting equipment, as well as additional hiring and training.

In 2019–2021, two forest fires were extinguished in the protected area.

In 2022–2023, the Company intends to formalise the results of the project in accordance with the requirements of an international voluntary certification standard. Upon certification, the project will become the first forestry project in the country to be recognised internationally. This, in turn, will pave the way for further implementation of similar projects in Russia on a larger scale.

POLLUTION REDUCTION

SDG TARGETS: 11.6, 13.1, 13.2, 17.4, 17.5, 17.6

'Clean Air' Federal Ecology Project

Our Krasnoyarsk, Bratsk and Novokuznetsk aluminium smelters, as well as our Bratsk CHP take part in the Federal Ecology Project on reducing pollution levels. The plants' emission reduction efforts are incorporated into the comprehensive city pollution reduction and atmospheric air improvement plans in Krasnoyarsk, Bratsk and Novokuznetsk.



HYDROPOWER ONE STEP FURTHER

SDG TARGETS: 6.3, 6.4, 6.5, 6.B, 7.1, 7.2, 7.3, 7.A, 8.2, 9.1, 9.4, 11.6, 13.1, 13.2, 15.1, 15.5, 17.16

National System for Hydropower Sustainability Assessment

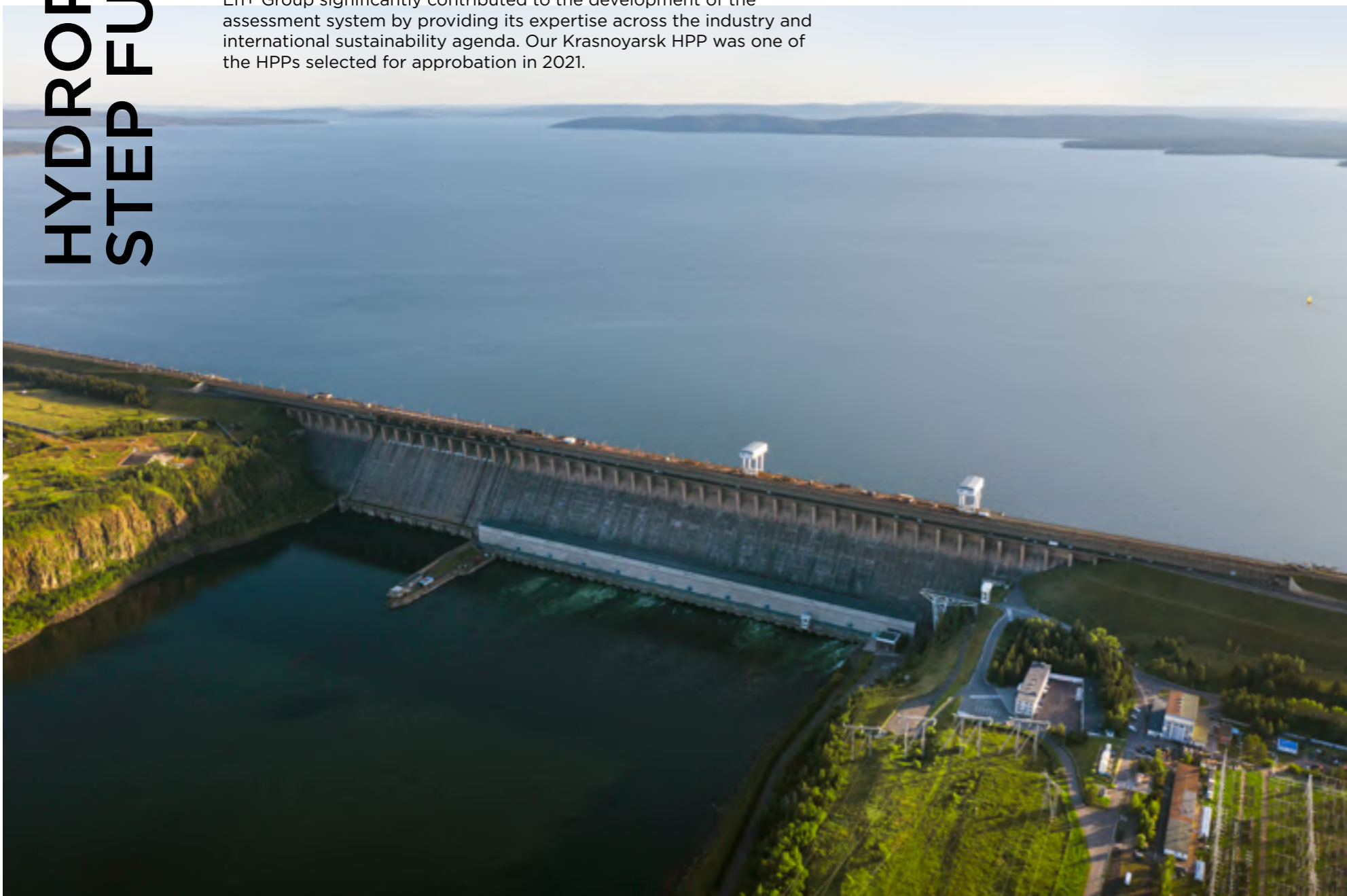
A National System for Hydropower Sustainability Assessment has been in development by the Hydropower of Russia Association since 2019. The approbation stage was finalised in early 2022, resulting in the final version of the Assessment System.

The International Hydropower Association’s (IHA) Hydropower Sustainability Assessment Protocol shaped the basis of the System. The Assessment System also takes into account the requirements and approaches of international development institutes, reporting standards and rating agencies. The differentiating factor is the adaptation of the system to legal specificities of HPP and reservoirs operation in Russia.

En+ Group significantly contributed to the development of the assessment system by providing its expertise across the industry and international sustainability agenda. Our Krasnoyarsk HPP was one of the HPPs selected for approbation in 2021.

New Energy Programme

The wide-scale modernisation of our largest HPPs is on track to generate at least 2.5 TWh more electricity from the same amount of water passing through our turbines, relative to the 2007 baseline. Not only does this secure long-term, reliable and affordable power for the Siberian population and economy, and significantly reduce risks of oil or lubricant leaks into the water, but also helps reduce demand for electricity generated by nearby coal powered plants. This, in turn, will reduce GHG emissions by at least 2.5 million tonnes of CO₂ per year from 2026.

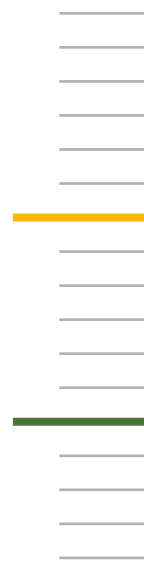


GHG Inventory of Hydro Reservoirs

According to emerging international and scientific perceptions, HPP reservoirs both release and absorb GHGs. Research suggests that boreal reservoirs emit less than the global average. At En+ Group, rather than follow global averages, we have committed to measure the exact impact of our reservoirs.

In 2021, autumn measurements were carried out at the Bratsk and Ulst-Illimsk HPP reservoirs. In 2022, additional winter measurements were conducted at the Bratsk reservoir (through measurements of methane concentrations in the ice). Spring and summer measurements for the Bratsk reservoir and spring, winter and autumn measurements for the Ulst Illimsk reservoir are to follow.

Preliminary results show insignificant emissions from reservoirs. Results will be reflected in the Russian GHG register.



ENVIRONMENTAL STEWARDSHIP

ALIGNMENT WITH THE FOLLOWING NATIONAL DEVELOPMENT GOALS:

- PRESERVATION OF THE POPULATION, THE HEALTH AND WELFARE OF THE PEOPLE;
- COMFORTABLE AND SAFE ENVIRONMENT

Acknowledging the strong link between nature and climate, the Group recognises that a sustainable future cannot be achieved without consideration of the broader business impacts on ecosystems today. With the world increasingly understanding the importance of becoming nature positive, we pride ourselves in our long-standing history of ecosystem protection. From the protection of endemic species, to the monitoring of habitats and water resources, to a focus on waste management and emission reduction, the Group consistently addresses its impacts on and supports sustainable ecosystem management.



OUR NATURE APPROACH IS OUTLINED BELOW:

Define, Assess, Prioritise

The Group's activities affect two consolidated natural systems: freshwater and land ecosystems.

An assessment of the impact on each system of each individual facility is being conducted and updated in line with formal and voluntary obligations.

Material impacts are determined through the internal biodiversity risk assessment standard.

Commit and Measure

As the Group eagerly awaits the launch of global target-setting standards for nature (such as the upcoming SBTN), a number of nature-related targets have been shaped to reflect our commitment to operations in harmony with nature.

For targets, see pages 20-27

We track our targets and goals through concrete, measurable data where this is possible. In areas where measurements are not yet available, we have set a roadmap to reflect our continued commitment to improvement.

Act

We have been developing and actively applying a nature and biodiversity corporate management approach based on a mitigation hierarchy across our operations. The measures in place are specifically selected in line with the hierarchy and aim to avoid, minimise, restore or compensate, depending on the most suitable response in each individual case. Details of our projects are available throughout this report.

Transform

For our nature positive collaboration with various stakeholders, see the "Collaboration and Partnerships" section, or our [Sustainable Development Report](#).

Disclose

Our progress on nature is annually disclosed in our Annual Report, Sustainability Report and SDG Report.



WASTE MANAGEMENT

SDG TARGETS: 4.7, 9.1, 9.4, 11.3, 11.6, 12.2, 12.5, 12.6, 12.7, 13.2, 15.1, 17.16

Transition towards a “Green Office”

In early 2022, En+ Group’s HQ switched to the separate waste collection system and completely moved away from single-use plastic cutlery.

The “Green Office” concept means creating a work space where eco-efficient solutions allowing for the decreased consumption of resources are implemented and all recyclable materials are sent for recycling.

In En+ Group’s Moscow office, the separate collection of glass, metal, plastic and composite packaging is carried out.

During the year, the system of selective waste collection will be implemented in the Group’s offices in Irkutsk and at the Irkutsk, Bratsk, Ust-Ilimsk and Krasnoyarsk HPPs.



Ensuring the Safety of our Tailing Dams

The rehabilitation of the land we use in our mining, refining and smelting operations is one of our key responsibilities, and detailed plans are developed for every site. To ensure the safety of tailings dams we develop comprehensive plans for land reclamation and decommissioning ash and mud dumps. We systematically monitor the dams to identify full compliance with all regulations governing bauxite mud and ash disposal. Our tailing dams undergo full technical audits by independent experts.

Bauxite Residue Utilisation Project

The raw material for the production of aluminium – alumina – is obtained from bauxite and nepheline ores. ‘Red mud’, a bauxite residue, is a by-product of aluminium production.

Aughinish Alumina Ltd. (AAL) continues to participate in **RemovAL**, a large research project funded by the EU Horizon 2020 and coordinated by the National Technical University of Athens (NTUA) to advance existing technologies for the sustainable processing of Bauxite Residue. In 2021, AAL, in association with industry partners, developed and constructed a pilot scale Residue Dealkalisation plant to produce residue with a soda content.

AAL also participates in **ReActiv**, another large research project funded by EU Horizon 2020, coordinated by Holcim, the biggest cement producer in Europe. The objective of the project is to produce cement with a portion of clinker replaced with modified Bauxite Residue. Through ReActiv, modifications will be made to both the alumina and cement production processes, linking them through the new ReActiv technologies and transforming them into an active material suitable for new, low-carbon cement products.

In 2021, AAL also started construction work on the **Salt-Cake Wet Oxidation Project (SWOP)**. This project will convert salt cake, which is an impurity removed as part of the refinery process, to caustic which will be fully recovered into the refinery. The elimination of salt cake will reduce the future requirement for the storage of this by-product on the BRDA.



Bulk Waste Storage

We have developed a roadmap to optimise the safe storage of bauxite mud. Our ‘dry mud disposal process’ significantly reduces the fluidity of waste and the area required for waste storage. This, together with other measures, leads to a reduction in the scale of environmental impact storage may cause. Dry storage also facilitates the recycling of waste.

Reclamation, Reuse and Repurpose of Bauxite Residue

At our alumina refinery at Aughinish we have developed an industry-leading approach to the management and land rehabilitation of ‘bauxite residue disposal areas’. Aughinish incorporates sand, gypsum and compost with bauxite residue to create a soil. The bauxite residue soil is then seeded with a range of Irish grass species, which attracts native birds, mammals and invertebrates. Additionally, many other plant species grow naturally, further improving the vegetative cover and biodiversity.

SDG TARGETS: 1.5, 6.3, 6.4, 6.5, 6.6, 9.1, 9.4, 14.4, 15.1, 15.5, 15.9, 15.A, 17.14, 17.16

Improving the Operational Regime at our HPPs

A proposal to optimise the operational regime of the Angara-Yenisei HPP cascade, taking into account environmental requirements, was developed in 2021 by the Water Problems Institute of the Russian Academy of Sciences (RAS).

The proposal was submitted to the federal executive authorities as En+ Group's contribution towards improving the effective management of Baikal's and Angara-Yenisei cascade's water resources.

In 2022, En+ Group launched a study on possible hydrological consequences of climate change in the Baikal and Angara basins. Objectives of the work include:

- assessment of the climate risks for HPPs;
- proposal of measures to adapt HPPs to climate change.

Sewage Treatment at HPPs

Planning is underway for the modernisation of sewage treatment processes at En+ Group's HPPs. Some of them were designed and constructed many years ago, and effective sewage mechanisms were not included in the original construction plans. With the introduction of the new mechanisms, sewage water will be collected from the roads passing over the dams. Wastewater will then be filtered to ensure no leakage of untreated water. To date, engineering assessments have been completed for the Angarsk HPPs to determine the required technical solutions and implementation methods, and technical and operational design is underway. Preliminary feasibility studies have been carried out for the Onda and Krasnoyarsk HPP. The cost is being calculated and implementation planning is underway.

Social and Environmental Assessment

Funded by En+ Group, the project was implemented by the "Zapovedniki" EcoCenter alongside the Lake Baikal Foundation and with methodological support from WWF Russia. Analytical studies of the causes of environmental and social tension in the Baikal natural territory have been carried out, and recommendations have been developed to improve the situation.

In December 2021, results were presented at a Round table in the Public Chamber of Russia with the participation of the Public Chambers of the Irkutsk Region and Buryatia, as well as other stakeholders. Following the round table, recommendations were adopted that the Commission of the Public Chamber of Russia on Ecology and Environmental Protection will subsequently send to Federal and Regional executive authorities.

Ensuring the Welfare of the River Vym

Since 2000, we have been conducting monitoring of aquatic biological resources in the River Vym. The purpose is to study the state of aquatic biological resources and quality of surface waters (streams), which ensure the welfare of fish populations throughout the entire life cycle. The results help scientists to prepare recommendations on the most effective measures to preserve stocks of aquatic biodiversity in the Vym River basin. In 2021, the River Vezhau was added into the scope of the monitoring programme. Scientists carry out the collection of ichthyological and hydrobiological materials in accordance with the expedition research programme.

Baikal Water Quality and Ecology Monitoring

Since 2019, En+ Group has been supporting an independent scientific expedition for environmental monitoring of Lake Baikal. In 2021, scientists from seven leading scientific institutes of Moscow, St. Petersburg, Novosibirsk, Krasnoyarsk and Irkutsk took part in the expedition. Research was conducted in the fields of ecology, geophysics, molecular biology and genetics, hydrochemistry and hydrobiology.

Results of the three years of monitoring outline the following main threats to the coastal ecosystem of Lake Baikal:

- increased concentrations of phosphorus-containing compounds and heavy metals flowing in from the waters of the Selenga River;
- discreet inflow of nitrogen-containing substance filled groundwater into Baikal waters in the area of settlements;
- plastic and microplastic pollution of the Lake;
- intake of potentially hazardous organic compounds with surface and ground runoff from the catchment area.



Replenishment of Fish Species

In 2021, En+ Group, together with leading scientific institutes, began scientific research of the state of aquatic biological resources upstream and downstream of the HPP. Since 2014, En+ Group has been successfully restoring aquatic bioresources endemic to the rivers of Eastern Siberia.

Preservation of the Baikal Seal

En+ Group is a partner of the Institute of Ecology and Evolution of the Russian Academy of Sciences' 2020-2025 scientific programme on the study of the Baikal seal.

Seals were monitored visually and using drones. Seventeen seals were chipped with satellite geolocation trackers. Some 271 samples of biological material were selected for serological, hormonal and microbiological studies. An assessment of the state of the population was given.

The 2021 expedition was attended by specialists from numerous research institutes. A seal study was conducted on the archipelago of the Ushkany Islands, the largest summer settlements located in the central part of Lake Baikal.



**PROTECTING LAND
BASED BIODIVERSITY**

SDG TARGETS: 3.9, 6.6, 11.4, 15.1, 15.4, 15.5, 15.9, 15.A, 17.14, 17.16



Avifauna Project

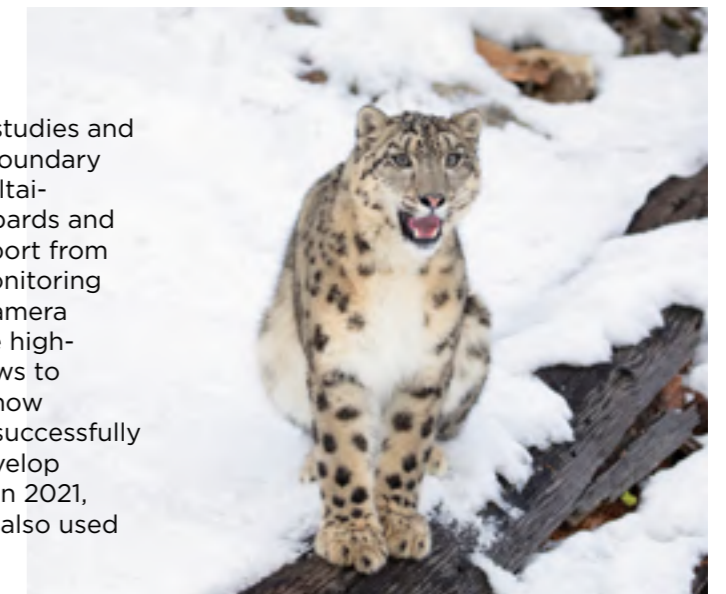
In 2021, En+ Group began financing a project to study the impact of water level fluctuations, associated with the operation of the HPPs, on local bird populations.

The 2021 monitoring, carried out by ornithologists from Baikal and Irkutsk State Universities, assessed four local bird species – lake gull, river tern, mallard and grey duck. Results showed that the species naturally adapt well to water level fluctuations, and in recent years their populations have increased. However, with the onset of a high-water period, the risk of adverse situations increases.

Scientists have presented a number of possible measures to reduce negative impacts on these species.

Monitoring and Species' Conservation in Protected Areas

The Company is conducting monitoring, studies and conservation of rare species in the transboundary territories of the protected areas of the Altai-Sayan ecoregion. Monitoring of snow leopards and forest reindeer was accompanied by support from the regional scientific community. The monitoring included the use of satellite collars and camera traps, as well as annual expeditions to the high-mountain areas of the reserve, which allows to determine the number and structure of snow leopard and forest reindeer populations, successfully coordinate operational measures, and develop recommendations for their preservation. In 2021, automatic cameras and hiking trails were also used to estimate the numbers of rare species.



Ecological Monitoring of Krasnoyarsk ‘Stolby’ National Park

In 2021, together with the Krasnoyarsk ‘Stolby’ Pillars National Park, monitoring of the anthropogenic impact on the protected forest ecosystems was carried out. The purpose was to assess the influence of pollutants on a range of ecosystem components and nature zones, directly under the influence of urban pollution.

Initially, the monitoring focused primarily on the study of the state of the National Park’s snow cover as the primary indicator of environmental pollution resulting from Krasnoyarsk’s industrial agglomeration. In recent years, the monitoring programme has been expanded. Currently, it includes studies of not only snow cover, but also of other ecosystem components, such as soil, vegetation, water, bottom sediments, and others.

Assessment of the Yenisei River’s Impact on Air Quality

Downstream of the Krasnoyarsk HPP, a section of the Yenisei River does not freeze, which results in the formation of polynya.

With support from En+ Group, the Institute of Computational Modeling SB RAS has conducted studies of the possible influence of polynya on atmospheric air quality in Krasnoyarsk.

The Institute measures the main meteorological characteristics using a network of stationary posts located in the city and on islands in the riverbed, as well as at various heights above the river using a specially equipped quadcopter and temperature profiler.

Research results will shape future solutions to improve the quality of the environment for those living downstream of the Krasnoyarsk HPP.



ECO-EDUCATION

SDG TARGETS: 6.3, 6.6, 6.B, 8.9, 9.4, 9.5, 9.B, 11.4, 12.8, 12.B, 14.4, 15.1, 15.A



Project 360

As one of the largest voluntary eco-initiatives in Russia, Project 360 gathers over 3,000 volunteers annually. It also strives to develop a corporate volunteering culture, core to any sustainable business. Over the past 11 years, more than 148,000 volunteers have collected over 4,560 thousand tonnes of post-consumer waste, renovated nature trails, disposed of construction waste from conservation areas, planted thousands of trees, and removed kilometres of fishing nets in the regions of the Group’s operation. In 2021, the project won the International BRICS award in the “clean water” category.

Grants Supporting Innovative Ecological Projects

Launched in 2020, our Ecological Grants Programme is designed to boost community sustainability initiatives. Within the programme’s framework, grants are allocated on a competitive basis to NGOs in the field of environmental entrepreneurship, education and scientific research.

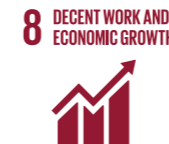
In 2021, the scope of the Grant expanded to seven cities across Siberia, with 22 projects receiving funding as a result of the Grant.



HUMAN DEVELOPMENT

ALIGNMENT WITH THE FOLLOWING NATIONAL DEVELOPMENT GOALS:

- PRESERVATION OF THE POPULATION, THE HEALTH AND WELFARE OF THE PEOPLE;
- CONDITIONS FOR SELF-FULFILMENT AND THE UNLOCKING OF TALENT;
- COMFORTABLE AND SAFE ENVIRONMENT;
 - DECENT AND EFFECTIVE JOBS AND SUCCESSFUL ENTERPRISE;
 - DIGITAL TRANSFORMATION



OUR COMMITMENT TO OUR PEOPLE IS GUIDED BY THE UN GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS AND IS FOURFOLD:

Engaging with the local communities

The Group's influence and impact spreads beyond just our employees. We want to ensure that our presence in our regions of operation has a purely positive impact on local communities.

Safe and non-discriminatory working conditions

We comply with relevant safety and healthcare standards, rules and internal regulations on health and safety for all at all facilities and business units of the Group.

En+ Group does not use or support the use of labour by any individual below the permissible age stipulated by national and international labour laws.

Educated community

We recognize the role education plays in economic development and in tackling inequality. Numerous programmes are in place to provide high-quality, specialized education to both professionals and youth, who we recognize will shape the future of our Company and our economy.

Supporting each individual

En+ Group values every individual working for the Company. This is why we provide key social benefits for employees, which include pensions, medical support, financial aid, sanatorium and resort deals, meal provisions, housing programmes, programmes for children and a preferential mortgage programme.

En+ Group ensures that our people remain at the forefront of all decisions across the whole management structure.¹

From the Remuneration and Nomination Committees at the Board of Directors level, to individual HR units at each production facility, we ensure that our teams feel supported, safe and provided for.

"Signal", our internal whistleblowing system allows all our people to take part in keeping the Group free of discrimination, corruption or fraud.

THE KEY RESOURCE OF ANY COMPANY IS ITS PEOPLE.

93,189

EMPLOYEES
at En+ Group at the end of 2021
(35,256 in the Metals segment,
57,933 in the Power segment)

0 incidents

of discrimination in 2021

0 incidents

of child labour or forced or compulsory labour in 2021

1. For more information please refer to our Policy on Human Rights, Policy on Diversity and Equal Opportunities, and our Corporate Code of Ethics.

SUSTAINABLE CITIES

SDG TARGETS: 7.2, 7.A, 8.2, 8.3, 9.1, 9.2, 11.1, 11.2, 11.3, 13.2

EV Charging Stations

En+ Group is developing EV charging infrastructure in the Irkutsk Region, contributing to regional development and advancement of sustainable cities.

Eight 50-100 kW EV charging stations were installed in the Irkutsk Region in 2020-2021, providing both slow and fast charging (reaching up to 80% of battery capacity in just 20 min). Another 18 to 20 100 kW charging stations are to be installed throughout 2022-2023 in large neighbouring cities (Bratsk, Usolye-Sibirskoye, Tulun, and Taishet) along the Federal Motor Road and the road to Olkhon Island.

A supporting mobile app has been created to ensure the charging process is simple and accessible.



700

DIFFERENT CUSTOMERS
to date have used the stations

10,000+

CHARGING SESSIONS
have taken place

RUSAL Quarter

To support local administration in their development of housing amenities across seven cities in Siberia (Angarsk, Bratsk, Divnogorsk, Krasnoyarsk, Sayanogorsk, Taishet and Shelekhov), RUSAL intends to construct modern, comfortable and sustainable living quarters. The quarters will combine housing amenities, spaces for regional commercial businesses, playgrounds, walking paths, recreation areas, as well as equipment and space for outdoor sports. With construction to begin in 2023, and expected completion by 2025, these RUSAL Quarters will help improve the attractiveness of cities, stimulating an increase in the workforce.

SUPPORTING OUR EMPLOYEES AND LOCAL COMMUNITIES

SDG TARGETS: 1.2, 3.2, 3.8, 3.B, 3.C, 3.D, 4.3, 4.4, 4.B, 5.1, 5.5, 5.A, 8.2, 8.3, 8.8, 10.B, 11.C, 13.1, 13.2, 16.7

The Health, Safety and Environment (HSE) Committee

Established back in 2019, the HSE Committee is tasked with providing assistance to the Board in ensuring that the Company has in place a proper management system for health, safety and environment risks. The Committee reviews leading international research, prepares strategic recommendations to the Board on new strategies and policies and contributes to the development of the new policies and bylaws. The Committee reports to the Board and ensures En+ Group maintains the highest safety standards and expectations in the area of industrial and environmental safety.

Maintaining the Health of Employees

Across four facilities, in 2021, RUSAL Medical Centre LLC carried out work focused on comprehensive medical care, which included the work of health centres equipped with modern equipment for emergency care, pre-shift medical examinations, vaccinations and physiotherapy treatment.

In order to monitor, provide a timely response and prevent work-based injuries, the enterprises have developed and approved a "Preventative programme to maintain employee health". The programme ensures close interaction between human resources, the occupational safety department and medical staff at each step of the employee's shift. The programme includes identification of risk factors, monitoring of physical and psychophysiological conditions, group lectures and classes on healthy lifestyles, and sports events.

Female Representation in the Industry

The Group recognises that it operates in predominantly male-occupied fields but is nonetheless focused on gender equity. In 2021, 31% of Power segment employees, 21% of management, and 27.3% of Group employees were female.



BOARD OF DIRECTORS:

33%

female

OVERALL WORKFORCE:

27.3%

female

SPECIALISTS:

57%

female



Local Jobs for Local People

Our strict policy is to always recruit from the local population first and only bring staff in from overseas when the necessary skills cannot be found among the regional communities. All our roles are openly communicated to those living near our operations, and we provide preliminary training for all those seeking employment.

1,000

NEW POSITIONS
announced in April 2022 to support regional economies

Leading Medical and Emergency Healthcare in Guinea

RUSAL traditionally provides support to the Guinean healthcare sector. The clinical and diagnostic research centre of epidemiology and microbiology was the first centre in Guinea to conduct a test for COVID-19 in February 2020.

Since the outbreak of the COVID-19 pandemic in the Republic of Guinea, the clinical and diagnostic research centre of epidemiology and microbiology has been repurposed to provide care to patients with suspected COVID-19 infection and included in the national system to counter its spread. The first patient was admitted to the hospital for treatment on 16 April 2020. In June 2020, in order to support Guinean healthcare, RUSAL created its second multifunctional centre in Fria over a record 21-day period.

During the pandemic, both centres in Fria and in Kindia, received COVID-19 patients on a daily basis, not only from neighbouring prefectures but also from remote regions of Guinea.

In January 2021, RUSAL won the Guinea Best Company Awards for its contribution to the fight against COVID-19 and its socially responsible policies during the pandemic.



Investing in Local Communities

The Group invests in communities in all its regions of presence, including those outside Russia. From education, to infrastructure projects, to investing in local community initiatives, just in 2021, RUSAL invested USD 4.17 million in communities outside Russia. We are aware of the connection between education and economic growth and thus provide Scholarships to young students in Guinea, Jamaica and Sweden. In Ireland and Sweden, RUSAL carries out numerous charity events and funds local sports teams to encourage active lifestyles. In Guinea, we invest in infrastructure to supply drinking water, electricity, medicine, and education in poor communities.

SUPPORTING ACTIVE LIFESTYLES

SDG TARGETS: 3.4, 11.3



'Get on Your Skis!' Programme

Since 2016, we have been running the 'Get on Your Skis!' project in the Irkutsk and Kemerovo Regions, the Krasnoyarsk Territory, and the republics of Komi and Khakassia. In partnership with the Russian Ski Racing Federation, our programme focuses on the renovation and construction of ski infrastructure, training of ski instructors, and provision of ski equipment for athletes and youth ski teams. In 2021, En+ Group hosted its annual coach competition, which brought together trainers from 18 cities across five regions.

The Group also sponsored the Russian ski team for the 2021-2022 season.

Ski Bases

We are aware that supporting sport means supporting its infrastructure. In 2021, the Company upgraded the starting area of the ski base in Divnogorsk and built a ski base in Nizhneudinsk. In Divnogorsk, at the cross-country ski track of the Divnogorsk Technical School of Forest Technologies, a judges' headquarters with a medical office, locker rooms and storage rooms was constructed. Lighting was also installed along the ski track. In Nizhneudinsk, a ski base and a snowmobile ramp were completed in December 2021.

'Baikal-Energy' Hockey

Initially known as 'Lokomotiv' (1947-1992), then 'Sibskana' (1992-2004), today, the Baikal-Energy team is a sporting symbol of Irkutsk. The popular sport unites fans of all ages, professions, religions, and political convictions. The Group has been a proud sponsor of the historic team since 2001 and today is the main partner of the hockey club. Baikal-Energy regularly qualifies for national championships, as well as the World Cup. It is through our support that the club is able to improve, grow, and maintain support from the local communities.

INVESTING IN EDUCATION AND FUTURE GENERATIONS

SDG TARGETS: 1.B, 4.3, 4.4, 4.5, 4.7, 8.6, 11.3, 11.7, 11.A, 13.2

Corporate University

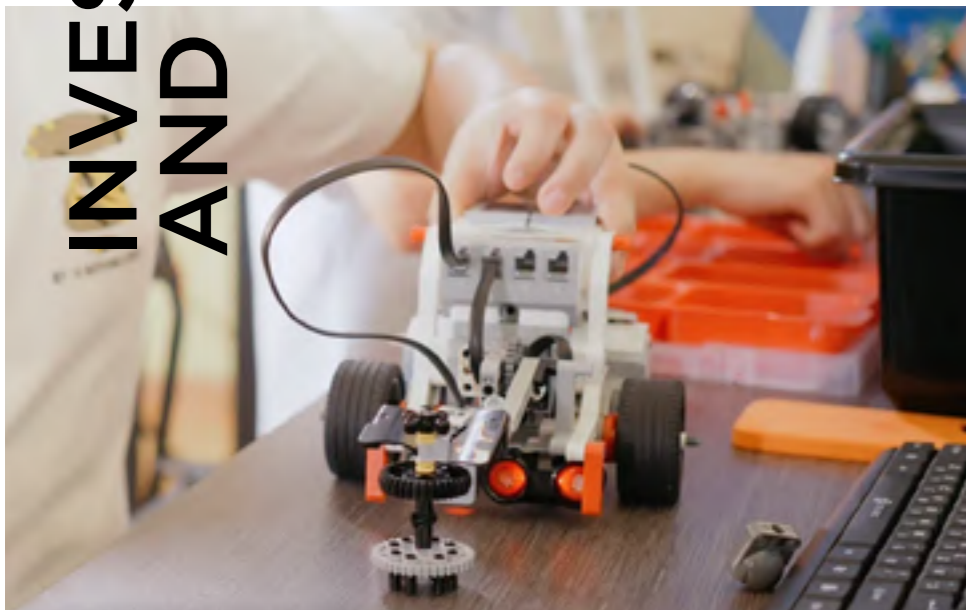
EuroSibEnergO Corporate University coordinates the training and development of personnel at all levels of the Group's Power Segment, including interaction with the external pool of candidates through a network of schools, colleges and universities.

The Corporate University undertakes: mandatory training and retraining of workers, advanced training of managers and specialists, additional training during pre-certification training, industrial training, simulator training of CHP and HPP employees, automated knowledge testing, competence assessment, psychophysiological support, and professional skill contests.

There are 151 vocational training programs, 66 vocational training programs, a number of training programs for the pool of candidates, training of schoolchildren and students, and grant competitions. Distance learning is implemented through a corporate portal.

"RUSAL Scholarship 2022": new educational initiative in Guinea

In the spring of 2022, RUSAL announced a competition for Guinean students to study at one of the leading medical universities in Russia – the Prof. V.F. Voino-Yasenetsky Krasnoyarsk State Medical University. Fifty young Guineans, aged from 18 to 25, will be selected to receive free higher education in a wide range of medical specialities. All expenses including flights, accommodation and education for the Guinean students are fully covered by RUSAL. Similar scholarships were organised by RUSAL in 2018 and 2011. In 2011, 100 Guinean students received RUSAL scholarships to study at various Russian universities. In 2018, another 101 Guinean students received the right to free education at Russian universities.



Energy in Every Drop

In 2020, experts from the Ust-Ilimsk and Bratsk HPPs developed an educational course for schools, titled 'Energy in Every Drop', to support interest in learning about HPP operations. Upon approval by the Ministries of Education of Irkutsk and Krasnoyarsk Regions, the course was integrated into the programme of 14 schools. The course's exclusive design is based on LEGO Mindstorms EV3, allowing for an interactive format. An accompanying website and online courses were set up.

By the end of 2021, another 20 schools expressed interest in joining the project.

Playgrounds

Playgrounds are an essential component of any city or town. These open spaces allow and encourage families to spend time outdoors, and effective playground planning helps promote an active lifestyle among kids.

In 2021, in response to demand from the local population, the Company built playgrounds in Irkutsk, Angarsk, Ust-Ilimsk, Divnogorsk, Tulun, and Svirsk. With nothing similar available in the city, the playgrounds, made from environmentally friendly materials and combined with recreation areas for adults, are in high demand among residents and their children.



MultiLab

The Company is in the process of creating a unique educational multimedia platform for residents of the regions – a centre for learning, development and communication.

Participants will have access to educational courses covering the following: Robotics; Electronics; 3D modelling (engineering design); Internet of Things; Video production; 'Fascinating energy' course – an interactive online lesson; computer literacy courses for the elderly.

Classes began in the summer of 2022.

SDG TARGETS: 1.5, 3.9, 6.1, 6.3, 6.6, 6.B, 8.3, 8.9, 11.1, 11.3, 11.4, 11.6, 11.7, 12.5, 12.B, 15.1, 15.9, 17.16

Sustainable Development of Baikalsk

En+ Group joined the large regional investment programme focused on sustainable development of the city of Baikalsk, previously home to the Baikal pulp and paper mill. The area of the old paper mill will be transformed into an eco-tourist cluster, which will help reform and re-profile the previous 'monotown' of Baikalsk.

We intend to invest in an International Water Hub that will bring together the scientific community and other stakeholders around freshwater resources preservation. The Hub will promote socio-economic development in Baikalsk, create new job opportunities, and consequently increase budget revenues to the region.

En+ Group already operates much of the tourist infrastructure in the Baikalsk Region.

Responsible Tourism

The key areas of focus for the Group's projects are the cities of Irkutsk, Baikalsk, and the coasts of Lake Baikal and the Angara River. These areas are located in the midst of diverse biodiversity ecosystems, and therefore En+ Group has taken great care to ensure that tourism in the region evolves in harmony with nature.

Organised and responsible tourism lies at the core of our tourist business, as our volunteer initiatives focus on tackling the effects of irresponsible wildlife tourism.

Gates of Baikal

The Company is a key resident of the tourist and recreational Special Economic Zone "Gates of Baikal". Baikalsk, unique for its natural and climatic characteristics, holds a mountain ski resort on the coast of Lake Baikal, a hot spot for year-round tourism, including for international tourists.

The Group is actively investing in the development of sustainable tourist infrastructure in this territory. Currently, projects for the development of ski trails are coming to completion, including the renovation of ski lifts, prospective construction of a four-star hotel and a visitor centre located in the Special Economic Zone.

The Baikal Track

The Baikal Track is the 68km route alongside the Angara River, connecting the city of Irkutsk and the town of Listvianka, at the intersection of Lake Baikal and Angara.

The Group operates three key locations along the Track.

Burduguz

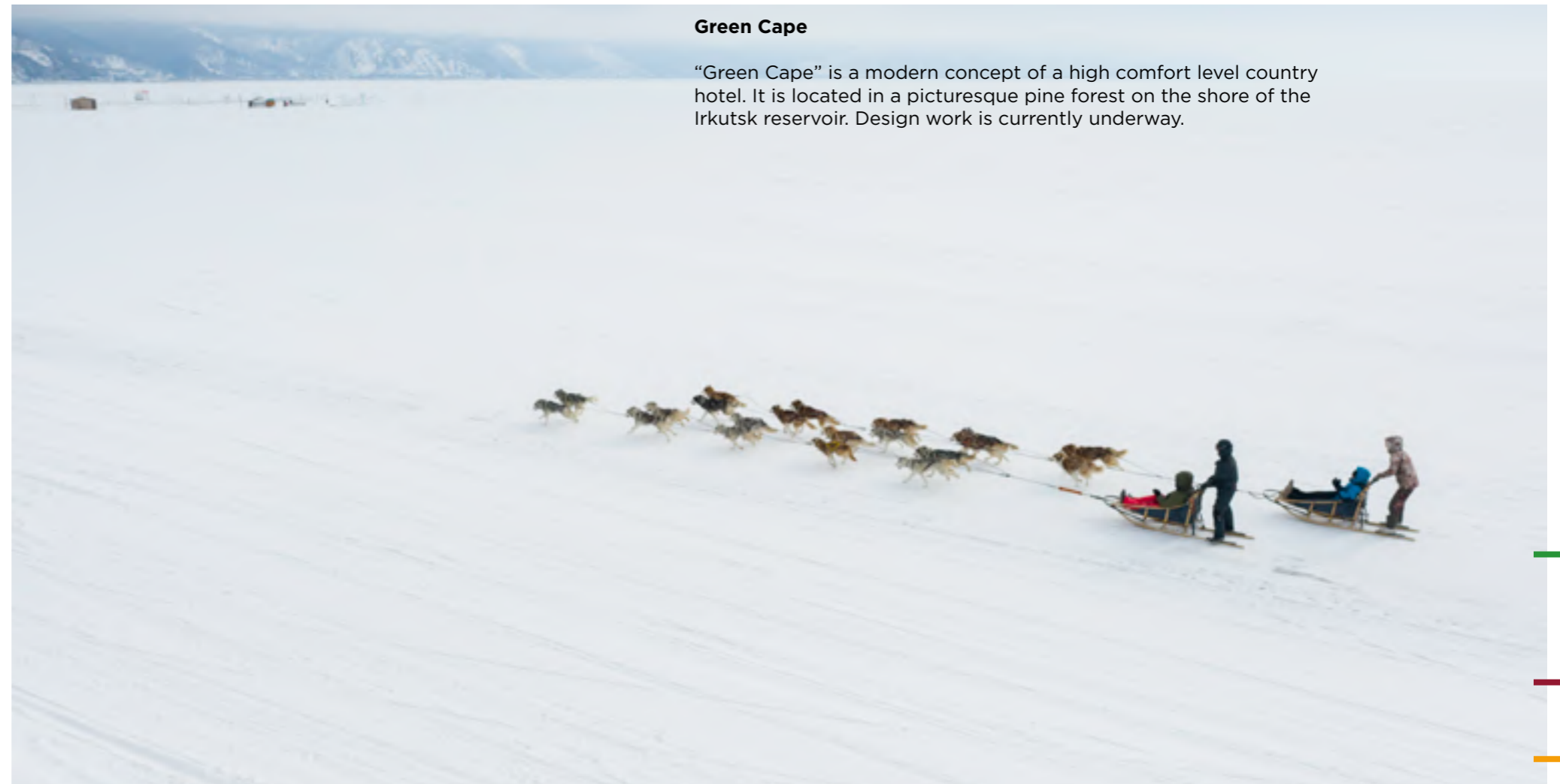
The tourist base "Burduguz" is located on the picturesque bank of the Angara River, and is in great demand among guests and residents of the city. Recently, the facilities of the base have been renovated and upgraded to a modern level of comfort, preserving the historical building and providing modern, top-quality amenities for guests.

Elektra

The unique resort complex "Elektra" is deservedly in demand among residents of Irkutsk and neighbouring regions, due to the uniqueness and variety of the balneotherapy services provided. The Company intends to increase the capacity of the resort, introduce new therapeutic practices, create new thematic areas and further improve the adjacent park area.

Green Cape

"Green Cape" is a modern concept of a high comfort level country hotel. It is located in a picturesque pine forest on the shore of the Irkutsk reservoir. Design work is currently underway.





Giving Historical Buildings a New Life

Grand Hotel Rodina

Work is underway to design a five-star hotel in the very centre of Irkutsk, reconstructed from the Vostsibugol (East Siberia Coal) building. This site, with its new functionality, will become a jewel in the city's crown.

Hotel Retro

One of the iconic objects of the city with a rich historical past and a history of famous guests. Today, it is a monument of cultural heritage. En+ Group plans to revive the hotel by reconstructing the preserved cultural heritage site located in the city centre.

Hippodrome

The Hippodrome – with its rich history, traditions, and riding school, is certainly an object of regional significance. In order to preserve this unique facility, the Company is ready to invest in its further development.

Renovation of the Irkutsk Waterfront

A number of sites are in development and approaching completion on the Tsesovskaya Embankment in Irkutsk. This integrated approach to the implantation of a number of projects is focused on bringing new life to a historical location in the city centre.

All sites face the Angara River, and will be accompanied by shoreline strengthening, forming a single well-maintained urban space on the right-hand bank of the Angara River.

Riverside projects include:

- the Spa Hotel – a restored object of cultural heritage, the former Kurbatov baths;
- the new En+ Group head office. The Group recognises that it cannot advocate for regional development if it has a weak presence in the region itself;
- a residential zone for our employees and the local population is being developed on the site of the former industrial territory of CHP-2.



COLLABORATION AND PARTNERSHIPS

IN TODAY'S GLOBALISED WORLD, NO GOVERNMENT, ORGANISATION, COMPANY OR ANY OTHER ACTOR CAN ACHIEVE THE TRANSITION TO A SUSTAINABLE FUTURE ALONE. ALTHOUGH WE RECOGNIZE THAT WE ALL HAVE A ROLE TO PLAY, OUR EFFORTS HAVE A MUCH STRONGER IMPACT WHEN ALIGNED WITH OTHERS

Collaboration with key stakeholders and sustainability-driven peers allows us to support the UN Sustainable Development Goals more effectively.



BEYOND THE RELATIONSHIPS AND PARTNERSHIPS THE GROUP HAS THROUGHOUT ITS VALUE CHAIN WITH ITS SUPPLIERS AND CONTRACTORS, WE FOCUS OUR PARTNERSHIPS ON THE FOLLOWING:

Support our SDG-focused projects

Many of the projects outlined in this report are supported by partnerships with research centres and institutes. En+ Group recognizes the value of partnership with scientific communities to ensure that our sustainability efforts are backed by science and expertise.

Engage externally to advance sustainable development

The Company's cooperation with local and international stakeholders aims to provide an enabling environment for corporate policy planning. The Group actively participates in dialogues, knowledge sharing, advocacy efforts, and maintains bilateral contacts to address economic, social, and environmental issues.

Integrate sustainability and ESG values into corporate strategy

Many of our partnerships hold vast experience in sustainability and a deep understanding of the global SDG agenda, as well as the gaps. Our partnerships allow us to engage with leading corporate peers, share experiences, and channel their knowledge into furthering and improving our own strategy.

Through UNGC's SDG Accelerator, En+ Group developed SDG-specific goals in 2021. Through the WBCSD, and engagement in the feedback process for SBTN and the post-2020 Global Biodiversity Framework, En+ Group gained insight into the optimal steps to form an effective corporate biodiversity strategy.



Recognising that global change cannot come from one actor alone, En+ Group unites with the industry and like-minded peers to advocate for a shift of the entire market towards a sustainable future.

UN Global Compact (UNGC)

As a special initiative of the UN Secretary-General and the world's largest corporate sustainability initiative, the UNGC calls on companies to align strategies and operations with universal principles on human rights, labour, environment and compliance and take actions that advance societal goals. Goals that align with the Group's sustainability strategy.

Recognising En+ Group's climate efforts, the UNGC offered the Group the position as one of the global partners of the Climate Ambition Accelerator, one of the four programmes carried out by the UNGC to accelerate corporate commitment to the Global Goals.

World Business Council on Sustainable Development (WBCSD)

The WBCSD, representing more than 200 leading companies, facilitates collaborative work to accelerate the transition to a world reliant on the principles of sustainable development. WBCSD members represent a combined revenue of over USD 8.5 trillion and 19 million employees from all business sectors and major economies.

En+ Group actively participates in working groups on climate, nature and sustainable cities. In August 2021, through the WBCSD, En+ Group provided its comments on the Post-2020 Global Biodiversity Framework, in development by the UN.

In 2022, through the WBCSD, En+ Group engaged in the development of the Science Based Targets for Nature (SBTN).

ESG Alliance

The creation of the National ESG Alliance was a response to a consolidated request of large businesses seeking to combine their efforts and capabilities on their transition to a sustainable development model. The Alliance was supported by leading Russian and international companies, representing over 1.5 million people and revenue exceeding RUB 10 trillion. The goal of the Alliance is to contribute to the creation of favourable conditions for the entire Russian business in order to fully realise its potential in the ESG transformation.

En+ Group became one of the 28 founders of the Alliance in January 2022 and is actively involved in shaping the partnership agenda.



Carbon Pricing Leadership Coalition (CPLC)

En+ Group and RUSAL are the only two Russian members of CPLC, a voluntary partnership under the auspices of the World Bank to advance global carbon pricing. En+ Group regularly contributes language to CPLC annual reports. In the CPLC Carbon Pricing Leadership Report 2020/2021, En+ Group stressed its ambitious targets to become net zero by 2050.

As part of En+ Group's transition towards net zero, in 2021, Lord Barker, then Executive Chairman of En+ Group, was appointed as one of the two CPLC High-Level Assembly Co-Chairs.

On the eve of COP26, CPLC Co-Chairs Lord Barker and Juan Carlos Jobe, Minister of Energy for Chile, initiated the publishing of an open letter urging governments to think creatively about how carbon pricing could be implemented and to be smart about anticipating potential adverse effects. The letter was supported by 38 CPLC partners.

International Policy Coalition for Sustainable Growth (U.S. Chamber of Commerce)

In 2021, En+ Group became a Knowledge Partner at the International Policy Coalition for Sustainable Growth launched by the U.S. Chamber of Commerce. The International Policy Coalition for Sustainable Growth shared En+ Group's approach to green trade liberalization on its website.

Business 20 (B20)

En+ Group and RUSAL are among the companies preparing policy recommendations on climate change, carbon pricing, sustainable development and the green energy transition through B20 for the leaders of the Group of Twenty (G20).

In 2021, En+ Group and RUSAL participated in the B20 Energy & Resource Efficiency Task Force. The Group's suggestions, such as 'using materials with a high degree of recyclability without losing their original qualities, as well as goods with a low-carbon footprint', were included in the final document of the Task Force.

En+ Group participated in the B20 Action Council on Sustainability and Global Emergency. The Action Council included En+ Group's recommendations on the promotion of green certificates, voluntary carbon markets and disclosure of carbon footprints, minimizing the use of new resources and exploiting recycled materials with low-carbon footprints. The B20 Italy Final Communiqué for G20 leaders incorporated En+ Group's position on the removal of the barriers to circularity and recycled materials to facilitate an extended lifecycle of products, as well as the reuse and remanufacturing of goods.

Climate Partnership of Russia

En+ Group is a key member of the Climate Partnership of Russia. This partnership was established ahead of COP21 as an initiative to consolidate the efforts of Russian business to mitigate environmental impacts and encourage Russian companies to move towards a decarbonised, green economy.

In September of 2021, together with the Partnership and the Russian Local Network of the UNGC, En+ Group hosted the Net Zero Summit, which resulted in a communiqué calling on the government to adopt a net zero target ahead of COP26. The following week the Russian government declared its net zero ambition.

International Chamber of Commerce (ICC)

ICC Russia works to promote international trade, responsible business conduct, and a global approach to regulation. As a member of the Commission on Economics of Climate Change and Sustainable Development of ICC-Russia, experts from RUSAL are involved in developing ICC-Russia recommendations on sustainable development, low-carbon development, and green financing.

Business and Industry Advisory Committee to the Organisation for Economic Cooperation and Development (BIAC at OECD)

En+ Group and RUSAL are members of the Business and Industry Advisory Committee to the OECD (BIAC) and contribute to the OECD's work on climate change, circular economy, resource efficiency and sustainable materials management. The May 2020 - May 2021 Annual Report Business at OECD includes a number of BIAC statements that reflect the need to procure low-carbon goods with high recyclability rates together with consideration of market mechanisms such as carbon content disclosure.

En+ Group's position on labelling products and materials as per their recyclability rate and characteristics after recycling was reflected in the BIAC Recommendations to the OECD Joint Working Party on Trade and Environment in June 2021.

Baikal Plastic Free

In the spring of 2022, major stakeholders operating around Lake Baikal and in the surrounding regions came together to shape an association focused on combatting plastic and micro-plastic pollution in the Lake. The mission is to change the attitude of society towards plastic pollution.

Within the association, we, the members, have developed a roadmap for solving many of the Lake's plastic pollution problems. Among the proposed solutions are: promoting the development of accessible tourist infrastructure and waste collection systems, development of an ecological culture and elimination of single-use plastics in the coastal area of the Lake.



TRANSPARENCY AND CERTIFICATION

En+ Group supports the notion that transparency in emissions is the first stage towards increased climate commitments. We disclose our own emissions and promote industry-wide transparency and disclosure.

Aluminium Stewardship Initiative (ASI)

ASI is a global, multi-stakeholder, non-profit standards and certification organisation. It unites producers, users and stakeholders in the aluminium value chain through a commitment to maximise the contribution of aluminium to a sustainable society. RUSAL is an active member of ASI, with representatives participating in various working groups for the revision of ASI standards. Alexey Spirin, En+ Group's Director of the Environmental and Climate Risk Management Department, sits on the Production and Transformation seat.

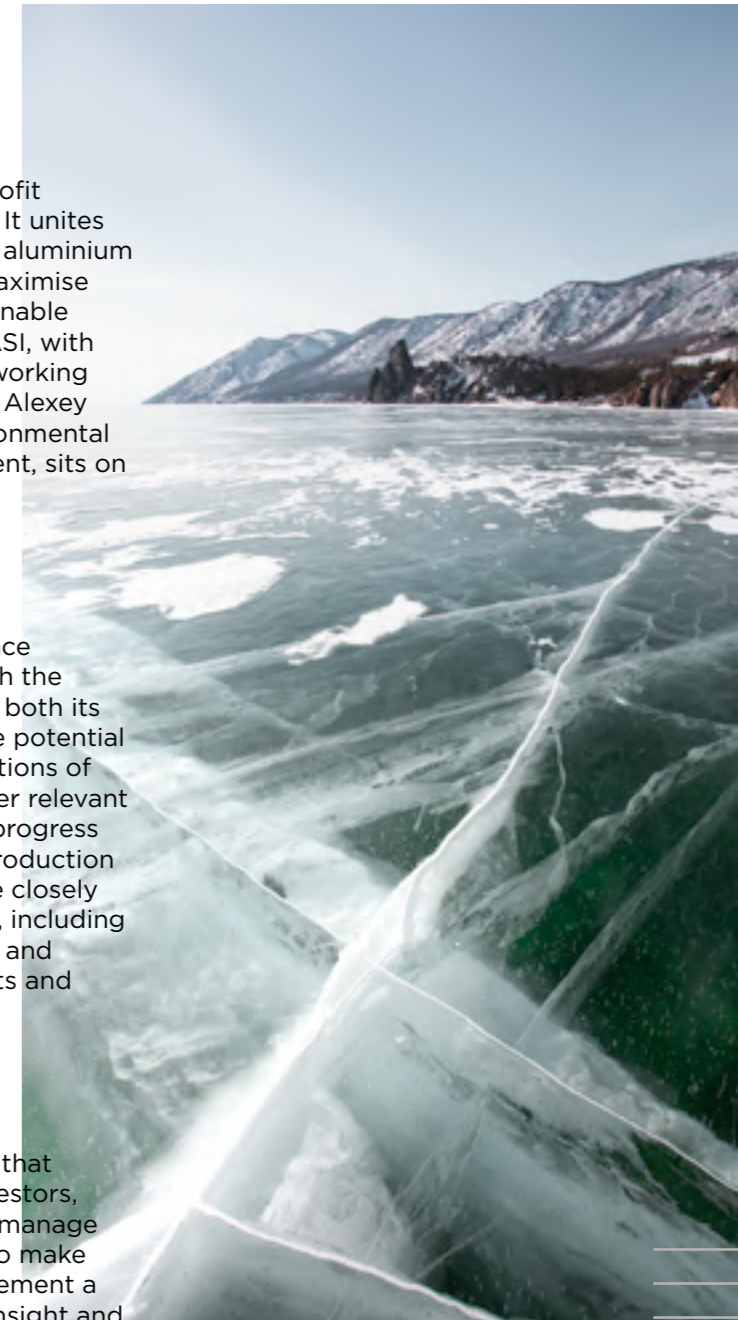
International Aluminium Institute (IAI)

RUSAL has been a member of the IAI since 2002. The IAI is a platform through which the aluminium industry aims to demonstrate both its responsibility in producing metal and the potential benefits arising from sustainable applications of aluminium. IAI collects statistics and other relevant information and helps drive continuous progress in the safe and environmentally sound production of aluminium. RUSAL representatives are closely involved in industry-specific committees, including the Energy and Environment Committee and Health Committee, and in various projects and working groups.

Carbon Disclosure Project (CDP)

The CDP is an international organisation that runs the global disclosure system for investors, companies, cities, states, and regions to manage their environmental impacts. CDP aims to make environmental reporting and risk management a business norm, and to drive disclosure, insight and action towards a sustainable economy. RUSAL has been involved in the CDP since 2015 and has committed to full disclosure of its GHG emissions. In 2021, RUSAL maintained its 'A-' rating, the highest rating awarded by CDP to an aluminium producer.

In 2021, En+ Group made its first CDP submission for its Power segment.



As the world's largest independent hydropower producer, En+ Group places energy transition at the core of its values. We believe that renewable energy will be at the centre of the future green economy. Through energy-focused partnerships, we aim to increase exposure around the future possibilities of renewable energy.

International Hydropower Association (IHA)

The IHA is a non-profit membership organisation committed to advancing sustainable hydropower. With close to a hundred members operating in more than 120 countries around the world, the IHA represents the global voice of hydropower and champions continuous improvement and sustainable practices across the sector. The IHA is the custodian of the Hydropower Sustainability Assessment Protocol and ESG tools, an important point of reference for the industry. EuroSibEnergo, one of En+ Group's Power segment companies, joined the IHA in 2017. In 2020, the Group's Executive Chairman, Lord Barker, spoke in front of the IHA Board, calling on the organisation to bring hydropower to the forefront of the climate discussion. The call to action was met with unanimous approval, and throughout 2021, the IHA has been working to increase its visibility among hard-to-abate industries and has produced its San Jose declaration.

Global Sustainable Electricity Partnership (GSEP)

GSEP is a CEO-led alliance of leading global electricity companies promoting electrification and sustainable energy development. GSEP promotes cleaner electricity generation, energy efficiency and electrification as pathways towards global development and climate goals. GSEP projects span from the development of electrified transport, to solar power storage, to the provision of scholarships. EuroSibEnergo joined GSEP in 2015.

Hydropower of Russia Association

The Hydropower of Russia Association is focused on promoting the development of hydropower in the Russian Federation and increasing the reliability and efficiency of hydropower production. It represents domestic hydropower interests at the government level. In 2020, En+ Group took part in developing a national Assessment System for sustainable hydropower. In 2021-2022, the System was tested. Going further, the Association will focus on advancing the System within the public and private sectors.

UN Energy

In 2021, UN Energy, the principal mechanism within the UN system for inter-UN collaboration on sustainable energy, recognised En+ Group's New Energy programme and I-RECs Project as part of the UN Energy Compact to drive the progress on the achievement of SDG7.

Energy Compacts established by UN Energy are voluntary commitments of action, with specific targets and timelines to accelerate action for clean, affordable energy for all and to contribute to SDG7. En+ Group became the first Russian company to be registered within the UN Energy Compact system.

CLIMATE

Operating among the hard-to-abate sectors, En+ Group is aware of the impact that industrial sectors are having on the climate. Therefore, we believe it is essential to reduce our GHG emissions to ensure our contribution to the global climate mitigation efforts.

Science Based Targets initiative (SBTi) and Business Ambition for 1.5°C

In September 2019, En+ Group committed to SBTi, a joint initiative by the CDP, UNGC, World Resources Institute and WWF, which aims to promote corporate ambition and help businesses pursue bolder solutions to climate change and Business Ambition for 1.5°C, an urgent call to action to align decarbonisation roadmaps with the 1.5°C trajectory. The initiative supports companies in setting emission reduction targets in line with the recommendations described in the Assessment Reports of the Intergovernmental Panel on Climate Change (IPCC).

Mission Possible and Aluminium for Climate

En+ Group has been a member of the World Economic Forum's Aluminium for Climate initiative since its inception in September 2019. Launched at the 2019 UN Climate Week, the programme forms part of WEF's Mission Possible Partnership, which is working to build collaboration to accelerate the decarbonisation of hard-to-abate industries. Aluminium for Climate provides a forum for industry associations, producers, and end users to agree on multi-stakeholder approaches to tackling the aluminium industry's most pressing environmental concerns.

Conferences of the Parties to the United Nations Framework Convention on Climate Change (UNFCCC)

En+ Group and RUSAL regularly attend UN Climate Change Conferences. At COP26 in Glasgow, as a CPLC High-Level Assembly Co-Chair, Lord Barker was a Co-Host of the High-Level Panel Discussion: "A Price on Carbon Pollution to Achieve Net Zero" together with Justin Trudeau, Prime Minister of Canada.

At COP26, En+ Group and CPLC co-hosted an expert panel: "Road to Net Zero. The Role of Carbon Pricing". Among the key speakers at the panel were Patricia Fuller, Canada's Ambassador for Climate Change and Axel van Trotsenburg, Managing Director of Operations at the World Bank.

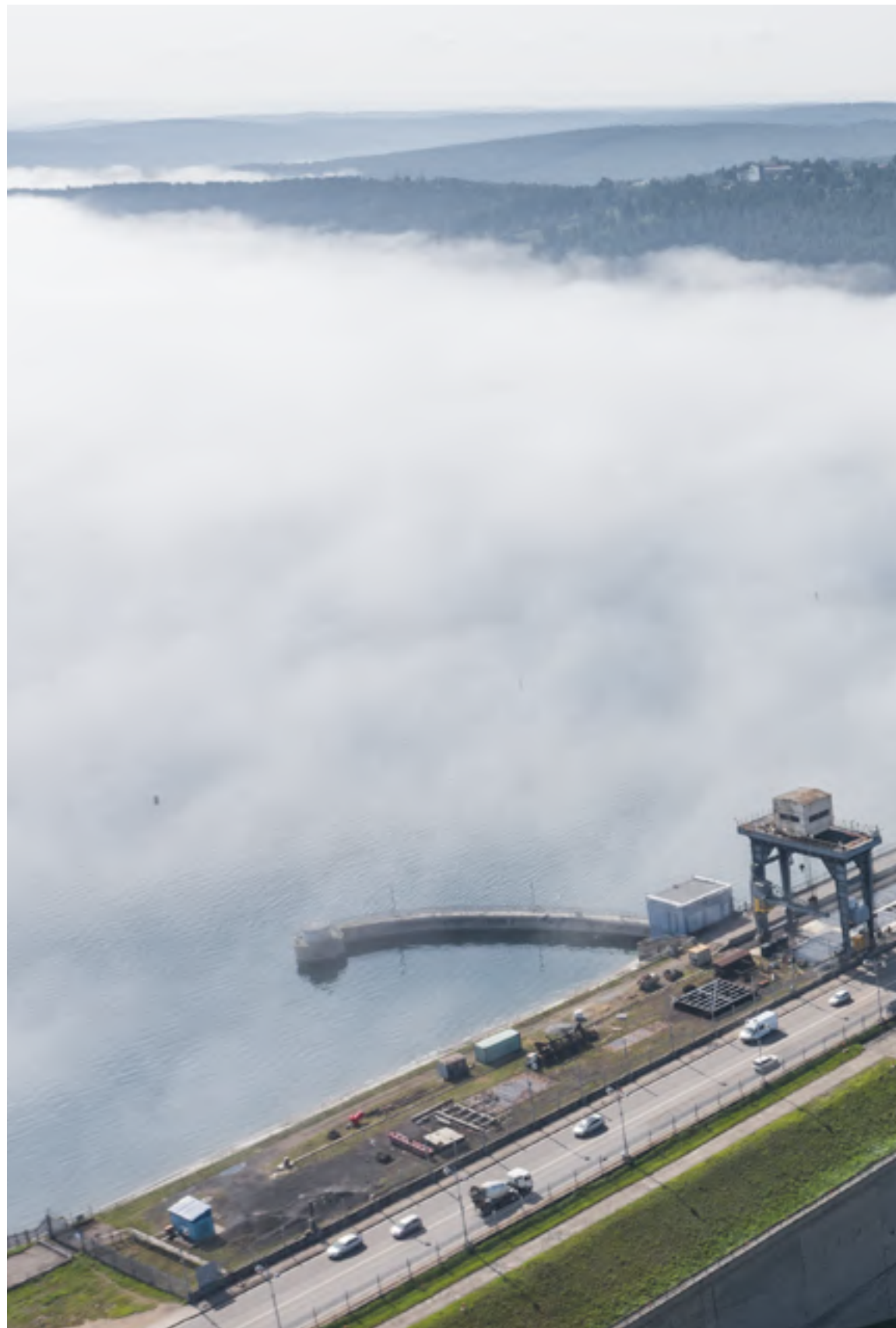
Race to Zero

Race to Zero is a global campaign mobilising a coalition of leading net zero stakeholders for a healthy, resilient, zero carbon recovery that prevents future threats, creates decent jobs, and unlocks inclusive, sustainable growth. En+ Group is a member of the umbrella initiative as a signatory of the Business Ambition for 1.5°C.



Project	SDGs Supported
Climate Leadership	
ALLOW	7, 9, 11, 13
Inert Anode	8, 9, 13
Renewable Energy Certificates	7, 8, 13, 17
Advancing Solar Energy	7, 9, 13
Green Hydrogen Development	7, 8, 9, 13
Green Million	13, 15, 17
'Clean Air' Federal Ecology Project	13, 15, 17
National Sustainable Hydropower Assessment	6, 7, 8, 11, 15, 17
GHG Inventory of Hydro Reservoirs	6, 8, 13
New Energy Programme	6, 7, 8, 9, 13, 15
Environmental Stewardship	
Transition towards a "Green Office"	4, 11, 12, 15
Ensuring the Safety of our Tailing Dams	12, 15
Bauxite Residue Utilisation Project	9, 11, 12, 13, 17
Bulk Waste Storage	12, 15
Reclamation, Reuse and Repurpose of Bauxite Residue	12, 15
Improving the Operational Regime at our HPPs	6, 7, 11, 13, 15, 17
Sewage Treatment at HPPs	6, 9, 15
Social and Environmental Assessment	11, 15, 17
Baikal Water Quality and Ecology Monitoring	6, 15, 17
Ensuring the Welfare of the River Vym	6, 15, 17
Replenishment of Fish Species	15
Preservation of the Baikal Seal	6, 15, 17
Avifauna Project	15, 17
Species' Conservation in Protected Areas	15, 17
Monitoring of Krasnoyarsk 'Stolby' National Park	6, 15, 17
Assessment of the Yenisei River's Impact on Air Quality	3, 15
Grants Supporting Innovative Ecological Projects	6, 8, 9, 11, 12, 15
Project 360	6, 14, 15

Project	SDGs Supported
Human Development	
EV Charging Stations	7, 8, 9, 11, 13
RUSAL Quarter	1, 9, 10, 11
HSE Committee	3, 8, 13
Maintaining the Health of Employees	3
Female Representation in the Industry	5, 8, 16
Local Jobs for Local People	1, 8
Investing in Local Communities	3, 4, 6, 8, 11
Leading Medical and Emergency Healthcare in Guinea	3, 10
'Get on Your Skis!' Programme	3
Ski Bases	3, 11
Baikal Energy Hockey	3, 11
Corporate University	4, 7, 8
Energy in Every Drop	4, 7, 13
RUSAL Scholarship	1, 4
MultiLab	4, 8, 10
Playgrounds	1, 11
Baikalsk	1, 3, 6, 8, 10, 11, 17
Responsible Tourism	6, 8, 11, 12, 15, 17
Gates of Baikal	8, 11, 15
The Baikal Track	8, 11, 15
Renovation of the Irkutsk Waterfront	1, 7, 8, 10, 11, 15, 17
Giving Historical Buildings a New Life	8, 11
Collaboration and Partnerships	
Advocacy	7, 8, 11, 12, 13, 15, 16, 17
Transparency and Certification	7, 8, 13, 15, 16, 17
Energy Transition	6, 7, 8, 11, 13, 15, 17
Climate	7, 8, 9, 12, 13, 15, 16, 17



*Мы заботимся о состоянии природных ресурсов
и поэтому стараемся использовать меньше бумаги. Отчет
входит в проект «Эко-договор» и состоит из 50 печатных
копий отчета.*